



## International Journal of Economic Research

ISSN : 0972-9380

available at <http://www.serialsjournals.com>

© Serials Publications Pvt. Ltd.

Volume 14 • Number 15 (Part 4) • 2017

# The Managerial and Strategic Implications in Improving Legislation Productivity

Fakhry Zamzam<sup>1</sup> and Harsi Romli<sup>2</sup>

<sup>1,2</sup>Economic Faculty of Universitas Indo Global Mandiri Palembang, Email: [fakhry@uigm.ac.id](mailto:fakhry@uigm.ac.id)

## ABSTRACT

This research aimed at describing and analyzing managerial implications in improving the productivity of the Regional House of Representatives (DPRD) when implementing legislation, budgeting and controlling functions. The method used was descriptive survey by using questionnaires conducted on February to April 2016. The core points of research were that the organization climate affected job satisfaction was 0,77, the organizational climate affected on the job compensation was 0,79, the organizational commitment affected on job satisfaction was 0,14, the organizational commitment had negative effect on job compensation with coefficient of -0,02. The job satisfaction affected on productivity was 0.65, the organizational commitment affected on job productivity was 0.23, the organization climate had negative effect on productivity with coefficient of -0.14. The job compensation affected on productivity was 0.25, the organization climate and organizational commitment simultaneously affected on job satisfaction was 0.78. The organization climate and organizational commitment simultaneously affected on the compensation was 0.39. The organizational climate, organizational commitment, job satisfaction and compensation simultaneously affected on job productivity at 95% confidence level.

**Keywords:** Productivity, Organizational Climate, Organizational Commitment, Job Satisfaction, Compensation.

## 1. INTRODUCTION

The Regional House of Representatives (DPRD) as a representation of its constituents. Law no 32/2004 has positioned the Regional House of Representatives as an element of local government, together with regional heads to administer the government. The three functions of DPRD are legislation, control and budget. Implementing the legislation function, the Regional House of Representatives together with the regional head to determine local regulations. The control function undertakes political oversight and

development oversight, as well as the budget function discussing the proposed local revenue budget plan (RAPBD) by the regional head.

Many issues become public attention related to the low productivity of legislation, are considered unbalanced with the income obtained by the Regional House of Representatives. The legislation program has not been developed for the five-year regional legislation program. The number of local regulations set, is inadequate. In general, the draft of many local regulations over compiled executive initiatives, the Regional House of Representative's own initiative is still low.

The commitments of members to the institution is still questionable, the soul of the korsa keeps the good name doubted. Capturing people's aspirations to accommodate in the local revenue budget has not given fruitful result. There is still a phenomenon of legislators who lack commitment to dignity of the Regional House of Representatives, such as doing less commendable acts, involving narcotics and acts that violate religious norms.

Check and balances between the Regional House of Representatives and the fluctuating regional head affect the slow discussion of the budget. When the Regional House of Representatives relationship with regional heads is very harmonious, the administration of the government takes place effectively. However, the negative function of weakening supervision can even build a budget conspiracy that harms the people; On the contrary, if the relationship between the Regional House of Representatives and the regional head is less harmonious, it can disrupt the running of local government and the society is disadvantaged.

A conducive organization climate will increase the Regional House of Representatives productivity as well as smooth discussion of local regulations draft. The budget discussion should be based on schedule without any transactional politics. Organization climate is always characterized by transactional politics. A conducive and comfortable climate of the organization will improve the performance of legislation, which in turn will have an impact on productivity. A social work environment that is mutually respectful, able to work together for the benefit of the people will be able to improve performance.

Productivity is closely related to job satisfaction, if the Regional House of Representatives productivity is high, it means that they are satisfied with their work. Conversely, if the Regional House of Representatives often do not go to work gives an indication that they are not satisfied with the received compensation. The influence of job satisfaction as presented Ardana (2012: 270) "Job satisfaction can be known by examining the attitude of employees. From the results of these studies, it can be known that the satisfaction/dissatisfaction level of employee. The more dissatisfied meaning that there is the issue of productivity in the workforce." Furthermore, Ardana mentions that people who do not come to work or are late to work as Absenteeism & Tardness, that is, the days of not coming to work late return home early, the higher the numbers is, the lower the productivity Employees in the company.

Low productivity can be seen from the frequent consultation before making a decision. Pointed out by Ardana as report from counselor; the more employees turn to the counselor, the lower the employee's productivity. The more to the counselor means that there is a problem in employee productivity at the company. So it is so-called Grievances; that was employee complaints to friends, superiors or expressed in writing. As an indicator of job dissatisfaction. The more complaints, the more disgruntled the employee. It indicates that there is a problem in work productivity (Ardana, 2012: 270).

The Regional House of Representatives perform the legislation function together with the Regional Government to enact Local Regulations. The level of legislative productivity of South Sumatera Provincial Government in establishing Local Regulation is still the lowest compared to other provinces in Sumatera, as illustrated in the table below.

**Table 1**  
**Provincial Legislation Products in Sumatera Period**  
**1999-2008**

<i>S.No.</i>	<i>Province</i>	<i>Distric Regulation</i>
01	Nagroe Aceh Darussalam	132
02	Sumatera Utara	307
03	Sumatera Barat	268
04	Jambi	163
05	Sumatera Selatan	142
06	Lampung	152

*Note:* Ministry of Law and Human Right, 2012.

The number of local regulations produced by the Regional House of Representatives with the Provincial Government of South Sumatera in the period 1999-2008 is only 142 local regulations or an average of only a year only 14 local regulations. North Sumatera is much more sustainable in the same period of 307 regulatory or 30-year local regulations per year.

Why the Regional House of Representatives productivity level in running the three functions; The function of legislation, budget and control indicated that it is still not optimal. So this issue becomes relevant and very interesting to be studied more deeply.

## **2. RESEARCH METHODS**

The methods used were descriptive survey method and verification survey through data collection in the field and direct information from the sample, there were related variables and can influence other variables (Sekaran, 2003: 161). According to Kerlinger in Sugiyono (2012: 12) survey research is a study conducted on large and small populations, but the data studied were from the sample data taken from the population, so it is found relatively distributive.

The population were generalized region consists of objects/subjects that have a certain quality and characteristics and selected by researchers to be studied and then to be drawn conclusions (Sugiyono 2012: 119). The population of research were all employees at the Secretariat of Parliament of South Sumatera Province, Secretariat and the Regional House of Representatives of Palembang City, Ogan Komering Ilir Regency and Secretariat of and the Regional House of Representatives of Banyuasin Regency. The sample is part of the number and characteristics possessed by that population. The research took the locus at the Secretariat of the Regional House of Representatives of South Sumatera Province, so that the whole object of research and research subject is Provincial Secretariat of the Regional House of Representatives in South Sumatera and as the subject of research is the employee in the Secretariat of Parliament in South Sumatera.

**Table 2**  
**Sample and Population Distribution**

S.No.	Regional House of Representative	Population	Sample	
			Total	%
01	South Sumatera Province	120	45	27,71
02	Palembang City	111	42	25,64
03	OKI Regency	113	43	26,10
04	Banyuasin Regency	89	33	20,55
Total		433	163	100,00

Note: Secretariat of the Regional House of Representatives in South Sumatera 2016

### 3. DATA ANALYSIS

This research used Likert scale data with 5 categories. According to Edward and Kenny in Ghozali (2008: 72) the score generated by Likert scale was correlated by 0.92 when compared with scores of measurements using the Turnstone scale which is the interval scale. Thus, it can be concluded that Likert scale can be considered continuous or interval. In addition, the score of the interval scale calculation results has the same sequence as the Likert scale score. Since there is no sequence difference, the Likert scale can be considered at interval scale. Thus, the use of Likert scale data for the analysis in this research has fulfilled the requirement of Structural Equation Modeling (SEM).

The number of samples in this research, authors used the opinion of Wijaya (2009: 10) and Santoso (2011: 70) stating that the condition of the number of samples that must be met if using Structural Equation Modeling (SEM) analysis, then the number of samples ranged from 100-200 or at least five times from the number of indicators. Based on the above opinion, the number of samples of 163 respondents in this research meets the minimum requirements (minimum requirement).

Testing the normality data were done by observing the value of skewness and kurtosis data used, if  $p$ -value value from Chi-Square statistics  $> 5\%$ , then the data was normally distributed. The result of data normality test that all indicators have  $p$ -value from Chi-Square statistic  $> 5\%$ , so it can be concluded that the data in this research had normal distribution.

### 4. STRUCTURAL EQUATION MODELING ANALYSIS

Full Model of Structural Equation Modeling (SEM) analysis was performed by conducting fit and statistical test. The feasibility of the Full Model with regard to output Goodness of Fit Statistics using LISREL 8.8 Software results as follow.

**Table 3**  
**Goodness of Fit Index**

S.No.	Goodness of Fit Index	Score	Cut off Value (Nilai Batas)	Criteria	Remark
1.	Chi-Square	1219,14	$< \alpha.df$	Good Fit	Not Fit
	Probability	0,000	$> 0,05$		
2.	RMSEA	0,082	$\leq 0,08$	Good Fit	Fit
			$0,08 - 0,10$	Marginal Fit	

(Contd...)

S.No.	Goodness of Fit Index	Score	Cut off Value (Nilai Batas)	Criteria	Remark
3.	NFI	0,72	$\geq 0,90$ 0,80 – 0,89	Good Fit Marginal Fit	Not Fit
4.	TLI atau NNFI	0,82	$\geq 0,90$ 0,80 – 0,89	Good Fit Marginal Fit	Fit
5.	CFI	0,83	$\geq 0,90$ 0,80 – 0,89	Good Fit Marginal Fit	Fit
6.	IFI	0,83	$\geq 0,90$ 0,80 – 0,89	Good Fit Marginal Fit	Fit
7.	RMR	0,035	$\leq 0,05$ 0,05 – 0,10	Good Fit Marginal Fit	Fit
8.	GFI	0,71	$\geq 0,90$ 0,80 – 0,89	Good Fit Marginal Fit	Not Fit
9.	AGFI	0,66	$\geq 0,90$ 0,80 – 0,89	Good Fit Marginal Fit	Not Fit

Note: Data computed with Listeral.

Output analysis from Lisrel above showed that the overall model meets the criteria of goodness of fit index. According to Hair et. al., (2010) 4-5 Criteria goodness of fit Index is sufficient feasibility model. And can be continued to the next analysis.

Full measurement of SEM model based on *t*-value is known that almost all parameters in Full Model are significant with *t*-count value higher than 1.96, except for the influence of organizational commitment to job satisfaction and insignificant competence at 5% level, as well as the organization climate to productivity. SEM model full analysis based on loading standards is shown in the following figure:

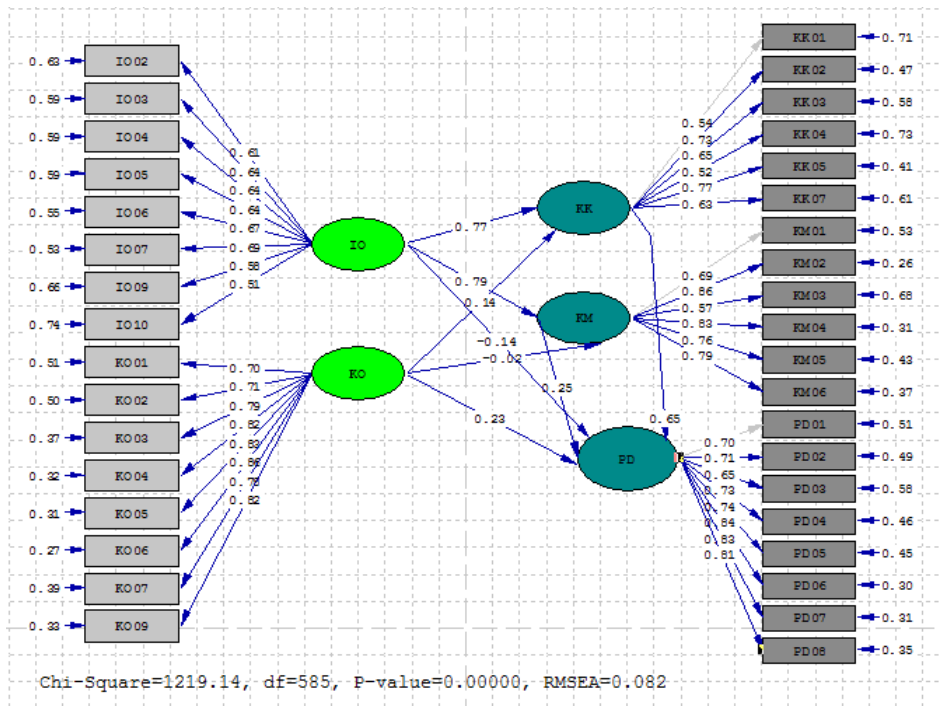


Figure 1: Full Model Standard Loading Measurement Results

Based on the above loading standard results, it is obtained that the equation of sub-structural-1 is  $KK = 0.77 \times IO + 0.14 \times KO + 0.37E$  job satisfaction is directly affected by organization climate variable and organizational commitment positively and significantly. It showed that the better organization climate and organizational commitment, the satisfaction will increase. The magnitude of organizational climate affected on job satisfaction of 0.77, while organizational commitment only had an effect of 0.14, meaning that organization climate had a higher effect on job satisfaction than organizational commitment.

From the output of structural equation sub-2  $KM = 0.79 \times IO - 0.02 \times KO + 0.37E$  compensation was directly affected by the organization climate and organizational commitment. The effect of organizational climate on compensation was 0.79, whereas organizational commitment only affected of 0.02, meaning that organizational climate had a higher effect on compensation than organizational commitment.

The literal output of structural equation  $PD = 0.25 \times KM + 0.65 \times KK + 0.23 \times KO - 0.14 \times IO + 29E$  explained that productivity is directly influenced by competence, job satisfaction, organizational commitment and organizational climate. However, the direct effect on organization climate on productivity was not significant, while the direct effect on competence, job satisfaction and organizational commitment had an effect positively and significantly to productivity, meaning that if competence, job satisfaction and organizational commitment increased better, then productivity would increase. Statistically, these three variables had a significant effect on 95% confidence level.

1. **Analysis of Organizational Climate Effect on Job Satisfaction:** Organization climate affected job satisfaction was 0.77, The dominant indicator of organization climate was the work of the Regional House of Representatives get a constituent award. The dominant job satisfaction indicator was 0.73 that was the high attendance level of the Regional House of Representatives. The job satisfaction of the Regional House of Representatives members would increase if the work of the Regional House of Representatives members get the award. The increment of job satisfaction was characterized by the level of attendance of the Regional House of Representatives members in following the activities of the Regional House of Representatives meetings.

Organizational climate has positive significance effect on employee satisfaction, Suhanto, E. (2009), The research indicates that compensation and organizational climate strongly affect the job satisfactions. So Sari. E Research Results (2011). Surachim, A. (2008) study concluded that organizational climate has a positive effect on employee job satisfaction. The correlation coefficient of organizational climate to employee job satisfaction is 0.794. This shows a strong influence. Overall t value obtained through simple linear regression is greater than t table, which is equal to  $8,152 > 1,685$ . Meaning that the higher level of organizational climate influence, the higher the level of employee job satisfaction in Pharmaserve division in PT Combiphar Jakarta.

2. **Analysis of the Organization Climate Effect on Job Compensation:** The organization climate affected on job compensation was 0.79, the most dominant indicator was IO.07 which was the work of the Regional House of Representatives gets constituent award. The dominant indicator on the compensation variable was KM.04 with the coefficient of 0.83 that the Regional House of Representatives needs to be given old age pension. The constituent appreciation of the work already given by the Regional House of Representatives members would be able to



build a conducive organization climate. A good organization climate would increase the job compensation of the Regional House of Representatives. Job compensation in the form of old-age insurance was the compensation of the highest effect for members of the Regional House of Representatives.

3. **Analysis of Organizational Commitment Effect on Job Satisfaction:** Organizational commitment affected on job satisfaction was 0.14, a high indicator of organizational commitment at KO.05 of 0.83 that was the Regional House of Representatives always commit to not do disgraceful acts. Indicator of dominant job satisfaction variable was KK.05 of 0.73 that was a high attendance level of the Regional House of Representatives. The commitment of the Regional House of Representatives members not to commit disgraceful acts had a big effect to the job satisfaction of the Regional House of Representatives members. The high job satisfaction of the Regional House of Representatives members can be indicated from the attendance level of the Regional House of Representatives members in joining the trial and attending the Regional House of Representatives building.

Badjuri (2009) state that the direct influence of the organizational and professional commitment variables towards job satisfaction, as a matter of fact, bigger than their indirect influence. The result of the study showed that organizational commitment gave the greatest influence toward auditors' job satisfaction. Fauzi's research, Selfiana. (2010) satisfaction variable has a positive and significant impact on employees' organizational commitment. Variable of satisfaction to coworker obtained t value count  $2,501 > t$  table 2,008 or significant  $t = 0,016 < 0,05$ , hence variable of satisfaction toward coworker have a significant positive effect to organizational commitment of employees. The results of Novelia's research, Gerda Ricke (2011) that. Employee Satisfaction variable (job satisfaction) significantly influence to commitment of employees as a whole. The average result of job satisfaction level shows the result of 3.30 or is at the interval of 3-3,9 so that enter in the satisfied interval.

Bhatti, Komal Khalid; Qureshi, Tahir Masood (2007) The findings of this study are that employee participation not only an important determinant of job satisfaction components. Increasing employee participation will have a positive effect on employee's job satisfaction, employee commitment and employee productivity. Eslami, J., & Gharakhani, D. (2012) The results indicate that all three factors of Job satisfaction (Promotions, Personal relationships, and Favorable conditions of work) have positive and significant effects on Organizational commitments.

4. **Analysis of Organizational Commitment Effect on Compensation:** Organizational commitment cannot affect on job compensation, negatively affecting the coefficient of -0.02. The indicator of highest organizational commitment at KO.05 was 0.83 that was the Regional House of Representatives was always committed not to do a disgraceful act. The dominant indicator on the compensation variable was KM.04 with the coefficient of 0.83 that the Regional House of Representatives needs to be given old age pension. The existence of old age pensions for members of the Regional House of Representatives, can affect the organizational commitment of the Regional House of Representatives members. The Regional House of Representatives member would not commit a disgraceful act if it had secured a better old age pension.

Arishanti, K. I. (2011) the results of this study indicate that there is a significant influence of independent variables (organizational culture, organizational commitment) to the dependent variable (job satisfaction). This result is supported by Setiyawan, Harman (2008) research which concludes that Organizational Commitment has positive and significant impact on job satisfaction. The higher the level of organizational commitment, the higher the level of job satisfaction.

5. **Analysis of Job Satisfaction Effect on Productivity:** Job satisfaction affected on productivity was 0.65, Indicator of dominant job satisfaction variable is KK.05 of 0.73 that was a high attendance level of the Regional House of Representatives. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator that was the Regional House of Representatives discipline following the meeting of 0.82. The high attendance rate of the Regional House of Representatives members would affect on productivity. The institutional productivity of the Regional House of Representatives would increase if the Regional House of Representatives members are always disciplined in following the Regional House of Representatives meeting.
6. **Analysis Organizational Commitment Effect on Productivity:** Organizational commitment affected on job productivity of 0.23, the highest indicator of organizational commitment is at KO.05 of 0.83 that was the Regional House of Representatives is always committed not to commit a disgraceful act. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator, namely the Regional House of Representatives discipline following the meeting of 0.82. Discipline of the Regional House of Representatives members in following the meeting was affected by the level of commitment of the Regional House of Representatives members not to commit disgraceful acts. The increased commitment of the Regional House of Representatives members not to commit disgraceful acts, it means that the more discipline of the Regional House of Representatives members in following the schedule of meeting activities.

Sukarman in Journal of Innovation volume 9, No.1, March 2012 using statistical analysis with path analysis suggests that the organizational climate simultaneously affect the productivity of employees in the secretariat of the city of Gorontalo at 35.14%. The partial influence of organizational climate dimensions on work productivity of employees in the city secretariat of Gorontalo shows that the dimension of communication flow (X2) is a bigger dimension of influence of 10.03%, followed by dimension of reward and sanction (X5) of 4.23 %, The dimension of responsibility (X3) of 2.63%, the structure dimension (X1) of 2.12%, and the dimension of the lowest effect on employee productivity is the dimension of human resource appreciation (X4) of 0.30%.

7. **Analysis of Organizational Climate Effect on Productivity:** A good organization climate does not always affect on productivity, but its effects are negative with a coefficient of -0.14. The most dominant indicator that affects on the organization climate in the Regional House of Representatives institutional body was IO.07 which was the job of the Regional House of Representatives gets constituent award. The dominant indicator on the Regional House of Representatives productivity was an indicator of PD.07 that is the Regional House of Representatives disciplinary following the meeting of 0.82. If the job of the Regional House of



Representatives members do not get appreciation from their constituents will be able to affect the decreasing level of productivity of the Regional House of Representatives members. The decrease in productivity level of the Regional House of Representatives members can be seen from the discipline of the Regional House of Representatives following meeting session. The less discipline in following the Regional House of Representatives meeting session, it will decrease the productivity. The result of this research was in line with Ayi Karyana' research (2012) organization climate variable had positive and significant effect on job productivity.

In line with the research of Yehezkiel, Masjaya, Rosa Anggraeiny, (2013) shows that there is a positive influence/relationship between leadership and organizational climate on the performance of employees at UPTD Development Productivity Area Disnakertrans East Kalimantan Province. That leadership and organizational climate is a very influential factor on Employee productivity as evidenced by the results showed 74.0% percentage.

The same result with Pangumpia, Fadly, (2013), in the study concluded that employee work productivity and climatic variable of organizational communication and causal relationships of these two variables. From a simple linear regression equation it turns out that every increase of one climatic organizational communication climate will be followed by 0.84 Employee productivity variable. There is a significant functional and linear relationship between the two variables is the climate of organizational communication on employee productivity, to be able improvement employee productivity of a company needs to consider the climate of organizational communication.

8. **Analisis Job Compensation Effect on Productivity:** Job compensation affected on the productivity of local legislators of 0.25. The dominant indicator in the compensation variable was KM.04 with the coefficient of 0.83, that was the Regional House of Representatives needs to be given old age pension. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator, namely the Regional House of Representatives discipline following the meeting of 0.82. The compensation given to the Regional House of Representatives members in the form of old age pensions had great effect on the productivity of the Regional House of Representatives members. The level of productivity of the Regional House of Representatives members was determined by indicators of the Regional House of Representatives discipline following the meeting. The more disciplined members of the Regional House of Representatives in following the meeting, the productivity of legislation will increase. In line with the research of Rapang, Yuniarti Tandi, with the results of compensation effect on employee productivity seen from the value of correlation coefficient rank spearman (rs) of 0.71, it means that there was an effect of between compensation on job productivity of employee.

Data were analyzed in terms of descriptive statistics. Pearson chi square was used to test the significance of relationship between employee compensation and productivity. The results indicated a significant relationship between compensation and productivity. Patterson, Malcolm; Warr, Peter; West, Michael (2004) and Erastusyamoah, Emmanuel, (2013) in a study of 42 manufacturing companies, subsequent productivity was significantly correlated in controlled analyses with eight aspects of organizational climate (e.g. skill development and concern for employee welfare) and also with average job satisfaction. The mediation hypothesis was supported

in hierarchical multiple regressions for separate aspects of climate. In addition, an overall analysis showed that company productivity was more strongly correlated with those aspects of climate that had stronger satisfaction loadings.

9. **Analysis of Organizational Climate and Organizational Commitment Simultaneously Effect on Job Satisfaction:** Sub Structural Equation-1  $KK = 0.77 * IO + 0.14 * KO + 0.22E$  could be explained that job satisfaction was directly affected by organization climate variable and organizational commitment positively and significantly. It showed that the better organizational climate and organizational commitment, so the job satisfaction will increase. The amount of effect of organization climate on job satisfaction of 0.77, while organizational commitment only affected of 0.14, meaning that the organization climate had a higher effect on job satisfaction than organizational commitment. To be able to improve job satisfaction employees need to be built in advance organizational climate at the Regional House of Representatives Institution. Indicator of the dominant job satisfaction variable is KK.05 of 0.73 that was a high attendance level of the Regional House of Representatives and high organizational commitment indicator at KO.05 of 0.83 that was the Regional House of Representatives always commit not to do disgraceful acts.

Thus, the job satisfaction of the Regional House of Representatives members in South Sumatera was illustrated by their high attendance level following the Regional House of Representatives activities either inside buildings or outside the building, the factor determining the level of the Regional House of Representatives presence is if the Regional House of Representatives members keep their commitment not to commit disgraceful acts.

The result of path analysis proved that organizational commitment to be moderator variable, so that in the high level of organizational commitment, the relationship between professional commitment and job satisfaction was significantly stronger than in accountant academician where organizational commitment was low (Restuningdiah, 2009). Welsch and Lavan (1981) in a healthcare institution indicate that role conflict and role ambiguity are detrimental to commitment, while a participative climate, power, teamwork, reading professional journals, satisfaction with work and promotion opportunities, age, GS level, tenure, and length of professional employment are positively related to organizational commitment.

10. **Analysis of the Organizational Climate and Organizational Commitments Simultaneously Effect on Compensation:** Sub-Structural Equation-2  $KM = 0.79 * IO - 0.02 * KO + 0.61E$  that compensation was directly affected by organization climate and organizational commitment variables. The magnitude of organizational climate affected on compensation was 0.79, while organizational commitment only had an effect of 0.02, meaning that organizational climate had a higher effect on compensation than organizational commitment. Thus, to increase job compensation will be more effective on conducive organizational climate of the Regional House of Representatives. The most dominant indicator that affected the organization climate in the Regional House of Representatives institutional body was IO.07 which was the job of the Regional House of Representatives gets constituent award. The dominant indicator on the compensation variable was KM.04 with the coefficient of 0.83 that the Regional House of Representatives need to get old age pension.

11. **Analysis of Organization Climate, Organizational Commitment, Job Satisfaction, and Compensation Simultaneously Effect on Productivity:** Structural Equation Model:  $PD = 0.25 * KM + 0.65 * KK + 0.23 * KO - 0.14 * IO$  can be explained that productivity was directly affected by compensation, job satisfaction, organizational commitment and organization climate. However, the direct effect of climate on productivity was not significant, while the direct effect of competence, job satisfaction and organizational commitment had a positive and significant effect on productivity, that is, if the compensation, job satisfaction and organizational commitment increases better, then productivity would increase. Statistically, these three variables had a significant effect on 95% confidence level.

The amount of job satisfaction effect on productivity of 0.65, while the compensation only affected of 0.25, and organizational commitment had an effect of 0.23, it means that job satisfaction had a higher effect on productivity.

The dominant job satisfaction indicator was KK.05 which was a very high the Regional House of Representatives job attendance with coefficient of 0,73 and dominant indicator on the Regional House of Representatives productivity was indicator PD.07 that was the Regional House of Representatives discipline following meeting of 0,82. Thus, the Regional House of Representatives productivity in making local regulations can be improved if the Regional House of Representatives members are always disciplined to follow the meeting with a high attendance level This is in line with the research result of Pulung and Dea journal (2012) the effect of organization climate and job discipline as a whole on job productivity that was 88%. Errorvar value was 0.12 of the effect of other factors outside the climate organization and job discipline.

## 5. CONCLUSION

The core points of research can be drawn conclusion as follows; Organization climate affected on job satisfaction of 0.77, The dominant indicator of organization climate was the job of the Regional House of Representatives get constituent award. The indicator of dominant job satisfaction variable was 0.73 that was a high attendance level of the Regional House of Representatives.

The organization climate affected on job compensation of 0.79, The dominant indicator of organization climate in the Regional House of Representatives institutional was IO.07 which was the job of the Regional House of Representatives get constituent award. The dominant indicator on the compensation variable was KM.04 with the coefficient of 0.83 that the Regional House of Representatives need to be given old age pension.

Organizational commitment affected on job satisfaction of \0.14, a high indicator of organizational commitment at KO.05 of 0.83 that was the Regional House of Representatives always commit no to do disgraceful acts. Indicator of dominant job satisfaction variable was KK.05 of 0.73 that was a high attendance level of the Regional House of Representatives.

Organizational commitment did not significantly affect on job compensation, negatively affecting with the coefficient of -0.02. Indicators of high organizational commitment was at KO.05 of 0.83 that was disciplinary of always commit not to do disgraceful acts. The dominant indicator on the compensation

variable was KM.04 with the coefficient of 0.83 that the Regional House of Representatives need to be given old age pension.

Job satisfaction affected on productivity of 0.65, the indicator of dominant job satisfaction variable was KK.05 of 0.73 that was a high attendance level of the Regional House of Representatives. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator that was the Regional House of Representatives discipline following the meeting of 0.82.

Organizational commitment affected on job productivity of 0.23, the highest indicator of organizational commitment was at KO.05 of 0.83 that the Regional House of Representatives always commit not to do disgraceful acts. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator that was the disciplinary of the Regional House of Representatives following the meeting of 0.82.

The organization climate did not significantly affect on productivity, the effect was negative with the coefficient of -0.14. The most dominant indicator that affected on the organizational climate in the Regional House of Representatives institutional body was IO.07 which was the job of the Regional House of Representatives gets constituent award. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator which was the disciplinary of the Regional House of Representatives following the meeting of 0.82.

Job compensation affected on the productivity of local legislators of 0.25, The dominant indicator on the compensation variable was KM.04 with the coefficient of 0.83 that was the Regional House of Representatives need to be given old age pension. The dominant indicator on the Regional House of Representatives productivity was the PD.07 indicator that was the Regional House of Representatives discipline following the meeting of 0.82.

Organization climate and organizational commitment simultaneously affected on job satisfaction of 0.78. The amount of organizational climate effect on job satisfaction of 0.77, while organizational commitment only affected of 0.14, meaning that the organization climate had a higher effect on job satisfaction than organizational commitment.

The organization climate and organizational commitment simultaneously affected on the compensation was 0.39. The amount of organization climate effect on compensation was 0.79, while organizational commitment only had an effect of 0.02, meaning that organizational climate had a higher effect on compensation than on organizational commitment.

Organizational climate, organizational commitment, job satisfaction and compensation simultaneously affected on job productivity was 95% confidence level. The amount of job satisfaction effect on productivity was 0.65, while the compensation effect was 0.25, and organizational commitment had an effect of 0.23, and organization climate had a effect on productivity was -0.14.

## **6. MANAGERIAL IMPLICATIONS**

Managerial strategies in improving the productivity of regional legislation in South Sumatera can be done by strengthening the commitment of legislative member organizations first, in order to always commit

not to do disgraceful acts. Through the improvement of job satisfaction which is characterized by high level of the Regional House of Representatives job attendance and compensation for legislation member in the form of old age pension.

To improve job satisfaction and compensation of the Regional House of Representatives members can be awakened if the Regional House of Representatives' work were awarded by constituents. So as to build a good organization climate. Namely the high attendance level of the Regional House of Representatives. The effort to increase the conducive job compensation of the Regional House of Representatives members can be established organization climate in the Regional House of Representatives, the Regional House of Representatives need to be given old age pension.

Therefore, to improve the productivity of regional legislation through the awarding of awards to the job of the Regional House of Representatives members, increasing compensation in the form of old age pensions, and improving the discipline of attendance of D the Regional House of Representatives members in the Regional House of Representatives meetings, increasing the Regional House of Representatives members' commitments not to commit disgraceful acts.

### *References*

- Ardana, I Komang. (2012). Human Resource Management. Yogyakarta: Graha Ilmu Publisher.
- Arishanti, K. I. (2011). Organizational Culture, Organizational Commitment, and Employee Satisfaction. *Journal of Scientific Psychology, 1 (1)*.
- Ayi, Karyana, (2012). The Influence of Organizational Climate on Work Productivity at Curriculum Technical Implementation Unit (Upt Kurikulum) Jasinga Sub-district Bogor District Scientific. *Journal of Public Administration and Development, Vol.3, No.1, January - June 2012: 383-395 ISSN: 2087- 0825*
- Badjuri, Achmad. (2009). the Effect of Organizational and Professional Commitment on Job Satisfaction of Auditor with Motivation as Intervening Variable (Study on KAP in Central Java and DIY). *Scientific Journal of Accounting Review, 2009, 1.2*.
- Bhatti, Komal Khalid; Qureshi, Tahir Masood. (2007). Impact of Employee Participation On Job Satisfaction, Employee Commitment And Employee Productivity. *International Review of Business Research Papers, 2007, 3.2: 54-68*.
- Erastusyamoah, Emmanuel. (2013). Relationship between Compensation and Employee Productivity. *Singaporean Journal of Business, Economics and Management Studies, 2013, 2.1: 110-114*.
- Eslami, J., & Gharakhani, D. (2012). Organizational Commitment and Job Satisfaction. *ARPJN Journal of Science and Technology, 2(2): 85-91*.
- Fauzi, Selfiana. (2010). The Influence of Job Satisfaction To Organizational Commitment (Study On Bumiputera Life Insurance Employee 1912 Trenggalek Branch). Tesis, Fakultas Ekonomi Universitas Negeri Malang.
- Ghozali, Imam. (2005). Multivariate Data Analysis Using SPSS. Semarang: Diponegoro University Press.
- Ghozali, Imam. (2008). Experimental Design, Tha Data Analysis Using SPSS 16.0. Semarang: Diponegoro University Press.
- Hair, J. F. Anderson, R. E. Babin, B. J. & Black, W. C. (2010). Multivariate Data Analysis: A Global Perspective (Vol. 7). Upper Saddle River, NJ: Pearson.



- Kusmaningtyas, A. and Priyana, p. O. (2013). The Influence of Compensation and Organization Climate on Work Motivation and Their Impact on Employee Performance of Bank XXX Corporation at Tanjung Perak. *Sustainable Competitive Advantage (SCA)*, 2(1).
- Novelia, Gerda Ricke. (2011). the Influence of Job Satisfaction to Employee Commitment (Study At Mcdonald Company In Yogyakarta). Phd Thesis. UAJY.
- Patterson, Malcolm; Warr, Peter; West, Michael. (2004) Organizational Climate And Company Productivity: The Role of Employee Affect and Employee Level. *Journal of Occupational and Organizational Psychology*, 77.2: 193-216.
- Pangumpia, Fadly. (2013). Climate Influence of Organization Communication on Employee Productivity at Prisma Bank Dana Manado. *Journal of Acta Diurna*, Vol. 2, no 2 (2013) <https://ejournal.unsrat.ac.id/index.php/actadiurna/article/view/1136>
- Restuningdiah, N. (2009). Effect of Professional Commitment on Job Satisfaction by Educator Accountant through Organizational Commitment. *Journal of Business Economics*, 14 (3).
- Sari, E. (2011). The influence of compensation and organizational climate on job satisfaction. *Business & Bureaucracy Journal*, 16 (1)
- Santoso, S. (2011). Structural Equation Modeling (SEM) Using AMOS-18. Jakarta: PT Elex Media Komputindo
- Sekaran, Uma. (2003). Research Methods for Bussiness. Shoutern Illinois University at Carbondale
- Setiyawan, Harman. (2009). Influence of Organizational Commitment to Job Satisfaction with Organizational Citizenship Behavior (OCB) as Intervening Variable (Study on Inspectorate of Temanggung Regency). PhD Thesis. Diponegoro University.
- Suhanto, E. (2009). The Influence of Job Stress and Organizational Climate on Turnover Intention with Job Satisfaction as Intervening Variable (Study at Bank Internasional Indonesia) (Doctoral dissertation, Diponegoro University Graduate program).
- Stringer, Robert. Litwin, George H. (2002). Motivation and Organizational Climate Oxford, England: Harvard U. Graduate School of Business
- Sukarman, Kamuli. (2012) The Influence of Organizational Climate on Employee Productivity At City Secretariat Gorontalo. *Journal of INNOVATION Volume 9, No.1, March 2012 ISSN 1693-9034*
- Sugiyono. (2012). Mix Methods Research. Bandung: Alfabeta.
- Surachim, A. (2008). The Influence of Organizational Climate on Employee Job Satisfaction At Pharmaserve Division At PT Combiphar Jakarta. *Strategic*, 7 (13) : 58-64.
- Wijaya, T. (2009). The Analysis of Structural Equation Modeling Using AMOS. Yogyakarta: Atma Jaya University.
- Welsch, Harold p. Lavan, Helen. (1981). Inter-Relationships Between Organizational Commitment And Job Characteristics, Job Satisfaction, Professional Behavior, And Organizational Climate. *Human Relations*, 34.12: 1079-1089.
- Yehezkiel, Masjaya, Rosa Anggraeny. (2013). The Influence of Leadership and Organizational Climate on Employee Performance at UPTD Regional Productivity Development of Disnakertrans Province of East Kalimantan. *Journal Administrative Reform*, 1 (3): 680-693 ISSN 2338-7637
- Zamzam, Fakhry, Bahri Syamsul. (2014). Quantitative Research Model based on SEM-Amos, Yogyakarta, Deepublish Publisher
- Zamzam, Fakhry. (2015). Good Governance Secretariat of the Regional Representative Council, Yogyakarta, Deepublish Publisher



Appendix

Questionnaire

The Managerial and Strategic Implications in Improving Legislation Productivity of South Sumatra Provincial Area

Please tick (√) the appropriate answers column

Code	Statement/Question	Answers			
		1	2	3	4
<i>Organization Climate Variable</i>					
Oc.01	As far as I know, the task of the DPRD fittings has been clearly defined	SD	DA	A	SA
Oc.02	To my knowledge, the DPRD does not want to exceed its authority	SD	DA	A	SA
Oc.03	To my knowledge, DPRD always wants to follow the workshop	SD	DA	A	SA
Oc.04	As far as I know, the advice of DPRD gets appreciation from the regional head	SD	DA	A	SA
Oc.05	As far as I know, the DPRD is always making new innovations	SD	DA	A	SA
Oc.06	To my knowledge, the DPRD can solve its own problems	SD	DA	A	SA
Oc.07	My knowledge, the DPRD's work has gained the provision of constituents	SD	DA	A	SA
Oc.08	To my knowledge, the DPRD decision is always a political interest	SD	DA	A	SA
Oc.09	As far as I know, the relationship between DPRD and the Head of the Region is always harmony	SD	DA	A	SA
Oc.10	As far as I know, the support of the DPRD Secretariat is appreciated by the DPRD	SD	DA	A	SA
<i>Variables of Organizational Commitments</i>					
OC,01	In my opinion, the DPRD remains a commitment to respect its institutions	SD	DA	A	SA
OC.02	In my opinion, DPRD is always a commodity to work productively	SD	DA	A	SA
OC.03	In my opinion, the DPRD is responsible for its task	SD	DA	A	SA
OC.04	In my opinion, the DPRD is always the first interest of the people	SD	DA	A	SA
OC.05	In my opinion, the DPRD is committed not to do a counterpart	SD	DA	A	SA
OC.06	In my opinion, the DPRD is working for the welfare of the people	SD	DA	A	SA
OC.07	In my opinion, the DPRD is trying to fulfill its political promises	SD	DA	A	SA
OC.08	In my opinion, the DPRD is trying to be re-elected	SD	DA	A	SA
OC.09	In my opinion, the DPRD does not like to abuse its authority	SD	DA	A	SA
<i>Variable of Work Satisfaction</i>					
Ws.01	As far as I know, DPRD work is not oriented to the financial	SD	DA	A	SA
Ws.02	In my opinion. Sessions of DPRD always meet the quorum	SD	DA	A	SA
Ws.03	In my opinion, the DPRD's Work Experience can smooth out its task	SD	DA	A	SA
Ws.04	To my knowledge, shifting positions of fittings is rarely done	SD	DA	A	SA
Ws.05	To my knowledge, the presence of DPRD work is very high	SD	DA	A	SA
Ws.06	To my knowledge, the DPRD is proud to have served as the people's representative	SD	DA	A	SA
Ws.07	To my knowledge, the DPRD is satisfied with its work	SD	DA	A	SA

(Contd...)

Code	Statement/Question	Answers			
		1	2	3	4
<i>Compensation Variables</i>					
Cm.01	In my opinion, DPRD Income matches the workload.	SD	DA	A	SA
Cm.02	In my opinion, still need to get an incentive outside of the monthly salary	SD	DA	A	SA
Cm.03	In my opinion, the DPRD is satisfied with the income received	SD	DA	A	SA
Cm.04	In my opinion, the DPRD needs to be given old age guarantees	SD	DA	A	SA
Cm.05	In my opinion, the work of the DPRD is rewarded	SD	DA	A	SA
Cm.06	In my opinion, the DPRD needs to receive Hari Raya allowance	SD	DA	A	SA
<i>Production Variables</i>					
Pd.01	To my knowledge, the DPRD is able to solve its own problems	SD	DA	A	SA
Pd.02	To my knowledge, the DPRD understands its duty as a people's representative	SD	DA	A	SA
Pd.03	As far as I know, DPRD's control the operational functions of DPRD functions	SD	DA	A	SA
Pd.04	To my knowledge, DPRD productivity is already high	SD	DA	A	SA
Pd.05	As far as I know, the law passed by DPRD is always qualified	SD	DA	A	SA
Pd.06	As far as I know, the DPRD is not used to stalling the trial schedule	SD	DA	A	SA
Pd.07	To my knowledge, the DPRD discipline follows the trial on time	SD	DA	A	SA
Pd.08	As far as I know, the DPRD is obedient to the rules of the DPRD	SD	DA	A	SA

*Information:*

1. Strongly Disagree (SD)
2. Disagree (DA)
3. Agree (A)
4. Strongly Agree (SA)