THE EFFECT OF LOCUS OF CONTROL AND EMPLOYMENT ABILITY ON EMPLOYEE EFFECTIVENESS AT THE PIDIE DISTRICT'S ONE DOOR INTEGRATED SERVICE AND INVESTMENT DEPARTMENT

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ABSTRACT

This study aims to examine "the influence of locus of control and work ability on the effectiveness of employees at the Office of Investment and One-Stop Service in Pidie Regency." where the independent variables are locus of control (X1), workability (X2), and work effectiveness (Y) as the dependent variable. The population in this study were employees who worked at the Pidie District Investment and One-Stop Integrated Service Office, which amounted to 49 people. 49 people participated in the study's sample as participants. Through the completion of questionnaires by respondents, data were gathered using a survey method. The data was then subjected to multiple regression analysis. The Validity Test, the Reliability Test, the Multiple Regression Analysis, the Classical Assumption Test, the Hypothesis Testing through the F Test and the t Test, and the Analysis of the Coefficient of Determination are all included in this analysis (R2). The regression equation was created using the study's findings and is as follows: Y = 3.770 + 0.425 X1 + 0.455 X2. The work ability variable (X2) has the most significant influence on work effectiveness at the Investment and One-Stop Service Office, with a dominant influence of 45.5%, according to the results of the analysis above. The relationship between the dependent and independent variables, namely locus of control (X1), workability (X2), and work effectiveness at the Pidie Regency Investment and One Stop Service Office, with a correlation index of 89.7% This means that the relationship is very strong. Then the index of determination of each locus of control variable (X1), workability (X2) is 80.5%. This means that both variables have a significant effect on work effectiveness at the Pidie Regency Investment and One Stop Service Office, and 19.5%, which is affected by other factors that this study did not look at.

Keywords: Locus of control, work ability, work effectiveness

INTRODUCTION

Locus of control (LOC) is a person's attitude in interpreting causes and events. The location of control can be divided into two parts, namely the location of internal control and the location of external control. People with internal LOC are responsible for certain events. The result is a direct effect of his actions. People with external LOC, on the other hand, are those who often blame or value luck, disaster, destiny, situation, or other forces beyond their control.

Work ability is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. Employee skills support the organization's efforts in the process of achieving company goals. Therefore, there is a close relationship between the ability and effort of an organization to achieve its goals. In this case, it is a one-stop integrated service and investment service for Pidie Regency.

Based on the results of observations at the One Stop DPMPT, Pidie Regency has not determined employees based on their abilities, the abilities possessed by an employee will be very important for every employee so that they are able to adjust and adapt to the environment in the office. The work ability of employees is considered important because leaders need to understand the nature of employees, through these efforts, a more appropriate working atmosphere can be created in improving employee performance.

In addition, employees were asked whether their successes, achievements and failures in life were caused by their actions or by all the events that occurred in the form of achievements in their lives, events that occurred in their lives. in causes. Failure and success are controlled by other forces, such as strength, opportunity, luck, and the influence of others on fate.

From the description above, the writer is interested in examining the leadership and personality types that exist at the Central Bureau of Statistics of Pidie Regency, so the title raised in this study is "The

Effect of Locus of Control and Work Ability on Employee Effectiveness at the Investment and One Stop Service Office of Pidie Regency. "

LITERATURE REVIEW
Definition of Locus of control

According to Allen, locuss off controli the reinforcement of behavior/expectations whose results depend on a person's judgment or individual characteristics (1). Gibson (2014:161) statesnthat locuss of control a personality trait that describes those who perceive that control overslife comes from themselves as internalizers. People who believe that their lives are determined by external factors are called externalizers (2).

Robbins & Judge stated that a locus of control is in such a way that the individual believes that he is the determinant of his destiny (3). Patricia proposes a definition of locus of control as a source of personal confidence in controlling events that occur both by herself and from outside (4). The place of domination is confidencen individual. About the causes events that the experienced inches life. Somebody may also believe that he or she can control someone's life, or that someone else controls someone's life. You may also believe that factors of fate, luck, or chance have a significant impact on your life (5). Locus control a term thatgrefers touon perception individual aboutg individual control, with respect to the very important control of consequences. Benson argues that a locus control refers Toa someone's belief on what is done to achieve the desired results (6). Peterson defines locus of control as an individual's expectation of a particular source of reinforcement (7). Locus loflcontrolois that individual success and failure are controlled (internally) by individual actions, or achievement, failure, success is controlled (external) (8). Based on some of the above understanding, locus of control is such that an individual believes in the causes of events that occur in his life, whether successful, achieved, or failed in his life. what happens in his life in the form of achievement, failure, success is the influence, opportunity, luck of other rulers, whether his own actions (internal factors) are controlled, controlled by other forces such as fate (external factors).

Definition of Workability

According to Soelaimanability is"innate qualification or learned which allow somebodyto do mental work or physical (9). Employeemotivated organization, but everyone you don't have ability to work properly. Ability and Skills playa major role in individual behavior and performance. Skills are task-related abilities that are owned andused somebody on time which appropriate. According to Hasibuan, ability work iswork that a person completes in carrying out a given task based on ability, experience, integrity, and time (10). Furthermore, according to Mangkunegara, psychological ability consist from potential (IQ) andreality (knowledge and ability). That is, employees have an IQ above average, well educated and have everyday skills. It works and makes it easier to achieve maximum performance (11). From definition in above, it can be concluded that abilityHumans are needed to do work. This means that when you work, there is always a skill level that no one else is using.

Definition of Work Effectiveness

Effectiveness iskey factor in achieving goals or objectives that have beendefined by an organization, activity, or program. It is said to be effective if the goals and objectives are achieved in accordance with the content that has been set. This understanding states that effectiveness is the relationship between performance and goals, and the greater the contribution of performance (contribution) to achieving a goal, the more effective the organization, program, or activity (12). However, the definition of effectiveness refers to a general approach. If the desired effect is derived from the root effect, it means: (1). It has the following effects (effect, effect, effect). Effective; factory; (2). The use of methods, facilities/tools in carrying out activities to be effective (achieve optimal results). According to Bungkaes, "Effectiveness

is an assessment made in relation to the performance of individuals, groups, and organizations. The closer performance is to expected performance (standard), the more effective the assessment (13). Based on this understanding, it can be concluded that effectiveness is the achievement of a goal that is done well by an individual, group, or organization and produces good results.

METHODS
Data collection technique
1.   Primary data
         Primary data is the data thattaken directly from the original source. This data collection is usually done by distributing questionnaire tosurvey subjects filled in directly by the respondent.
2.   Secondary Data
         Secondary   data is data   thatcollected   indirectly   from   the   source.   Data   from organizational/institutional archives, literature reviews, previous studies and the journal thatrelated to the problem researched. Secondary data in the form ofemployees, attendance, company profile.
3.   Literature study (Library Research)
         Theoretically data were collected by reviewing various literatures and other theoretical sources related to the issues discussed related to the theoretical foundation that is used served in   study this.

Measurement Scale
         Datasurvey obtained through deploymentQualitative questionnaires were initially constructed into quantitative data. Composite quantification scores were created using a Likert scale and scored for options at an interval of 1. The scores for these options include 1, 2, 3, 4, and 5. Each of these options is shown in Fig. table below this:

Table 1. Likert scale

No	Alternative Answers	Categories	Scores
1	strongly agree	AA	5
2	agree	A	4
3	disagree	D	3
4	don't agree	DA	2
5	strongly disagree	SD	1

Data Analysis Tools
         Analysis statistics which   used in   research this   is analysis multiple regression with use program SPSS.21.   Analysis regression to   count   quantitatively   the magnitude influence something change event (variable X) to another event (variable Y). Umar's multiple regression equation was used to confirm the relationship between variables (14).

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Dimana :

Y	= Efektivitas kerja
a	= Konstanta
b_1, b_2	= Koefisien regresi variabel
X_1	= *Locus of control*
X_2	= Kamampuan kerja
e	= *error*

Classic Assumption Test
Data Normality Test

Test normality data performed with examine the standardized distribution of residuals on normal PP graphic images. This indicates that the standardized residual distribution is diagonal. Normality test can also be performed using the Kolmogorov-Smirnov method. The advantage of this test is that it is simple and does not cause differences in perceptions between one researcher and another. This is common in the normality test of the graph. Kolmogorov-To test the value of Asymp in Smirnov. sign (Both parties) implicitly exceeds 0.05 (15).

Multicollinearity Test

Test multicollinearity aims to test there is whether or not the relationship between variables free from model regression. A good regression model must show that there is no correlation between the variables independent. If variable free each other correlated, thenthe variable is not orthogonal and is an independent variable with a zero correlation value between independent variables. Multicollinearity was detected using tolerance and variance factor (VIF). Margin of error measures the variability of the selected independent variable that cannot be explained by other independent variables. Therefore, a low tolerance equals a high VIF value (since VIF = 1/tolerance), indicating high symmetry. Commonly used limits are equal to a tolerance of 0.10 or a VIF value of less than 10 (16).

Heteroscedasticity Test

Testnon-uniform variance aims to determine whether there is an inequality of variance of the observed residuals from the regression model to another. One way to approach heterogeneity is to look at the scatter plot between the predicted value (ZPRED) and residual (SRESID) of the dependent variable. B. Wavy, wide, then narrow, followed by non-uniform dispersion if there are points that form a certain regular pattern, such as: If the points above and below the number 0 on the y-axis spread without forming a certain pattern, then nothing happens heterogeneity (15).

RESULTS AND DISCUSSION

The Influence of Locus of Control and Workability on Work Effectiveness at the Pidie Regency Investment and One Stop Integrated Service Office

Data analysis was done using multiple linear regression to ascertain the impact of the variable Locus of control and work ability on the efficacy of the work at the Office of Investment and One Stop Integrated Services, Pidie Regency. Table 2 below shows the results in the following cases:

Table 2. Effect of Each Independent Variable Against Dependent Variable

Variable Name	B	Standard Error	Beta	tcount	t table	Sign
(Constant)	3,770	1.175		3,210	1,678	.002
X_1	0.425	,085	,441	5.022	1,678	.000
X_2	0.455	,074	,540	6,147	1,678	.000
Correlation Coefficient (R)		=0,897				
Coefficient of Determination (R2)			=0.805			
Adjusted R Squares		=0, 796				
F count		= 94.817				
F table = 3.20						
Sign F = 0.000						

Source: Processed Research Primary Data (2021)

Using the multiple regression model, the SPSS output above can be used to generate the following equation:

Y =3.770 + 0.425 X1 + 0.455 X2

From the multiple linear regression equation above, it can be explained as follows:

a. The constant value is3.770 means that if locus of control (X1), work ability (X2), is considered constant, then the effectiveness of work at the Pidie Regency Investment and One-Stop Integrated Service Office is 3.770.

b. The locus of control regression coefficient value is0.425it can be interpreted that every 1% increase in locus of control (X1) it will increaseThe effectiveness of work at the Pidie Regency Investment and One Stop Service Office is42.5%. It means happen effectiveness of work at the Office of Investment and One-Stop Integrated Services, Pidie Regency.

c. Regression coefficient valuework ability of0.455can be interpreted that every 1% increase inWork ability (X2) will increase the effectiveness of work at the Pidie Regency Investment and One Stop Integrated Service Office by45.5%. It means happeneffectiveness of work at the Office of Investment and One-Stop Integrated Services, Pidie Regency.

Based on the results of the analysis above, it can be concluded that of the two variables studied, it turns out that the variablework ability (X2) has the most dominant influence of45.5%on the effectiveness of work at the Office of Investment and One Stop Services in Pidie Regency. The relationship between the dependent and independent variables, namely locus of control (X1), workability (X2) on work effectiveness at the Pidie Regency Investment and One Stop Service Office with a correlation index of 89.7% This means that the relationship is very strong.

Then the index of determination of each locus of control variable(X1), work ability (X2) is 80.5%, this means that the two variables have a significant effect on work effectiveness at the Pidie Regency One Stop Integrated Service and Investment Service, and 19.5% which is influenced by other variables that are not investigated in this study.

Hypothesis Testing Results
F . Test

Test Simultaneous i or F test is a joint test to test the significance of the influence of the locus of control variable (X1), work ability (X2), on the work effectiveness variable (Y). The F test was conducted to see the effect of the independent variables on the dependent variable together (simultaneously). The proof can be explained as follows:

Table 3. F Test Analysis Results

Model		Sum of Squares	df	Mean Square	F	Ftable	Sig.
1	Regression	162,270	2	81.135	94.817	3.20	0.000
	Residual	39,362	46	,856			
	Total	201,633	48				

Source: Processed Research Primary Data (2021)

ResultsSimultaneous testing is obtained Fcount94.817> Ftable 3.20. Thus the results of this calculation can be taken a decision that accepts the alternative hypothesis (Ha) and rejects the null hypothesis (Ho), meaning that the locus of control variable (X1) and work ability (X2) together have a significant effect on work effectiveness on The Pidie Regency One Stop Integrated Service and Investment Service.

4.3.2.2 t test

PenThis test is to see the extent of the influence separately of each variable locus of control (X1) and work ability (X2) on the dependent variable (Y) based on the existing regression results, the t test is carried out by comparing the t count value with the t table with 5% error rate. The t-test was conducted to see the significance of the influence of the independent variables individually on the dependent variable (partially). Partial proof of the hypothesis can be explained as table 4.12 below, then it can be presented as follows:

Table 4. t test analysis results

Model		Unstandardized Coefficients		Standardized Coefficients	tCount	table	Sig.
		B	Std. Error	Beta			
1	Constant	3,770	1.175		3,210	1,678	.002
	Locus of control	0.425	,085	,441	5.022	1,678	.000
	Work ability	0.455	,074	,540	6,147	1,678	.000

Source: Processed Research Primary Data (2021)

a. Variable*locus of control*(X1) obtained tcount 5.022 > table1.678 and a significant value of 0.000 <0.05, so the null hypothesis (Ho) is accepted and the alternative hypothesis (Ha) is rejected. From the results of this t test, it can be concluded that the locus of control variable (X1) has a significant effect on the work effectiveness of the Pidie Regency Investment and One Stop Service Office.

b. Variablework ability (X2) obtained tcount 6.147 > ttable 1.678 and a significant value of 0.000 > 0.05, so the null hypothesis (Ho) was rejected and the alternative hypothesis (Ha) was accepted. From the

results of this t-test, it can be concluded that the workability variable (X2) has a significant effect on work effectiveness at the Pidie Regency Investment and One-Stop Integrated Service Office.

CONCLUSION

The conclusions from the results of research on "The influence of locus of control and work ability on employee effectiveness at the Pidie Regency Investment and One Stop Service Office" are as follows:

1. The work ability variable (X2) has the most significant influence on work effectiveness at the Investment and One Stop Service Office of Pidie Regency, with a dominant influence of 45.5%, according to the results of the analysis above.
2. The relationship between the dependent and independent variables, namely locus of control (X1), workability (X2) on work effectiveness at the Pidie Regency Investment and One Stop Service Office with a correlation index of 89.7% This means the relationship it is very strong.
3. Then the index of determination of each locus of control variable (X1), workability (X2) is 80.5%, this means that both variables have a significant effect on work effectiveness at the Pidie Regency Investment and One Stop Service Office, and of 19.5% which is influenced by other variables not examined in this study.
4. Simultaneous test results obtained Fcount 94,817 > Ftable 3,20. Thus the results of this calculation can be taken a decision that accepts the alternative hypothesis (Ha) and rejects the null hypothesis (Ho), meaning that the locus of control variable (X1) and work ability (X2) together have a significant effect on work effectiveness on Pidie Regency One Stop Service and Investment Office.
5. Locus of control variable (X1) obtained tcount 5.022 > ttable 1.678 and significant value 0.000 <0.05, so the null hypothesis (Ho) is accepted and the alternative hypothesis (Ha) is rejected. From the results of this t test, it can be concluded that the locus of control variable (X1) has a significant effect on the work effectiveness of the Pidie Regency Investment and One Stop Service Office.
6. The workability variable (X2) obtained tcount 6.147 > ttable 1.678 and a significant value of 0.000 > 0.05, so the null hypothesis (Ho) was rejected and the alternative hypothesis (Ha) was accepted. From the results of this t-test, it can be concluded that the workability variable (X2) has a significant effect on work effectiveness at the Pidie Regency Investment and One-Stop Integrated Service Office.

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