

**A influência do aspecto de coordenação e supervisão para a eficácia da Organização na
Área de Administração Governamental de Banyuasin**

**The influence of coordination and supervision aspect toward effectiveness of
Organization in Governmental Administration Area of Banyuasin**

**La influencia del aspecto de coordinación y supervisión hacia la eficacia de la
Organización en El Área de Administración Gubernamental de Banyuasin**

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Resumo

Esta pesquisa tem o objetivo de analisar a influência da coordenação e supervisão na efetividade organizacional da área governamental do distrito de Banyuasin e visa obter os dados dessa análise. parte dos problemas fundamentais de baixa eficácia organizacional da área de administração governamental, instituições técnicas regionais e departamentos governamentais da regência de Banyuasin. Este pensamento veio da Coordenação e Supervisão da Eficácia Organizacional da Área Administrativa do Governo, Instituições Técnicas Regionais e Departamentos Governamentais da Regência de Banyuasin, ainda não implementados. A abordagem deste estudo refere-se ao contexto da teoria da coordenação e supervisão e também à Eficácia Organizacional como parte do escopo da Administração Pública. O método de pesquisa utilizou pesquisa qualitativa, quantitativa e explicativa, com análise técnica da Modelagem de Equações Estruturais (SEM), enquanto a população da Área Administrativa do Governo, Instituições Técnicas Regionais e Departamentos Governamentais da Regência de Banyuasin. Os resultados da pesquisa mostram a necessidade de realizar pesquisas adicionais sobre a necessidade de otimizar a melhoria da influência da Coordenação e Supervisão para a Eficácia Organizacional da Área Administrativa do Governo, Instituições Técnicas Regionais e Departamentos Governamentais na Regência de Banyuasin, como visto da perspectiva da Administração Pública. Isso é demonstrado pela existência de diferentes variáveis que influenciam a eficácia organizacional da coordenação e

supervisão para a eficácia organizacional da área administrativa do governo, instituições técnicas regionais e departamentos governamentais na regência da banyuasina.

Palavras-chave: Administração Pública; Coordenação; Supervisão; Eficácia organizacional.

Abstract

This research has a purpose to Analyze Coordination and Supervision influence toward Organizational Effectiveness in Governmental Area of Banyuasin District and intended to obtain the data from that analysis. starts from the fundamental problems of low Organizational Effectiveness of Governmental Administration Area, Regional Technical Institutions and Governmental Departments in the Regency of Banyuasin. This thought to have been came by Coordination and Supervision to Organizational Effectiveness of the Government Administrational Area, Regional Technical Institutions and Governmental Departments in the Regency of Banyuasin, not yet implemented. The approach in this study refers to the context of the theory of coordination and supervision also Organizational Effectiveness as part of the scope of Public Administration. The method of research used qualitative-quantitative and explanatory survey research with technical analysis Structural Equation Modeling (SEM), while the population of the Government Administrational Area, Regional Technical Institutions and Governmental Departments in the Regency of Banyuasin. The result of the research shows the need for the undertaking of further research regarding the need to optimize the improvement of the influence of Coordination and Supervision to Organizational Effectiveness of the Government Administrational Area, Regional Technical Institutions and Governmental Departments in the Regency of Banyuasin as seen from the perspective of Public Administration. This is shown by the existence of different variables which influence Organizational effectiveness of Coordination and Supervision to Organizational Effectiveness of the Government Administrational Area, Regional Technical Institutions and Governmental Departments in the Regency of Banyuasin.

Keywords: Public Administration; Coordination; Supervision; Organizational effectiveness.

Resumen

Esta investigación tiene el propósito de analizar la influencia de la coordinación y la supervisión hacia la efectividad organizacional en el área gubernamental del distrito de Banyuasin y tiene la intención de obtener los datos de ese análisis. parte de los problemas fundamentales de baja eficacia organizativa del área de administración gubernamental, las instituciones técnicas regionales y los departamentos gubernamentales en la regencia de

Banyuasin. Este pensamiento fue realizado por Coordinación y Supervisión para la Efectividad Organizacional del Área Administrativa Gubernamental, Instituciones Técnicas Regionales y Departamentos Gubernamentales en la Regencia de Banyuasin, aún no implementado. El enfoque en este estudio se refiere al contexto de la teoría de coordinación y supervisión y también a la Efectividad Organizacional como parte del alcance de la Administración Pública. El método de investigación utilizó investigación de encuesta cualitativa-cuantitativa y explicativa con análisis técnico del Modelo de ecuaciones estructurales (SEM), mientras que la población del Área Administrativa del Gobierno, las Instituciones Técnicas Regionales y los Departamentos Gubernamentales en la Regencia de Banyuasin. Los resultados de la investigación muestran la necesidad de realizar más investigaciones sobre la necesidad de optimizar la mejora de la influencia de la Coordinación y Supervisión en la Efectividad Organizacional del Área Administrativa del Gobierno, las Instituciones Técnicas Regionales y los Departamentos Gubernamentales en la Regencia de Banyuasin como se ve desde la perspectiva de la Administración Pública. Esto se demuestra por la existencia de diferentes variables que influyen en la efectividad organizacional de la coordinación y supervisión para la efectividad organizacional del área administrativa gubernamental, las instituciones técnicas regionales y los departamentos gubernamentales en la regencia de Banyuasin.

Palabras clave: Administración Pública; Coordinación; Supervisión; Efectividad organizacional.

1. Introduction

Developed and independent quality of human in Indonesia should be obtained as the reflection of comprehensive improvement on human resources quality in office. The quality of working process, services and the effectiveness of organization depend on the availability of infrastructure inside organization and the most important and decisive actor is ability of employee to manage the organization.

The implementation of employee through development acceleration will always face an obstacle and it should be anticipate as early as possible. Acceleration done with a purpose to make an organization and provided resource can remain effective and efficient. Change and high development growth should be followed with equitable distribution of development results. The appearance of regional autonomy and the change on government organization

system management from centralization to decentralization change the work pattern and thinking pattern of government bureaucracy apparatus. That is why the phenomenon of change can cause positive and negative implication. Thus, followed by the improvement of public demand for government, it gain some purposes of: (1) Government which is free from corruption attempt; (2) Professional Apparatus; (3) satisfying service quality; (4) uncomplicated process of bureaucratic; (5) prioritizing public interest, and other factor which pushed into the general progress that has been wanting by all sides.

Nowadays, development policy should be consistent to the regulation as the effort to have the same chance on developing the result equally. Development result will effectively achieve, implemented under certain coordination and the effort of organizational supervision which is related to areaal condition. In this case, coordination and organizational supervision is an important factor to support the effort of making an entire of organizational effectiveness, therefore the implementation of organization and supervision can help to achieve the purpose as what it already planned.

Koonzt (Koonzt, 1989) defined coordination as below: *“Coordination, Achieving harmony of individual and group effect the accomplishment of group purpose and objective”*

Coordination intended as the important function of organization and has been standardized as the aspect of organizational success to combine one organizational work unit to other unit. Every unit has to understand cohesiveness of steps and motion to reach the right outcomes. Inside that organization there is a regulation to gain a unity and divided an integrated duty to every people and group as efficient as possible. Coordinated activities is possible to create the right step in order to make all the involved part have no misunderstanding and headed to the right direction as what have been ordered by coordinated superior. Besides, it needs the right organizational way to simultaneously moved to a success, and it needs regular supervision of every unit.

According (Koonzt, O`Donnells, & Weihrich, 1996) Controlling is the measuring and correcting of activities of subordinate to assure that event conform to plans

The opinion above stated that supervision is an effort of superior to employee to observe how they work and finishing their duty. This supervision as an implementation of organizational function to improve the effectiveness of organization in achieving it purposes.

Supervision is an important function in organization which has influence on the improvement of organizational effectiveness, especially public organization which gives a

service for public. Supervision is activities of observing and reporting the result to superior. Supervision also has a meaning to supervised, corrected and observed the way of working of every employee to avoid any unintended regulation wheter for public needs or private needs

Every employee need to be regularly supervised on every duty they done, therefore they will have responsibility on their way implementing the obligation. Supervision as an organic function, must be done based on it organizational hierarchy. The implementation of the right supervision is a reflection of managerial effectiveness from boss to his employee professionally without grading personal relation

What it means by organizational effectiveness is condition that shows the succesful on doing their duty and gain the certain purpose. In this case, an organizational level must be measured on doing the duty and gaining the target based on the produced quantity and quality related to the current regulation. Besides, Organizational effectiveness also contain of employee working process in order to make employee consistently doing his work based on schedule and defined target.

Related to the problem of Organization Effectiveness, Harits (Harits, 2004), doing the research of organization effectiveness region retribution tax in Income Office Region of West Java stated that “Organization effectiveness depends on the ability of structural employee on managing a work and creating coordination and supervision of every unit. This research result showed that human resources still weak and facilities from region institute on managing regional retribution still not optimal yet”.

Result of the research above can be an outlook of another researcher to studying the effectiveness of organization in Governmental area of Banyuasin District. Governmental department as the aspect of implementation on a region led by head of department and have a responsibility to a regent through regional secretary. Based on Governmental decree number 6/2001 regarding the organization and oficial working procedures in Banyuasin district have a main obligation to doing the duty of regional autonomy authority based on it responsibility subject (Lembaran Daerah Kabupaten Banyuasin, 2001).

Based on the function and the duty o each unit that has been regulated inside regional decree, organizational unit in Governmental area of Banyuasin district experienced a problem on field based on the task map they have been faced. The main problem which burdens every unit is that they have not getting full support of facilities.

An early research result indicated the problem of the effectiveness of organization in departments, office, secretariat in Governmental area of Banyuasin has not right of working on their duty and the criteria of organizational effectiveness is still weak, and it consist of:

1. Weak organization work production. Example: on the process of making IPPT (Land Use Allocation Permit) in BAPPEDA by citizen, BAPPEDA took too much duration, it should be end by 20 IPPT / a day, but they are only able to make 5 IPPT a day
2. The level of community service satisfaction is low. Example: in Regional supervisory institution, there are policy deviations by organizational units, related to services for citizen, it should be free charge, one of it is when citizen want to make their identity card, it should be free of charge.

Based on the background above, statement of problem is the effectiveness of organization in Governmental Area of Banyuasin District still low. It is expected because there is no right coordination and supervision toward the effectiveness of organization in Governmental Area of Banyuasin District

This research has a purpose to Analyze Coordination and Supervision influence toward Organizational Effectiveness in Governmental Area of Banyuasin District and intended to obtain the data from that analysis.

2. Theoretical Framework

Management is the main aspect on the implementation of administration. Administration is a main managing system of the entire organization, while management is a sub-chapter of administration. As it generally known, that management is the process of activation to reach a planned activity before. To reach a certain purpose, it need some infrastructure, facilities and the aspect of management. According to Ya'qub (Ya'qub, 1994) management expert often formulated the aspect of management which is known as "The Six M in Management"

1. *Man*. Man decided the purposes and Man as the subject of the process to gain their own purposes.
2. *Money*. In Modern world, money as an exchange tools and it needed to reach certain purposes beside the man aspect.

3. *Methods*, is a way of doing a job in order to each the purpose
4. *Materials*. This materials aspect is important, because man cannot do anything without materials and tools.
5. *Machines*. Machines has significant role in this modern era. Machines bring simplicity on every kind of activities, shorten the work time to make something and gain more benefit
6. *Market/service*. Services is an important point of organizational success, because the organizational success depend on how human make a service and using the product or the term of every society that will gain a good feedback

Management aspect above is the defining factor of organizational success on achieving a purpose. Coordination and Supervision is a concept of administration and management in organization as a basic, a place to interact for every member and doing an activity with each other by creating cooperation through coordination as the way to adjust and unite some different subject. That argumentation in line with the opinion of Sugandha (Sugandha, 1991) who stated that: “Coordination has a purpose to directing the implementation of organization in order to make it directed, integrated, right for the target even though there are some opposite unit inside which have different duty and function

Based on the opinion above, it can be seen that the purpose of organization is to harmonizing the movement, and all the work progress will be correctly directed, integrated and related to each function and duty of each unit. Basically, coordination in government is an effort to integrate various interests which is related to each other motion, step and time to achieve a goal together as system in organization. And those entire steps should be directed to coordination principle that stated by Pamudji (Pamudji, 1994) there are four main principles in coordination:

1. Coordination has to start from the basic step.
2. Coordination is continuity process
3. As long as possible, Coordination should consist of everyone thinking.
4. Differences is a view that should be openly stated and observed on it relation of the entire situation.

Those four principles is the main on implementing organization in order to make simultaneous movement and step of coordination can be done based on the target. Besides, coordination success will be more maximal if it guided based on the right supervision. Actually, the implementation of supervision has purpose to control an organizational success to achieve the target. This is in line with the opinion of Koonzt and O'Donnel inside Lubis (Koonzt et al., 1996) indicated that "Supervision has a purpose to scoring and as correlation of working implementation by employee within the purpose of gain a truth and guarantee that organizational purposes has been achieved"

Based on governmental management context, supervision means supervising all the duty of employee. Thus, there will be no mistakes, good technique and procedural. According to Winardi (Winardi, 1993) there are some dimension needed to make supervision process success:

1. Measuring the result of employee duty (Supervision Standard)
2. Comparing the result of duty within standard and ensuring the difference.
3. Correcting any deviation through improvement.

The dimensions above are important dimension of an effective supervision and can be used to improve the effectiveness of organization. Thus, the optimal work result can be gain based on the standard of organization. According to Steers in Jamin (Steers, 1985) stated that "the measurement of effectiveness is an effort of achieving a purpose as what planned before".

Based on the opinion above, it can be indicated that achieving any purpose will be depend on it previous activities. According to Gibson in Andriani (1996: 32), organizational effectiveness has criteria as below:

1. *Productivity* described an ability of organization to produce a certain amount and output quality which is related to the areaal demand.
2. *Efficiency* Defined as ratio number between output and input. The efficiency standard contain of rate of return on capital or assets, cost of each unit, inactive machine period, etc.
3. *Satisfaction*. In the arrangement of organizational concept as social system which needs to pay attention on its benefit. Satisfaction and passion of work is the same term to

indicates how far an organization obtains their employee needs.

4. *Adaptability*. the ability to adapt regarding how far an organization can react to the internal and external change. If an organization can not adapt with his area, then it will destruct his life.
5. *Development*. Organization has to invest for him self to improve his ability to survive for a long time.

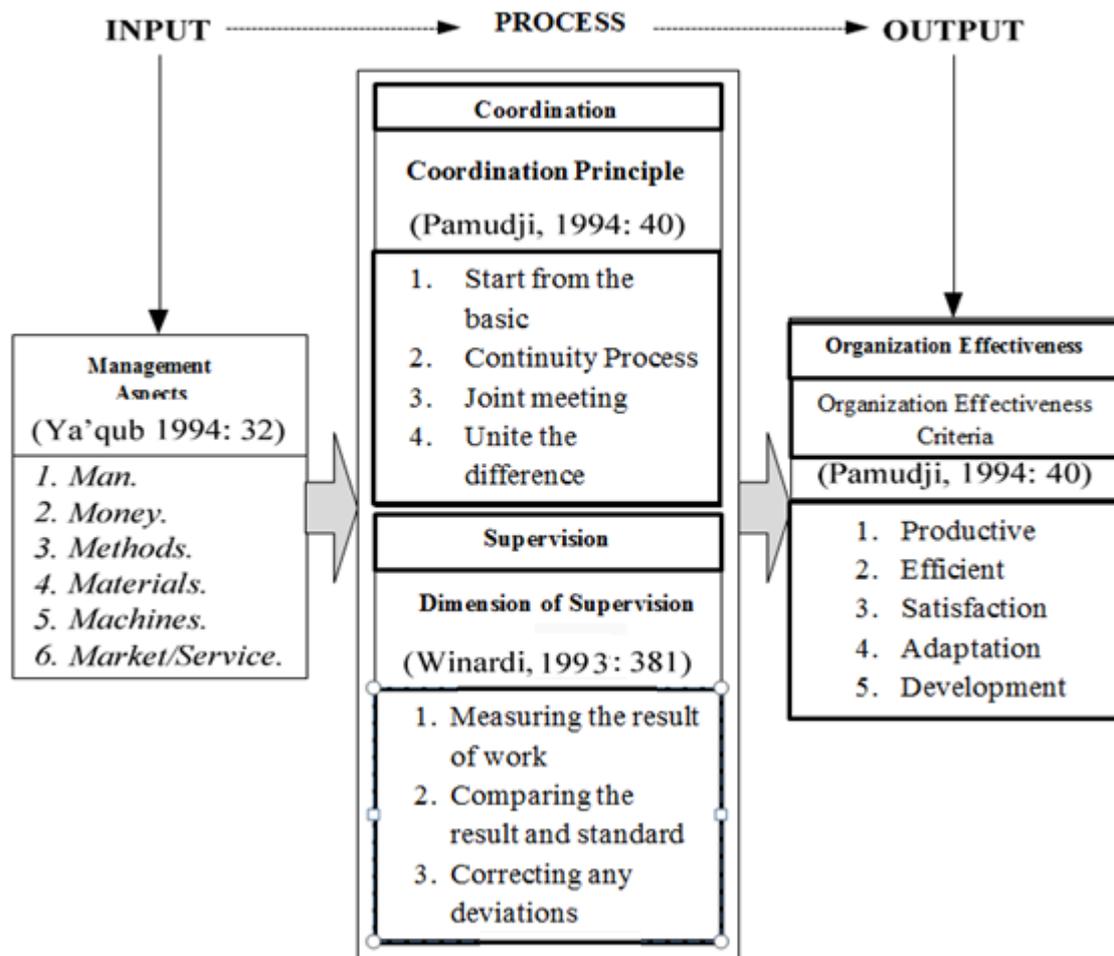
Effectiveness should be seen as continuity process and not the final condition. Moving, directing and maintaining the effort of worker which directed to achieve a goal ask a duty that will never be finished but always proceed as continuity. Based on several view above, it described coordination as an important variable that will support the success of organization. Thus, supervision variable is an important side for achieving Organization effectiveness.

After coordination principle and supervision dimension being explained, the next aspect is related to dependent variable and independent variable. Suganda (1991:22) stated that “Coordination and Supervision is two vital function of organization to achieve the purpose of organization”.

The relation between coordination variable and supervision stated by Harits (2004: 118) “leadership success in achieving the purpose of organization depends on the effectiveness of coordination and supervision, therefore organization will slowly developed and the effectiveness of organization work will be improved”.

Based on that opinion, the relation between each variable can be described based on the paradigm on Figure 1

Figure 1 - Coordination, Observation and Effectiveness of Organization.



Source : (Pamudji, 1994; Winardi, 1993; Ya'qub, 1994)

Based on the figure above, explain how input become process and then continue to output. In input, there are six Management Aspect become coordination principle and finish on Organization Effectiveness Criteria.

3. Hypothesis

Based on the problem identification and theoretical framework above, researcher obtains the hypothesis as below:

1. Coordination and Supervision and the Effectiveness of Organization in Governmental area of Banyuasin effectively implemented.
2. The amount of Coordination and Supervision has an influence toward the organizational

effectiveness in Banyuasin Governmental area.

3. The amount of coordination principle come through: Coordination principle begins from the very start, coordination principle is continuity process, and Coordination should be an encounter of every principle and different principle. Coordination principle should be openly stated and observed on it relation within the influence toward the effectiveness of organization in Governmental area of Banyuasin District.
4. The amount of supervision dimension comes through: dimension to measure the result of work, dimension to compare the standard result of work and assuring the difference and the dimension to correct the storage that not suitable to influence the organizational effectiveness in Governmental area of Banyuasin.

4. Methodology

In this research, the methodology used is an *explanatory* survey. Population of this analysis is organization in Governmental area of Banyuasin district within the target population or respondent from officer in Governmental area of 464 people.

Data Collection used in this analysis is: (1) literature study, study within literary work or written source which have relation to the related research; (2) Observation, is collection data technic which done by field observation through the research object by doing question and answer to structural officer. (3) Interview, is data collection technique by doing question and answer session with Banyuasin Region secretary; (4) questionnaire, is primary data collection technique which submitted to Secretariat officer, regional technical institution and service in governmental area of Banyuasin district which is done by opinion and gesture.

Before the entire questionnaire collected, it needs validity test and reliability first toward those questionnaires. Validity test done by relate the score of each item with total score through the formula of Pearson correlation, while reliability test used the formula of coefficient Alpha Cronbach. Data analysis technique used to test the model and hypothesis of *Structural Equation Model* (SEM) analysis.

5. Result

Validity test and reliability test indicated that every questionnaire has been obtaining the good value of validity and reliability. It can be shown by r value or correlation value between item score and the total indicates significant coefficient and reliable reliability value.

SEM Data analysis contains of evaluation through measurement and structural model. The evaluation of measurement model contain of: (1) evaluation toward validity of measurement model by observing t-value of factor loadings. evaluation toward validity of measurement model by t-Value, the factor loadings is bigger than critical value ($\geq 1,96$ or rounded up as ≥ 2) and the standardized factor loading is $\geq 0,30$; (2) Evaluation toward Reliability of measurement model can be used by CR (*composite reliability measure*) and VR (*variance extracted measure*) within the requirements of: $CR \geq 0,70$ and $VR \geq 0,50$. Simply, evaluation result can be described in Table 1 below

Table 1 - Measurement Validity Model Evaluation.

X₁	SLF*	Value-t**	Validity
X ₁₋₁	0,53	10,42	Good
X ₁₋₂	0,35	6,60	Good
X ₁₋₃	0,33	2,26	Good
X ₁₋₄	0,68	12,15	Good
X₂	SLF*	Value-t**	Validity
X ₂₋₁	0,57	11,49	Good
X ₂₋₂	0,43	8,41	Good
X ₂₋₃	0,72	14,34	Good
Y	SLF*	Value-t**	Validity
Y ₁	0,73	-	Good
Y ₂	0,57	11,05	Good
Y ₃	0,31	4,05	Good
Y ₄	0,55	10,43	Good
Y ₅	0,67	12,45	Good

*SLF (*Standardized Loading Factors*), SLF Target $\geq 0,30$.

**t-value, Value Target $t \geq 2$. Source: Analysis Data Result, 2014.

Based on the explanation on Table 1, it can be indicated that all variables has a good value on validity test.

Reliability model of analysis technique in SEM based on CR and VR can be summarized as Table 2 below.

Table 2 - Reliability Evaluation of Measurement Model.

Variable	CR	VE	Reliability
Coordination	0,76 \geq 0,70	0,50 \geq 0,50	Good
Supervision	0,85 \geq 0,70	0,66 \geq 0,50	Good
Organization Effectiveness	0,86 \geq 0,70	0,58 \geq 0,50	Good

Source: Analysis Data Result, 2014.

Based on the explanation on Table 2, it can be indicated that all variables (Coordination, Supervision and Organization Effectiveness) obtain good value of Validity test.

After being evaluated toward measurement model, next there is an evaluation toward structural model based on analysis technique SEM stated as below:

1. *T-value* of every variable:

- Coordination (X1) toward the effectiveness of Organization (Y): 4,70 is bigger than 2, significantly influence.
- Supervision (X2) toward the effectiveness of Organization (Y): 4,88 is bigger than 2, significantly influence.

2. *Standard loading factor (SLF)* value:

- Coordination (X1) toward the effectiveness of Organization (Y): 0,50, positively influence.
- Supervision (X2) toward the effectiveness of Organization (Y): 0,51, positively influence.

3. Coefficient of Determination (R^2):

Coordination (X1) and Supervision (X2) toward the effectiveness of Organization (Y): 0,85, thus, it can be stated that coordination variable (X1) and Supervision variable (X2) able to explain the organizational effectiveness variable (Y) is 85%.

Next, to make sure the result of structural model evaluation in this research and its relation to the previous result hypothesis, summarized as the Table 3 below:

Table 3 - Structural Evaluation Model and it relation with Hypothesis.

Hypothesis	Relation	SLF	T - Value	R²	Conclusion
2	X1 dan X2→Y	-	-	0,85	Positive and Significant (Hypothesis 1 accepted)
3	X1→Y	0,50	4,70	-	Positive and Significant (Hypothesis 2 accepted)
4	X2→Y	0,51	4,88	-	Significant (Hypothesis 3 accepted)

Source: Analysis Data Result, 2014.

Based on the table above, can be explained that all hypothesis has been accepted.

6. Discussion

After understanding the result of study through the analysis of SEM, the next step is the analysis of discussion stage, Coordination and Supervision has directly influence on Organizational Effectiveness in Governmental area of Banyuasin district, whether it simultaneously or partially. The explanation of those variables are the answer or research hypothesis which stated on previous explanation. Coordination variable based on the theory of Pamudji (1994: 40), while supervision variable and its dimension based on the theory of Winardi (1993: 381), furthermore, that has been explained in Theoretical framework.

Coordination and supervision toward the effectiveness of organization in banyuasin governmental area

Analysis unit in this analysis took place in the officer in Governmental area of Banyuasin District 464 respondents. Next, respondent will obtain a questionnaire which contain of declarations as the explanation of variable indicator.

Research result concluded that Coordination, Supervision and Organizational Effectiveness in Banyuasin District have been fully required, though generally is not implementing based on coordination principle yet. Coordination principle consist of, basic

principle: Coordination have to begin from the very basic aspect; Coordination is continuity process; as long as possible, coordination should be a center of different opinion which have to be openly stated, and related to supervision dimension which consist of: measuring the work result; comparing it works within standard an ensuring the differences; and Correcting an unwanted deviation which is not related to the criteria of organizational effectiveness that consist of: Productive, Efficiency, Satisfaction, Adaptation and Development.

Based on the result research, there are coordination principle, supervisional dimension and the criteria of organizational effectiveness that has not been implemented should be gain more attention from the intention leader in Governmental area of Banyuasin district.

The influence of simultaneous coordination and employee supervision toward the effectiveness of organization in governmental area of banyuasin district.

Simultaneously, coordination variable of (X_1) and Supervision Variable (X_2) able to explain the variable of Organizational work (Y) in Sumedang district 85%. Means coordination and Supervision variable significantly influence toward the effectiveness of organization in Governmental area of Banyuasin. This is related to the opinion of Suganda (1991: 12) who stated that coordination is unity of motion from the entire potential and different organizational unit in order to be directed at the same pattern. High amount of coordination variable and supervision in Governmental area of Banyuasin district caused by employee that has worked based on the vision and mission of Banyuasin District.

Based on result and discussion, simultaneously coordination and supervision give significant influence toward the effectiveness of organization. It means that those variable determining the effectiveness development of organization and the hypothesis proven to be right, therefore this research did not obtain new theory, but strengthen the current theory. It means that this theory still quite relevant and actual to further development.

The influence of partial coordination and employee supervision toward the effectiveness of organization in governmental area of banyuasin district.

The influence of Coordination principle has to come from the basic toward the effectiveness of Organization in Governmental area of Banyuasin district, questionnaire result from 464 respondents make significant influence of 0,53, it means that coordination principle

have to come from the basic within the indicator of: planning process, establish the agreement, and unite the right step

The influence of coordination principle is continuity process toward the effectiveness of organization in governmental area of Banyuasin district. From 464 total of questionnaire respondents, there are 0,35 significant influence. Coordination principle contain of some indicator such as: two-way communication, arrange the joint program and establish an agreement has been consistently applied in Banyuasin district. Though it still not maximum, but it already help to improve the effectiveness of organization.

Continuity principle influence toward coordination indicated that from 464 respondent, significantly influence 0,33, means that continuity principle have a possibility of coordination have to be a result of joint agreement which consist indicator of: having a regular meeting, doing work visit, work tour, have been correctly implemented and able to work and adjusting themselves with all the work duty. Therefore it will help to improve an organizational influence in Banyuasin district.

Different view principle influence toward coordination indicated that from 464 respondent, significantly influence 0,68 means that different view principle have a possibility of coordination have to be a result of joint agreement which consist indicator of: synchronizing the perception, self-correction and asking for correction has been done related to working unit of each department, office and secretary to improve an organizational influence in Banyuasin district.

Based on result and discussion above, partially coordination variable coordination variable gave positive influence toward the effectiveness of organization in Governmental area of Banyuasin district. It means that those variable quite determining the improvement of organizational effectiveness, and it can be related to Pamudji theory (1994:40) and hypothesis partial has been proved, therefore this research did not obtain new theory but strengthen the exist theory. It means that this theory is quite relevant and actual for further development.

The influence of partial supervision and employee supervision toward the effectiveness of organization in governmental area of banyuasin district

This supervision variable oriented to the opinion of Winardi (1993: 381) which stated that the implementation of supervision based on 3 dimensions, such as: dimension of

measuring the result, dimension of comparing the work within standard and ensuring the difference, dimension of correcting the unwanted deviation.

The influence of result measurement dimension, based on the data collection from questionnaire which consist of 464 respondents has significant influence of 0,57, it means that measurements dimension based on the indicator of: related to procedural standard, total of work result and work quality, has been done based on the level of work within the position of employee, in order to make the effectiveness applied to a whole level.

Influence result on the dimension of comparing the work within standard and ensuring the difference toward organizational effectiveness, based on the data collection from questionnaire which consist of 464 respondents has significant influence of 0,72, it means this dimension scoring based on the indicator of: Determine the technical completion of work, creating a good work relation and finding the standard of working quality , has been done correctly as the given duty of each unit and help to support the effectiveness of organization in Banyuasin District.

And the Influence result on the dimension of correcting the deviations toward organizational effectiveness, based on the data collection from questionnaire which consist of 464 respondents has significant influence of 0,43, it means this dimension scoring based on the indicator of: supervision procedure, and target procedure, has been done correctly as the given duty of each unit and help to entirely support the effectiveness of organization in Banyuasin District

Based on the result and partial discussion, supervision has positive influence toward the effectiveness of organization in governmental area of Banyuasin. It means that, the variable really determine the effectiveness of organization, relate to theory of Winardi (1993: 38) and partial hypothesis proved to be right. Therefore this research did not obtain new theory but strengthen the exist theory. It means that this theory is quite relevant and actual for further development.

7. Conclusion

Based on the result of Coordination and Observation impact toward Organization effectiveness in Governmental area of Banyuasin District, as what already explained on result and discussion, therefore it can be comprehensively concluded as below:

1. Descriptively indicated that coordination, observation and effectiveness of organization in Governmental area of Banyuasin District is not effectively implemented, and on it general implementation it is not fully based on coordination principal, observation dimension and the criteria of organization effectiveness.
2. Simultaneously, coordination variable and supervision have significant influence toward the effectiveness of Banyuasin Governmental organization. Thus, it can be said that coordination and supervision gave positive influence. Besides, this analysis also finds that there is other variable than coordination and supervision which has influence on the effectiveness of organization in Banyuasin governmental area which can lead to further research.
3. Partially, Coordination variable has give positive influence toward the effectiveness of organization in Governmental area of Banyuasin, though principally it showed quite variative value. Coordination principle has to start from the beginning stages and different principle has to openly state and it will strongly influenced toward the effectiveness of organization in Banyuasin governmental area. While coordination principle is continuity process and continuity principle that has low influence toward organizational effectiveness in governmental area of Banyuasin District. Strong principle become priority to improve an organizational effectiveness in governmental area of Banyuasin district, while a weak principle should be re-build to point any characteristic of improvement on the Organizational effectiveness in Governmental area of Banyuasin District.
4. Partially, supervision variable gave positive influence toward. Supervision dimension contain of: dimension to measure the result of work, dimension to compare the standardized result of work and assuring the difference and the dimension to correct the storage that not suitable to influence the organizational effectiveness in Governmental area of Banyuasin. Comparing the result of duty within the standard to ensuring it has low difference. Strong dimension as a priority to improve the effectiveness of Organization in Governmental area of Banyuasin district, while a weak dimension need to be re-developed and give any characteristic on the improvement of organizational effectiveness in Governmental area of Banyuasin district, therefore it will give a contribution on it improvement.

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