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Comparative study of Jabodetabek private companies and government institutions' work systems effectiveness

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ABSTRACT

A work system is one of the important aspects that must be owned by private companies or government institutions to regulate and manage the performance of their employees in achieving organizational goals. Private companies and government institutions are two different organizations and of course have different work systems. This encouraged researchers to conduct research with the title comparative study of the effectiveness of the work systems of private companies and government institutions in Jabodetabek. The aim of this research is to compare the effectiveness of work systems between private companies and government institutions in Jabodetabek. The research method used is qualitative with a library approach so that the data collection technique is carried out by collecting various documents that are appropriate to the research focus and then carrying out in-depth analysis. The research results show that the work system of private companies is more effective than that of government institutions. because the scope of work of private companies is smaller than the scope of work of government institutions where regulations or rules are more binding and difficult to change or adapt to needs. If there are regulations that need to be changed, it will take longer, even though currently the government has made various efforts to provide the best performance that is more effective compared to the previous period..

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INTRODUCTION

Every organization that is built, whether privately or as a government institution, certainly wants to achieve the various goals set by each organization (Lazarus Abdul Aziz, Maliah 2022). Unfortunately, achieving various organizational goals is not as easy as turning the palm of your hand and requires a variety of efforts which are expected to be able to support the achievement of organizational goals effectively and efficiently (Dandres Dolosi, Salmin Dengo 2018). One way that is considered capable of supporting the achievement of organizational goals is the establishment of a work system.

Work systems are procedures and work procedures that have been prepared so that they can form a process regarding various activities that can be carried out to carry out the duties and functions of an organization(Puryani, Intan Berlianty 2018). The work system between one organization and another is of course different because it is adjusted to the organization's goals. Likewise, the goals of private organizations and government institutions are different. Where private companies have the aim of gaining as much profit as possible so that one company can have various businesses or businesses in other fields such as Unilever which has businesses in the fields of beauty, health, etc. and various other private companies in Jabodetabek is not impossible. have more than one business. Meanwhile, the aim of government institutions is to actually carry out various state and government functions so that the various established state bases or ideologies can be achieved effectively and efficiently.

A work system is an important thing where its formulation needs to be carried out carefully and thoroughly so as to produce a work system that can encourage the achievement of organizational goals. The differences in work systems between private companies and government institutions encourage researchers to conduct research on this matter. In fact, there are several studies that have examined several things related to private companies and government institutions, for example research conducted by Arya Ilyasa, Arina Zulfa,

Charen Nafaly Katiandagho, Hanani Amiratul A.A., Monica Angelina and Eko A Meinarno in 2021 regarding insight into the archipelago: a comparative study between civil servants and private employees in Jabodetabek (Arga Ilyasa et al. 2021), research conducted by Christiyanto Sahoa in 2013 regarding comparative analysis of the quality of public services between private organizations and public organizations (study at CV Nasional Motorkota Manado and the Population Service and records Manado city civil service) (Sahoa 2013), and so on. However, none of the various studies conducted have examined comparative studies of work systems between private companies and government institutions. This prompted researchers to conduct research with the title "Comparative study of the effectiveness of the work systems of private companies and government institutions in Jabodetabek". The aim of this research is to compare the effectiveness of work systems between private companies and government institutions in Jabodetabek. The location was chosen in Jabodetabek because Jabodetabek is a location where many private companies operate as well as government institutions that carry out their duties and functions, which are spread across many locations in Jabodetabek.

METHOD

This research is qualitative research with a literature study approach so that collection techniques can be carried out by collecting various documents related to the research focus. Then, the various documents that have been collected will be analyzed in depth so that reliable research results can be identified.

RESULTS AND DISCUSSION

The work system is formed in ways and methods that are not easy, starting from making a work plan, selecting personnel or human resources who will implement the work system, building a productive work environment, learning how to create work systems from other organizations, monitoring work system applications, preparing various tools that can be used to carry out evaluations and carry out regular evaluations of work systems to determine whether or not the work systems developed are effective in achieving organizational goals (Delvieri Slasa Bella Putri, Wahyudin 2021). These steps are not only carried out in private companies but also in institutions government so that every employee, whether private employees or employees in government institutions, will be evaluated to determine the quality of work and the quality of the work system implemented in the field after being prepared by people who have the right to create the work system.

The implementation of work in private companies and government institutions is of course different. because the work system in private companies has a narrower area coverage compared to government institutions which provide public services to the wider community without exception. Nevertheless, both of them carry out work systems in accordance with their duties, principal and functions well.

There are several components that will be used to compare the effectiveness of the work systems of private companies and government institutions in Jabodetabek in this research, namely people, materials, time, equipment used, and the condition of workers (Bahureksa 2022). The analysis results show the following things:

First, the human component or human resources. Private companies have human resources according to their needs. This can be seen when private companies recruit employees using various criteria that have been provided according to the company's needs, for example if a garment company requires employees who have sewing skills for sewing positions, accounting graduates for financial positions, and so on. Likewise, government institutions recruit human resources according to their age and goals, for example, government institutions in the form of the Supreme Court will look for human resources that suit their needs, for judges they need a law degree, and so on. However, the selection process carried out between private companies and government institutions is of course different, where the selection carried out in government institutions is much stricter and takes longer than in private companies. It is hoped that the human resources of government institutions can carry out their functions well. However, even though private companies undergo a shorter and faster recruitment process due to a narrower organizational scope, this does not mean that the human resources they employ are incompetent people because they also of course look for workers who suit the company's needs so that they can carry out their duties and functions efficiently. either the same age as the desired job position when applying for work. This is in line with research conducted by Abiyyu Satrio Wibowo and Kusmiyati that HR has an influence on the performance of employees given to the organization so that the quality of HR needs to be paid attention to and developed (Kusmiyati 2021).

Second, the material aspect. Material is one of the important things that is the basis for whether the work rate is effective or not. Without materials, of course employees cannot carry out their duties and functions properly (Kusmiyati 2021), for example garment companies will not be able to work without thread and fabric, as well as government institutions, for example district courts cannot carry out their functions properly. It's good if you don't have materials related to the case that will be tried in court by a judge. The materials required by private companies are tailored to the company's needs and focus. For example, a skincare company will require the necessary chemicals or skincare ingredients. Likewise, government agencies will also need a variety

of ingredients that are tailored to their main tasks and functions. Therefore, if the availability of the required materials is insufficient, it will of course have an impact on the performance of employees both in government institutions and private companies. This is in line with the results of research put forward by Tutut Anista and Tetty Widiyastuti which states that whether the availability of raw materials is small or large has an influence on the company's production volume so that it can affect employee performance (Widiyastuti 2016).

Third, time. Time is an important aspect to see whether the performance that has been carried out is effective or not. Employees, whether in private companies or government institutions, of course work using time. From the time spent, it will be known whether or not the designed organizational goals have been achieved. In private companies the results of work based on time can be known quickly, for example in a garment company in one working day the number of clothes that have been made will be known. However, it is different from government institutions because not all government institutions obtain work results based on the number of cases or products produced so that whether the work is effective or not cannot be known on one working day but over a certain period of time. This is because, every day, government institutions do not always receive the same problems to be resolved according to their duties and functions, so they require relatively longer time. However, in terms of discipline, it is known that private sector employees have a good level of discipline because the time system in the company is strictly regulated and supervised by certain departments. The same is true in government institutions where working time is strictly monitored through systems such as online attendance, finger print and so on (Monoarfa 2012). Even though it is known that there are some employees who misuse the available attendance, of course these parties will receive guidance from the relevant government after an evaluation is carried out over a certain period of time.

Fourth, the equipment used. Tools are important things that can support the performance of an organization (Amelya 2022). The equipment available in private companies or government institutions is tailored to their duties and functions. If the equipment in the company is damaged, it will be repaired directly by officers on duty as technicians. This is different from damaged equipment in government institutions, because damaged equipment in government institutions does not always have technicians so they have to repair it from a third party and require various reports regarding funding and the condition of assets. Therefore, the time used to repair various equipment that is damaged or experiencing problems in government institutions takes longer than in private companies. Therefore, government institutions must always report on the condition of assets periodically. This is in line with research conducted by Agung Yuniarto in 2020 which stated the importance of the government evaluating various state-owned goods so that they are in accordance with their function (Yuniarto 2020).

Fifth, the condition of the workers. The work environment has an important role in encouraging the formation of a positive work atmosphere or work culture. Because the work environment influences whether or not workers are effective in achieving organizational goals (Siregar 2019). If the worker environment is healthy it will create faster and more efficient work. However, if the worker's environment is unhealthy, achieving goals will be slow and hampered. Based on the results of the analysis, it is known that private companies and government institutions both have a positive work environment, so that both of them carry out work as optimally as possible in accordance with their abilities and work targets that have been prepared through the work system. This is as stated by Ronal Donra Sihaloho and Hotlin Sitregar in their research that the work environment has a significant and positive influence on employee performance (Siregar 2019).

Based on the explanation above, it can be understood that private companies and government institutions are always trying to improve work systems from time to time to obtain optimal work results so that organizational goals can be achieved effectively and efficiently. However, after comparing private companies and government institutions, it is known that private companies have a higher level of work system effectiveness compared to government institutions, as the results of research conducted by Usmar show that the work system, one of which is carried out through an internal control system, is not yet effective because the results of the analysis show the value which is significantly negative (Usmar 2021). This is because the scope of work of superiors and those formulating regulations for private companies is smaller than that of government institutions which require approval and various regulations to improve their work systems. This of course requires a long time because government institutions carry out various studies and deliberations first with many parties in carrying out or forming a work system.

CONCLUSION

A work system is an important thing that private companies and government institutions must have as a reference for performance which will be implemented in accordance with their duties and functions so that organizational goals can be achieved effectively and efficiently. There are several components studied in the work system, namely people, materials, time, equipment used, and worker conditions. The research results show that every component in the work system of each private company and government institution has tried its best. However, there are several differences regarding the speed of regulatory issuance between the two,

resulting in private companies being more effective in implementing their work systems compared to government institutions.

For this reason, researchers hope that government institutions, especially in Jabodetabek, can issue regulations regarding an easy work system for their employees in providing public services to the community so that the performance provided can be carried out optimally. Apart from that, researchers also hope that private companies, especially in Jabodetabek, can always work according to the work system that applies well. It doesn't stop here, the researcher also hopes that the results of this research can be used as a reference for conducting research in the next period and can be used as additional knowledge for readers.

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