

THE EFFECT OF COMPETENCE AND SUPERVISION ON THE PERFORMANCE OF GOVERNMENT SUPERVISORS AT THE INSPECTORATE OF DKI JAKARTA PROVINCE

Abdullah*

Universitas Prof. Dr. Moestopo (Beragama), Indonesia

Watriningsih

Universitas Prof. Dr. Moestopo (Beragama), Indonesia

Nina Sundari

Universitas Prof. Dr. Moestopo (Beragama), Indonesia

*Correspondence: bankdoell@dsn.moestopo.ac.id

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ABSTRACT

This study aims to analyze how much influence competence and supervision have on the performance of the inspectorate of the DKI Jakarta Province Inspectorate. The survey method used during this study in which questionnaires were distributed to the respondents. Hypothesis analysis used simple and multiple regression techniques and continued with correlation. Validity test with $n = 76$ (respondents) and $r\text{-table} = 0.227$ on trial error analysis. The results of the study indicate that there is a smaller influence between Competence and Supervision of Government Performance Supervision, both independent and concurrently. The coefficients of the determinants of competence and supervision of government performance are 0.869 and 0.702%, respectively. This means that the influence of Competence and Supervision on Government Supervision Performance is respectively 86.9% and 70.2% and is mostly influenced by these factors. The coefficient of Competency Determination and Supervision concurrently Supervision of Government Performance is 0.884. This means that the simultaneous influence of Competence and Supervision on Government Supervision Performance is 88.4% and 11.6% is influenced by other factors.

INTRODUCTION

Company performance is related to the results of one's work to achieve organizational goals (Mangkunegara, 2007; Wibowo, 2007). According to (Dessler, 2007) work knowledge and independence are one of the indicators that determine performance appraisal. Emphasizes that job knowledge is the practical or technical skills and information that a person uses in his

work (Dessler, 2007). In this case, work knowledge is closely related to abilities and skills. Link abilities and skills with competence, where competence is the ability to carry out a job based on certain skills or expertise (Arini et al., 2015). Broke and Stone in (Mulyasa, 2008) explain that competence is a description of the qualitative nature of behavior that appears meaningfully. Competence is built from

several indicators, including ability, expertise, independence, and high integrity (Nitisemito, 1992).

In addition to competence, what is considered important and determines the performance of a person or organization is the supervisory factor. Schermerhorn in (Sule & Saefullah, 2013) states that supervision is a process that supports the achievement of results in accordance with the performance and plans set.

In terms of the management of regional government organizations, the supervisory function is directed at efforts to encourage performance in the form of realizing regional governments that are clean and free from various irregularities and abuse of authority (Bakri et al., 2019). The supervisory function is attached to the position of the Inspectorate. This is as illustrated in Article 4 of the Regulation of the Minister of Home Affairs No. 64 of 2007. It states that in carrying out the task of supervising government affairs, the Provincial, Regency/City Inspectorate has the following functions: first, planning the supervision program; second, the formulation of policies and monitoring facilities; and third, inspection, investigation, testing.

In improving the best service for residents, especially the DKI Jakarta Provincial Government, they continue to make improvements and make renewals. One of them is by routinely rotating officials within the DKI Jakarta Provincial Government, considering that the government's performance continues to be highlighted by various parties. Such as community groups and non-governmental organizations (NGOs), including the media, whenever there are findings, they always provide an assessment of the performance of the DKI Jakarta Provincial Government (Ariandi, 2019).

The performance of the DKI Jakarta provincial inspectorate is inseparable from

the role of the apparatus assigned to carry out supervision which is supported by competence in their field and the implementation of supervisory systems and procedures in each activity implementation (Utami et al., 2018). Based on the Center for Transactions and Financial Analysis Reporting (PPATK), it was noted that DKI Jakarta was in the first position as the most corrupt province with 46.7%. Provinces with corruption in second place are West Java with 6%, followed by East Kalimantan 5.7%, East Java 5.2%, Jambi 4.1%, North Sumatra 4%, Central Java 3.5%, and Aceh Darussalam and South Kalimantan 2.1%.

Based on the Strategic Plan for Supervision of the implementation of Regional Government in 2008-2012, first, the supervisory apparatus in general has not maximized the use of the time available to carry out supervision in the field. Considering that the Inspectorate of DKI Jakarta Province currently only has 110 government supervisors, compared to the scope and burden of supervisory duties that must be carried out on 786 Regional Apparatus Work Units as shown in the table below:

Table 1. DKI Jakarta Provincial Inspectorate Apparatus Work Unit

Regional Work Unit	Number
Inspectorate of Province	99
Inspectorate Assis. of Adm. City Jakarta Pusat	121
Inspectorate Assis. of Adm. City Jakarta Utara	93
Inspectorate Assis. of Adm. City Jakarta Barat	133
Inspectorate Assis. of Adm. City Jakarta Selatan	150
Inspectorate Assis. of Adm. City Jakarta Timur	153
Inspectorate Assis. of Adm. Regency Kepulauan Seribu	37
Total	786

Source: Section of Kepegawaian Inspectorate of Province of DKI Jakarta

The number of supervisors mentioned above when compared with the task load and scope of supervision is still very inadequate. Both the spirit and work ethic of the apparatus in carrying out their main tasks and supervisory functions still need to be improved. In general, supervisors have

not maximized the use of the time available to carry out supervision in the field.

Third, in general, officials who are given the authority and responsibility to test the system and procedures for awarding outstanding performance officers and imposing or imposing sanctions on officers who commit irregularities and are found guilty have not been carried out optimally. Such conditions do not encourage the apparatus to work proactively and competitively in pursuing the goals and objectives of the organization's activities that have been set, so that the achievement of organizational performance is not optimal .

Fourth, Delegation of Authority and Assignment of Tasks to Regional Apparatuses Need to be Improved In line with the principles of regional autonomy, decentralization, democratization, transparency and accountability are important aspects in the process of administering regional government. In this regard, the delegation of authority and the assignment of more concrete tasks to the regions need to be optimized even though the emphasis of regional autonomy in DKI Jakarta Province is located in the Province of DKI Jakarta.

Fifth, supervision by direct superiors on organizational activities to assess performance achievements and compliance/obedience of officers in carrying out the organization's vision and mission still needs to be optimized and cultivated. The leadership of the Regional Apparatus Work Unit generally considers that the task of carrying out supervision is the duty and business of the functional supervisory apparatus. For this reason, there needs to be an understanding and culture that the head of the regional work unit has the main task of carrying out Inherent Supervision (Waskat). Waskat must be prioritized and wasnal to support waskat.

The description of the background of the problem above raises an important question, namely how is the influence of competence on the performance of government supervisors in a public institution? Based on the formulation of the problem, this article aims to obtain an overview of the extent to which competence affects the performance of an organization in achieving its goals. Where one of the interesting organizations to monitor is certain public organizations which actually have a function of supervising different investments (Haris & Kusmanto, 2016).

According to (Mangkunegara, 2007), employee performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Thus (Wibowo, 2007) explains that performance is the result of work that has a strong relationship with organizational strategic objectives, customer satisfaction, and contributes to the economy. Thus performance is about doing the work and the results achieved from that work. Performance is about what is done and how it is done. Similar with Wibowo (2007), Prawiro Suntoro (Tika, 2006) suggests that performance is the result of work that can be achieved by a person or group of people in an organization in order to achieve organizational goals within a certain period of time. According to (Dessler, 2007, p. 329) performance appraisal includes the following indicators; 1) Quality of work is accuracy, thoroughness, and acceptance of the work done; 2) Productivity is the quantity and efficiency of work produced in a certain period of time; 3) Job knowledge is practical/technical skills and information used on the job; 4) Reliability is the extent to which an employee can be relied on for the completion and follow-up of tasks; 5) Attendance is the extent to which employees are punctual, observe specified rest/meal periods and overall attendance

records; 6) Independence is the extent to which work is carried out with or without supervision.

As (Dessler, 2007) stated above, one of the indicators that builds performance is job knowledge or competence. Competence means something that describes a person's qualifications or abilities both qualitatively and quantitatively (Herawati et al., 2016). Hamzah (2009) suggests that competence is the ability and skill. A person who is declared competent in a certain field is someone who masters work skills or expertise in line with the demands of the relevant work field. Wibowo (2007) explains that competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the attitude required by the job. (Nitisemito, 1992) explain that competence can be measured through several indicators: 1) ability, 2) expertise, 3) independence, 4) high integrity.

Efforts to achieve performance need to be supervised on a regular basis to ensure the consistency of its fulfillment. Schermerhorn (Sule & Saefullah, 2013) defines that supervision as a process of implementing performance measures and taking actions that can support the achievement of the expected results in accordance with the predetermined performance. Stoner, Freeman, and Gilbert (Sule & Saefullah, 2013) define supervision as a process to ensure that all activities that have been carried out are in accordance with what has been planned.

The government through Presidential Instruction Number 15 of 1983 and Presidential Instruction Number I of 1989 is known as 3 (three) types of supervision, namely: (a) functional supervision (wasnal); (b) inherent supervision (waskat); and (c) community supervision (wasmas).

METHOD

This scientific article was prepared using a quantitative approach in the form of

numerical data which was examined by associative causality or causality to obtain an overview of the relationship between two or more variables. The target population in this study were employees of the DKI Jakarta Provincial Inspectorate, amounting to 317 people, consisting of the Provincial Inspectorate and City Administration Inspectorate and Regency Inspectorate. (Sugiyono, 2006) describes that the sample is part of the number of characteristics possessed by the population. Based on the data obtained, the sample taken is based on the Taro Yamane formula where with a population of 317 people, a sample of 76 people is obtained. The sampling technique used in this study is Proportionate Stratified Random Sampling where according to (Sugiyono, 2006), this method is carried out through proportional and stratified random sampling of population members.

Based on the theoretical framework above, it can be determined the operational definition of each of the main variables as follows Government Supervisory Performance is an achievement achieved by an auditor or group of auditors in carrying out their duties in an organization in accordance with established criteria and in accordance with their authorities and responsibilities in an effort to achieve organizational goals based on competence, motivation, opportunities and supported by organizational culture, organizational climate, leadership which can be measured by 1) Quality; 2) Productivity; and 3) Attendance. Competence is an ability and skill in a field to carry out or perform a job or task based on skills and knowledge and supported by personal aspects such as traits, motives, value systems, attitudes, knowledge and skills required in a job that can be measured. by 1) ability, 2) expertise, 3) independence, 4) high integrity. Supervision is measuring an activity process with a predetermined plan to prevent or avoid the occurrence of irregularities,

errors, failures, deviations that have an impact on inefficiency and ineffectiveness, which ultimately hinder the achievement of organizational goals, which can be measured by 1) functional supervision, 2) inherent supervision and 3) community supervision.

RESULT AND DISCUSSION

Trends of Respondents' Answer

The tendency to answer the Supervisory Performance variable (Y) is seen in the statements of respondents who agree with a total score of 2,646, strongly agree with a total score of 890, disagree with a total score of 570, disagree with a total score of 20, and strongly disagree with a total score of 5. The tendency to answer the Competency variable (X1) is seen in the statements of respondents who agree with a total score of 2,582, strongly agree with a total score of 701, disagree with a total score of 513, disagree with a total score of 10, and strongly disagree with a total score of 0. The tendency to answer the Supervision variable (X2) is seen in the statements of respondents who agree with a total score of 2,604, agree with a total score of 658, disagree with a total score of 540, disagree with a total score of 4, and strongly disagree with a total score of 0.

Contribution of Indicators to Variables

The statement on the supervisory performance variable (Y) that is more dominant is the quality indicator of 1,427, while other indicators such as productivity indicators are 1,353 and attendance indicators are 1,351. The total real score for the supervisory performance variable (Y) above is 4,131, while the maximum value is 4.788 = $(12 \times 5 \times 76) + (3 \times 1 \times 76)$, and the minimum value is 2,052 = $(12 \times 1 \times 76) + (3 \times 5 \times 76)$, which can be depicted in the form of a line graph as shown in Figure 1, below:

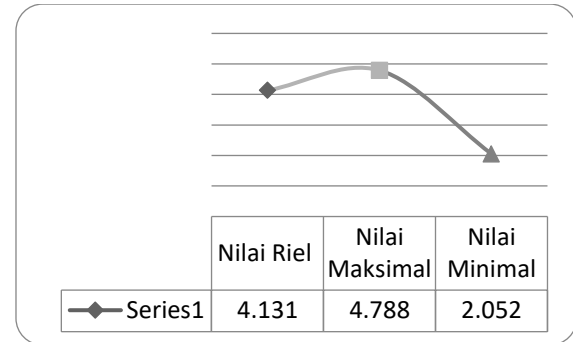


Figure 1. Comparison Graph of Real Value with Maximum Value and Minimum Value of Respondent's Statement Supervisor Performance Variable (Y)

The statement on the competency variable (X1) that is more dominant is the skill indicator of 1.076, while other indicators such as the independence indicator are 1.058, the ability indicator is 910, while the integrity indicator is 762. Of the total real scores for the Competency variable (X1) above, there are 3,806, while the maximum value is 4.408 = $(11 \times 5 \times 76) + (3 \times 1 \times 76)$, and the minimum value is 1,976 = $(11 \times 1 \times 76) + (3 \times 5 \times 76)$, which can be described in the form of a line graph as shown in Figure 2, below:

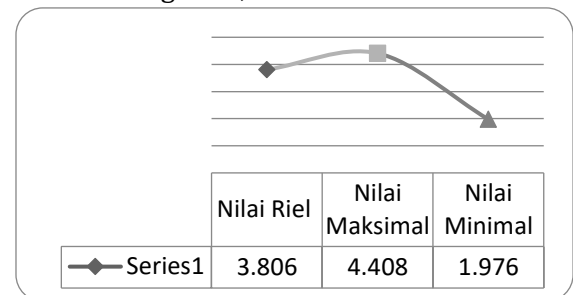


Figure 2. Comparison Graph of Maximum Value Minimum Value with Real Value of Respondent's Statement Competency Variable (X1)

Supervision variable (X2) is the statement that is more dominant, namely the functional supervision indicator of 1.375, while other indicators such as the attached supervision indicator are 1.362, while the community supervision indicator is 1.069. From the total real score for the Supervision variable (X2) above, there are 3,806, while the maximum value is 4,408 = $(11 \times 5 \times 76) + (3 \times 1 \times 76)$, and the minimum

value is $1,976 = (11 \times 1 \times 76) + (3 \times 5 \times 76)$, can be described in the form of a line graph as shown in Figure 3, below:

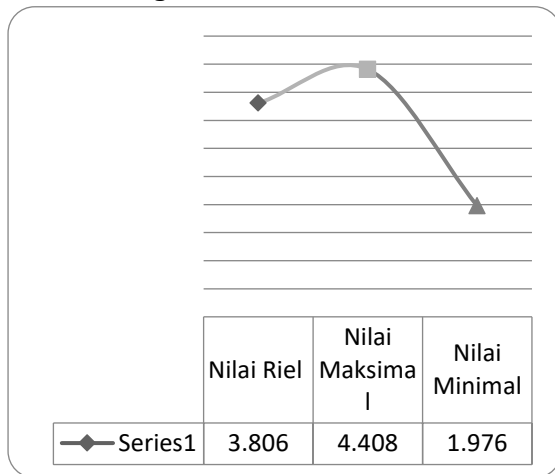


Figure 3. Comparison Graph of Maximum Value

Minimum Value with Real Value of Respondent's Statement Monitoring Variable (X2)

Research Hypothesis Analysis

Hypothesis 1: There is an effect of Competence (X1) on Supervisory Performance (Y)

Regression Equation

SPSS calculation, the regression results are obtained as follows: $Y = 1.109 + 1.054X_1$. The regression value shows that without competence, the supervisory performance constant value is 1.109. Meanwhile, each additional unit of Competency will increase Supervisory Performance by 1,054 units.

Table 2. Regression Equation $Y = 1,109 + 1,054X_1$

Coefficients ^a										
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	1.109	2.669		.415	.679					
Kompetensi	1.054	.048	.932	22.108	.000	.932	.932	.932	1.000	1.000

a. Dependent Variable: Kinerja Pengawas

Regression Significance Test

The results of data processing on the significance of the simple regression equation showed that $F_{count} (488.767) > F_{table} (0.99.1.74) (6.9903)$ with a

significance level of $(0.000) < 0.05$. Thus it can be concluded that the regression equation $Y = 1.109 + 1.054X_1$ is very significant (significant).

Table 3. Regression Significance Test $Y = 1,109 + 1,054X_1$

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1220.241	1	1220.241	488.767	.000 ^a
	Residual	184.746	74	2.497		
	Total	1404.987	75			

a. Predictors: (Constant), Kompetensi

b. Dependent Variable: Kinerja Pengawas

Regression Linearity Test

The linearity test of the regression equation shows that $F_{count} (1.101) < F_{table} (0.95.15.59) (1.8394)$ and the significance

level $(0.376) > 0.05$, so it can be concluded that the regression equation $Y = 1.109 + 1.054X_1$ is linear (straight line).

Table 4. Regression Linearity Test $Y = 1,109 + 1,054X_1$

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Pengawas * Kompetensi	Between Groups	(Combined)	1260.631	16	78.789	32.202	.000
		Linearity	1220.241	1	1220.241	498.727	.000
		Deviation from Linearity	40.390	15	2.693	1.101	.376
	Within Groups		144.356	59	2.447		
	Total		1404.987	75			

Correlation

Calculation of correlation (r_{y1}) between Competence (X_1) and Supervisory Performance (Y) is 0.932. This figure shows that there is a positive correlation or relationship between Competence (X_1) and Supervisory Performance (Y) with a very strong level of relationship.

Correlation Significance Test

The results of the correlation calculation were carried out with a significance test, obtained by the t count (22.108) > t table ($0.99.1.74$) (2.3778) and the significance

number (0.000) < 0.05 . This figure shows that the correlation between Competence (X_1) and Supervisory Performance (Y) is significant.

Determination Coefficient

The correlation between the Competency variable (X_1) and the Supervisory Performance variable (Y) is 0.932. Thus the coefficient of determination is $r^2 = 0.932^2 = 0.869$ or 86.9%, meaning that 86.9% of Supervisory Performance is determined by the Competence variable, while the other 13.1% is determined by other factors.

Table 5. Competency Determination Coefficient (X_1) Against Supervisory Performance (Y)

Measures of Association				
	R	R Squared	Eta	Eta Squared
Kinerja Pengawas * Kompetensi	.932	.869	.947	.897

Hypothesis 2: There is an influence of supervision (X_2) on the performance of employee supervisors (Y)

Regression Equation

SPSS calculation obtained the following regression results: $Y = 7,476 + 0,944X_2$. The

regression figure shows that without supervision, the supervisory performance constant is 7.476. Meanwhile, each additional unit of Supervision will increase Supervisory Performance by 0.944 units.

Table 6. Regression Equation $Y = 7,476 + 0,944X_2$

Coefficients ^a										
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1										
(Constant)	7.476	3.985		1.876	.065					
Pengawasan	.944	.072	.838	13.207	.000	.838	.838	.838	1.000	1.000

a. Dependent Variable: Kinerja Pengawas

Regression Significance Test

The results of the data processing on the significance test of the simple regression equation showed that F_{count} (174.427) >

F_{table} ($0.99.1.74$) (6.9903) with a significance level of $0.000 < 0.05$. Thus, it can be concluded that the regression equation $Y = 7.476 + 0.944X_2$ is very significant and the

regression equation is considered to have significance.

Table 7. Regression Significance Test $Y = 7,476 + 0,944X_2$

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	986.478	1	986.478	174.427	.000 ^a
	Residual	418.509	74	5.656		
	Total	1404.987	75			

a. Predictors: (Constant), Pengawasan

b. Dependent Variable: Kinerja Pengawas

Regression Linearity Test

The linearity test of the regression equation shows that $F_{count} (1.420) < F_{table}(0.95.15.59) (1.8394)$ and the

significance level $(0.168) > 0.05$, so it can be concluded that the regression equation $Y = 7.476 + 0.944X_2$ is linear.

Table 8. Regression Linearity Test $Y = 7,476 + 0,944X_2$

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Pengawas * Pengawasan	Between	(Combined)	1097.510	16	68.594	13.162	.000
	Groups	Linearity	986.478	1	986.478	189.290	.000
		Deviation from Linearity	111.032	15	7.402	1.420	.168
	Within Groups		307.477	59	5.211		
	Total		1404.987	75			

Correlation

Calculation of the correlation correlation (r_y) between Supervision (X_2) and Supervisory Performance (Y) is 0.838. This figure shows that there is a positive correlation or relationship between Supervision (X_2) and Supervisory Performance (Y) with a moderate level.

Correlation Significance Test

The results of the correlation calculation were carried out with a significance test, obtained the number $t_{count} (13.207) > t_{table} (0.99.1.74) (2.3778)$ and the

significance number $(0.000) < 0.05$. This figure shows that the correlation between Supervision (X_2) and Supervisory Performance (Y) is very significant.

Coefficient of determination

The correlation between the Supervision variable (X_2) and the Supervisory Performance variable (Y) is 0.838. Thus the coefficient of determination is $r_y^2 = 0.838^2 = 0.702$ or 70.2%. implies that 70.2% of Supervisory Performance is determined by the Supervision variable, while the remaining 29.8% is determined by other factors.

Table 9. Determination Coefficient of Supervision (X_2) To Supervisor Performance (Y)

Measures of Association				
	R	R Squared	Eta	Eta Squared
Kinerja Pengawas * Pengawasan	.838	.702	.884	.781

Hypothesis 3: There is an effect of Competence (X1) and Supervision (X2) together on Employee Supervisory Performance (Y).

Regression Equation

The results of multiple regression are as follows: $Y = -1.185 + 0.852X_1 + 0.245X_2$. The

regression figure shows that without Competence and Supervision, the Supervisory Performance constant number is -1.185, meanwhile each addition of one Competency unit and one Supervision unit will increase Supervisory Performance by 0.852 units and 0.245 units.

Table 10. Double Regression Equation $Y = -1,185 + 0,852X_1 + 0,245X_2$

Coefficients ^a										
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	-1.185	2.637		-.450	.654					
Kompetensi	.852	.080	.753	10.667	.000	.932	.780	.426	.320	3.125
Pengawasan	.245	.080	.217	3.074	.003	.838	.339	.123	.320	3.125

a. Dependent Variable: Kinerja Pengawas

Multiple Regression Significance Test

Testing the significance of the multiple regression equation shows that $F_{count}(277.019) > F_{table}(0.99.2.73) (4.9083)$ with a significance level $(0.000) < (0.05)$. Thus it

can be concluded that the multiple regression equation $Y = -1.185 + 0.852X_1 + 0.245X_2$ is very significant and the multiple regression equation is considered to have significance (significant).

Table 11. Double Regression Significance Test $Y = -1,185 + 0,852X_1 + 0,245X_2$

ANOVA ^b					
Model		Sum of Squares	df	Mean Square	Sig.
1	Regression	1241.418	2	620.709	277.019
	Residual	163.569	73	2.241	.000 ^a
	Total	1404.987	75		

a. Predictors: (Constant), Pengawasan, Kompetensi

b. Dependent Variable: Kinerja Pengawas

Multiple Correlation

The calculation of multiple correlation shows that the correlation number between Competence (X1) and Supervision (X2) together with Supervisory Performance (Y)

is $R_{y1.2} = 0.940$. This figure shows that there is a positive correlation or relationship between Competence (X1), and Supervision (X2) with Supervisory Performance (Y) with a very strong relationship level.

Table 12. Double Correlation of Competency (X1), and Supervision (X2) To Supervisor Performance (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.940 ^a	.884	.880	1.497	.884	277.019	2	73	.000

a. Predictors: (Constant), Pengawasan, Kompetensi

Coefficient of determination

The multiple correlation between the Competence (X1) and Supervision (X2) variables together on the Supervisory Performance variable (Y) is 0.940. Thus the coefficient of determination is $R^2 = 0.940^2 = 0.884$ or 88.4%. The coefficient of determination means that 88.4% of Supervisory Performance is determined by the Competence and Supervision variables together, while the remaining 11.6% is determined by other factors.

CONCLUSION

Based on the results of hypothesis testing, the following conclusions can be conveyed: First, the trend of the influence of the Competency variable on the Supervisory Performance variable, shown by the simple linear regression equation $Y = 1.109 + 1.054X_1$, which is very significant and linear. The simple linear regression equation states that every 1 unit increase in the Competence variable will affect the increase in the Supervisory Performance variable by 1.054 units, at a constant of 1.109. There is a positive relationship with a very strong relationship level ($r_{yx1} = 0.932$). The contribution of the Competency variable to the Supervisory Performance variable is shown by the coefficient of determination, which is 86.9%. Thus the Supervisory Performance is still determined by other factors of 13.1%. This is in line with the opinion of Gary Dessler (2006) that knowledge of work or technical or practical skills determines the fulfillment of performance. Second, the trend of the influence of the Supervision variable on the Supervisory Performance variable, is shown by the simple linear regression equation $Y = 7.476 + 0.944X_2$, which is very significant and linear. The simple linear regression equation states that every 1 unit increase in the Supervision variable will affect the increase in the Supervisory Performance variable by 0.944 units, at a constant of

7.476. There is a positive relationship with a very strong relationship level ($r_{yx2} = 0.838$). The contribution of the Supervision variable to the Supervisory Performance variable is shown by the coefficient of determination, which is 70.2%. Thus the Supervisory Performance is still determined by other factors of 29.8%. This result is in accordance with Schermerhorn's statement (Ernie T.S. and Kurniawan S, 2010) that supervision is an important process in implementing performance indicators and to determine appropriate steps to support performance achievement. Third, the tendency of the influence of the Competence and Supervision variables together on the Supervisory Performance variable, is shown by the multiple linear regression equation $Y = -1.185 + 0.852X_1 + 0.245X_2$, which is very significant. The multiple linear regression equation states that each increase of 1 unit or the score of the Competence variable and the Supervision variable will affect the increase in the Supervisory Performance variable of 0.852 and 0.245, units at a constant of -1.185. There is a positive multiple relationship with a very strong relationship level ($R_{yx1x2} = 0.940$). The contribution of the Competence and Supervision variables together to the Supervisory Performance which is very strong is shown by the coefficient of determination, amounting to 88.4%. Thus, there are still 11.6% of other factors, outside of Competence and Supervision that affect the Supervisor's Performance variable. This condition illustrates that the supervision carried out will be effective in supporting performance if it is accompanied by good competence.

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