



The Implementation of Performance Target Achievement of Pt. Rahmat Tunas Karya Citra Mandiri Padang Sidempuan

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Abstract. This study aims to describe and analyze performance and determine what factors affect PT. Rahmat Tunas Karya Cipta Mandiri Padang Sidempuan's employees' performance. The achievement of performance targets is one of the crucial things in an organization to determine the extent to which the work plan targets are carried out. This study used the theory of organizational performance measurement through the dimensions of quality, quantity, timeliness, and cost-effectiveness. The validity test employed Statistical Product and Service Solution (SPSS) software. This research method used qualitative research with a descriptive approach in the form of documentation studies, observation methods, interviews, and literature studies with a total of 35 respondents.

Keywords: Organizational Performance · Quality · Quantity · Timeliness · Cost Effectiveness

1 Introduction

The organization or agency has a vision, mission, and goals whose achievement is measured by the extent to which work targets have been implemented. Organizational performance conditions are required to cooperate in providing quality services. Organizational performance plays an important role because it relates to the vision and mission that can be implemented according to the target or not.

Performance is basically what employees do or do not do. Performance is the result of work achieved by a person or group of people in an organization following their respective authorities and responsibilities to achieve the goals of the organization concerned legally, not violating the law, and in accordance with morals and ethics [1].

In the performance that has been carried out, there is an assessment through a pre-determined time level. This is done to see how the achievement of the performance that has been produced is in accordance with the vision and mission that should be fulfilled. This assessment can determine whether the organization has carried out its duties and functions under the contract agreed upon at the beginning of the work period.

PT. Rahmat Tunas Karya Citra Mandiri is a construction company that provides crushed stone, asphaltting and concrete machining services. In accordance with Law

no. 13 of 2003 concerning manpower [2] regarding an agreement between a worker or laborer and an entrepreneur or employer which contains the terms of work, rights, and obligations of the parties that the work contract for road construction is set to start on January 14, 2022–December 31, 2022.

The problems that occur can be seen from the decreased quality and quantity. The performance target in July should have been achieved by 30%, but in July, the work target was achieved by only 18%, and the budget increased. Therefore, it is necessary to conduct research on the performance of the employees of PT. Rahmat Tunas Karya Citra Mandiri. Based on the statements mentioned above, the authors are interested in researching “Organizing the Achievement of Performance Targets of PT. Rahmat Tunas Karya Citra Mandiri Padang Sidempuan”.

2 Methods

Organizational Performance

According to Darmanto et al. [1], the performance of an organization is the result of cooperative activities among members or organizational components to realize organizational goals.

Quality

Quality is a measure of each work achieved.

Quantity

Quantity is a measure of the amount of work achieved.

Timeliness

Timeliness is a measure of the length of the process for each work result achieved or the length of the process to complete a job.

Cost Effectiveness

According to Sari [3], cost-effectiveness is how much unit cost is used.

3 Results and Discussion

3.1 Analysis of Implementation of Performance Targets of PT. Rahmat Tunas Karya Citra Mandiri Padang Sidempuan

This study seeks to present an analysis of the implementation of the achievement of performance targets at PT. Rahmat Tunas Karya Citra Mandiri Padang Sidempuan based on measuring organizational performance through 4 dimensions, namely quality, quantity, timeliness, and cost-effectiveness [4] as follows:

1. Quality

The quality aspect is said to be able to meet the company’s targeted criteria. This can be seen in the type of asphalt quality. The quality of the asphalt road must follow the recommended specifications in terms of planning and implementation. In terms of planning, of course, it must follow the Jobmix Design agreed upon between the contractor, consultant, and task giver. Meanwhile, in terms of implementation, it is necessary to follow procedures such as the compaction trial that has been agreed upon.

2. Quantity

In terms of quantity, it is said that it has not been able to meet the desired target. The work target that must be achieved in July 2022 is 30%, while the quantity of work carried out by workers is only 18%.

3. Timeliness

This aspect is said to have not been able to meet the performance targets desired by the company by looking at the results of work in July that were not in accordance with the targets desired by the company. The problem also involved was employees' lack of discipline at work.

4. Cost-effectiveness

In this aspect, it is said that it has been unable to meet the work target. This is due to the need for additional overtime costs for employee wages so that work completion can be completed in December 2022 as agreed in the work contract.

3.2 Factors Affecting Employee Performance PT. Rahmat Tunas Karya Citra Mandiri Padang Sidempuan

1. Work Discipline

Work discipline is the attitude shown by workers in complying with the regulations imposed in the scope of work activities. Workers should have time and discipline in a job to maximize their performance. The work discipline factor can influence the implementation of construction work and other jobs.

2. Work Environment

The work environment is something that can affect employee performance. The work environment is said to be good if the workers feel safe and comfortable carrying out a job. Socialization at work is essential because it can create a comfortable work atmosphere. Workers who feel comfortable can provide the maximum quantity of work.

4 Conclusions

The author can conclude that the company's performance can be said to be good, although there are 3 (three) aspects of the 4 (four) aspects that do not meet the criteria. The three aspects of quantity, timeliness, and cost-effectiveness resulted in negative values with evidence that the work targets had not been carried out as agreed. Furthermore, one more aspect is the quality aspect, where the workers pay close attention to the quality of the asphalt produced following the standards. Furthermore, there are 2 (two) factors that can affect the performance of PT. Rahmat Tunas Karya Citra Mandiri Padang Sidempuan is a work discipline factor and environment factor.

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