

# Effect of Supervision of Employee Climate in CV. Akura Belintang East Oku

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*Article history:*

Received 15 December 2019;  
Revised 25 January 2019;  
Accepted 5 February 2019;  
Available online 21 February 2020

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*Keywords:*

Supervision ,  
Work Climate

*Abstract*

Problems faced by CV. Akura Belintang OKU Timur is how the influence of motivation on employee work discipline, while the purpose of this thesis is to determine the effect of motivation on employee work discipline. The hypothesis proposed is that motivation has a strong influence on employee work discipline in the CV. Akura Belintang Timur OKU. From the calculation results obtained figures  $r = 0.697$ . after consultation with conservative standards it turns out that 0697 lies between 0.600 - 0.799 which is included in the strong correlation. So it can be said that there is a strong influence between motivation on employee work discipline on the CV. Akura Belintang Timur OKU. Then to answer the hypothesis test proposed in the previous chapter has a relationship or not, then tested with a hypothesis test and obtained to  $= 2.916$  then when connected with t value at a confidence level of 0,95 which means the error rate of 0.05 is t count greater from t table (2.916 greater than 1.833), the hypothesis proposed is to reject the null hypothesis ( $H_0$ ) and accept the alternative hypothesis ( $H_a$ ).

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## I. INTRODUCTION

Human resources have a major role in every company activity. Although supported by facilities and infrastructure as well as excessive sources of funds, but without the support of reliable human resources the company's activities will not be completed properly. This shows that human resources are the main key that must be considered with all their needs .

In a work environment, workers will face environmental pressures. These environmental stresses can come from chemical, physical, biological, and psychological aspects. The pressure of the physical work environment especially the hot work environment plays an important role, therefore the work environment must be created as comfortable as possible so that work efficiency and employee health can be maintained.

The work climate is one of the physical factors that has the potential to cause health problems for workers when they are in extreme conditions. Extreme temperature conditions in the working environment include heat and cold which are outside the limits of human ability to adapt. The issue of how to determine that environmental temperature conditions are extreme is important, given the ability of humans to adapt varies and is influenced by many factors. However, in general we can determine the limits of human ability to adapt to environmental temperatures in extreme conditions by determining the tolerance range to environmental temperatures (Suma'mur, 2009).

CV. Akura Belintang East OKU is a business engaged in the in the field of services such as: telephone, photocopied and trade in goods and services that have employees who lu may a n much so that it has the potential hazards of high enough in every process of implementation , considering the work done continuous or continuous so that it can cause fatigue that raises the risk of work accidents that can arise due to human error, or the work environment. Therefore CV. Akura Belintang Timur OKU has a commitment to implement occupational safety and health so that it can reduce the number of workplace accidents that occur in the company as well with the hope that workers can carry out their work safely, efficiently and productively.

To find out the magnitude of the effect of supervision on employee work climate on the CV. Akura Belintang Timur OKU and increase knowledge for writers about the effect of supervision on employee work climate .

Share CV. Akura Belintang East OKU as input in solving the problems of the days to come and m emberikan information to the leadership to evaluate the activities carried out with an alternative that can be used for development and progress in the future.

Within an organization there are types of supervision used, such as preliminary control, supervision during work (cocurrent control), feed back control. In the process of supervision also requires stages of supervision to achieve the desired goals. The stages of supervision consist of several types, namely the Standard Determination Phase, the Determination Phase of Measuring the Implementation of Activities(Josephine & -, 2017), the Measuring Phase of

Execution of Activities, the Comparison Stage of Implementation with Standards and Analysis of Deviations and the Stage of Taking Corrective Actions.

An organization also has a monitoring process design, which is useful for planning systematically and structured so that the monitoring process runs according to what is needed or planned. To run the regulatory process needed a tool to help managerial because if something goes wrong in the process can immediately be corrected. In addition, these surveillance aids can support the realization of the supervision process that is in accordance with needs. Supervision also includes areas of supervision that support the success of an organization's objectives including. Supervision carried out has a relationship in an effort to save the course of company and government activities towards the planned objectives effectively and efficiently

## II. METHODS

### Data source

1. Primary Data  
Namely a data obtained directly from research activities. Data is collected from respondents by interview or filling in a list of prepared questions .
2. Secondary Data  
Namely a data obtained from outside the study that comes from college books that have to do with research.

### Data Collection And Processing

1. Library Research  
Namely collecting data by studying various kinds of literature, scientific books relating to research.
2. Field Research  
Namely research that comes directly to the object of research to see and examine directly. Done by:
  - a. Observation  
Namely data collection by direct observation at the research location, namely on the CV. Akura Belitang Timur OKU .
  - b. Questioner  
Data collection by providing a list of questions to the leader or employee on the CV. Akura Belitang Timur OKU .
  - c. Interview  
Namely collecting data by conducting interviews directly with researchers leaders and employees who are considered to provide information needed in research.
  - d. Documentation  
Namely the data obtained by looking at documents or records relating to research.

### Data Analysis

1. Qualitative Analysis  
The analysis used to solve existing problems by not using numbers as a basis for consideration, but by using sentences that explain the existence of CV. Akura Belitang Timur OKU .
2. Quantitative Analysis  
Namely an analysis that uses numbers that aim to determine the size of the effect of supervision on the employee work climate on the CV. Akura Belitang Timur OKU

## III. RESULTS

The analytical tool used in quantitative analysis is to use the Product Moment Correlation formula, the formula of which is as follows:

$$r = \frac{n \sum xi.yi - (\sum Xi)(\sum Yi)}{\sqrt{\{n.\sum Xi^2 - (\sum X)^2\} \{ n.\sum Yi^2 - (\sum Y)^2 \}}}$$

( Anto Dajan , 2008 : p. 376 )

Information :

$\sum$	Amount
R	Correlation coefficient between x and y
X	Control Variable ( independent variable )
Y	Variable Climate K Gov ( the dependent variable )
N	B as many samples
X <sup>2</sup>	Squared results of the independent variable
Y <sup>2</sup>	Results of the quadratic of the dependent variable
X <sub>y</sub>	Result of multiplication between free and bound variables

To know the size of the correlation that arises between supervision (x) and climate k Gov (y), to the authors use the correlation coefficient interpretation guidelines which can be seen in Table 1 as follows:

Table 1. Interpretation of Correlation Coefficients

Coefficient interval	Relationship Level
0.00 - 0.199	Very low
.20 - 0.399	Low
0.40 - 0.599	Is
0.60 - 0.799	Strong
0,80 -1,000	Very strong

(Sugiyono, 2009: p. 183)

To find out the size of the correlation that arises between supervision (x) with the work climate (Y) then it must know the percentage level ( %) using the formula:

$$KP = r^2 \times 100\%.$$

After knowing the percentage level that is affected, there are other factors that influence using the formula:

$$100\% - KP$$

To test the hypothesis that has been described can or not be accepted, the authors use the formula:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

( Riduwan, 20 10 p.m: 22 9 )

Information :

t = Correlation coefficient testing

r = correlation coefficient

n = Number of samples

"T" can be searched by looking at the table "t" with degrees of freedom 0.05 for (n - 2), if t > t (n - 2) then Ha is accepted and Ho is rejected but if t < t (n-2 ) then Ha is rejected and Ho is accepted. Before entering into a predetermined formula, the results of the research from the questionnaire that has been distributed to respondents, are tabulated in tabular form with an assessment of each answer given by the respondent as follows:

- Alternative answer A is given a score of 3
- Alternative answer B is given a score of 2
- Alternative answer C is given a score of 1

## Theoretical Basis

### Supervision

Each activity requires a certain monitoring system that is different from the monitoring system for other activities. The supervision system for sales and the supervision system must be able to reflect the characteristics and needs of the activities that must be monitored. Supervision in the production sector is generally focused on quantity and quality. While supervision in the field of sales is focused on the quantity of results sold.

The main purpose of supervision is to make what is planned become reality. Therefore, for the surveillance system to be truly effective, it means that it can realize its objectives, then a monitoring system must at least be able to immediately report any deviations from the plan and have been determined

According to M. Manullang ( Malayu, p. 172) the notion of supervision is:

"It is a process for implementing what work has been done, evaluating it, and if necessary correcting it with the intention that the work implementation is in accordance with the plan".

Meanwhile according to GR. Terry was quoted by Malayu SP Hasibuan (2011, p: 166) as follows:  
"Supervision is a basic process to get an identical and what is supervised".

Based on these definitions, in general supervision has 3 (three) main points, namely:

1. Process activities
2. The activity process must be monitored and must be carried out
3. There is a goal to be achieved.

So supervision means an activity of assessing and correcting, so that the activity is in accordance with the original plan and objectives.

In carrying out supervisory activities a manager makes a match in trying to make the activities carried out in accordance with the plans and objectives expected . .

### **Work Climate**

The work climate in an organization according to Widyarto is basically formed because of the process of bringing together three elements, namely employees, management and the translation of organizational activities. This will work well if everything goes functionally, namely: First, employees can understand the technical matters of their work, so no strict supervision is needed from their superiors. Second, superiors as part of management, in addition to understanding the technical matters of the work and work units, must also master managerial skills, planning, dividing the work to lead and direct and motivate. Third, organizational policies in the form of organizational rules and work agreements that are run well, payroll systems and the provision of adequate benefits and the attention of employees.

One of the relationships that arise is a form of cooperation between individuals both in leading, managing, serving, processing and completing tasks, problems and responsibilities to achieve. In other words, the conception of cooperation is caused by a network of work relationships that are coordinated in addition to some limited capabilities. To support cooperation in each party, we need a unity of direction, movement, thoughts, perceptions and feelings of each element that is shown to achieve the goal.

If the work elements cannot be coordinated, it will result in the work networks related to one another can not be integrated, so that it will cause different perceptions among employees of their cooperation and will ultimately lead to a climate that can be seen and felt in accordance with interaction of each related element.

Certain organizations have coordinated work relationships ranging from the lowest employees to the leadership, the cooperation relationship can form a climate that is directly or indirectly felt by all parties. Therefore, with a good climate of cooperation, each individual in every level and structure of the organization, institution, is a prerequisite in doing work and the objectives to be achieved. .

### **Data Analysis**

For this analysis, a table tool and correlation coefficient formula are used, with the initial step being the table obtained from the research questionnaire answers regarding the effect of supervision on employee work climate on the CV. Akura Belitang Timur OKU . Thus the steps can be seen in the following tables:



$$\begin{array}{ll} \sum X = 139 & \sum Y^2 = 1.149 \\ \sum Y = 111 & \sum XY = 1.415 \end{array}$$

Then the values above are entered into the Correlation coefficient formula as follows:

**Correlation coefficient**

$$r = \frac{n \cdot \sum xy - (\sum x)(\sum y)}{\sqrt{n \cdot \sum x^2 - (\sum x)^2} \cdot \sqrt{n \cdot \sum y^2 - (\sum y)^2}}$$

$$r = \frac{11 \cdot (1.415) - (139)(111)}{\sqrt{11 \cdot (1.769) - (139)^2} \cdot \sqrt{11 \cdot (1.149) - (111)^2}}$$

$$r = \frac{(15.563) - (15.429)}{\sqrt{(19.437) - (19.321)} \cdot \sqrt{(12.639) - (12.321)}}$$

$$r = \frac{134}{\sqrt{116} \cdot \sqrt{318}}$$

$$r = \frac{134}{(10,77)(17,83)}$$

$$r = \frac{134}{192.029}$$

$$r = 0,697$$

Based on the calculation results above,  $r = 0,697$  is obtained, after consultation with conservative standards, then to find out whether the influence is close or strong turns out  $r = 0,697$  is located between  $0,600 - 0,799$ , then including the correlation the strong one. So thus it can be said that there is strong influence between supervision of employee work climate on the CV. Akura Belitang Timur OKU.

**Percentage Levels**

$$\begin{array}{l} Kp = r^2 \times 100\% \\ KP = (0,697)^2 \times 100\% \\ KP = 0,4858 \times 100\% \\ KP = 48,58\% \end{array}$$

**Hypothesis Testing**

After knowing the correlation or the effect is obtained numbers  $0,697$ , then the following author will answer the hypothesis that has been stated previously with the following formula :

$$t_o = \frac{r \cdot \sqrt{n-2}}{\sqrt{1-r^2}}$$

$$\text{Alpha} = 0,05$$

$$t = (n-2) = t_{0.05} (n-2)$$

$$= t_{0.05} (11-2)$$

$$= t_{0.05} (9)$$

$$= 1,833 \dots\dots\dots \text{From the attached table.}$$

$$r = 0,697$$

$$r^2 = 0,4858$$

$$t_o = \frac{0,697 \cdot \sqrt{11-2}}{\sqrt{1-0,4858}}$$

$$t_o = \frac{0,697 \cdot \sqrt{9}}{\sqrt{1-0,4858}}$$

$$t_o = \frac{2.091}{\sqrt{0,5142}}$$
$$t_o = \frac{2.091}{0,7170}$$
$$t_o = 2,916$$

From the calculation results it turns out that obtained  $t_o = 2916$  then when connected with  $t$  value at a confidence level of 0.95 which means the error rate of 0.05 is  $t$  count greater than  $t$  table ( 2.916 greater 1.833 ), the hypothesis proposed is to reject the hypothesis zero ( $H_o$ ) and accept the alternative hypothesis ( $H_a$ ).

Thus based on calculations by going through the hypothesis test that was formulated in the previous chapter, namely: there is a strong influence between supervision of employee work climate on the CV. Akura Belitang Timur OKU is proven because that ( $t_o$ ) count is greater than ( $t$ ) table.

#### IV. CONCLUSION

Correlation between the effect of supervision on employee work climate on the CV. Akura Belitang Timur OKU obtained  $r = 0,697$ . after consultation with the standard conservative are 0,697 lies between 0,600-0,799 included in the correlation kuat. So that it can be said that there is a strong influence between supervision of employee work climate on the CV. Akura Belitang Timur OKU. To answer the hypothesis stated in the previous chapter using the hypothesis test formula, obtained ( $t$ ) table = 1.833, while ( $t$ ) count = 2,916 which can be concluded that ( $t$ ) count is greater than ( $t$ ) table, so the hypothesis proposed in the previous chapter is proven, because the correlation is strong

#### V. SUGGESTION

Supervision is better carried out directly by the leader of the organization to pay attention to the conditions of the work environment of employees and in the supervision of the need for the rights and authority of the firmness of a leader in an organization. Supervision is recommended to be done routinely because it can change an organizational environment from good to better

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