

Capability of Activity Planning Based on Organizational Citizenship Behavior to Accelerate Development

Muhamad Taher Rumoning¹, Sundjoto², Titis Istiqomah², Untung Tamsil³

¹ Regional Development Planning Agency, Fakfak Regency, Indonesia

² Mahardhika College of Economics, Surabaya, Indonesia

³ Regent of Fakfak Regency, Indonesia.

Abstract

The research aims to determine the capability factors of regional development activity planners in Fakfak Regency. The vast area of the district and the many technical problems for regions in Indonesia's frontier, outermost and underdeveloped regions; requires equitable and targeted development planning to accelerate economic development. Combination research with a qualitative-quantitative-qualitative design was carried out during 2023. Data was obtained through closed interviews using a questionnaire tool. The question grid in the questionnaire refers to the standard target answers, so that respondents' answers can be given a weight value. Weighting uses a scale of 1-10. Test the validity of the answers using the cross triangulation technique. The interview data was then analyzed using the SPSS statistical tool. The qualitative analysis description reviews the regression model based on the results of the analysis of the coefficient of determination (R-square). The research results show that the capabilities of development planners including: competence, integrity, innovation, motivation and empathy still need to be improved in order to achieve accelerated development evenly in Fakfak district. Budget planners still need to train themselves to be more focused on achieving the vision, mission and goals of the Fakfak Regency Government by implementing organizational citizenship behavior (OCB).

Keyword: *capability, OCB, accelerate development, planner, Fakfak*

Corresponding author:

pdklpi@gmail.com

1. Introduction

Fakfak Regency is included in the outermost, foremost and disadvantaged areas (3T) in the development planning cluster in Indonesia. Therefore, development planning must be designed in such a way as to make various breakthroughs and accelerate the achievement of development results, in order to catch up with other regions in Indonesia. According to (Bachtiar, Diningrat, Kusuma, Izzati, & Diandra, 2020) the Indonesian Government's efforts to accelerate digitalization should have helped access to information run more quickly, precisely and accurately. This is expected to erase the development gap that occurs at the center and regions. Thus, digitalization which has spread to regions on a massive scale must be utilized as well as possible by government officials in remote areas of Indonesia so that they can accelerate development in their regions evenly.

Fakfak Regency is a coastal area, where most of the land area is rocky hills, with vegetation of Papuan nutmeg (*Myristica arantea* Warb.). The coastal area facing the Seram Sea, according to (Sumarno & Indrianawati, 2011), and (Anonymous, 2022) is included in the fisheries management area with an exploration level that is still open. Furthermore (Ernas & Qodir, 2013) stated that the social order of the Fakfak community still highly respects customs, culture and differences in religious beliefs; Meanwhile, research results (Ismail, Arbakala, Jumadi, & Soedrijanto, 2023) report that the positive culture that has developed has united indigenous communities, traditional law communities and local communities in managing a sustainable blue economy. Blue economic resources represent the greatest potential from marine resource exploration and have encouraged communities to continuously improve their performance.

The Regional Development Planning Agency is a regional apparatus organization whose main task is to prepare short, medium and long term development plans in accordance with the

vision, mission and goals of regional government. According to (Lestari & Ghaby, 2018) the success of an organization is not only determined by the behavior of staff who carry out work according to their job description (in role behavior), but is also determined by other behavior and abilities outside their job description (extra role behavior). Therefore, in implementing organizational citizenship behavior, staff must understand the components of the tasks that must be carried out. Furthermore (Neena, Dinesh, & Vedantan, 2022) said there are five components that must be considered, namely: 1) Altruism, behavior together with colleagues in solving difficult operational tasks; 2) Conscientiousness, the behavior of working harder that exceeds the minimum requirements specified in the assignment; 3) Sportsmanship, behaving positively and not giving up easily in the face of limitations; 4) Courtesy, behavior to maintain good relationships and prevent conflict; and 5) Civic Virtue, responsible behavior and always participating in various activities. In other words, according to (Anwar, 2021), (Yusnita, Sunaryo, & Falentina, 2022), and (Arifin, Fuad, & Argadea, 2022) it is emphasized that organizational citizenship behavior is an inevitability of extra behavior that must be contributed voluntarily by staff. if the organization wants to progress and develop.

The research aims to determine the capability factors of regional development activity planners in Fakfak Regency. The vast area of the district and the many technical problems for regions in Indonesia's frontier, outermost and underdeveloped regions; requires equitable and targeted development planning to accelerate economic development.

2. Material and Method

Descriptive research uses a combination qualitative-quantitative-qualitative approach. Implementation time is 2023. Research locations include the offices of the Regional Development Planning Agency and several offices of Regional Apparatus Organizations in Fakfak Regency, West Papua province. Researcher experience of more than 5 years as head of development planning in collaboration with academics and the Regent as the highest leader in the district; really determines the suitability of the research implementation plan to achieve the research objectives.

2.1 Design Study

Researchers chose to use a multi-faceted approach to obtain data and conduct studies so that the resulting conclusions can provide empirical benefits to the Fakfak Regency Government. The research was a combination with a qualitative-quantitative-qualitative design carried out during 2023. Data was obtained through closed interviews using a questionnaire tool. The question grid in the questionnaire refers to the standard target answers, so that respondents' answers can be given a weight value. Weighting uses a scale of 1-10. Test the validity of the answers using the cross triangulation technique. The cross-triangulation in this study is specific; is a process of bringing research respondents together several times over different periods of time. This technique aims to find the truth from the consistency of answers and statements from respondents to the same question; At the same time, respondents can equate their perceptions in providing answers or research statements. According to (Zakaria, Widijatmoko, Iskandar Ladamay, & Petu, 2020) it is very important in research to carry out triangulation tests on the informants' answers. With triangulation, respondents will be tested for their honesty in providing answers or statements. Furthermore, according to (Leonard, Kusnoputranto, & Junita, 2020) this is very important for respondents' answers which will then be given assessment weight, so that they can be tested quantitatively.

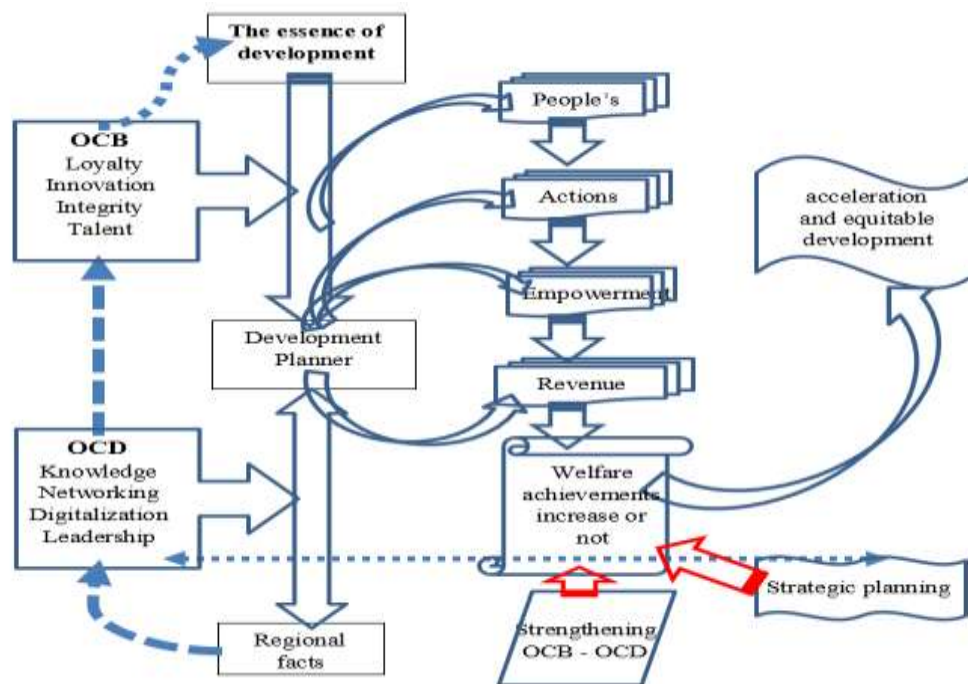


Figure 1. Desain study

2.2 Data Analysis

The research respondents totaled 134 people. Respondents were chosen deliberately (purposive sampling). The distribution of respondents is random based on their work, experience, character and level of education. All respondents understood the main duties and responsibilities of planning staff at the Regional Development Planning Agency. Apart from that, each respondent is also believed to be familiar with the empirical conditions of Fakfak district. The empirical conditions referred to are socio-economic conditions, infrastructure needs, existing limitations, as well as various specific things that indicate the characteristics of Fakfak district as part of the 3T area in Indonesia.

The variables analyzed are loyalty (X_1), innovation (X_2), integrity (X_3), and talent (X_4); all of which are components of organizational citizenship behavior. These four variables are considered the most necessary to be applied to every planning staff. This is based on preliminary studies and limited discussions between leaders of regional organizations, community leaders, traditional leaders and senior planning staff. The results of this preliminary study and discussion resulted in a tabulation of technical criteria and target answers from respondents; as a basic reference for converting information into research data.

Data obtained from information given a weight value; then analyzed using the SPSS statistical tool. The target to be discovered from this statistical analysis is the regression model equation which shows the relationship between each variable; as well as the coefficient of determination value.

3. Result

The results of data analysis show the regression equation model:

$$Y = 7.028 - 0.090X_1 + 0.126X_2 + 0.136X_3 - 0.025X_4$$

A positive constant value indicates that there is a unidirectional influence between the independent variable and the dependent variable. However, the loyalty variable shows more demands. Based on the model, it appears that even if the loyalty of planning staff is increased, it will not necessarily improve the performance of accelerating development in Fakfak district. The same thing also happens with the talent variable.

This model shows that loyalty and talent should receive more attention to be increased as high as possible, in order to improve planning performance. Considering that loyalty and talent are intrinsic factors in the personal assessment of each human resource, the selection process in placing state civil servants as planning staff must be carefully considered. The meaning is; Development planning at the Fakfak Regency Development Planning Agency requires planning staff who have superior loyalty and talent, compared to state civil servants assigned to other positions. If this can be realized, it is believed that it will further encourage higher innovation and integrity variables.

The R square value of 0.168 indicates the low category. Only 16.8% of the predictor variables can be used to explain the diversity of the model, while the remaining 83.2% are still influenced by other factors outside the predictor variables studied.

Likewise, the Adjusted R Square value is only 0.144, indicating the possibility that the regression equation model is not necessarily appropriate, or that there are still many other variables that need to be added because these other variables also influence the model. This is a logical consequence in empirical research; in which case the existing conditions of the locations assessed within the scope of the research are still underdeveloped, frontier and outermost areas of the territory of the Unitary State of the Republic of Indonesia.

Based on the empirical facts of the coefficient of determination, the planning staff at the Regional Development Planning Agency within the Fakfak Regency Government are basically still required to work harder, and still have to study more deeply the specific problems in their area in preparing development activity plans. There are still many external factors that can influence or influence the success and sustainability of development in the region. These external factors are the main obstacles that must be considered very carefully when preparing plans.

Some external factors that are empirically evident are: accessibility which is still difficult, changing microclimate conditions, social behavioral factors of society, unequal levels of economic welfare of society, low levels of technological mastery, limited access to information or the strong influence of information. still has the potential to mislead public knowledge, and so on.

4. Discussion

The activity planners at the Fakfak Regency Regional Development Planning Agency office have sufficient knowledge, recognition and understanding of the environmental characteristics of each village in all sub-district areas in Fakfak regency. The origins of the planning staff and experience of working in other Regional Apparatus Organizations with different places of assignment have provided sufficient knowledge in preparing activity plans, including budgeting. According to (Hendri, Ngadisah, & Kusworo, 2022) introduction of activity planning staff at the Regional Development Planning Agency to their work area, the socio-economic conditions of the community, as well as the specific needs of the region and community to develop themselves; is the key to success in creating activity plans that can solve regional problems.

The achievement of the coefficient of determination (R-square) value which is still in the low category shows that the implementation of organizational citizenship behavior still needs to be improved through various approaches. Another possibility is that the many problems in Fakfak district are very complex and each requires priority handling, which is something that requires the loyalty of planning staff to work harder.

For areas that meet the 3T criteria, such as Fakfak district; so almost every work program and budget proposed by the community is a priority. This requires carefulness, in-depth knowledge, and obedience from planning staff to remain focused on preparing plans in accordance with the activity roadmap that has been determined. Based on models; So the need

to focus on increasing the loyalty and talent of planning staff is the most important priority in organizing the organization of the Regional Development Planning Agency. Excellent planning staff who have loyalty, innovation, integrity and talent, all of which have positive values in the model, will be able to produce the best development planning outcomes as expected to accelerate development in Fakfak district.

Research (Nawing & Maristy, 2019) reports on the importance of the strength of human resource planners to make breakthroughs to accelerate development in regions so that they can catch up with other regions. Apart from that (Ra'is, Setyawan, & Dimus, 2020), and (Aisyah, 2021) reminded the importance of applying the principles of effectiveness and efficiency in regional development planning, so that development results are maximized and provide real benefits for the community.

Empirical facts show that there are still many planning results in the form of physical development in Fakfak district which have proven to be ineffective and inefficient. Concrete examples of these facts include: market development in villages, weak micro-scale downstream programs whose program implementation is incomplete, and so on. Therefore, the Government needs to implement a review of the development priority scale starting from the internal arrangement of planning staff at the Fakfak Regency Regional Development Planning Agency.

5. Conclusion, Implication, and Recommendation

The capabilities of planning staff at the Regional Development Planning Agency still need to be much improved. The loyalty and talent of planning staff within the Fakfak Regency Government must be filled with superior human resources, so that the planning process can produce better outcomes. This is very fundamental in order to catch up with the development of Fakfak Regency compared to other more advanced areas in Indonesia. The implications of the research results can be the basis for increasing the capabilities of planning staff. Capability enhancement can be done through various mechanisms that can be carried out based on the results of further research after this research. The Fakfak Regency government needs to carry out a review in terms of stricter selection in the process of appointing planning staff at the Regional Development Planning Agency.

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