The Influence of Guidance and Supervision on the Work Performance of Civil State Employees in the Office of the "X" Ministry "Y" Jakarta Indonesia

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Additional guidance and supervision is needed because of differences in vision and mission, capabilities and skills, personality and the demands of the public services in an increasingly complex work world. Civil State apparatus is required to be responsive and capable of providing services in accordance with the development of society. Civilian State apparatus as the subject of development is the object of this study and the principal issue is to determine the Effect of Development and Supervision partially or simultaneously on Work Performance in the Office of Administrative Civil Office of Administration "X" Ministry "Y" Jakarta Indonesia. The method used in this research is descriptive research method which explains the actual problem and the way to collect data, organize or classify the problems, analyze and interpret. This research was conducted from January to June 2018. The sampling technique used in this research employs the technique of saturated sample size of 57 people. Data analysis techniques used multiple linear regression analysis through SPSS version 25. In accordance with the results of the discussion, it can be deduced that the implementation of guidance and supervision in the Office of Administrative Civil Office of Administration "X" Ministry "Y" Jakarta Indonesia is already well underway. This conclusion is based on regression analysis of significant influence by variable partial guidance and supervision of the employees working on a degree preatasi alpha error of 0.10. Simultaneously is it significant that both these variables affect job performance of employees with an error rate of 0.01. Appropriate analysis based on the calculation of the Pearson correlation coefficient (R) obtained a yield of 0.945 which means that the relationship between the guidance and supervision of the work

performance of employees is very strong. Through R Square (R2) of 0.894 it is found that the magnitude of the coefficient of determination (KD) amounted to 89.40% .

Key words: *Guidance, Control, Job Performance.*

Preliminary
Background

Civil Servants (PNS) are a group of men that serve as state officials, civil servants and public servant. It is with national pride that the entire nation of Indonesia wants to be a civil servant (PNS), not solely to obtain a service contract that is economical but also as a form of devotion to the nation and the state. These workers come from diverse family environment and communities of different religions and beliefs where customs are different as well as the mastery of science and technology. Yet, as members of the Civil Service, they are required to have a common vision and mission and have the ability and the skills and personality required to serve as the civilian civil service. Hence the development of the Civil Service starts from the time of recruitment and requires devotion until retirement (Tripopsakul, 2018; Sandy, 2018).

Guidance is needed in addition because of differences in vision and mission, capabilities and skills and personality further exacerbated by the demands of public services which are increasingly complex. Civil servants are required to be responsive and capable of providing services in accordance with the development of society. Therefore, when associated with the nature of national development, the Civil Service in addition to being the subject of development or development actors, is also an object of development. Therefore, civil servants are constructed such that their development improves their own functionality and the potential advancement of the nation.

Determining areas of oversight is one of management functions for surveillance as part of the overall activity of government to ensure the creation of policies that will achieve specific targets and is not intended to assign blame, but rather as feedback for future improvement. Oversight needs to be conducted by the government as stated in Presidential Instruction No. 15 of 1993, concerning guidelines for the implementation of oversight which includes two things: Monitoring carried out functionally by supervisory authorities and attached or direct supervision by the management / direct supervisor both at the central and at the regional level.

In this study surveillance that is more specialized, i.e. supervision by superiors within an agency, is analysed. This supervision is called inherent supervision, which means supervision conducted by leaders directly to the performance of subordinates or subordinates leaders. Supervision in addition to prevent the abuses or irregularities and abuse in the implementation of the tasks of government officials, labor discipline also covers aspects of the apparatus itself.

From the observations in this study, in the Office of Administration "X" Ministry "X" Jakarta, there is visible indication that the job performance of employees still needs to be improved, as seen from the number of jobs that cannot be completed on time, lack of discipline when employees do not adhere to regulation (many employees came late), as well as other things that can reduce employee work performance.

Further in terms of the development of the Civil Service in the Office of Administration "X" Ministry "Y", there is visible indication that employee development is still not going well, it is found that there are still employees who lack a sense of responsibility for assigned work tasks. This is evident from the daily work where some employees sometimes lacked attention in performing their duties, some were lazy in performing the task, and others took longer rest periods so that the work that should have been completed was abandoned.

Identification of Research Problem

According to Handoko (2003: 293), the existence of leadership coaching can affect morale and job satisfaction, quality of working life and especially the level of achievement of a company. Tambunan (2004: 121) also stated that when the leader or manager fosters true concern about the people in the organisation, then the leadership will succeed in making the employees see what the purpose and goals of the organization are. In doing so, they try to be sincerely devoted to the responsibilities and the duties entrusted to them (Setaminit, 2018).

From the above, it can be concluded that there is dependency between the performance of the construction supervisor, as leaders can affect morale, job satisfaction, quality of work, and improved employee performance. Supervision as one of the organic functions of management, ensures that activities that do not deviate from the provisions and plans that have been set. Accordingly, the identification of the research problem is: Do Development and Employee Job Performance Monitoring affect each variable either partially or jointly?

Based on the aforementioned problem restrictions, the problem is formulated as follows:
a. How does Coaching influence Employee Job Performance in the Division of Administration and the Center for Health Security of the Ministry of Health?
b. How is Employee Job Performance Monitored in the Division of Administration and the Center for Health Security of the Ministry of Health?
c. How to influence the Development and Supervision jointly towards Job Performance Employees Division of Administration and the Center for Health Security of the Ministry of Health?

Restricting the problema

This study is concerned only with addressing the issue of employee coaching and work performance at the Ministry of Health's Administration of the Center for Financing and Health Insurance.

Literature Review
Theoretical basis
Definition of Civil Servants

According to the Law of the Republic of Indonesia Number 43 of 1999 concerning Amendments to Law Number 8 Year 1974 concerning Principles of Staffing: "Civil Servants are every citizen of the Republic of Indonesia who have fulfilled the specified conditions, appointed by an authorized official and entrusted with duties in a state office, or assigned to other state duties, and are paid according to the applicable laws and regulations".

Definition of Coaching Employees

In order to optimize employee achievement of organizational goals, employees should be given directives, instructions and guidance continuously and sustainably. In other words employees need to be developed. This works with Musanif's (2003: 116), notion of coaching: "Coaching is any action/effort that is directly related to planning, drafting, building, developing, directing, using and controlling everything in an efficient and effective manner".

The purpose of the training of employees as stated by Musanif (2003: 17) is as follows (Nobanee, 2018):

a. Directed to ensure the implementation of the tasks of governance and development are efficient and effective in both the sectors of government and state-owned enterprises.

b. To improve quality and foster excitement about work so as to ensure the realization of the opportunity of achievement in implementing overall development.

c. Aimed at the realization of a composition of employees, both in terms of number, and of sufficient quality in harmony and harmonious so as to produce optimal performance.

d. Directed to the realization of employees who are loyal and obedient to the Pancasila and UUD 1945, the state and the government, so that employees only serve the interests of the state and the government and society for the realization of a clean and authoritative apparatus

e. Embodied as the realization of the work units and ensures the creation of a harmonious physical and spiritual well-being in a fair and equitable manner to discharge duties of good governance and development.

f. Directed to distribution, dissemination and utilization of regular employees, integrated and balanced on the basis of objective criteria, either individually or in groups, in order to benefit the institution of the organizational unit concerned.

g. Directed at coaching career and achievement system work in practice that can be realized in the form of:

1) Development of administrative discipline
2) Development of quality
3) Development of welfare
4) Career Coaching

Employee Development

According to Musanif (2003: 22), whose book became the foundation and reference for principles of employee development, these principles are:

Runway Coaching Employees

1). Employee guidance is based on the fact that Civil Servants as citizens are state apparatus, servants of the state and society who are full of loyalty and obedience to Pancasila, UUD 1945 Constitution, State and Government and are united, mentally stable, authoritative, efficient, clean, high quality employwees and aware of the responsibility for carrying out government and development tasks.

2). Employee coaching is the totality of activities including planning, organization and use of employees so that an employee can carry out tasks according to their respective fields in order to achieve effective and efficient work output.

Employee Development Goals

According Musanif (2003: 18) basically targeted coaching staff included seven (7) principal objectives, namely:

a. Research
b. Planning
c. Appointment
d. Care
e. Settings
f. Development
g. discharge

Principles of Coaching Employees

Employee coaching in order to reach targets must in its implementation apply the principles of coaching employees as stated by Musanif (2003: 10) which includes:

a. The principle of Humanity
b. The principle of The Right Man in the Right Place
c. The principle of Equal Pay for Equal Work
d. The principle of unity Directions
e. The principle of unity of Interest
f. The principle of unity of command
g. The principle of efficiency and work productivity
h. The principle of discipline
i. The principles of delegation of authority and responsibility

Definition of Supervision

Supervision is activity by a manager (leader) who is trying to get jobs done in accordance with the predetermined plans. This suggests that the planning and supervision is a series that cannot be separated, as are the two sides of the same coin because planning is not possible without supervision being implemented, else the guidelines will not be monitored.

Dalton E. Mc. Farland was quoted as saying Soewarno Handayaningrat, provide a surveillance definition which is:
"A process in which the leadership, wants to know whether the results of the implementation of the work carried out by his subordinates according to plan, command, purpose or wisdom predetermined (Handayaningrat, 2004: 143).

Based on these descriptions the advance of the monitoring function is one organic function of management and in this case, oversight can reduce the efficacious implementation of activities or management functions. Henry Fayol, in his "General Industrial Management," as quoted by Drs. Sarwoto in his book "Fundamentals of Organization and Management" stated :

"......... and every effort supervision consists of measures examined whether everything is reached or run according to a predetermined plan based on instructions issued, the principles that have been established. Supervision aims to find or show weakness to be corrected and prevent the recurrence of those weaknesses. Surveillance operation against everything, both the objects, people, actions and other matters .... ". (2006: 95)

According to the description above, before carrying out the process of surveillance, a Leader must establish control measures accurately, so that the implementation will not be confusing in setting standards or standard size. These, according to George R. Terry, "as quoted by Drs. Sarwoto, in the book "Fundamentals of Organization and Management" are:
a. Determining the size or standard guidelines (Standard)
b. Assessment or measurement of the work that has been /will be done

c. Comparison between the execution of the work with the size or standard guidelines that have been established to determine the deviations that occur

d. Repair or correction of the deviations that occur so that the work was in accordance with what was planned. (2002: 100).

Principles of Supervision

The principle as the basic guideline used for a reference or guide for inspectors in carrying out the functions of supervisión is found in the book "Administrative System of the Republic of Indonesia":

1. Objective and resulted in fact
2. The basis of this departure from leadership decisions,
3. Preventive
4. Not a destination
5. Efficiency
6. Finding fault
7. The act furthe

Miscellaneous Control

Public Administration Institute (2002: 145) mention the various supervisory personnel as follows:

a.   Supervision attached

A series of activities, control activities continue to be completed by the employer regarding his subordinates and these preventive or repressive for the implementation of subordinate tasks run effectively and efficiently in accordance with the action plan that has been determined.

b.   Functional supervision

Monitoring carried out by officials with the main task to help the leadership carry out supervision on the whole line and the relevant agencies in carrying out their respective duties.

c.   Monitors the functional principle

Supervision is a consequence of the implementation of the principle of functionalization and is a function of the value / line / operation. In accordance with their main tasks related to surveillance in the framework of the principle of functionalization, government agencies can be divided into two surveillance modes, one intended only for officers and the other, services by the government to the people.

d.   Legislative oversight

Surveillance society needs legislative oversight once it has grown to ensure effective and efficient supervision.

e.   Judiciary oversight

Judicial supervision carried out by the Supreme Court whose function is set, amongst other roles and carried out with the test material to the rules below.

Understanding Work Performance

In the opinion of H. Malay SP. Hasibuan (2004: 93), which meant work performance are:
"A result of work achieved by someone in carrying out the tasks assigned to him based on skills, experience and sincerity as well as time".

Furthermore, according to Gouzali Saydam (2005: 461) work performance assessment is: "The process of activities carried out to evaluate the level of implementation of work or performance of an employee".

This achievement of assessment activities is essentially intended to improve decision-making personnel skills and provide feedback to employees about their operations. The benefits of performance appraisal can be broken down as follows:

According to Handoko (2006: 135) performance appraisals include

In general, the standard outlined what will be achieved as a measure for the assessment, the general standard is divided into two kinds:

1. Standard tangible goals where one can set the measuring instrument or standard. This standard is divided into:
    a. Standards in physical form, divided into: standard quantity, quality standards and standards of the time, for example, kilogram, meter, good-bad, hour, day and month.
    b. Standards in the form of money, divided into standard cost, standard income and investment standards.
2. Intangible standard is a target that cannot be defined by standard measuring tools. For example these include standards of conduct, loyalty, participation, loyalty and dedication of the employees of the company.

Fostering relationships to job performance

A capable leader always makes the goals of the organization he leads clear and directed. All employees know it clearly, they approve it and try to achieve that goal. Therefore leaders must be able to create good working conditions in order to achieve the stated goals, be able to develop the knowledge and skills of their employees and be able to supervise, guide and

influence them to work well. According to Handoko (2006: 293) the fact that leadership coaching is conducted, can affect the morale and job satisfaction, quality of working life and especially the level of achievement of a company.

Tambunan (2003: 121) also stated that the leader or manager is key in fostering true concern for their workforce and when they are successful, their employees see what the purpose and goals of the organization are and are more sincerely devoted to the responsibilities and the duties entrusted to them. There is a dependence between work performance with regards to coaching where leaders can influence morale, job satisfaction and work quality in order to improve work performance. It is clear that to achieve corporate objectives that have been set, the key point is to influence how employees respond to the goals or objectives. To obtain a positive response from employees so that they will work well and have the desire to reach the necessary achievements, there must be emphasis placed on the coaching role of a leader as coaching influences employees to work happily.

Effect of Supervision of Employee Job Performance

An important role in implementing the oversight function is a control apparatus itself where leaders are required to have the ability to supervise, both in terms of technical and tactical.
Supervision as one of the organic functions of management is a key element of running an organisation that does not deviate from the provisions and plans that have been set.
As an action, control is certainly a goal to be achieved, according to the target Siagian is.
a. *Surveillance aimed at activities that are physical.*
b. *Oversight regarding the use of the development budget has been allocated to finance specific activities.*
c. *Supervision of the implementation of the policies that have been established in fact.*
d. *Supervision of the field of personnel with everything.*
e. *Supervision of the use,*
f. *Supervision is meant to fully guarantee the standard quality of work*
g. *Supervision of the work procedures that must be adhered to by all parties involved "* (Siagian, 2003: 229).

The functions of the seventh, points to four and all six of the supervision of the field personnel in all its aspects and supervision to ensure the quality of the work is fully standardized, implicitly putting aspects of job performance under focus and also includes the objective of supervision. This link is corroborated by Victor M Situmorang and Jusuf Juhir who state:
"The role of supervision in an organization emerged as very important if the life of the organization happens atmosphere of disorder, which is caused by various factors, whether it came from within the organization itself, ie the length of the discipline and the supporting

organizations and the non-functioning management control within the organization" (Situmorang and Juhir, 2004: 2).

Framework

Guidance is needed in addition because of differences in vision and mission, capabilities and skills, and personality in a job environment for the public service that is continuously more complex and where Civil Servants are required to be responsive and capable of providing services in accordance with the development of society. Therefore, the development of the Civil Service should be balanced between the physical and spiritual with a focus on wellbeing. Quality, ongoing coaching for employees will materialize a civil service that has a strong work culture that will improve the work performance of employees. Supervision in this study refers to the organic rather than management function of the term, and the assurance that every implementation is in accordance with a predetermined plan. Thus, surveillance is a very important activity to be implemented in any activities of the organization, be it government or private organizations.

In this study, because there are 2 independent variables and 1 dependent variable, multiple linear regression analysis is used between the two independent variables: coaching variable (X1) and supervision variable (X2), with one dependent variable, employee performance achievement variable (Y). The influence between the independent variables and the dependent variable can be illustrated through the research model in the following figure.

Picture 1. The influence of the independent variable is coaching (X1) and supervision (X2), with work performance dependent variable (Y).
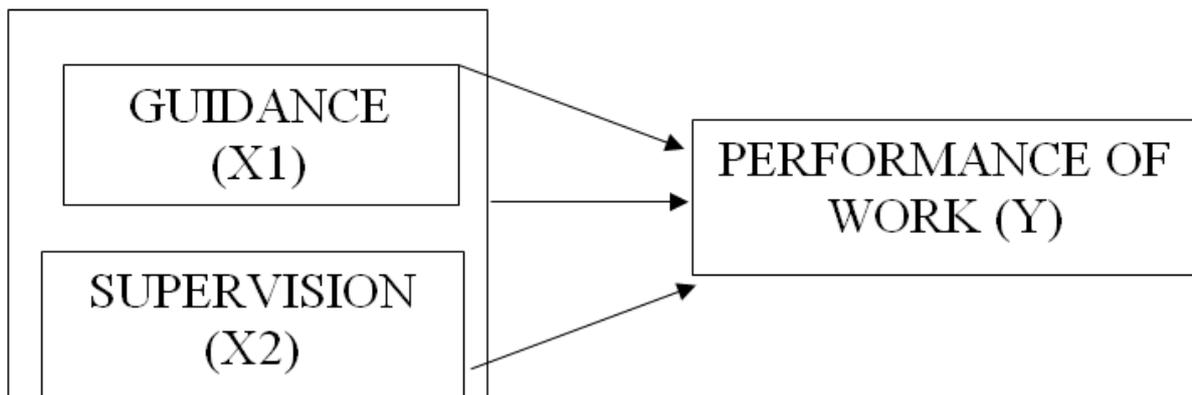
Hypothesis

Based on the subject matter stated above, several working hypotheses are proposed:
1. There is a significant influence of Employee Coaching on work performance.
2. There is a significant influence of Supervision of employees on work performance.
3. There is a significant influence between employee coaching and joint supervision of employee performance.

Research Methods

The research method used in this research is descriptive method, which collects data, composes or classifies problems, analyzes, and interprets them. This methodology is used because there are 2 independent variables (free) and 1 dependent variable (bound), and multiple linear regression analysis is used between two independent variables: Coaching (X1) and Supervision (X2), and one dependent variable, Work Performance (Y). In this study, the population is entirely drawn from Employees Division of Administration and the Center for Health Security Ministry of Health totaling 12 people.

Data Quality Analysis
 a. Validity test

A validity test is conducted to measure whether the data provided on the questionnaire can be trusted or not and can represent study results using the product moment correlation formula. With alpha 0.05 error rate, the decision making rules used are:
- If Sig. (2-tailed) <0.05, the question is valid
- If Sig. (2-tailed)> 0.05, the question is invalid

From the results of the validity test all the question items for the research variable are less than 0.05 so it can be concluded that the data used in the study can be said to be valid and can be used as a measurement tool in research.

'b. Reliability test

Reliability testing is conducted by internal consistency method in this research. Internal consistency is measured using the Cronbach Alpha coefficient. The rules for decision making used are:
- If the Alpha value is> 0.6 then the variable has a reliable status.
- If the Alpha value is <0.6, then the variable is not reliable.
  The results of the reliability test with the SPS. 25 program are as follows::

Table 1: Coaching Variable Reliability Test Results
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
1	38.10	7,656	.721
2	38.00	8444	.759
3	38.30	8,011	.784
4	38.30	13 789	.841
5	38.20	11 956	.822
6	37.90	10,100	.711
7	38.30	10 678	.818
8	38.30	8,011	.753
9	38.10	9211	.835
10	38.10	12 767	.878

Based on table 1, all items have Cronbach's Alpha values above 0.6 so that the questionnaire items for employee coaching variables are fairly high and can be used in research.

Table 2: Variable Control Reliability Test Results
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
11	25.70	1,789	.675
12	26.00	1,333	.680
13	25.80	1,956	.782
14	25.60	2,933	.727
15	25.90	2,989	.757
16	25.80	1,067	.650
17	25.80	2,400	.833

Based on Table 2, all items of the supervisory variable have Cronbach's Alpha values above 0.6 so that the supervisory variables have a high reliability and can be used in research.

Table 3: Reliability Test Results Variable Job Performance

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
18	21:30	4,900	.774
19	21:10	4544	.685
20	21:10	7,656	.827
21	21:00	6,222	.727
22	21:10	4989	.639
23	21:40	9156	.937

Based on table 3 above all items from variables Employee work performance have a Cronbach Alpha value above 0.6 so that questionnaire items for the variable of Work performance have a high reliability and can be used in research.

Classic assumption test

A classic assumption test is conducted to find out whether the ordinary least squares estimator (Ordinary Least Square) of the regression coefficients are linear, unusual and have minimum variants

a. Test Multicolinearity

Multicollinearity means that there is a "perfect" linear relationship between several or all variables that explains the regression model. Tolerance measures the variability of selected independent variables that cannot be explained by other independent variables. So the low tolerance value is the same as the high VIF value (because of VIF = 1 / tolerance) and shows the existence of high kolinieritas. The commonly used cutoff value is the tolerance value of 0.10 or the same as the VIF value above 10. Each analysis must determine the degree of collaboration which can still be tolerated. For decision rules, the following rules can be used:
If VIF <10 there is no multi-collinearity
If VIF> 10 happened multikolinieritas Atar independent variable.
Results obtained regarding data processing and Tolerance VIF value for each variable are as follows:

Coefficients

Model		collinearity Statistics	
		tolerance	VIF
1	development	.463	2160
	supervision	.463	2160

a. Dependent Variable: achievement krja

Based on the table above it can be explained that the two multiple linear regression tests are free from multicollinearity problems.

b.   *Normality test*

To test the regression model, a normality test is used to see whether the dependent variable and the independent variable have normal distribution or not. Visually, a normal distribution will form a diagonal straight line and plotting the data will be compared with the diagonal line. If the data distribution is normal, then the line describing the actual data will follow the diagonal line.
Through SPS 25, the curve is obtained as follows:

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: prestasi krj
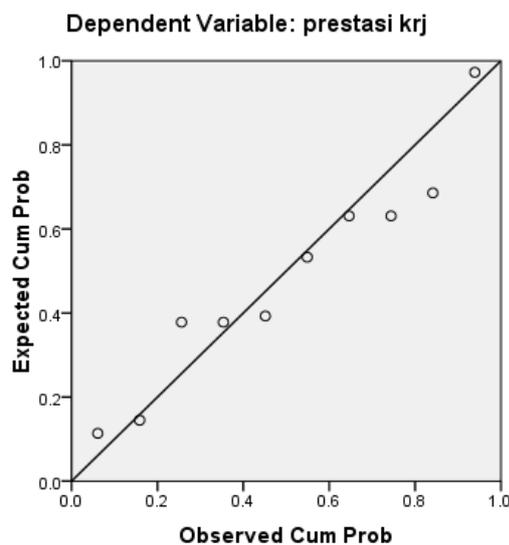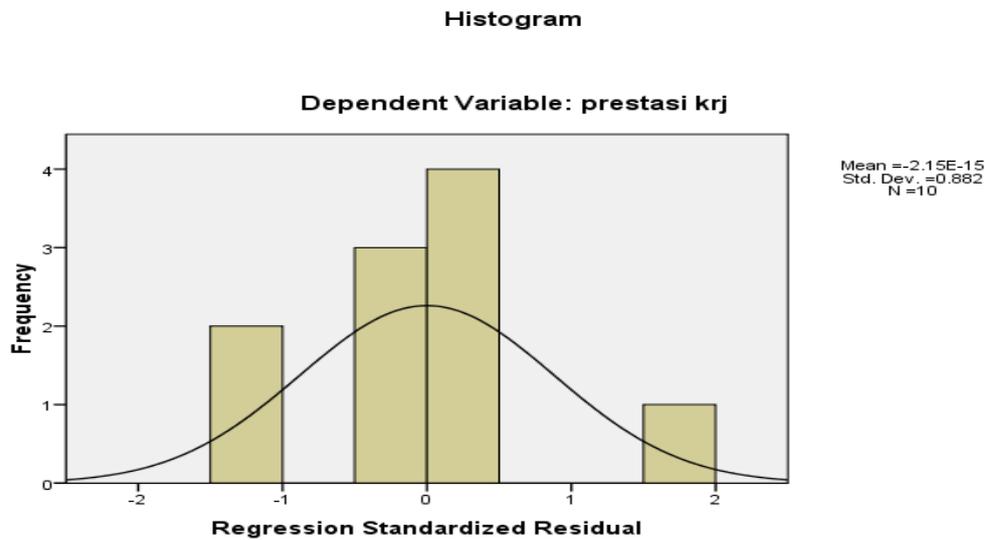
Histogram

Based on the histogram image above, it can be seen that the distribution of data spreads following the normal line so that the regression test is said to have a normal distribution, with a mean of 0 and variant 1.

Multiple Linear Regression Test Variable coaching and supervision of employee performance

Based on the hypothesis there is an influence between supervision and coaching on employee work performance as determined through the use of multiple linear regression test using SPSS Version 25, using alpha error rate of 10% or 0.10.

Table 4: Between Linear Regression guidance and supervision of employee job performance

Coefficients

Model		Coefficients unstandardized		standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	-1959	3,607		-.543	.604
	supervision	.340	.159	.386	2,133	.070
	development	.384	.111	.625	3,456	.011

a. Dependent Variable: job performance

Based on the table above, the regression equation in the model $Y = -1,959 + 0,340X_1. + 0,348X_2$

Based on the significance value (t sig) obtained 0.070 for variables X1 (coaching) and 0.011 for Variable X2 (supervisión), there is a significant influence on the variable Y control (employee work performance), and there is a significant effect of employee coaching variables on work performance. This can be seen from a significantly lower value than the degree of alpha error that is 0.10 and thus it can be explained that the variables supervision and guidance have a partially significant effect on employee work effectiveness variables.

The effect of variable simultaneous supervision and guidance on the performance of employees can be seen through the table Variant Analysis using the SPSS program:

ANOVAb

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	10 816	2	5408	29 486	.000a
	residual	1,284	7	.183		
	Total	12,100	9			

a. Predictors: (Constant), coaching, supervision

b. Dependent Variable: achievement krj

From the table above it can be seen that a significant level of 0.000 means coaching variable (X1) and supervision (X2) simultaneously, significantly influence employee job performance

even in the error rate of 0.01.

1. ***Relationship Between Employee Supervision and Development on Employee Work Performance***

To find out the relationship between coaching variables and employee supervision of Employee Performance, SPSS Version 25 is used, as the findings are as follows:

Table 5: Relationship between Supervision and Development of employees against Prestasis employee

Model Summary

Model	R	R Square	adjusted R Square	Std. Error of the Estimate
1	.945a	.894	.864	.428

a. Predictors: (Constant), coaching, supervision

As seen in table 5 the results obtained are 0.945, which means that the relationship between supervision and coaching of employees with employee performance is very close and strong. It is known that the value of R Square of 0.894 and that the magnitude of the coefficient of determination (Kd) is 89.40% means that employee work performance 89.40% is influenced by supervision and coaching variables while the remaining 10.60% is influenced by other factors not examined.

Histogram

Dependent Variable: prestasi krj

Mean =-2.15E-15
Std. Dev. =0.882
N =10
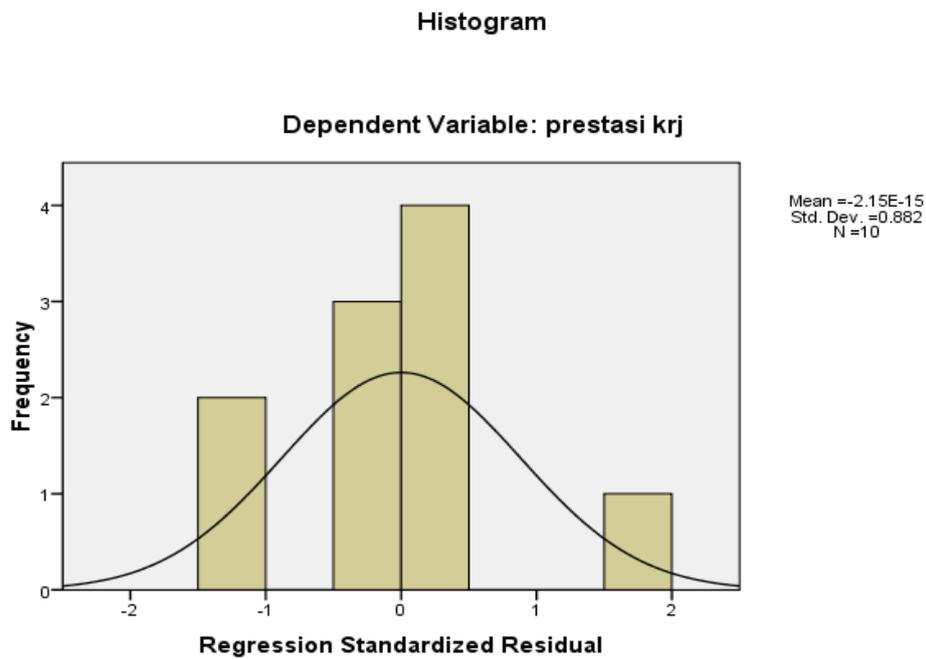
Based on the histogram graph above shows that the distribution of data spreads following the normal line so that the regression test can be said to have a normal distribution, with an average of 0 and variant 1.

Linear Regression Test Between the guidance and supervision of employee job performance

In response to the hypothesis, there is an influence between supervision and guidance on employee work performance using multiple linear regression tests with SPSS Version 25, alpha error rate 10% or 0.10.

Table 6: Between Linear Regression guidance and supervision of employee job performance

Coefficients

Model		Coefficients unstandardized		standardized Coefficients		
		B	Std. Error	beta	t	Sig.
1	(Constant)	-1959	3,607		-.543	.604
	supervision	.340	.159	.386	2,133	.070
	development	.384	.111	.625	3,456	.011

a. Dependent Variable: achievement krj

From the coefficient table 6 above can be seen that the regression equation is a model Y = -1.959 + 0,340X1. + 0,348X2

Of the value of significance (t sig) obtained: a value of 0.070 for the variable X1 (coaching) and 0011 for the variable X2 (supervision), these results indicate that there is significant influence by the variable control of the variable Y (the work performance of employees), and also a significant influence of the variable coaching employees on achievement work. It can be seen from the significant value that is lower than the degree of error, 00:10 alpha, that the supervision and guidance variable has partially significant effect on the effectiveness of the employee.

The influence of the variables simultaneous supervision and guidance on the performance of employees, can be seen through the table Variant Analysis using the SPSS program:

ANOVAb

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	10 816	2	5408	29 486	.000a
	residual	1,284	7	.183		
	Total	12,100	9			

a. Predictors: (Constant), coaching, supervision

b. Dependent Variable: achievement krj

From the table above, it is evident that a significant level of 0.000 means coaching variable

(X1) and supervision (X2) simultaneously significantly influence employee job performance even in the error rate of 0.01.

Relationship Between Employee Supervision and Development on Employee Job Performance

To find out the relationship among the variables guidance and supervision of the Job Performance Employees , SPSS version 18.0 was used with the following results:

Table 7: Relationship between Supervision and Development of employees against Prestasis employee

Model Summary

Model	R	R Square	adjusted R Square	Std. Error of the Estimate
1	.945a	.894	.864	.428

a. Predictors: (Constant), coaching, supervision

Based on table 7 above, it is known that the relationship between supervision and coaching with employee work performance is shown by the Pearson correlation coefficient (R) obtained a result of 0.945, which means the relationship between supervision and coaching of employees with employee performance is very close. The value of R Square is 0.894 or,the magnitude of the coefficient of determination (Kd) is 89.40%, which means that employee work performance is 89.40% influenced by supervision and guidance variables while the remaining 10.60% is influenced by other factors not examined in the this study.

Conclusions and Recommendations

1. Interpretation of numerical analysis to obtain employee coaching variable number value 4.29 interpretation shows that the implementation of employee training in the Office of Administration "X" Ministry "X" Jakarta Indonesia is at the level of the very good category.
2. Control for variable interpretation of the figures obtained 4, 34-rated Excellent. This means that supervision has been running very well based on an evaluation of the respondents by questionnaire.
3. As for the variable performance interpretation of the figures obtained for 4.27 this indicates that the job performance of employees in the Office of Administration "X" Ministry "X" Jakarta Indonesia is located at the category level of very good and that job performance of employees in the Division of Administration and the Center for Health Insurance have fulfilled according to expectations.
4. Linear multiple regression analysis through SPSS.18 program shows that the regression equation is Y = -1.959 + 0,340X1. + 0,348X2

5. Of the value of significance (t sig): a value of 0.070 for the variable X1 (coaching) and 0011 for the variable X2 (supervision) respectively was obtained and these results indicate that there is significant influence by the variable control of the variable Y (the work performance of employees), and also a significant influence of the variable coaching employees on achievement work. It can be seen that the significant value is lower than the degree of error at 00:10 alpha and thus that the supervision and guidance variable has partial significant effect on the effectiveness of the employee.

6. From the results of the variance analysis table obtained a significant level of 0.000 means coaching variable (X1) and supervision (X2) simultaneously, significantly influence employee job performance even in the error rate of 0.01.

7. Pearson's correlation coefficient (R) obtained a yield of 0.945 meaning that the relationship between supervision and coaching of employees with employee work performance is very strong and powerful.

8. The coefficient of determination (KD) R Square of 0.894, or the magnitude of the coefficient of determination (Kd) of 89.40%, means that 89.40% of employees work performance is affected by the variables supervision and guidance while the remaining 10.60% are influenced by other factors not examined in this study.

Suggestions

1. Leaders that fostering improved of unity of direction through transparency in strategic planning empower employees to carry out their duties and 'walk the talk'.
2. The leaders should be under one command to achieve agency objectives.
3. In carrying out supervisión, leadership should be more objective and oriented to truth in accordance with applicable regulations.
4. Supervision must be executed to match the reference standards and carried out continuously.

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