

Builders Performance Improvement With Briefing In Jember

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Builders Performance Improvement With Briefing In Jember

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Abstract: One of the world phenomenon of construction is still a gap between the performance of builders, which is expected by the foreman, with the reality on the ground. The results of empirical studies state that guidance can improve performance. The purpose of this study was to test the performance indicators Builders, once briefed. Research using One group pretest-posttest design. Initial assessment by the foreman, to Builders (pre-test), conducted during one month. Then the Builders treated in the form of guidance for a month, and given the assessment (post-test), then t test. The results showed that, Indicator: 1) target the jobs and duties of the foreman, can Builders met, 2) Builders always try to produce the quality of work is good, compared with other colleagues, 3) Builders always work, in accordance with quality standards, which have been set by the foreman, 4) All jobs during this time, Builders can do, and the results are in accordance with the time, which had been planned, the performance decreases, after being given treatment, in the form of directives. Indicators: 1) The quantity of work Builders are in accordance with the standards of work expected by the foreman, 2) The results of the performance of Builders sometimes exceed the target given by the foreman, 3) Builders willing given additional quantity of work outside working hours if necessary, 4) Builders are always trying to reach the target employment has been established by the foreman, 5) Builders always focus on finishing the job, although foreman was no place, 6) In completing the work Builders always take the initiative without waiting for orders from the foreman, 7) the quantity of work Builders exceed the average Builders others, 8) Builders doing work with the calculating, meticulous, 9) Builders have the appropriate skills to work and tasks Builders do now, 10) the quality of work that has been set by the Overseer can be achieved properly and optimally, 11) Builders skilled in their work and have the initiative to help colleagues with, 12) Builders always reduce the error rate in the works, 13) Quality of work Builders far better than Builders another 14 Builders adhere to all the rules and procedures set out in the work, 15) Builders not procrastinate, 16) Based on the absence of data, Builders come home from work, 17) Efficiency Builders time in completing the work exceeds the average of other Builders, performance improved after the treatment is given in the form of directives.

Keywords: Performance, Briefing, Builders, t test

1. INTRODUCTION

Builders performance assessment made by Amri Gunasti (2017), there remains a gap between the performance expected by the foreman, with the reality on the ground. The study was carried out, by digging foreman perception. Foreman provide value, the performance of the Builders, which occurred in the field, in the same time foreman also wrote his hope for each indicator. The indicators were tested in the study consisted of responsibility Builders, skill Builders, experience Builders, adapt work to wages Builders, ethics, morals or decency Builders, knowledge or technical competence Builders, ability to work independently or take the initiative Builders, communication ability Builders, commitment or dedication to Builders work, adaptability Builders, Builders Work under pressure, problem solving analytical skills Builders, innovative creative, ability to learn things-new things, and Discipline. Perception foreman, about the performance builders vary on each indicator. Performance Builders, with the smallest value, amounting to 2.667, and the highest was 3.800. Performance Builders, the smallest, amounting to 2.667, are present in the indicator responsibility Builders and indicators of knowledge or technical competence Builders, ability to work independently or take the initiative. Performance of the biggest builders, which amounted to 3,800, there are two indicators, namely indicators Builders communication ability, and indicators of Builders work under pressure. The expected value of the foreman of the Builders, the smallest of 3.433 is for the indicator Knowledge or technical competence Builders, ability to work independently or take the initiative, while the highest value of 4.400 for Work under pressure indicator.

Table 1. Gap Builders Performance Against Foreman Expectations

| No. | Indicator | Builders performance | Hope gap |
|-----|--|----------------------|--------------|
| 1 | Responsibility Builders | 2.667 | 4.233 -1.567 |
| 2 | Builders Skills | 3.733 | 4.233 -0.500 |
| 3 | Builders experience | 3.633 | 4.233 -0.600 |
| 4 | adapt work to wages Builders | 3.733 | 4.200 -0.467 |
| 5 | moral ethics or decency Builders | 3.767 | 4.267 -0.500 |
| 6 | Knowledge or technical competence Builders, ability to work independently or take the initiative | 3.433 | 2.667 -0.767 |
| 7 | Builders communication skills | 3.767 | 4.100 -0.333 |
| 8 | Commitment or dedication to Builders work | 3.800 | 4.367 -0.567 |
| 9 | Adaptability Builders | 3.667 | 4.167 -0.500 |
| 10 | Working under pressure Builders | 3.800 | 4.400 -0.600 |
| 11 | Analytical problem solving capabilities Builders | 3.767 | 4.200 -0.433 |
| 12 | Innovative creative, ability to learn things - new things | 3.733 | 4.233 -0.500 |
| 13 | Discipline | 3.533 | 4.100 -0.567 |

The largest gap is at the indicator to 1 (one), namely competence responsibility Builders by (-1.567). The smallest gap, there is the indicator of the 7th, the Builders communication skills competency of -0.333. These results indicate that the competence of the responsibility of builders, are still far from expectations foreman. Communication skills competency Builders, nearing, user expectations. For quality performance of Builders, the highest results, contained in the seventh indicator, namely competence communication skills Builders, that is equal to

0.919. Lowest quality indicators contained in unity, competence Responsibility Builders, amounting to 0.630. This indicates that, competence Builders, still far from expectations Foreman. in terms of competence Responsibility, whereas competence Communication skills Builders, approached the Foreman expectations.

Table 2. Quality Builders performance

| No. | Indicator | Quality |
|-----|--|---------|
| 1. | Responsibility Builders | 0.630 |
| 2. | Builders Skills | 0.882 |
| 3. | Builders experience | 0.858 |
| 4. | Adapt work to wages Builders | 0.889 |
| 5. | Moral ethics or decency Builders | 0.883 |
| 6. | Knowledge or technical competence Builders, ability to work independently or take the initiative | 0.777 |
| 7. | Builders communication skills | 0.919 |
| 8. | Commitment or dedication to Builders work | 0.870 |
| 9. | Adaptability Builders | 0.880 |
| 10. | Working under pressure Builders | 0.864 |
| 11. | Analytical problem solving capabilities Builders | 0.897 |
| 12. | Innovative creative, ability to learn new things | 0.882 |
| 13. | Discipline | 0.862 |

From the data it appears that the quality of the performance needs to be improved. One way to improve the performance of builders is to provide guidance. This statement is in line with the results Prisky Amalia Merike Cendera Kasih et al (2013) that the employee performance can be improved by knowing the characteristics of the work clearly, provide guidance, and employees are placed according to the same place with the field. It is possible for an employee to be adaptable in doing the work it undertakes to know and understand clearly the characteristics of his work. The study also suggested that Officer as an important asset for the company should be kept to provide useful input and guidance to support the activities of the employment. The briefing can be implemented continue to provide information, guidance and feedback to the employee in performing the work. Employees get a real concern of the company will certainly have high morale and sense of belonging to the company, so employees will always be motivated to work optimally. Previous McShane and Von Glinov (2010) states that the performance refers to the briefing of behaviour that are under the control of an individual to support the organization's goals. Therefore, the performance refers to the briefing of behaviour that are under the control of an individual to support the objectives of the organization (Subijanto and Siswo Wiratno, 2012). Yulistiana Rudianti et al, 2013, the results of his research stating that efforts to improve organizational communication by means of supervision and guidance according to the guidelines need to be done to produce better performance. The object of the study was the nurse. The variables that most affect the performance of nurses is the supervision and briefing. Supervision and briefing by the manager helps the process of understanding and responsibility of employees in carrying out the work. Managers with effective communication and provide briefing to convey the message

properly, making it easy for employees to understand and interpret the message. Ujang Wawan Sam Adinata (2015) stated that the leadership factor has a very important role in improving the performance of employees, because of effective leadership to provide guidance to the efforts of all employees in achieving organizational objectives. It shows that the leadership is very important to encourage an organization achieve its objectives. Stephen P. Robbins, 1996, Leadership is an important factor in providing guidance to employees especially at the present moment in which everything is open, then the leadership that is required is leadership that can empower employees. From the results of the empirical study it can be stated that the guidance can improve the performance of Builders on construction projects. The purpose of this study was to test the performance improvement Builders in construction projects due to their directives.

METHOD

The data collected in research primary data and secondary data. The primary data obtained by conducting surveys. The survey conducted by spreading questionnaires and interviews. Secondary data were obtained from books, journal articles and other sources that can be accounted for validity. Measurement of performance variables Builders using a Likert scale, 1) Much less, 2) Less, 3) Pretty, 4) Good, 5) Very good. The instrument used in this study was developed from theories have been put forward and from previous studies. Data verification, namely checking back questionnaires filled out by respondents to ascertain whether the statement has been answered fully by the respondent. The object to be examined in this study are the builders who worked on the construction project in Jember. Respondents of the study foremen who supervised the workmen. This study was conducted for two months on a Builders who is not certified, working on construction projects in the district of Jember. This study uses a one group pretest-posttest design. The study design was preceded by a preliminary assessment carried out by the foreman of the Builders (pre-test), the pre-test phase of this Builders was not briefed. The assessment was performed by observing the Builders work for a month. Then the same workman treated in the form of directives, for the treatment given, Builders at work this construction project is observed for a month with a given judgment referred to the final test (post-test). Thus the results of the treatment can be determined more accurately because it can be compared with the situation before the treated (Sugiyono, 2015).

Table 3 Pretest-Posttest Design

| Pre-Test | Treatment | Post-Test |
|----------|-----------|-----------|
| O1 | X | O2 |

Information:

| | |
|----|---------------------------------------|
| O1 | = Pre-Test in the experimental group |
| O2 | = Post-Test in the experimental group |
| X | = Treatment with guidance |

The experimental group in this study was the builders who worked on construction projects in the district of Jember. At the moment there is no treatment at repairman, foreman gave the assessment through a questionnaire called the pretest. Next foreman directing the builders in the form of

directives. The briefing is done every morning before the builders carry out the work. The briefing was conducted for one month. Then the foreman for assessing the Builders via a questionnaire after being given the treatment called the posttest. The population of this research is the Builders in Jember. Samples from this study amounted to 217 Builders. Jember has 31 districts. Samples were taken 7 Builders from each district. Sampling is done by simple random sampling, so that all the builders who do not have the certificate is entitled to represent the population. Respondent or person who gave ratings (filler questionnaires) to the Builders was the foreman. Foreman amount equal to the amount that is 217 foreman Builders. On the pretest, one Builders rated by the foremen. At the time of the treatment given, the foremen to give guidance to the person Builders. At the time of the posttest assessment Builders foreman rated by one person.

Table 4. Distribution of Objects and Appraisers

| No. | Districts | Builders or Object | Foreman or Appraisers |
|--------|--------------|--------------------|-----------------------|
| 1. | Ajung | 7 | 7 |
| 2. | Ambulu | 7 | 7 |
| 3. | Arjasa | 7 | 7 |
| 4. | Balung | 7 | 7 |
| 5. | Bangsalsari | 7 | 7 |
| 6. | Gumuk Mas | 7 | 7 |
| 7. | Jelbuk | 7 | 7 |
| 8. | Jenggawah | 7 | 7 |
| 9. | Jombang | 7 | 7 |
| 10. | Kalisat | 7 | 7 |
| 11. | Kaliwates | 7 | 7 |
| 12. | Kencong | 7 | 7 |
| 13. | Ledokombo | 7 | 7 |
| 14. | Mayang | 7 | 7 |
| 15. | Mumbulsari | 7 | 7 |
| 16. | Pakusari | 7 | 7 |
| 17. | Panti | 7 | 7 |
| 18. | Patrang | 7 | 7 |
| 19. | Puger | 7 | 7 |
| 20. | Rambipuji | 7 | 7 |
| 21. | Semboro | 7 | 7 |
| 22. | Silo | 7 | 7 |
| 23. | Sukorambi | 7 | 7 |
| 24. | Sukowono | 7 | 7 |
| 25. | Sumber Baru | 7 | 7 |
| 26. | Sumber Jambe | 7 | 7 |
| 27. | Sumber Sari | 7 | 7 |
| 28. | Tanggul | 7 | 7 |
| 29. | Tempurejo | 7 | 7 |
| 30. | Umbulsari | 7 | 7 |
| 31. | Wuluhan | 7 | 7 |
| Jumlah | 217 | 217 | |

Measurement of employee performance by Darma (2003: 355), to consider: 1) The quantity of performance that measure an employee's performance can be seen from the quantity of work completed in a certain time. With the quantity of an employee have the ability or confidence do the work of the organization, 2) Quality assessment of performance that an employee is to look at the quality of the work done as expected. Completion is not only visible from the settlement but seen from the skills and also the results,

3) Timeliness is the suitability of the planned time. The third indicator of the performance measurement there are twenty-one point.

Table 5. Performance Indicators

| No. | Indicator |
|-------------|---|
| Quantity | |
| 1 | Builders working quantity is in conformity with the standard of work expected by the Overseer |
| 2 | Builders performance results sometimes exceed the target given by the Overseer |
| 3 | Target jobs and tasks of Foreman can Builders filled with carefully |
| 4 | Builders willing given additional quantity of work after hours if needed |
| 5 | Builders are always trying to achieve the employment targets set by the Overseer |
| 6 | Builders always focus on finishing the job, although Foreman was no place |
| 7 | In completing the work Builders always take the initiative without waiting for orders Foreman |
| 8 | Builders working quantity exceeds the average of other Builders |
| Quality | |
| 9 | Builders do the job calculating, meticulous and thorough |
| 10 | Builders have the appropriate skills to work and tasks Builders doing today |
| 11 | Quality of work that has been set by the Overseer can be achieved with good and optimal |
| 12 | Builders are always trying to produce good work quality compared to other colleagues |
| 13 | A skilled Builders in the work and have the initiative to help colleagues |
| 14 | Builders always reduce the error rate in the works |
| 15 | Builders always work in accordance with the quality standards set by the Overseer |
| 16 | Builders work quality is much better than the other Builders |
| Punctuality | |
| 17 | Builders adhere to all the rules and procedures set out in the work |
| 18 | Builders do not procrastinate |
| 19 | The whole work has been done and the results can Builders in accordance with the time that has been planned |
| 20 | Based on the absence of data, Builders arrive and leave work on time |
| 21 | Builders time efficiency in completing the work exceeds the average of other Builders |

The briefing conducted by the foreman every morning, before work begins. The briefing includes the quantity of work, targets, additional duties, quality standards or quality of work expected, rules and procedures, the target time has been set. Data analysis technique is done by verifying the data that is to re-examine the questionnaire that was filled out by respondents to ascertain whether the statement has been answered fully by the respondent. Next calculate the frequency of respondents' answers given on each item proposed statement.

Calculate the total score, total items pretest and posttest by using the formula:

$$((1.SK)+(2.K)+(3.C)+(4.B)+(5.SB))/(SK+K+C+B+SB)$$

Description:

- SK = Very less
K = Less
C = Enough
B = Good
SB = Very Good

Calculate value the average number of respondents to the formula:

$$\text{Mean} = (\sum (n-1)^n \cdot Xi) / N$$

Description:

- Xi = Total Score
N = Number of respondents

After the average value calculated for each of the indicators both at the time before treatment, and after treatment. Then compared the difference, if the value is 0 (zero), it is considered no increase and no decrease, this means that the treatment had no impact at all. If the value is greater than zero it is considered that there is an impact in the form of improved performance after treatment. Conversely if the value is less than zero, it is considered that there is an impact in the form of a decline in performance after treatment. Next calculate the performance quality by dividing the average value of the indicator after being treated with an average value before being given treatment. When the quality value of 1 (one), it is considered there is no performance impact in the form of an increase and decrease in quality. If the quality value is greater than one, it is considered there is the impact of increased quality of performance. If the quality value is smaller than the one it is considered that there is the impact of a decrease in the quality of Builders performance on construction projects. Types of research This can be classified in comparative research. Comparative research in this study compare between pretest to posttest. The hypothesis in this study consisted of an initial hypothesis (Ho), can be formulated Ho: $K_{post} < K_{pre}$; no degradation of performance after a given briefing. Alternative hypothesis (Ha) can be formulated Ha: $K_{post} > K_{pre}$; No increase in performance after a given briefing. Values of significance or value of α is equal to 1 percent. When the value t is smaller than t table for significant value of 1 per cent it is considered that there is a decrease in performance. When the value t is greater than t table for significance 1 percent value, it is considered there is an increase in performance. To determine the value of the formula hypothesis test used t test (pre - post) Differential test two pairs of data mean. T test formula is as follows:

$$t = (\sum d_i) / \sqrt{((N \sum d_i^2 - (\sum d_i)^2) / (N-1))}$$

Description:

- t = Value of t
d = Change in value of post and pre (postvalues-prevalue)
N = Number of sample

To see the value of t table, in addition to seeing the significant value, also needs to know the value of degree of freedom (df). Df formula is N-1. N is the number of samples. Because the amount of sample was 217, then the value of df is 216. T test the usefulness of pre - this post is to test differences in initial conditions and after treatment as well as to see the effectiveness of the changes. Requirements for analyzing pre-post test t is the data pairs (one sample was measured twice, namely the initial state before treatment and after treatment), normal distribution of data as well as interval or ratio-scaled data.

4. RESULTS AND DISCUSSION

Assessment of the performance of Builders foreman before treatment is between 3.447 to 3.912. Builders value with the smallest value contained in the indicator Builders always focus on finishing the job, although Foreman was no place that is equal to 3.447. This indicates that the performance builders in achieving employment targets are not in line with expectations running foreman, when the foreman is not there. So that builders have a good performance, then the foreman must always be in place to oversee the workmen. In addition to supervision in this study will be treated in the form of directives.

Table 6. Performance Guide Builders Before Treatment

| No. | Indicator | Value | Rank |
|-----|---|-------|------|
| 1 | Builders working quantity is in conformity with the standard of work expected by the Overseer | 3.687 | 6 |
| 2 | Builders performance results sometimes exceed the target given by the Overseer | 3.604 | 17 |
| 3 | Target jobs and tasks of Foreman can Builders filled with carefully | 3.759 | 2 |
| 4 | Builders willing given additional quantity of work after hours if needed | 3.521 | 19 |
| 5 | Builders are always trying to achieve the employment targets set by the Overseer | 3.682 | 7 |
| 6 | Builders always focus on finishing the job, although Foreman was no place | 3.447 | 21 |
| 7 | In completing the work Builders always take the initiative without waiting for orders Foreman | 3.668 | 9 |
| 8 | Builders working quantity exceeds the average of other Builders | 3.636 | 14 |
| 9 | Builders do the job calculating, meticulous and thorough | 3.641 | 13 |
| 10 | Builders have the appropriate skills to work and tasks Builders doing today | 3.507 | 20 |
| 11 | Quality of work that has been set by the Overseer can be achieved with good and optimal | 3.747 | 3 |
| 12 | Builders are always trying to produce good work quality compared to other colleagues | 3.912 | 1 |
| 13 | A skilled Builders in the work and have the initiative to help colleagues | 3.613 | 16 |
| 14 | Builders always reduce the error rate in the works | 3.650 | 11 |
| 15 | Builders always work in accordance with the quality standards set by the Overseer | 3.636 | 15 |
| 16 | Builders work quality is much better than the other Builders | 3.677 | 8 |
| 17 | Builders adhere to all the rules and procedures set out in the work | 3.645 | 12 |

| | | | |
|----|---|-------|----|
| 18 | Builders do not procrastinate | 3.696 | 4 |
| 19 | The whole work has been done and the results can Builders in accordance with the time that has been planned | 3.599 | 18 |
| 20 | Based on the absence of data, Builders arrive and leave work on time | 3.691 | 5 |
| 21 | Builders time efficiency in completing the work exceeds the average of other Builders | 3.659 | 10 |

Next do the treatment to the Builders form of supervision, in order to get better performance of Builders. After treatment Builders reassessed by the foreman. Foreman's assessment of the Builders showed the highest value of 4.023. The highest value contained in the indicator Builders are always trying to produce good quality work compared with other colleagues. The lowest value of 3.603 contained on this indicator during the whole job can Builders do and the results according to the time that has been planned. At the time prior to the treatment of this indicator is ranked 18. After being given the treatment this indicator increased by the smallest value compared with other indicators that is equal to 1.001. Ranking From this indicator fell three from rank 18 to rank 21. In the future, need special attention to address this indicator.

Table 7. Performance Builders After Treatment Guide

| No. | Indicator | Value | Rank |
|-----|---|-------|------|
| 1 | Builders working quantity is in conformity with the standard of work expected by the Overseer | 3.917 | 1 |
| 2 | Builders performance results sometimes exceed the target given by the Overseer | 3.876 | 3 |
| 3 | Target jobs and tasks of Foreman can Builders filled with carefully | 3.843 | 2 |
| 4 | Builders willing given additional quantity of work after hours if needed | 3.664 | 20 |
| 5 | Builders are always trying to achieve the employment targets set by the Overseer | 3.797 | 15 |
| 6 | Builders always focus on finishing the job, although Foreman was no place | 3.714 | 18 |
| 7 | In completing the work Builders always take the initiative without waiting for orders Foreman | 3.825 | 9 |
| 8 | Builders working quantity exceeds the average of other Builders | 3.816 | 11 |
| 9 | Builders do the job calculating, meticulous and thorough | 3.806 | 14 |
| 10 | Builders have the appropriate skills to work and tasks Builders doing today | 3.760 | 17 |
| 11 | Quality of work that has been set by the Overseer can be achieved with good and optimal | 3.853 | 4 |
| 12 | Builders are always trying to produce good work quality compared to other colleagues | 4.023 | 1 |
| 13 | A skilled Builders in the work and have the initiative to help colleagues | 3.806 | 13 |
| 14 | Builders always reduce the error rate in the works | 3.82 | 10 |
| 15 | Builders always work in accordance with the quality standards set by the Overseer | 3.687 | 19 |
| 16 | Builders work quality is much better than the other Builders | 3.816 | 12 |
| 17 | Builders adhere to all the rules and procedures set out in the work | 3.783 | 16 |

| | | | |
|----|---|-------|----|
| 18 | Builders do not procrastinate | 3.829 | 8 |
| 19 | The whole work has been done and the results can Builders in accordance with the time that has been planned | 3.604 | 21 |
| 20 | Based on the absence of data, Builders arrive and leave work on time | 3.829 | 7 |
| 21 | Builders time efficiency in completing the work exceeds the average of other Builders | 3.829 | 6 |

Results of the study indicate that the overall no increase in performance when compared between before and after treatment in the form of directives. This indicates that the briefing is something that needs to be done before the work begins. During this time, Builders activities are often not given briefing, so that the performance of Builders becomes low.

Figure 1. Builders Performance Before - After Treatment

The amount of the increase in Builders varies greatly in each indicator. The greatest increase contained in the second indicator. A second indicator is the result of the performance of Builders sometimes exceed the target given by the foreman rose by 0.272. Prior to treatment, this indicator was ranked 17th, after the treatment being ranked 3rd. A very significant rise in the amount of 14 ratings. This is quite remarkable. This performance improvement will provide a great benefit to the company. The company will be more efficient and effective. Therefore, the briefing should not be ignored. In the second place performance improvement occurred in all six indicators, namely Builders always focus on finishing the job, although Foreman was no place. This performance improvement at 0.267. This is very encouraging news, because this second indicator before treatment had the lowest value when compared with other indicators are ranked 21st. After being given treatment rose to rank 18. By doing directing Builders become more independent, have an awareness of their duties, and perform their duties with maximum well supervised or not supervised by a foreman. Third place performance improvement Builders after the briefing contained in the ten indicators that have the appropriate skills to work Builders and tasks Builders doing today. The magnitude of the increase amounted to 0.253. This indicator rose three ranks after being given briefings to the Builders. Before directing this indicator was ranked 20th with a value of 3.507 to 3.760 ranks 17th, up 3 ranks. At number 4 is the indicator 1th, quantity of work Builders are in accordance with the standard of work expected by the foreman. The increase in performance of this indicator amounted to 0.230. Prior to the treatment of this indicator is ranked 6th. After treatment of this indicator is in the first rank, or up 5 ratings. A significant increase indicates that the briefing of a very important role in increasing the quantity of work in accordance with Builders standards. The increase in performance at rank 5 occur in Builders indicator skilled in their work and have the initiative to help colleagues. The increase in this indicator amounted to 0.194. Prior to the treatment of this indicator was ranked 16th with a value of 3.613. After being given the treatment climbed to 13th, or rose three ranks, with a value of 3.806. This indicates that the briefing will increase the performance of the road to help make a skilled worker to work had the initiative to help

colleagues. The increase in performance at rank 6 is present in all eight indicators which Builders always reduce the error rate in the works. The increase in the value of performance of 0.180. Before the treatment is given the value of this indicator amounted to 3.668. After being given treatment performance value rose to 3.816. Rating of this indicator climbed from rank 14 to rank 11, or up three ranks. This indicates that the guidance needs to be done so that workers or Builders can reduce the rate of errors in the work. Builders time efficiency indicators in completing the work exceeds the average of other Builders or indicator 21th is ranked 7th. The increased value of this indicator amounted to 0.171. Before the treated value of this indicator amounted to 3.659. After treatment rose to 3.829, up four ranks, from rank 10th to rank 6th. The results of this study indicate that guidance will improve performance in terms of time efficiency Builders builders in completing the work will exceed the average Builders does not briefed. Ranked 8th is the indicators Builders always reduce the error rate in the works. This indicator has a value of 0.171. Before the treatment is given this indicator is ranked 11th. After being given the treatment in the form of supervision of these indicators rose ranked 10th, up one rank. The results showed that supervision can improve performance Builders Builders manner reduces the error rate in the works. At No. 9 is the Builders do the job calculating, meticulous and thorough. The value of this indicator is 0.166. Although its ranking fell between before and after a given briefing, but the performance of Builders still rising. The results of this study indicate that the briefing to improve performance through indicators Builders do the job calculating, meticulous and thorough. No. 10 is an indicator, in completing the work Builders always take the initiative without waiting for orders from the foreman. The value of this indicator is 0.157. The ranking of these indicators before and after the treatment is the same, but there is an increase in value in performance. The results of this study prove that the briefing can improve performance through indicators in completing the work Builders always take the initiative without waiting for orders from the foreman. Ranked 11th on the indicator Builders are willing given additional quantity of work after hours if needed. The value of this indicator is 0.143. Although the ranking of this indicator decreased after a given treatment, but the value of the performance keeps rising. This indicates that by giving briefing to increase performance through indicators Builders willing given additional quantity of work after hours if needed. At No. 12 is an indicator of the 20th. 20th indicator is based on data absent, Repairman came and left work on time. Improved performance values for this indicator after scrutiny amounted to 0,138. Although the ranking dropped after the treatment, but the value of the performance increase. This indicates that the briefing would improve performance through indicators based on data absent, Builders come home from work on time. At No. 13 is the Builders Quality indicators work much better than the other Builders. Prior to rank treatment of this indicator is given treatment 8. After ranking of this indicator dropped to 12th. Although the ranking is down but there is an increase in the value of performance of 0.138. Indicates that guidance can improve performance through indicators of quality of work Builders Builders are much better than others. At No. 14 is an indicator Builders adhere to all the rules and procedures

set out in the job. Prior to the treatment of this indicator is ranked 12th. After being given the treatment this indicator fell to 16. Despite the downgrade, but the value of the performance increased by 0,138. This indicates that the briefing would improve performance through indicators Builders adhere to all the rules and procedures set out in the job. At No. 15 is Builders not procrastinate. Before the treatment is given this indicator is ranked 4th. After being given the treatment this indicator dropped to 8th. Although downgraded but still there is an increase of performance of 0.134. This indicates that the briefing to improve performance through indicators Builders not procrastinate. At No. 16 is Builders always trying to reach the employment targets set by the foreman. Before the treatment is given this indicator is ranked 5th. After being given the treatment this indicator decreased its ranking to 15. Despite the downgrade, but the indicator is still an increase of performance of 0.115. This indicates that the briefing can increase the performance of Builders with Builders indicator always trying to reach the employment targets set by the foreman. At No. 17 is Builders always try to produce good quality work compared with other colleagues. Before the treatment is given this indicator is ranked 1st. After being given the treatment this indicator remained at number 1. Although its ranking remained but this indicator remains increased performance of 0.111. This indicates that the briefing can increase performance through indicators Builders Builders always try to produce good quality work compared with other colleagues. Ranked 18th is the quality of work that has been set by the Overseer can be achieved properly and optimally. Before the treatment is given this indicator is ranked 3rd. After being given the treatment this indicator is ranked 4th. Although its ranking has decreased, but the indicator is still an increase of performance of 0.106. This indicates that the briefing can increase performance through indicators of quality Builders work that has been set by the foreman can be achieved properly and optimally. Ranked 19th is the target of a foreman jobs and tasks can be fulfilled Builders carefully. Before the treatment is given this indicator is ranked 2nd. After being given the treatment this indicator ranking remained at number two. Although its ranking remained but the indicator is still an increase of performance of 0.083. This indicates that the briefing can increase performance indicator targets Builders work and duties of the Foreman can Builders fulfil carefully. Ranked 20th is Builders always work in accordance with the quality standards set by the foreman. Before the treatment is given this indicator is ranked 15th. After being given the treatment this indicator dropped to 19. Although downgraded but still there is an increase of performance of 0.051. This indicates that the briefing to improve performance through indicators Builders always work in accordance with the quality standards set by the foreman. Last rank or rank-21 is the entire work has been done and the results can Builders in accordance with the time that has been planned. Before the treatment is given this indicator is ranked 18th. After being given the treatment this indicator dropped to 21. Although downgraded but still there is an increase of performance of 0.005.

Figure 2. Value Performance Improvement After Treatment

Measurement of the quality improvement of performance in

research carried out after assessing the performance improvement. Calculating the quality of performance by dividing the average value of the indicator after being treated with an average value before being given treatment. When the quality value of 1 (one), it is considered there is no performance impact in the form of an increase and decrease in quality. If the quality value is greater than one, it is considered there is the impact of increased quality of performance. If the quality value is smaller than the one it is considered that there is the impact of a decrease in the quality of Builders' performance on construction projects. The results showed that the highest quality of performance improvements contained in the indicator Builders always focus on finishing the job, although Foreman was no place, amounting to 1.078. The smallest quality improvement indicators contained in the entire work has been done and the results can Builders accordance with the time that has been planned, amounting to 1,001. As for the improvement of the quality of performance ranging from the rank 2th through 20 are as follows. At No. 2 is the result of the performance of Builders sometimes exceed the target given by the foreman, amounting to 1.076. At No. 3 is a skill that Builders had jobs and tasks in accordance with the Builders do today, amounting to 1.072. At No. 4 is the quantity of work Builders are in accordance with the standard of work expected by the foreman, amounting to 1.062. At No. 5 is skilled in working Builders and have the initiative to help colleagues, amounting to 1.054. At No. 6 is the quantity of Builders exceeds the average Builders others, amounting to 1.049. Ranked 7th is Builders always reduce the error rate in the works, amounting to 1.047. Ranked 8th is a Builders time efficiency in completing the work exceeds the average of other Builders, amounting to 1.047. At No. 9 is the Builders do the job calculating, meticulous, amounting to 1.046. At No. 10 is in completing the work Builders always take the initiative without waiting for orders from the foreman, amounting to 1.043. At No. 11 is given an additional quantity Builders willing to work after hours if needed, amounting to 1.041. At No. 12 is the Builders adhere to all the rules and procedures set out in the work, amounting to 1.040. At No. 13 is the quality of work Builders Builders are much better than others, amounting to 1.038. At No. 14 is based on data absent, Builders come home from work on time, amounting to 1.037. Ranked 15th Builders not procrastinate, amounting to 1.036. Ranked 16th Builders are always trying to reach the employment targets set by the foreman, amounting to 1.031. Ranked 17th Quality of work that has been set by the Overseer can be achieved properly and optimally, amounting to 1.028. Ranked 18th Builders always try to produce good quality work compared with other colleagues, amounting to 1.028. Ranked 19th Target jobs and tasks of Foreman can Builders fulfil carefully, amounted to 1.022. Ranked 20th Builders always work in accordance with the quality standards set by the foreman, amounting to 1.014.

Figure 3. Performance Quality After Treatment

The initial hypothesis (Ho) in this study is that if K-post <K-pre (K-post is the value of the performance after treatment, K-pre is the performance before treatment). This happens when t count is smaller than the t table. The significance of this study is 1%. T table for significant value of 1% and a

value equal to 216 df is 2.344. Ho received indicates that the drop in performance after treatment. The results showed that, there are several indicators that show the Ho accepted and the alternative hypothesis (Ha) is rejected. The indicator consists of the first, targets and tasks of the job foreman can Builders filled carefully with t value of 2.271. Second, Builders indicator always try to produce good quality work compared with other colleagues with the t value of 1.921. Third, Builders always work in accordance with the quality standards set by the foreman with the t value of 0.954. Lastly, the whole job has been done and the results can Builders in accordance with the time that has been planned with the t value of 0.075. Results indicate that the four indicators that do not fit with the treatment in the form of briefing, another treatment required. Other treatment may include surveillance and communications humanistic. Alternative hypothesis (Ha) in this study is that if K-post <K-pre. This happens when t count is smaller than the t table. The significance of this study is 1%. T table for significant value of 1% and a value equal to 216 df is 2.344. Ha received indicates that an increase in performance after treatment.

Table 8. Performance t Value Builders

| No. | Indicator | t | hypothesis |
|--------------|---|-------|------------|
| (t Table 1%) | | | |
| 1 | Builders working quantity is in conformity with the standard of work expected by the Overseer | 5.027 | ** |
| 2 | Builders performance results sometimes exceed the target given by the Overseer | 7.419 | ** |
| 3 | Target jobs and tasks of Foreman can Builders filled with carefully | 2.271 | * |
| 4 | Builders willing given additional quantity of work after hours if needed | 2.941 | ** |
| 5 | Builders are always trying to achieve the employment targets set by the Overseer | 2.518 | ** |
| 6 | Builders always focus on finishing the job, although Foreman was no place | 4.990 | ** |
| 7 | In completing the work Builders always take the initiative without waiting for orders Foreman | 3.824 | ** |
| 8 | Builders working quantity exceeds the average of other Builders | 4.864 | ** |
| 9 | Builders do the job calculating, meticulous and thorough | 3.785 | ** |
| 10 | Builders have the appropriate skills to work and tasks Builders doing today | 4.757 | ** |
| 11 | Quality of work that has been set by the Overseer can be achieved with good and optimal | 2.771 | ** |
| 12 | Builders are always trying to produce good work quality compared to other colleagues | 1.921 | * |
| 13 | A skilled Builders in the work and have the initiative to help colleagues | 4.236 | ** |
| 14 | Builders always reduce the error rate in the works | 3.965 | ** |
| 15 | Builders always work in accordance with the quality standards set by the Overseer | 0.954 | * |
| 16 | Builders work quality is much better than the other Builders | 3.349 | ** |
| 17 | Builders adhere to all the rules and procedures set out in the work | 3.026 | ** |
| 18 | Builders do not procrastinate | 3.100 | ** |

19 The whole work has been done and the results can Builders in accordance with the time that has been planned 0.075 *

20 Based on the absence of data, Builders arrive and leave work on time 3.437 **

21 Builders time efficiency in completing the work exceeds the average of other Builders 2.734 **

Information:

* = H0; decrease in performance after being given treatment

** = Ha; accepted an increase in performance after being given

Treatment

Indicators that the alternative hypothesis is accepted and hypothesis originally consisted of several indicators. First, the quantity of work Builders are in accordance with the standard of work expected by the foreman with the t value of 5.027. Second, the result Builders performance sometimes exceed the target given by the foreman with the t value of 7.419. Third, given the additional quantity Builders willing to work after hours if needed with the t value of 2.941. Fourth, Builders always trying to reach the employment targets set by the foreman with the t value of 2.941. Fifth, Builders always focus on finishing the job, although Foreman was no place to t value of 4.99. Sixth, in completing the work Builders always take the initiative without waiting for orders from the foreman with the t value of 3.824. Seventh, work quantity, the Builders exceeds the average of other workers, with t value of 4.864. Eighth, Builders do the job calculating, meticulous and thorough, with t value is 3.785. Ninth, Builders possess skills in accordance with the work and tasks Builders are doing today with the t value of 4.757. Tenth, the quality of work that has been set by the Overseer can be achieved with good and optimal with a t value of 2.771. Eleventh, Builders skilled in their work and have the initiative to help colleagues with the t value of 4.236. Twelfth, Builders always reduce the error rate in the works with a t value of 3.965. Thirteenth, Builders work quality is much better than other Builders t value of 3.349. Fourteenth, Builders adhere to all the rules and procedures set out in the work with the t value of 3.026. Fifteenth, Builders not procrastinate with a t value of 3.100. Sixteenth, based on data absent, Builders arrive and leave work on time with the t value of 3.437. Seventeenth, Builders time efficiency in completing the work exceeds the average Builders other with t value of 2.734

5. CONCLUSION

Indicator: 1) target the jobs and duties of the Foreman can Builders fulfilled, 2) Builders always try to produce the quality of work was good compared with other colleagues, 3) Builders always work in accordance with the quality standards set by the foreman, 4) All work during this time can Builders do and the results are in accordance with the time that has been planned, performance declined after the treatment is given in the form of directives. Indicators: 1) The quantity of work Builders are in accordance with the standards of work expected by the foreman, 2) The results of the performance of Builders sometimes exceed the target given by the foreman, 3) Builders willing given additional quantity of work outside working hours if necessary, 4)

Builders are always trying to reach the target employment has been established by the foreman, 5) Builders always focus on finishing the job, although foreman was no place, 6) In completing the work Builders always take the initiative without waiting for orders from the foreman, 7) the quantity of work Builders exceed the average others Builders, 8) Builders doing work with the calculating, meticulous, 9) Builders have the appropriate skills to work and tasks Builders do now, 10) the quality of work that has been set by the Overseer can be achieved properly and optimally, 11) Builders skilled in their work and have the initiative to help colleagues with, 12) Builders always reduce the error rate in the works, 13) Quality of work Builders far better than Builders another 14 Builders adhere to all the rules and procedures set out in the work , 15) Builders not procrastinate, 16) Based on the absence of data, Builders come home from work, 17) Efficiency Builders time in completing the work exceeds the average of other Builders performance improved after the treatment is given in the form of directives. 15) Builders not procrastinate, 16) Based on the absence of data, Builders come home from work, 17) Efficiency Builders time in completing the work exceeds the average of other Builders performance improved after the treatment is given in the form of directives. 15) Builders not procrastinate, 16) Based on the absence of data, Builders come home from work, 17) Efficiency Builders time in completing the work exceeds the average of other Builders performance improved after the treatment is given in the form of directives.

6. ADVICE

To increase performance indicator value is small, need to try another treatment. Such treatment can include surveillance and communications humanistic.

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