

Factors Influencing Human Resource Performance in Riau Prison Building Construction Projects in 2021-2022

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Abstract: This study aimed to identify, analyze human resource performance factors in prison building construction projects in Riau and provide recommendations to find the dominant factors of human resource performance in building construction projects in Riau. The population in this study was the Public Works Agency (KPU), supervisory consultants, contractors that execute the building construction projects in Riau. Quantitative method was applied in this study. The data was collected through questionnaires, while data processing was carried out by SPSS (*Statistical Package for the Social Sciences*). The results of this study showed that there are 8 human resource performance factors, such as work ability, work environment, discipline, compensation, experience, competence, motivation, and loyalty. From data processing, 11 new factors were formed becoming the dominant factors, specifically professional and responsible factors. These can be seen in the *Total Variance Explained* table which show the largest percent of variance are professionalism and responsibility factors with a percentage extraction level which is 14.518%. Of the 8 human resource performance factors, the most dominant is professionalism and responsibility with variables from loyal variables in the application of company rules, ability to comply with project management regulations, responsibility for the work carried out, able to work optimally, effectively and efficiently, and give full time, energy, and mind to the completion of work.

Keywords: Construction Projects, Factors, Human Resource Performance, Prison

A. Introduction

Argued that project activities can be interpreted as temporary activities that take place for a limited period of time, with certain sources of funds and are intended to carry out work whose targets have been attached to the work contract (Rumampuk, 2019) (Bahagia & Astuti, 2019).

Human Resources is a work of effort or services that can be provided in the production process by providing the quality of one's business within a certain time to produce goods and services (Wu et al., 2019) (Gde Dananjaya Danika Darmawan & Tanuwijaya, 2023). Also, it is being able to work at economic activities, particularly

the activities that produce goods or services to fulfill needs or society (Sonny Sumarsono, 2003) (Sutianto et al., 2023).

Performance is also the implementation and plan that the organization has prepared. The implementation is carried out by human resources who have the ability, competence, motivation and interests (Li, 2021) (Zubaa Akhtar, 2021). How organizations value and treat workers will affect their behavior in carrying out their performance (Wibowo, 2010) (Yulius et al., 2023).

In construction work, adequate resources are needed, both from human resources and natural resources (Prasetya, 2018) (Hamzah et al., 2023). The importance of good performance of qualified human resources in their fields is very important in achieving the successful implementation of construction projects in Indonesia.

According to (Diamantidis & Chatzoglou, 2019) (Moeheriono, 2009) (Yu et al., 2019), some of the fundamental and most basic aspects in performance measurement are:

1. Setting goals, objectives and strategies of the organization, by establishing in general what the organization wants in accordance with its goals, vision and mission
2. Formulating performance indicators and performance measures, which refer to performance appraisals indirectly, while performance indicators refer to performance measurements directly that form key success and key performance indicators
3. Measuring the level of achievement and organizational goals, analyzing the results of performance measurement that can be implemented by comparing the level of achievement of organizational goals and objectives.
4. Evaluating performance by assessing organizational progress and quality decision making.

One example is the implementation of existing building construction projects in Riau. One example is the implementation of existing building construction projects in Riau in 2021-2022.

Building project is a project with a value above 10 billion rupiah executed in 2021-2022.

B. Research Methods

This study used a quantitative approach according to (Sugiyono, 2017) (Neveu, 2007) the quantitative approach method is a research method based on positive philosophy, used to research on certain populations and samples, data collection using research instruments, and aims to test hypotheses that have been set (Topp et al., 2017). The population in this study is the Public Works Agency (KPU), supervisory consultants, contractors who carry out building construction projects in Riau.

According to (Sugiyono, 2019) (Beste & Klakegg, 2022) (Frimpong et al., 2020), population is a generalized area consisting of objects or subjects that have certain quantities and characteristics set by researchers to be studied and then conclusions

drawn. This study used code data tabulation, which is a frequency table obtained from respondent data during questionnaire distribution (Gerhart et al., 2000) (Huselid, 2017). Data processing is carried out with SPSS, then expert validation is actualized (Huselid et al., 1997) (Sugiyono, 2011) .

C. Results and Discussion

Data Analysis of First Aim of The Study

Test the validity of each variable of the contractor's human resource performance, the results of the analysis obtained that all research variables were declared valid, because the r value is calculated $>$ the r value of the table, and the research variables can be used for the next stage of analysis.

All contractor human resource performance factors have reliable indicators, and from the results of this analysis also prove that there is consistency of respondents in answering research questionnaire questions so that the research data has been qualified and can be used for further analysis.

First Aim of The Study

The first aim of the study, which is to identify the performance factors of contractor human resources in construction projects in Riau in 2021-2022. Then, from the factors that have been found from the theoretical basis or literature review and carried out the analysis stage by conducting KMO and Bartlett's tests, validity tests and reliability tests, From the results of the analysis of the first purpose of the study, it can be concluded that from the results of KMO and Bartlett's obtained KMO test results above 0.5 and values Bartlett's significant 0.000. Where the ability to work obtained KMO test results of 0.739, KMO test work environment of 0.761, discipline of 0.704, compensation of 0.627, experience of 0.693, competence of 0.647, motivation of 0.628 and loyalty of 0.699.

This stated that the results of the analysis have met the indicators of the test results, and it can be concluded that there is a correlation between each variable of human resource performance factors. From the results of the validity test all variables are declared valid, because they have met the indicators of the validity test, namely the calculated r value is greater than the table r , and from the reliability test results it is stated that each variable has a reliable level of consistency. This states that there is consistency in respondents' answers from the questions on the questionnaire.

Second Aim of The Study

The second aim of the study, which is to identify the dominant factors of human performance factors of building construction projects in Riau, then from the factors that have been found of the 11 newly formed factors that became dominant factors, namely professional and responsibility factors, it can be seen in the Total Variance Explained table which shows the largest percent of variance is the factor of professionalism and responsibility with an extraction percentage rate of 14.518% consisting of variables loyal to the application of company rules (X8.1), ability to

comply with project management regulations (X8.2), responsible for the work carried out (X8.3), able to work optimally, effectively and efficiently (X8.4), and give full time, energy, and thought to the completion of work (X8.6).

From these results, it can be concluded that one of the important components of building construction project work in Riau is the human resource factor. One of the improvements in the performance of human resources itself is influenced by the level of ability of these human resources. With the ability to complete work in accordance with the planning in the work contract and being able to solve problems that occur in the field properly and professionally will have a positive effect on the success of the project.

D. Conclusion

Based on the results of the study, several conclusions can be drawn related to the study of human resource performance factors in building construction projects in Riau, can be concluded as follows: (1) From the identification results, an analysis of human resource performance factors in building construction projects in Riau were obtained, consisting of several factors such as work ability, work environment, discipline, compensation, experience, competence, motivation and loyalty from the previous 9 influencing factors after analysis to 11 that affect HR performance with other factors the emergence of new factors, those are professionalism and responsibility. (2) Based on the analysis that became the dominant factor in influencing the performance of human resources in building projects in Riau, from the beginning, there were 8 factors based on the results of factor analysis obtained from 11 factors. The analysis can be seen in the *Total Variance Explained* table which shows the largest percent of *variance* is the professional factor and responsibility with the percentage level of *extraction* That is 14.518% consisting of loyal variables in the application of company rules, ability to comply with project management regulations, responsible for the work carried out, able to work optimally, effectively and efficiently, and give full time, energy, and thought to the completion of work. From the results of this study related to the study of human resource performance factors in building construction projects, the author provides several research suggestions, consisting: (1) The ability to work is important for every human resource, especially for contractors as service providers. Therefore, it is important for every contractor company to provide measurable and targeted training or work direction for every human resource involved in project implementation in order to obtain increased capabilities for each human resource. (2) For further researchers, it is recommended that the number of respondents is greater because the more respondents, the research results will be more valid with the conditions that occur in the field and also use more complete references because the references and literature reviews used can affect the results of the study. (3) It is expected that this research will have further development regarding human resource factors in building construction project work with a wider scope of research.

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