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Research pa



The Effects of Planning and Coordination towards Work Effectiveness at Faculty of Business and Management in Widyatama University, Bandung

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Abstract

This research was conducted to find out how big the influence of planning and coordination partially or simultaneously towards the effectiveness of the work of permanent lecturer of Faculty of Business and Management at Widyatama University of Bandung. Research period is from June to November 2017. The population is 58 lecturers. Technique of multiple linear regression data analysis has been used using SPSS version 18 software. Regression Analysis result there is significant influence by planning variables and coordination either partially or simultaneously. Corresponding analysis based on Pearson correlation coefficient (R) obtained results of 0.831 means the relationship between planning and coordination with the effectiveness of employees is very strong. Through the value of R Square (R2) of 0.894, it can be said that the amount of coefficient of determination (KD) of 86.70% means that the effectiveness of employees 86.70% influenced by the variables of planning and coordination and the remaining 10.60% influenced by other factors not examined.

Keywords: *Coordination; Planning and Work Effectiveness.*

1. Introduction

Every organization is established to achieve certain goals. In today's modern world organizations are usually complex because not only are physical and material things, but they also cover the mental and spiritual areas. Any goal the organization seeks to achieve is usually the goal of all members of the organization concerned. The predetermined goals then give rise to the needs to be fulfilled, whether of a concrete nature such as clothing, food and boards and other physical or abstract needs such as happiness, joy and the like. The above mentioned needs will be met if the organization performs a certain basic task, whose form, nature and type is determined by the objectives to be achieved and the needs to be fulfilled. Therefore, it is necessary accuracy in formulating the main task of the organization. To formulate the main task is required careful planning and clear because the planning carefully and clearly will facilitate the achievement of goals and facilitate the activities of the organization, especially those that are operational.

1.1. Research background

Achievement of organizational goals in it known a cooperation, which is meant by cooperation here is the cooperation of individuals within a group of organizations. It is very important to know in every individual cooperation is the purpose and purpose of such cooperation, and must be clear how the method of achievement. If the organization's efforts are to be effective, then the members of the organization must know what is expected for its completion. This is what management functions [10].

Job planning is a process, as long as the planning is still inside not limited to some amount of discussion before decision is made. Because it may always be changed both the system and the material. This is understandable because there is little chance of an accurate estimate, because the circumstances of the time to come are always changing, fraught with risk and uncertain. Job planning plays a very important role in the life of an organization. Therefore, for the purpose of the organization can be realized properly then the planning should be established by taking into account the elements in it, among others, the human element as the executor of financing faced with all the limitations, both physical and non-physical. Before the plan is implemented to achieve the goal and understand every plan that has been set, so that no misunderstandings that will cause adverse impact on the implementation of the plan, so the goal is not achieved effectively.

Coordination is an action that an organization leader must take, no matter how small the organization is. This is very necessary because an organization consists of various components including members of the organization. Combination of all activities are done, so as not to overlap, blame each other in case of mistakes and avoid misunderstanding between members of the organization. The unification of the step in the implementation of the activities needs to be carried out jointly with all related units in accordance with the existing channels, for which personnel are required to coordinate with other personnel.

1.2. Formulation of the problem

Based on the background of research as has been stated above, the formulation of the problem in this research is as follows:

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1. How is the Influence of Financial Accounting Effectiveness of Permanent Lecturer of Faculty of Business and Management at Widyatama University Bandung?
2. How is the Effect of Coordination on Work Effectiveness of Permanent Lecturer of Faculty of Business and Management at Widyatama University Bandung?
3. How Influence of Planning and Coordination on Work Effectiveness of Permanent Lecturer of Faculty of Business and Management at Universitas Widyatama Bandung.

2. Literature Review

In [12] exerted that Planning is a process by which a scientific and technical knowledge is joined organization action".
In [3, 5, 8-9] exerted that Planning is one of the function in management, thus it would be beneficial to have good planning before any implementation".

Based on the theory described above, it can be concluded that Planning is a systematic process in making decisions about actions to be taken in the future. Called systematic because the planning is implemented by using certain principles in the decision-making process, the use of scientific knowledge and techniques, and actions or activities that connect scientific knowledge and techniques into organized activities.

2.1. Understanding Coordination

Coordination itself is an instrument in the framework of administrative activities in a broad sense in cooperation and harmony can be created, so that there is no stagnation in the administrative process in order to achieve the goals of the organization itself.

The definition of coordination proposed by [2, 4, 6-7] is as follows: "Coordination as the achievement of orderly group effort, and unity of action in the pursuit of common purpose".

2.2. Understanding Work Effectiveness

The success of an organization depends on many factors, but the more important and decisive factors are the human factor or the permanent lecturer. In this case, the effectiveness of Working Lecturers in the organization is very determine the level of organizational success in achieving objectives. One implementation is said to be effective if the work undertaken has reached the goals or objectives that have been determined. In [16] defines the effectiveness as follows: "Effectiveness is a measurement in the sense of achieving a predetermined goal or goal. Obviously, if the goal or goal has been achieved in accordance with the previously planned is effective. So, if the goals or targets are not appropriate and the time specified, the work is not effective" [1].

3. Methodology

Based on the research objectives to be achieved is to describe and reveal a problem, the research used is explanatory research. This study explains the relationship between research variables. The hypotheses that have been formulated through research testing hypothesis (testing research). Although the description contains descriptions, but as a relational study the focus lies in the explanation of relationships between variables and this research uses survey research methods
In this study, the population is focused on all Lecturer Faculty of Business and Management at University Widyatama Bandung which amounted to 57 lectures.

4. Results and Discussion

4.1. Process and Results of Analysis / Data Computing

Data processing research on Influence Coordination and planning on the effectiveness of Working Lecturer Faculty of Business and Management at University Widyatama Bandung using computer program SPSS 21.0, so expected more valid calculation. The program used is SPSS computer program. 21.0. The results of the analysis using a computer is as follows.

4.2. Data Quality Analysis

Data quality analysis is done to know the quality of data obtained from the questionnaire that has been given to the respondent and returned to be processed. The data quality analysis conducted is the test of validity and reliability with the following results.

4.2.1. Validity Test

The purpose of the validity test is to measure whether the data given on the questionnaire can be trusted or not and can represent what to investigate. In this research, validity test used product moment correlation formula [13]. With the degree Cronbach alpha 0.005, then the rules of decision-making used are:

- If Sig. (2-tailed) < 0.05, then the question is valid
- If Sig. (2-tailed) > 0.05, then the question is invalid

Validity test results with SPSS.18 program presented. From those results, all the question items for research variables are less than 0.05. So, it can be concluded that the data used in the research can be said to be valid and can be used as a measuring tool in research.

4.2.2. Reliability Test

Reliability test is the level of stability of a measuring device in measuring a symptom or event. The higher the reliability of a measuring device, the more stable the measuring device is to measure a symptom and vice versa if the reliability is low then the tool is unstable in measuring a symptom. With the use of alpha levels with the formula [9]. Reliability test is intended to measure to what extent the degree of accuracy, accuracy or accuracy indicated by the measuring instrument [14]. Reliability test is done by internal consistency method. Internal consistency is measured using the Cronbach Alpha coefficient. The rules of decision making used are:

- If the value of Alpha > 0.6, then the variable is reliable status.
- If the value of Alpha < 0.6, then the variable is not reliable status

Reliability test results with SPSS program. 21 are as follows.

Table 1: Reliability test results variable coordination

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
1	16.84	5.035	.861
2	17.00	4.000	.693
3	17.06	4.343	.755
4	16.96	4.080	.634
5	17.02	3.530	.629

From the table above, all items have a value of Cronbach's Alpha above 0.6, so that the item counterparts for coordination variables have a fairly high reliable and can be used in research.

Table 2: Reliability test results variable planning

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
1	34.80	5.184	.794
2	34.94	4.262	.652
3	34.72	5.471	.749
4	34.80	6.082	.875
5	34.88	3.577	.660
6	34.72	5.063	.760
7	34.60	5.020	.715
8	34.46	4.988	.674
9	34.56	5.313	.723

From the above table, all the items of the planning variables have Cronbach's Alpha value above 0.6, so that the items for planning variables have a fairly high reliability and can be used in research.

Table 3: Reliability test results variable effectiveness

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
1	12.84	4.953	.864
2	12.76	4.268	.685
3	12.88	3.740	.649
4	12.70	4.704	.808

From the table above, all items of effectiveness variables have Cronbach's Alpha value above 0.6, so that the items for effectiveness variables have a fairly high reliability and can be used in research.

4.3. Classic assumption test

The classic assumption test is performed to determine whether the Ordinary Least Square estimator of the regression coefficient is linear, unbiased and has a minimum variance, in short the estimator is the best possible colonic bias estimator (blue) it is necessary to examine the symptoms multicolinearity, autocorrelation and heteroscedasticity as well as residual normality test. So, the classical assumption of the Ordinary Least Square (OLS) assumption is fulfilled [15]. The classical assumption test performed is as follows.

4.3.1. Multicolinearity Test

The term Multicollinearity was first discovered by Ragnar Frisch. In the beginning, multicolinearity means the existence of a "perfect" or definite linear relationship, among some or all of the explanatory variables of the regression model. The term multicolinearity refers to the existence of more than one definite linear relationship, and the term kolinieritas with the degree of a linear.

Relationship Multicollinearity can also be seen from Tolerance and its Variance Inflation Factor (VIF) values. These two measures show which of the independent variables are described by other independent variables. In simple terms every independent variable becomes dependent and dependent variable on other independent variables. Tolerance measures the variability of the selected free variables that cannot be explained by other independent variables. So, the low tolerance value is equal to the high VIF value (because VIF = 1 / tolerance) and indicates the presence of high colinierity. Common cutoff values used are tolerance values of 0.10 or equal to VIF values above 0.10. Each analyst should determine the level of tolerable colinierity. For the decision rule, the following rules can be used: If VIF < 10 there is no multicollinearity, If VIF > 10 occurs multicollinearity of the independent variable.
Results of data processing obtained VIF and Tolerance values for each variable are as follows.

Table 4: Coefficient Correlation

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Coordination	.316	3.167
	Planning	.316	3.167

a. Dependent variable: effectively

Based on the above table, it can be concluded that the two multiple linear regression test is free from multicollinearity problem.

4.3.2. Normality test

Normality test aims to test whether in the regression model, dependent variables and independent variables both have a normal distribution or not. A good regression model is to have normal or near-normal data distribution. To test whether the distribution of data is normal or not, one of the easiest ways to look at normality is to see the histogram that compares the observed data with a distribution closer to the normal distribution. Normal distribution will form a straight line diagonal, and data plotting will be compared with the diagonal line. If the data distribution is normal, then the line representing the real data will follow its diagonal line. Through SPSS 18.0 obtained the curve is as follows.

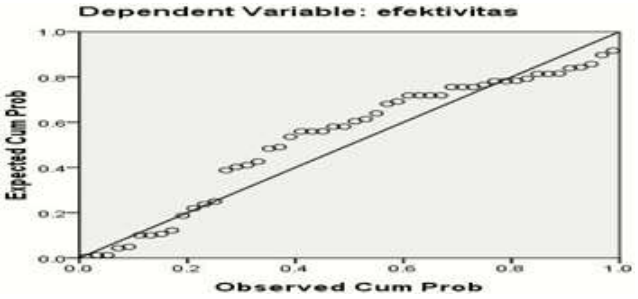

Fig 1: Multicollinearity

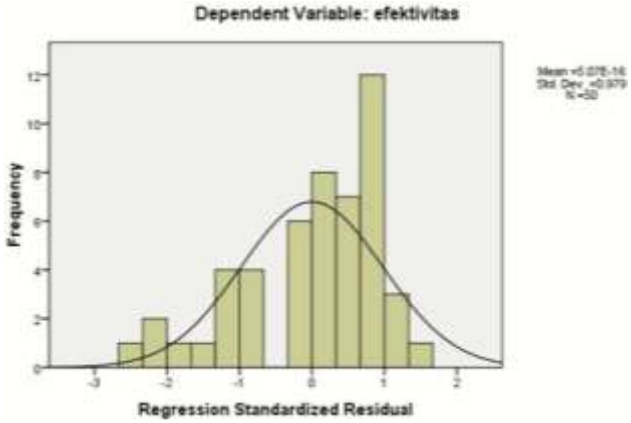

Fig 2: Regression Standardized Residual

Based on the graph above shows that on the graph the distribution of the data spread following the normal line, so it can be concluded that the regression test has a normal distribution with an average of 0 and variant 1.

4.4. Multiple Linear Regression Test Between coordination and planning with the effectiveness of the lecturer's work

To answer the hypothesis whether there is influence between coordination and planning with the effectiveness of Lecturer Work Used multiple linear regression test using SPSS. 21.0 in this analysis, the authors use 5% alpha errors or 0.05.

Table 5: Multiple regression between coordination and planning with working effectiveness of permanent lecturers

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9.651	1.554		-6.208	.000
	Coordintion	.415	.128	.307	3.246	.002
	Planning	.474	.068	.661	6.993	.000

a. Dependent variable: effectively

Table 6: Multiple Regression

ANOVAb

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	288.647	2	144.324	153.560	.000[a]
	Residual	44.173	47	.940		
	Total	332.820	49			

a. Predictors: (Constant), perencanaan, Koordinasi
b. Dependent Variable: efektivitas

From the table above, coefficient can be seen that the regression equation the model Y = -9.651 + 0.415X1. + 474X2. From significance value (t sig). Obtained by the value of 0.002 for the variable X1 (coordination) and 0.000 for Variable X2 (planning), the results indicate that there is a significant influence by the coordination variable to variable Y (working effectiveness of permanent lecturers), and also there are significant variable planning against the effectiveness of this work can be seen from the significant value is lower than the degree of alpha error is 0.05. So, it can be said that the variables of coordination and planning partially significant effect on the effectiveness of the work of permanent lecturers [11].

To see the effect of coordination and planning variables simultaneously on the effectiveness of Permanent Lecturer Work can be seen through Variant Analysis table.

4.5. Relationship Between coordination and planning on the effectiveness of Permanent Lecturer Work

To know how the relationship between coordination and planning variables on the effectiveness of Lecturer Work is used SPSS. 21.0, with the following calculation results.

From the table above can be seen that the relationship between coordination and planning variables with the effectiveness of Permanent Lecturer is shown by the correlation coefficient Pearson (R) from the above table obtained results of 0.931, which means the relationship between coordination and planning with the effectiveness of Work Lecturer is very tight and strong.

From the table above can also be known the magnitude of R Square value of 0.867 or can be said that the magnitude coefficient of determination (Kd) of 86.70%. It means that the effectiveness of Working Lecturer 86.70% is influenced by coordination and planning variables and the remaining 13.30% influenced by other factors not examined in this study.

5. Conclusion

5.1. Conclusion

a. There is influence of planning to the effectiveness of Permanent Lecturer of Faculty of Business and Management at the University of Widyatama Bandung, with the value of the average number of interpretation of 4.21 indicates that Lecturer Work planning is at the level of category Very well, it means that Working Planning Lecturer Faculty of Business and Management at Widyatama University Bandung has been running well.
b. There is a co-ordination effect on the effectiveness of the Permanent Lecturer of the Faculty of Business and Management at the University of Widyatama Bandung, with the average value of interpretation of 4.22, indicates that the coordination of Lecturer Work Stay at the level of good category, meaning Coordination of Permanent Lecturer of Faculty of Business and Management at Widyatama University Bandung has been running well.
c. There is influence of planning and coordination to the effectiveness of Permanent Lecturer of Faculty of Business and Management at Widyatama University Bandung, shown by Pearson correlation coefficient (R) obtained result of 0.931 means the relationship between coordination and planning with the effectiveness of Work Lecturer is very tight and strong.

5.2. Recommendations

a. In the implementation of coordination should the interests of common goals more advanced compared to individual goals.
b. Planning and Coordination made More Optimal to facilitate the achievement of goals predefined.
c. Planning and Coordinating are made more practical and simple for each part can run more optimally.
d. It needs further research to identify deficiencies and other factors that affect.

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