

Analysis of Factor That Employ Country Performance Cooperation in Solok City

Antoni Harman¹, Z Mawardi Effendi², Susi Evanita³

^{1,2,3} Universitas Negeri Padang, Padang, Indonesia

Corresponding author. Email: zmeffendi@gmail.com

ABSTRACT

Based on data on the condition of employee cooperatives in the city of Solok by looking at the percentage of cooperative SHU growth in the city of Solok is still low and fluctuating, it is assumed that other factors affect the performance of cooperatives in terms of members, management fostering, cooperative audits by instansi. This study aims to reveal the determinants of the performance of cooperatives of civil servants in the city of Solok, the most dominant factor as a determinant of the performance of cooperatives of civil servants in the city of Solok. The research conducted is a survey research that provides an explanation of a problem. This study takes the population and sample using a questionnaire as a data collection tool. The population in this study is the management and internal control of the civil servant cooperative in the city of Solok, the number of cooperatives studied was 20 cooperatives. The sample is 116 respondents. The analysis technique is done by using SPSS 24 factor analysis aimed at summarizing the number of large variables into smaller factors. The results of this research show the newly formed factors, namely: 1) Cooperative Benefits for Members 2) The Role of Government and Financial Institutions 3) Sources of Cooperative Capital 4) SHU Rules and Principal Savings 5) Requirements and indicators of Management Success and Direct Capital 6) Product Distribution. Based on the Matrix transformation component, the factors formed are feasible to cover the variables being analyzed.

Keywords: *Cooperative benefits for members, the role of government and financial institutions, sources of cooperative capital, SHU rules and principal savings, requirements and indicators of success of management and direct capital, product distribution*

1. INTRODUCTION

Preliminary

Based on employee cooperative performance data, it can be seen from the average growth of SHU for Civil Servants Cooperatives in Solok City that is still low and fluctuating. Another factor that is thought to influence the performance of cooperatives is seen in terms of members. Other factors affecting the performance of Cooperative Employees in Solok City from 2011 to 2018 were seen in terms of the role of the government in accordance with the management guidance law, a cooperative audit was conducted once during the accountability report of the cooperative management at the end

of the accounting year. Based on the above data the authors are interested in examining "Analysis of Factors Affecting the Performance of Civil Servants Cooperatives in the City of Solok" Based on the background of the problem above, the authors identified several problems, namely: (1) The low level of member participation in the business field. (2) Lack of management experience in cooperative management. (3) Lack of Motivation of members and administrators of the Civil Service Cooperative in Solok City in developing their businesses. (4) lack of management capacity and management system of the Civil Servants cooperative in Solok City. (5) Lack of coaching activities through SKPD (6)

Lack of Monitoring and evaluation from related institutions. Based on the identification of the problem, this study is limited to the analysis of the determinants of the performance factors of the Civil Service Cooperative in Solok City and its effect on the performance of the Civil Servant Cooperative in the City of Solok. Based on the background and restrictions described above, this study is directed to address the following problems: (1) Determinants of the performance of the Public Servant Cooperative in the City of Solok? (2) Which is the most dominant factor as a determinant of the performance of the Civil Servant Cooperative in Kota Solok?

Cooperative Performance Factors

Member Participation.

Understanding Member Participation

Participation of members, participation of members in activities organized by the cooperative, both in the position of members as owners and as users / customers (Hendar & Kusnadi 2005)

Number of Members.

The number of members and member deposits affects the remaining business results (Ariesta, Ferline 2015). According to Puji Sigit (2014), the number of members has a significant effect on the remaining business results (Puji, Sigit 2014)

Remaining Operating Results (SHU)

"Remaining Operating Results (SHU) is the cooperative's income earned within one financial year minus expenses, depreciation and other liabilities including taxes in the fiscal year concerned". (Law No. 25 of 1992 Articles 1 and 2), the calculation of operating results is information regarding operating income and expenses and operating expenses during a certain period. The calculation of operating results presents the final result called the Remaining Operating Results (PSAK No. 27).

cooperative management

The success of a cooperative is that the cooperative business management of its members is a factor that contributes to their success and overall performance (Aini (2012).

Startup Capital

Business capital is in the form of money in goods which is used as the principal (parent) for trading, used to produce something that increases wealth (Indonesian dictionary). Capital in another sense is the amount of money used in carrying out business activities.

Promotion.

Promotion is an introduction in order to promote trading business (Indonesian dictionary 2005). Promotion is one type of communication that is often used by marketers.

Promotion is a variable part of the marketing mix implemented by companies in marketing service products (Lupiyoadi 2006). Promotional activities as a means of communication between companies and consumers, but also as a tool to influence consumers in purchasing activities or using services according to their wants and needs.

Distribution channel

The concept of a distribution channel is a path through which the flow of producer goods to intermediaries and finally to consumers (Swashta, Irawan 2005).

Business and investment climate.

Empowerment, development and protection of cooperatives and small businesses as part of Partnerships and Business Networks. Local government, the business world and the community facilitate, support and stimulate trust and profitable partnership activities, small businesses can carry out business cooperation with other parties based on the principle of partnership and uphold healthy business competition, the principle of partnership (West Nusa Tenggara Provincial Regulation No. 2 of 2017)

Selection of business location

The choice of place or location of service business requires consideration of the following factors: (a) Access to public transportation. (b) Visibility (location visible from the curb). (c) Traffic (Fandy Tjiptono 2007)

Economic growth

Cooperatives are a unique form of business used by people and businesses to their mutual benefit (Ahmad 2005).

Available jobs.

The positive impact of cooperatives can indirectly boost the country's economy while promoting job creation as a strategy in reducing poverty. (Aini, Hafizah 2012)

Capital assistance from related institutions.

Empowerment, Development and Protection of Cooperatives and Small Businesses, Capital (1) The Regional Government helps strengthen cooperative capital. (2) Strengthening capital in the form of providing capital strengthening funds. (3) Funds for strengthening capital through banks, non-bank financial institutions and Regional Public Service Bodies. (Regional Regulation of West Nusa Tenggara Province No. 2 of 2017)

Pro-business rules and regulations.

Empowerment, development and protection of cooperatives and small businesses are aimed at: (a) Realizing a developing and equitable economic structure, (b) Growing, protecting and developing cooperatives and small businesses to become resilient and independent. (c) Increase the role of small businesses and cooperatives in regional development, job creation, income distribution, poverty reduction and economic growth. (d) Increase the participation of the community and the business world to grow cooperatives and small businesses. (e) Increase productivity, competitiveness and market share of cooperatives and small businesses. (f) Developing an entrepreneurial spirit. (g) Increase access to productive resources and a wider market. (h) Increasing the role of cooperatives and small businesses as economic actors that are strong, professional, and independent. (i) Develop regional superior products based on local resources and Promote the welfare of cooperative members and the community in the framework of building a national economic order to create a just and prosperous society based on

Pancasila and the 1945 constitution. (j) Providing legal protection and business protection to cooperatives and small businesses from unfair business competition and the influence of the global economy. (Regional Regulation of West Nusa Tenggara Province No. 2 of 2017)

Monitoring and evaluation.

The government provides a supportive policy, legal and institutional framework, provides activity-based support measures, provides oversight of requirements on a par with other forms of corporate and social organizations, implements measures to improve access to finance for disadvantaged groups, and topically, to promote the formalization of the informal economy. The government can make a significant contribution to improving the performance of cooperatives by facilitating cooperative access to support services, especially supporting the development of cooperative human resources (Ahmad 2005).

Conceptual framework

This conceptual framework is intended as a concept to explain, express and show the perception of involvement between variables to be examined based on the boundaries and formulation of the problem. Cooperative performance is composed of a combination of internal and external factors, internal (Recruitment and relationship strategies, Management Structure and accounting systems, Product quality and product results) external (Legal status of cooperatives and cooperative planning and strategies, Market networks, and business networks) which encourages the development of cooperatives in accordance with the principles, principles, goals of cooperatives. Cooperative performance factors are influenced by participation, SHU, Management, Business capital, promotion, distribution channels, business climate, business environment, economic growth, capital assistance from related institutions, regulations, and regulations, monitoring and evaluation.



Figure 1. Conceptual framework

2. METHODS

Research procedure

This research is a survey research which is a research that provides an explanation of a problem. This study took the population and sample using a questionnaire as a data collection tool, so the research that the author did was included in exploratory research. Besides this research aims to find as much data as possible about the factors that affect the performance of the Civil Service Cooperative in the City of Solok

Population and sample

The population in this study is the whole board and some members in the civil service cooperative in the city of Solok, where the total number of management is 116 people. Because the entire population is representative in the cooperative, the sample in this research is the whole board of the sampling method by the author in this study is total sampling. Where the sample used is the entire population

Research Results and Discussion

Descriptive Analysis of Respondent Characteristics.

Based on the characteristics of respondents Based on the type of research, it can be concluded that respondents in the analysis of factors that determine the performance of cooperatives in the city of Solok are 71 people (61.21%) and male gender as many as 45 people (38.79%) of the total sample was taken. Judging from the management factor of the dominant management in the management and internal supervisors of the civil servant cooperatives in the city of Solok is women, it can be concluded that the management and internal supervisors lack an entrepreneurial spirit

Respondents by Age Group.

Based on the characteristics of respondents based on age it can be concluded that the majority of respondents in the analysis of factors that determine the performance of cooperatives in the city of Solok are aged 41 to 50 years which is equal to 108 people (93.10%). Judging from the management factor, the age range of the board and internal supervisors aged 41 to 50 years

should have experience in running a civil servant cooperative in the city of Solok.

Respondents Based on Latest Education.

Based on the characteristics of respondents the education level can be concluded the majority of respondents in the analysis of factors that determine the performance of cooperatives in the city of Solok come from undergraduate education background of 103 people (88.79%), educational background 2 D3 2 people 1.72%) this shows the management education and the internal supervisor of the employee cooperative in Solok Tinggi. Based on the management concept of the management and internal supervisors who have higher education are more experienced, experts in managing cooperatives and have a good entrepreneurial spirit that can be obtained from the lecture bench so as to be able to develop civil servant cooperatives in the city of Solok.

Revenue Based Respondents.

Based on the characteristics of the level of income it can be concluded that the majority of the level of income of respondents in the analysis of factors that determine the performance of cooperatives in the city of Solok earning <Rp1,500,000 / month is as many as 98 people (84.48%), income levels of Rp1,500.00 / month to Rp2,500,000 / month as many as 18 people (15.52%) of the total respondents. This shows that the level of appreciation of the performance of cooperative civil servants in the city of Solok is still very low. According to the SHU factor, the cooperative of civil servants in the city of Solok is very poor in managing the SHU that is set aside for management for their services in managing the organization and the cooperative's business is used to pay the salaries of employees who work in cooperatives

3. RESULTS AND DISCUSSION

Research Data Analysis

Analysis of normality

Kolmogorov-Smirnov One-Sample Analysis Test from the Kolmogorov-Smirnov One Sample Test table data distribution test is normal.

KMO and Bartlett's Test

KMO and Bartlett's test values for correlations between the desired variables > 0.5. significant research is 0.05 From the above results it can be concluded that the Kaiser-Meyer-Olkin Measure of Sampling Adequacy is 0,890 this means that the analysis of factors that determine the performance of civil servant cooperatives in the city of Solok is feasible because the Kaiser-Meyer-Olkin measure of sampling adequacy greater than 0.50, if the KMO criterion value of 0.80 means satisfying the feasibility analysis of the factors that determine the performance of civil servant cooperatives in the city of Solok the significance generated from the Bartlett's Test of Sphericity is 0,000. (Santoso, 2006: 22)

Anti-Image Matrices.

In the Anti Image Matrix Measure of Sampling Adequacy (MSA) table of each sample studied, x2: participated in an annual meeting of 0.932, x4 loan utilization of 0.838, x5: voluntary savings amounted to 0.926, x6: purchase and sale of cooperative goods amounting to 0.944, x7: observance of providing principal savings of 0.852, x8: entry and exit of members of 0.890, x9: rules for granting SHU of 0.870, x10: comparison of member services of 0.905, x11: SHU of educational funds amounting to 0.889, x12 SHU for regional development funds of 0.886, x13: SHU principle of 0.894, x14: transparency of SHU distribution of 0.909, x15: method of SHU distribution of 0.919, x16: external loan capital of 0.922, x17: number of external consumers amounted to 0.933, x19: rules of capital comparison of 0.918, x21: requirements to become an administrator of 0.890, x22: indicators of management success of 0.900, x23 capital for direct activities amounted to 0.896, x25: tab capital membership amounted to 0.900, x 26:

grant capital amounted to 0.938, x 27: voluntary savings capital amounted to 0.897, x28: foreign capital and own capital amounted to 0.897, x29: joint capital amounted to 0.897, x 32: the way of distributing cooperative products amounted to 0.890, x33 : type of product distribution of 0.883, x34: partnership principle of 0.809, x36: consideration of cooperative selection amounting to 0.890, x37: micro-cooperative micro environment amounting to 0.848, x38: benefits of standing cooperatives for the community amounting to 0.909, x39: funding support from the government 0.842, x40 : financial support from financial institutions of 0.886, x41: legal and business protection of cooperatives at 0.8.94, x42: regulations on cooperative empowerment at 0.854, x43: pro-cooperative policy frameworks at 0.883, x44: institutions supporting cooperative cooperatives at 0.880, x45 : cooperative evaluation and monitoring of 0.796. Based on the Anti Image matrix, all variables are feasible to be used in the analysis of factors that determine the performance of civil servant cooperatives in the city of Solok, because the acquisition value of the Anti Image matrix is above 0.5 and is worthy of continuing factor analysis.

Communalities

These communities show that the variables studied are considered capable of explaining factors if the Extraction value > 0.50, based on the above output, the Extraction value for all variables is greater than 0.50. after the communalities factor analysis was carried out, it showed that only 38 variables were above 0.5, the other two variables were less than 0.5, so only 38 variables were able to explain the proportion of variants that could be explained by the formed factors

Total Explained Variant

Total Variance Explained shows the value of each variable analyzed in this study there are 38 variables meaning there are 38 components analyzed. In the initial equality variance, the factor that is formed when all the factors added together shows the variable 38 variables. While

the Extraction sums of Squared Loadings show the number of variants or many factors that can be formed, the results of the above output there are 6 variants of factors namely 9.527, 8.224, 4.021, 2.817, 2.688 and 1.505. Based on Initial Eigenvalues, there are 6 (six) factors which can be formed from 45 variables analyzed. Where the conditions to become a factor, the Eigenvalue Component value must be > 1. Eigenvalue component 1 is 17,350 or > 1, then factor 1 is able to explain 45,657% variation, Eigenvalue component 2 is 5,065 or > 1 then factor 2 is able to explain 13,329% variation, Eigenvalue component 3 is 2,049 or > 1 then factor 3 is able to explain 5,391% variation, component Eigenvalue value is 1,966 or > 1 then factor 4 is able to explain 5,174% variation, Eigenvalue component 4 is 1,249 or > 1 then factor 5 is able to explain 3,286% variation, eigenvalue component 6 is 1,124 or > 1, then factor 6 is able to explain 2,957% variation. If factor 1, factor 2, factor 3, factor 4, factor 5 and factor 6 are able to explain 75,795% of variation.

Component matrix

Component matrix shows the value of correlation between each variable formed. From the above table the value of the variable correlation with factor 1 is x25: saving capital 0.762, x10: comparison of member suits 0.75., X12: SHU for regional development funds 0.748, x2: participates in the annual meeting of 0.738, x26: grant capital 0.738, x18 determination cooperative tax rate 0.737, x19: capital comparison rules 0.735, x32: how to distribute cooperative products 0.734, x14: transparency in giving of SHU 0.731, x8: entry and exit of members 0.730, x 16: loan capital from outside 0.724, x13: SHU's principle 0.720, x22: indicators

of success of administrators 0.718, x17: number of outside consumers 0.713, x36: cooperative selection considerations 0.711, x40: financial support from economic institutions 0.708, x37: microeconomic microenvironment 0.708, x6: purchase and sale of cooperative items 0.707, x23: amount of capital for direct activities of cooperatives 0.706, x21: conditions for being administrators 0.705, x15: how to give SHU 0.704, x 11: SHU for education funds 0.683, x28: foreign capital with own capital 0.682, x34: partnership principle 0.678, x44: institutional support cooperatives 0.657, x42: regulations on cooperative empowerment 0.656, x29: joint capital 0.655, x39: support and from the government 0.644, x27: voluntary savings capital 0.641, x43: pro-cooperative policy framework 0.629, x38: the benefits of the establishment of cooperatives for the community 0.616, x41: legal and business protection for cooperatives 0.602. for x33 variable correlation: type of product distribution 0.646 entered factor 5.

Component Transformation Matrix

Shows that in component 1 the correlation value is 0.640 > 1, component 2 the correlation value is 0.719 > 0.5, component 3 shows that the correlation value is 0. correlation value is 495 < 0.5, component 4 the correlation value shows that 0.723 > 0.5, component 5 shows the value The correlation is that 0. 283 < 0.5, component 6, the correlation value shows 0.976 > 0.5, then the factors formed can be concluded that it is feasible to summarize the 38 variables analyzed.

Rotated component Matrix

From the table above, 6 (six) new factors are formed based on the variable correlation value > 1.

Table 1. New Factors Formed

NO	FACTORS	Average	TCR (%)	CATEGORIES
1	Benefits of Cooperatives for members	3.436	68.714	Not Good
2	the role of government and financial institutions	3.508	70.160	Good enough

3	sources of cooperative capital	3.460	69.200	Not Good
4	SHU rules and principal savings	3.400	74.000	Good enough
5	requirements and indicators of the success of the management and direct capital of the cooperative	3.533	70.660	Good Enough
	Cont's Table			
6	product distribution	3.500	70.000	Not Good
	Mak score	3.533		Not Good
	Average	3.473	70.456	Good enough

Source: Primary data processed (2019)

Descriptions of Factors Formed in Research Cooperative Benefit Factors for Members.

The cooperative benefit factor for members was 3,436 with the respondent's achievement level of 68,714%. The level of consumers who are not good is the share in and out of members is 68%, the use of loans is 62%, SHU for regional development funds is 66%, the SHU Principle is 68%, the number of customers from outside is 70% and loan capital from outside is 70%, participating in the annual meeting 68%, buying and selling of cooperative goods 70%, SHU for education funds 70%, and 70% tax rate determination, 70% capital ratio rule and 70% member service ratio. Respondent rate is quite good is the share of 72% savings. Overall, the level of achievement of the respondent's benefit from the employee cooperative in Solok is not good enough. The participation of cooperative members can show that the cooperative does not bring benefits to the overall members of members who do not participate as active members (owners and users of cooperative services), but as passive members and need to change the mindset that cooperatives are joint efforts for the common interest. Role Factors for Government and Financial Institutions the role of government and financial institutions is 3.508 with the level of achievement of the respondents is 70.167%. The level of achievement is not good

is the cooperative policy framework 68%, 70% funding support from the government, 70% funding support from economic institutions, 68% evaluation and monitoring of cooperatives, 68% supporting institutional cooperatives, cooperative benefits for society 70%, legal protection and business 70% cooperatives, 70% cooperative empowerment regulations, 80.47% partnership principles. The level of achievement of respondents is quite good is the consideration part of choosing a cooperative is 72%, the micro-macro environment of the cooperative is 74% and how to approve the product is 72%. In total, the level of achievement of government and financial institution respondents on the performance of civil servant cooperatives in Solok is in the poor category. According to government factors, the government's performance is not good in supporting the development of civil servant cooperatives in the city of Solok so that the cooperative does not develop properly.

Factors of Cooperative Capital Sources.

The source of cooperative capital sources is 3,460 with 69.2% achievement rate of respondents. The level of achievement of the respondents is not good, namely joint capital 68%, foreign capital with own capital 68%, voluntary savings capital 70%, 70% grant capital and 70% Member savings capital. Overall, the

level of achievement of the respondents from the sources of capital of the civil servant cooperatives in the city of Solok is not good enough. According to the type of capital of civil servant cooperatives in Solok City, it is quite good in managing the sources of cooperative capital, the ratio of grant capital to member saving capital is almost the same and this proves that in civil servant cooperatives in Solok City, many of the members who function as passive members only make investments. Savings in the cooperative do not do many other activities and it shows that many members of the civil servant cooperative in Solok City trust the performance of their management.

SHU Rules and Principal Savings

SHU rules and principal savings are 3.7 with the respondent's achievement rate of 74%. The level of achievement of respondents is quite good is the rules for giving SHU 74% and obedience provides 74% principal savings. Overall, the respondent's level of achievement on the SHU rule and the principal savings of employee cooperatives in Solok is categorized as quite good. The relationship between the SHU distribution rules is proportional to obedience to providing principal savings of employee cooperative members in the city of Solok, the clearer the rules for sharing SHU, the more obedient members obey members of paying principal savings. According to the concept of SHU distribution, SHU is used. Based on the posts that have been determined in the annual meeting where there is SHU for working capital, there is SHU for the management, there is SHU for the salary of the members, on the SHU to be distributed to the members Based on the activities carried out in the cooperative.

Requirements and Indicators of Management Success and Cooperative Direct Capital

Requirements and indicators of the Success of Management and Cooperative Direct Capital of 3,533 with 70.66% achievement rate of respondents. The level of achievement of respondents is not good, namely the requirement to become a board of 70%, an indicator of the

success of the board of 70%. The level of achievement of respondents is quite good the amount of capital for direct activities of cooperatives is 72%. Overall respondents' answers to the level of achievement of respondents Terms and indicators of success of the management and direct capital of cooperatives are quite good. This means that the requirements for becoming a manager, indicators of success for management and the amount of capital for direct activities of civil servant cooperatives in Solok are quite good where the number of percentages for each is not too much difference. According to cooperative management, the performance of the management is seen from managing the cooperative. Based on the expertise and experience and entrepreneurial spirit of the cooperative management, in general the cooperative management ability and the expertise of civil servant cooperative administrators in Solok City in managing cooperatives are quite good.

Product Distribution.

The product distribution is 3.5 with the respondent's achievement level of 70%. The level of achievement of the respondents is not good enough is the type of product distribution 70% and product distribution. Overall, the distribution of civil service cooperative products in Solok City is not good. According to the distribution channel is an organization formed with the aim of facilitating goods or services to reach consumers, in civil servant cooperatives in Solok the distribution channels are not good so that goods and services are slow to reach consumers, cooperative activities can only take place in civil servant cooperative offices in the city. Solok.

Discussion.

Based on the results of the research, the factors that influence the performance of cooperatives of civil servants in the city of Solok are identified as 45 (forty five) indicators. After analyzing the indicator factor, it turns out that the 45 indicators have a Kaiser-Meyer-Olkin

Measure of Sampling number $0.890 > 0.5$, so that all indicators can be further analyzed to be grouped or extracted into factors. The results of the analysis of the extraction of indicators that the indicators are grouped into 6 (six) factors. The formation of the 6 factors consists of (a) Cooperative Benefits for members. With 14 indicators, namely: (1) Entry and departure of members, (2) Loan Utilization, (3) SHU for regional development funds, (4) SHU Principles, (5) Number of Consumers from Outside, (6) Loan Capital from Outside, (7) How to grant SHU, (8) participate in annual meetings, (9) Purchase and Sale of Cooperative Goods, (10) Voluntary Savings, (11) SHU for Education Funds, (12) Determination of Tax Rates, (13) Rules Comparison of Capital, (14) Comparison of Member Services. Based on the results of research to the 14 indicators of cooperative benefits for members, it is expected that civil servant cooperatives in Solok City will be able to maximize the benefits of cooperatives for members in the future. (b) The role of the Government and financial institutions. With 13 indicators, namely: (1) Transparency in the distribution of SHU, (2) a pro-cooperative policy framework, (3) consideration for the selection of cooperatives, (4) financial support from the government, (5) financial support from economic institutions, (6) evaluation and monitoring, (7) Cooperative Institution and support, (8) Benefits of Cooperative Establishment for the community, (9) Cooperative Micro-Micro Environment, (10) Legal and Business Protection for Cooperatives, (11) Regulations on Cooperative Empowerment, (12) How to distribute Products Cooperatives, (13) Principles of Partnership) Based on the results of the research that the 13 indicators of the role of government and financial institutions are still low and it is necessary to make more proactive efforts from the government and financial institutions in advancing civil servant cooperatives in Solok City. (c) Sources of capital for cooperatives. With 5 indicators, namely: (1) Joint Venture Capital, (2) Foreign Capital with

Own Capital, (3) Voluntary Deposit Capital, (4) Grant Capital, (5) Member Savings Capital. Based on the sources of capital for civil servant cooperatives in the city of Solok, efforts are made to add sources of cooperative capital, so civil servant cooperatives in Solok City must increase their own capital from members' voluntary savings and grant capital from the government and other financial institutions. (d) SHU rules and Principal deposits. With 2 indicators, namely: (1) Rules for Granting SHU, (2) Obedience to Providing Basic Savings. Based on the SHU rules and the principal savings of civil servant cooperatives in Solok City are quite good, efforts have been made to increase the number of SHU and principal savings of civil servant cooperatives in Solok City to make SHU distribution rules that clearly attract active and passive members to be more active in cooperative activities so as to increase compliance with payments members' principal savings increase. (e) Requirements and indicators of success for management. With 2 indicators, namely: (1) success indicators of management, (2) the amount of capital for direct cooperative activities. Based on the indicators of success of the management and direct capital of the cooperative, the civil service cooperative in Solok is quite good. Efforts made by civil servant cooperatives in the city of Solok are developing well, so the success standards of management and direct capital of cooperatives must be increased. (f) Product distribution. With 1 indicator, namely the type of product distribution.

The results of the component transformation matrix show that in component 1 for factor 1 the correlation value is $0.640 > 1$. This data indicates the benefits of cooperatives for members seen from the distribution of products are quite good, efforts must be made so that civil servant cooperatives in the city of Solok can develop more by developing distribution channels. reach all members. The results of the transformation matrix component show that component 1 for factor 1 has a correlation value of $0.640 < 1$. This

data indicates that the benefits of cooperatives for members in reality need attention because these factors are determinants of factors affecting the performance of civil servant cooperatives in Solok City. Component 2 for factor 2, the correlation value is $0.719 < 1$. This data indicates that the role of government and financial institutions in reality needs attention because this factor determines the factors that affect the performance of employee cooperatives in the city of Solok. Component 3 for factor 3 correlation value $0.495 < 1$. This data indicates that the source of the cooperative's capital in reality needs attention because this factor determines the factors that affect the performance of civil servant cooperatives in the city of Solok.

Component 4 for factor 4, the correlation value is $0.723 < 1$. This data indicates that the SHU rules for principal savings of this factor need attention in reality because the SHU rules for principal savings are the determinants of factors that affect the performance of cooperatives in Solok city. Component 5 for the conditions and indicators of success of the management showed a correlation value of $0.283 < 1$. This data indicates that this factor in reality needs attention because this factor is a determinant of factors affecting the performance of civil servant cooperatives in the city of Solok. Component 6 for the 60,976 factors > 1 . This data indicates that the distribution of this factor product in reality needs attention because this factor is a determinant of the factors that affect the performance of civil servant cooperatives in the city of Solok.

4. CONCLUSIONS

Based on the results of research and discussion carried out with factor analysis, it can be concluded. (a) The final result of Kaiser Meyer-Olkin (KMO) shows the number $0.890 > 1$, this means that factor analysis is feasible, based on the above output, it is known that the KMO MSA value is $0.890 > 0.50$ and the value of Bartlett's Test of Sphericity (sig) $0.000 < 0.05$, then factor analysis in this research can be continued because it meets the requirements. (b) The

Communication table shows that the variables studied are considered capable of explaining the factor if the Extraction value is > 0.50 , based on the Communalities table output, it is known that the extraction value for all variables is greater than 0.50 , thus it can be concluded that all variables can be used to explain the factors. (c) The Total Variance Explained table shows the value of each variable analyzed in this study there are 38 variables, meaning that there are 38 components analyzed. Meanwhile, based on the Extraction Sums of Squared loadings it shows the number of variants or many factors formed, in the output results there are six variants of the formed factors. Based on the Initial Eigenvalue, six new factors were formed from the analysis of 45 variables, where the requirements for a factor were the Eigenvalue Component value must be > 1 . The Eigenvalues component 1 value was $17,350$ or > 1 , then factor 1 could explain $45,657\%$ of the variation, the value of eigenvalues component 2 amounting to 5.065 or > 1 then factor 2 is able to explain 13.329% of the variation, the value of eigenvalues component 3 is $2.049 > 1$ then factor 3 is able to explain $5,391\%$ of the variation, the value of eigenvalue component 4 is $1.249 > 1$ then factor 4 is able to explain 3.286% of the variation, the value of Eigenvalues of $1,966 > 1$, then factor 4 was able to explain $5,174\%$ variation, the value of Eigenvalues component 5 was $1,249 > 1$, then factor 5 was able to explain 7.075% variation, Eigenvalues component 6 value was $1,124 > 1$ then factor 6 was able to explain $3,959\%$ variation. (d) Rotated Component Matrix to ensure a variable is included in which factor group, it can be seen the correlation value between the variable and the formed factor. From the Rotated Component Matrix table, factor 1 formed is named Cooperative Benefits for Members, which consists of components (1) entry and exit of members (2) Utilization of loans (3) SHU for regional development, (4) SHU principles, (5) total consumers from outside, (6) loan capital from outside, (7) how to provide SHU, (8) participating in annual meetings, (9) Purchasing and selling of cooperative goods, (10)

voluntary savings, (11) SHU for education funds, (12) determination of tax rates, (13) capital ratio rules, (14) comparison of member services. Factor 2 that is formed is named the role of the government and financial institutions which consists of components (1) pro-cooperative policy framework, (2) consideration of selecting cooperatives, (3) financial support from the government, (4) financial support from economic institutions, (5) evaluation and monitoring cooperatives, (6) institutional support for cooperatives, (7) the benefits of establishing cooperatives for the community, (8) micro-macro cooperative environment, (9) legal and business protection in cooperatives, (10) regulations on cooperative empowerment, (11) distributing cooperative products, (12) the principle of partnership. Factor 3 that is formed Requirements and indicators for the success of the management consist of (1) Requirements to become a management, (2) indicators of success for management, (3) the amount of capital for direct activities. The factor 6 that is formed is named product distribution which consists of the type of product distribution. (e) Component transformation Matrix. Show that component 1 has a correlation value of $0.640 > 0.5$, component 2 has a correlation value of $0.719 > 0.5$, Component 3 has a correlation value of $0.495 < 0.5$, Component 4 has a correlation value of $0.723 > 0.5$, Component 5 has a correlation value of $0.283 < 0.5$, Component 6 The correlation value is $0.976 > 0.5$, then the factors formed can be concluded that it is feasible to summarize the 38 variables analyzed.

The results show that there are six new factors that affect the performance of civil servant cooperatives in the city of Solok. First, the benefits of cooperatives for members, the development of an employee cooperative depending on the extent of benefits received by its members. If the benefits felt by the members are more and more rapid development, if the benefits felt by members are low, the development of cooperatives will slow down. The two roles of the government and financial

institutions, the government plays an important role in the development of employee cooperatives in the city of Solok. In view of the regulations, laws and regulations that are made, the more regulations that are pro cooperative, the cooperative will develop well. The three sources of capital in cooperatives capital in cooperatives are another determinant of the development of cooperatives, the combination of the amount of capital in the cooperative will affect its business activities, if there are too many sources of capital from outside compared to their own capital (principal savings and voluntary savings) the cooperative will range from crisis. A good source of capital is if the combination of capital is greater than its own capital than outside capital. The four SHU rules and principal savings, SHU and principal savings are the success factors of the cooperative. If you want the SHU to be large, members must enlarge the principal savings, the number of principal savings will determine the amount of cooperative activity and the range of the cooperative's business, the increase in SHU along with the increase in business and the amount of coverage cooperative business. The five requirements and indicators of success for the management. The success of a cooperative is influenced by the terms and indicators of the success of the management, the clearer the indicator requirements set by the annual meeting of members of a cooperative will have implications for the targets and targets to be achieved by the cooperative management. The sixth distribution of these products has implications for the satisfaction of cooperative members, the faster and more precise the distribution channels carried out by the cooperative for the distribution of their products, the better the assessment of members to the cooperative.

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