

The Influence of the Integrity Zone (ZI) and Corruption-Free Area (WBK) on Performance of Jember State Property Service and Auction Office

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Abstract:- This study aims to examine the effect of the Integrity Zone Variable and the Corruption Free Area Variable on improving agency performance. The author collected 53 questionnaires from respondents who are employees of the Office of State Wealth and Auction Services (KPKNL) Jember. The research method used multiple linear regression analysis. The results showed that partially, the integrity variable did not have a significant effect on the agency performance variable. Meanwhile, the corruption-free area variable has a significant and positive effect on agency performance. The results of this study are expected to be able to support stakeholders in KPKNL Jember to develop and implement standards for the integrity zone and corruption-free area in a concrete manner, so that the performance achievements of agencies can continue to increase. This is because this agency is an important government agency in increasing state revenue.

Keywords:- Integrity Zone, Corruption-Free Area, Agency Performance.

I. INTRODUCTION

Currently, there is a lot of discussion about the Integrity Zone (ZI) and the Corruption Free Area (WBK). In many agencies, standing banners are displayed with the words Zone of Integrity and Areas Free from Corruption. Integrity Zone (ZI) is a predicate given to government agencies whose leaders and staff are committed to realizing WBK/WBBM through bureaucratic reform, especially in terms of preventing corruption and improving the quality of public services. And the Corruption Free Area (WBK) is a predicate given to a work unit that fulfills most of the change management, management arrangement, HR management system arrangement, strengthening supervision, and strengthening performance accountability. (Regulation of the Minister for Empowerment of State Apparatus and Bureaucratic Reform Number 52 of 2014 in conjunction with Number 10 of 2019 concerning Guidelines for the Development of Integrity Zones Towards a Corruption-Free Area and a Clean Bureaucratic Area Serving in Government Agencies).

The Integrity Zone (ZI) is a designation or predicate given to K/L and Local Governments whose leaders and staff have the intention (commitment) to realize WBK through efforts to prevent corruption, reform the bureaucracy and

improve the quality of public services. For example, in 2019, the Ministry of Finance of the Republic of Indonesia became the largest institution that received the WBK/WBBM predicate. Of the total 2,246 proposed agency units, as many as 155 units are from the Ministry of Finance. And the most from the Directorate General of Treasury (DGT) as many as 72 units. The question then is, when will the agency become the Integrity Zone? The Integrity Zone in the agency can be achieved if all units in the agency have become a Corruption Free Area (WBK). Ministerial Regulation Number 52 of 2014, Number 10 of 2019 concerning Guidelines for the Development of an Integrity Zone towards a Corruption-Free Area and a Clean Bureaucratic Area Serving in Government Agencies only regulates how to become a WBK, as if by becoming a WBK an integrity zone has been formed and an integrity zone is enough with the declaration.

In 2019 the Jember State Property and Auction Service Office (KPKNL) became one of the selected agencies within the Ministry of Finance and received the WBK (Corruption Free Area) title given by the Ministry of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia. In 2019 the Ministry of Finance (Kemenkeu) became the agency that received the most awards, as many as 155 units at the Ministry of Finance received the WBK/WBBM predicate (144 work units won the WBK predicate and 11 work units won the WBBM predicate) out of a total of 308 units proposed to be assessed in This means that the Ministry of Finance received 30.6% of the total number of awards this year, which is 155 out of 506. The unit that received the 2019 WBK/WBBM predicate came from the Secretariat General (Setjen) as many as 1 unit, the Directorate General of Budget (DJA) as many as 1 unit, the Directorate General of Taxes (DGT) as many as 36 units, the Directorate General of Customs and Excise (DJBC) as many as 26 units, the Directorate General of Treasury (DJPB) as many as 72 units, the Directorate General of State Assets (DJKN) as many as 18 units and the Directorate General of Balance Finance (DJPK) as much as 1 unit. To date, there are a total of 208 work units with WBK predicate and 23 work units with WBBM predicate within the Ministry of Finance of the Republic of Indonesia.

In order to achieve the goals of the organization, the role of human resources is very important, considering the roles and responsibilities carried out by human resources to participate actively in the framework of running the

organization's wheels, because it is very impossible if an organization can run well without any human resources in it. In order to be able to carry out its functions properly, it requires the ability and correct understanding of the tasks and functions that are carried out Gibso, et.al (1997). The role of leaders and employees in an organization is an important synergy in order to support agency performance, both in order to increase work motivation and employee competence as well as in order to build an effective, dynamic, harmonious, and quality work system. The demand for service quality, high performance, of course must be supported by good quality human resources.

Research on the integrity zone and WBK comprehensively is still rarely done. The results of the study Sucipto, et. al (2019) found that employee ethics and public services had a significant effect on the implementation of the Integrity Zone. Meanwhile, research findings from Hapsari, et. al (2019) found that of the five indicators for the implementation of the Development of Integrity Zones and Corruption-Free Areas, two of them are still considered not good, namely M&E reporting depends on the making of SKP (Employee Performance Targets) implemented. every 6 months because employees are less concerned in supporting the making of SKP, employees are negligent in filling out SKP, even making SKP is done en masse by one person. In the implementation of a corruption-free area and a clean and serving bureaucratic area, there are still many problems that need to be resolved. The predicate owned by the agency, whether WBK or WBBM will bring changes to the performance of the agency or vice versa.

The phenomenon of this decline in organizational performance occurred at the Jember Regency State Property and Auction Service Office (KPKNL). KPKNL Jember has received the WBK predicate since 2019. However, based on the performance assessment, there was a decrease in performance achievement from 2019 by 106.27%, while in 2020 it was 97.88%. The decline in performance in 2020, the most significant in the percentage of auction proceeds, an achievement of 53.6% and the percentage of state revenue from state wealth management and auctions, an achievement of 75.1%.

II. LITERATURE REVIEW

Previous studies on employee performance, integrity zones and corruption-free areas have been studied before. The application of the integrity zone has previously been studied by Sucipto, et. al (2019). In the research conducted by Setiawan (2020), the integrity zone is the ultimate goal, not the WBK, the WBK is a process of a way to make Ministries/L/Regions into an integrity zone. For Husin (2019), important points that need attention towards WBK are commitment, integrity zone, and supervision.

More research related to performance, both the performance of the company and employees. Abdullloh (2006) makes employee performance as the dependent variable with the results of organizational culture, locus of control, and job satisfaction directly have a positive and

significant influence on employee performance. Haerudin (2006) examined the company's performance, where the factors that directly influence are service culture in the organization, activity control, and leadership, and employee service behavior. Employee service behavior in this study was also treated as an intervening variable. Husnawati (2006), the quality of work life has a direct and indirect influence on performance.

Edwardin (2006), communication competence, emotional intelligence and organizational culture have a positive and significant effect on employee performance, organizational culture has the greatest influence on employee performance. In 2012, a similar study on factors affecting employee performance was conducted by Baharuddin and Rayadi. Baharuddin (2012), the results of his research show that compensation and motivation have a positive and significant effect simultaneously on employee performance, while Rayadi (2012) human resources improve employee and company performance.

In 2017 there was a study conducted by Rahmi and Anggraini (2017), the results of the research showed that together the variables of job relevance information, social desire and employee participation had an effect on employee performance. Rayadi (2012), human resources improve company and employee performance. Another study was also conducted by Wandu, et. al (2019), the results of this study indicate that communication has a positive and significant effect on employee performance. Meanwhile, Rukhayati (2018), partial motivation has a significant effect on employee performance, while work discipline partially has a significant effect on employee performance at the Talise community health center.

III. DATA

The main data used in this study is primary data obtained from questionnaires given to all employees of KPKNL Jember who are Civil Servants (PNS) and Non PNS. In addition to primary data, this study also uses secondary data in the form of written evidence (documentation), reports from researchers and agencies related to research, agency manuals in the form of general descriptions, mottos, vision and mission, legal basis, main tasks and functions, and institutions obtained from KPKNL Jember.

IV. METHODOLOGY

The variables used in this study are the independent variable and the dependent variable. The independent variable in this study is the Zone of Integrity or ZI. The ZI referred to in this study includes the implementation or efforts to prevent corruption related to the anti-corruption system and the quality of public services. Another independent variable is the Corruption Free Area or WBK. WBK is a predicate given to a work unit that fulfills most of the change management, management arrangement, HR management system arrangement, strengthening supervision, and strengthening performance accountability. In the questionnaire/questionnaire that will be distributed by researchers using a closed

questionnaire/questionnaire by using several alternative answers where the dimension of the Corruption-Free Area (WBK).

Data analysis in this study used multiple linear regression analysis, with hypothesis testing using the F test, t test, and the coefficient of determination test, before testing the data analysis and hypothesis testing, the data has been confirmed to test the instrument through validity and reliability tests. Then proceed with the classical assumption test which includes normality test, multicollinearity test, and heteroscedasticity test.

V. RESULT AND DISCUSSION

Characteristics of respondents in this study were taken based on gender, employee status, division in work, and length of work. Based on gender, male employees dominate with a total of 88.7% of the total sample of 53 people. This shows that there is still a role gap based on gender, men are still considered competent in field matters and women are only considered supporters in administrative matters. Based on employee status, employees with civil servant status dominate with a total of 69.8%, this shows that the number of employees with civil servant status is considered to be able to

support the improvement of the performance of the Jember KPKNL which requires experts according to the scientific background obtained from various education and training which is only intended for civil servant employees. Based on the division, employees of the general division answered the questionnaire the most, this was due to the need for management support in the general department. And finally, based on age group, the most age groups who answered the questionnaire were the age group of 30-39 years. This shows that many employees are of productive age with high performance spirit and service innovation to stakeholders according to current needs.

The validity test as the first data instrument test shows that all r items from the analysis result are greater than r table or greater than 0.2706, so it can be concluded that each question item from the questionnaire is valid. Reliability test with Cronbach's Alpha value of each variable, and overall gives results greater than the critical value of reliability. This shows that the instrument variable used is reliable or meets the requirements. Likewise with the classical assumption test, the data of this study have been tested and the results of the classical assumption test show that the data are normally distributed and free from symptoms of multicollinearity and free from symptoms of heteroscedasticity.

TABLE 1. Regression Estimation Output Results.

Unstandardized Coefficients				Standardized Coefficients		
Model	B	Std. Error	Beta	T	Sig.	
1 (Constant)	10.342	3.406		3.037	0.004	
X1	0.005	0.028	0.016	0.185	0.854	
X2	0.152	0.152	0.793	9.049	0.000	

From the regression equation can be interpreted as follows:

- Whereas if the Integrity Zone and WBK variables are constant or X = 0, then the Performance of the Jember State Assets and Auction Service Office (KPKNL) is good so that in general, the independent variables of the Integrity Zone and the Corruption-Free Area Variable have a positive influence on the dependent variable of the Performance of the Jember State Assets and Auction Service Office (KPKNL).
- The Integrity Zone Variable (X1) has a positive effect on the Institutional Performance variable. This means that if an Integrity Zone is implemented, good agency performance will be created. The integrity zone variable is related to the quality of public services and bureaucratic reform. Theoretically, the better the quality of public services and bureaucratic reform, the better the performance of the agency will be.

- Corruption-Free Region Variable (X2) has a positive effect on agency performance variables. This means, if a corruption-free area is implemented, the agency's performance will be achieved. The area variable free from corruption has a significant effect on the agency's performance variable with a significance value of 0.000 which is smaller than the alpha value of 0.005. Regional variables free from corruption are related to work culture, human resources and performance accountability. The more the work culture in an agency increases, competent human resources, and accountable performance, the performance of the agency will be achieved.

The coefficient of determination is used to determine how big the contribution of the influence of the independent variable to the dependent variable is. The value of the coefficient of determination can be seen in the table below:

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,790 ^a	,625	,610	1,28431	2,334

TABLE 2. Determination Coefficient Results

From table 2 above, it is known that the coefficient of determination or Adjusted R Square is 0.610 indicating that the contribution of the Integrity Zone and Corruption-Free Area variable to the Institutional Performance variable is 0.610 or 61%. This means that the Integrity Zone and the Corruption-Free Area have an influence contribution to the Performance of the Agency by 61%. While the remaining contribution of 39% can be influenced by other variables that

have not been studied, namely in the form of education level background variables and work motivation variables which will be suggested for further research.

To determine the effect of each independent variable (Integrity Zone and Corruption-Free Area) then the t-test was conducted. The results of the t test can be seen in the table below:

TABLE 3. T-Test Results

Coefficients ^a						
		B	Std. Error	Beta		
1	(Constant)	10.342	3.406		3.037	0.004
	X1	0.005	0.028	0.016	0.185	0.854
	X2	0.152	0.017	0.793	9.049	0.000

From the results of multiple linear regression analysis above, it can be concluded:

TABLE 4. T-Test Conclusion

Variable	T-Count	T-Table	Sig.	Conclusion
ZI	0.185	2.00856	0.854	Not Significant
WBK	9.049	2.00856	0.000	Significant

To find the value of t table, it is necessary to find the value of df first. Calculation of the df value using the formula $df = n - k - 1$ ($53 - 2 - 1 = 50$), with an alpha (nilai) value of 0.005, the t table value is 2.00856. From table 4 above, it can be seen that the comparison of the value of t count and t table of the integrity zone variable is $0.185 < 2.00856$. And the significance value, $0.854 > 0.005$. It can be interpreted that the integrity zone variable partially has no significant effect on the performance of the KPKNL Jember agency.

has a significant effect on the performance variable of the KPKNL Jember agency.

Meanwhile, for the corruption-free region variable, the comparison between the t-count and t-table values is $9.049 > 2.00856$. And the significance value is $0.000 < 0.005$. It can be interpreted that the area variable free from corruption partially

The feasibility test of the model or more popularly called the F test is the initial stage of identifying the estimated regression model that is feasible or not. Appropriate here means that the estimated model is suitable to be used to explain the effect of independent variables on the dependent variable. The name of this test is referred to as the F test, because it follows the F distribution whose test criteria are like One Way Anova. The F test is used to determine the effect of the independent variables together on the dependent variable. The results of the F test can be seen in the table below:

TABLE 5. F-Test Results

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	137,339	2	68,669	41,632	,000 ^b
	Residual	82,472	50	1,649		
	Total	219,811	52			

From table 5 above, it is known that the prob value. The calculated F (significant value is 0.000 less than the 0.05 significance level, so it can be concluded that the estimated linear regression model is feasible to use to explain the effect of the Integrity Zone and WBK variables on the Performance Variables of the KPKNL Jember Agency. Or it can be said that the Integrity Zone variable and the variable WBK jointly affects the Performance of the KPNKL Jember Agency.

Guidelines for the Development of an Integrity Zone towards a Corruption-Free Area and a Clean Service Bureaucratic Area. The hope is that human resources who work in the government sector can act professionally and serve the community with a sincere heart.

VI. CONCLUSION

In order to increase public satisfaction with the quality of public services, the government makes regulations through the Minister of State Apparatus Empowerment Regulation Number 52 of 2014. Number 10 of 2019 concerning

The results of this study indicate that the performance of the KPKNL Jember Agency is influenced by the Predicate of the Integrity Zone and the Corruption-Free Area. While the conclusions based on the relationship between the variables in this research are explained as follows:

1. Simultaneously the Integrity Zone Variable and the Corruption-Free Area Variable have a significant influence on the performance of the KPKNL Jember Agency.

2. Partially, the Integrity Zone Variable has no significant effect on the Performance Variable of the Jember KPKNL Agency. The reason is the reduced intensity of public services due to the Covid-19 pandemic. Theoretically, the better the integrity zone predicate, the higher the performance of the agency. Besides that, integrity has actually been formed through the provisions and the employee code of ethics which has been implemented at all times by all employees.
3. Meanwhile, the Corruption-Free Region variable has a significant effect on agency performance. When an agency gets the title of a corruption-free area, the relevant work unit is given the freedom to work properly in accordance with the provisions of the legislation, no longer being charged with certain deposits or orders from any party. What happened next was the increasing performance of the agency.

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