

**THE EFFECT OF ORGANIZATIONAL RESTRUCTURING AND
REMUNERATION ON THE EFFECTIVENESS OF THE
IMPLEMENTATION OF MAIN DUTIES AND FUNCTIONS
OF THE CLERK'S OFFICE AND SECRETARIAT OF
THE PONTIANAK HIGH COURT**

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ABSTRACT

The purpose of this study is to explain the effect of organizational restructuring and remuneration on the effectiveness of the implementation of the primary duties and functions of the clerkship and secretariat of the Pontianak High Court. This study can be classified as survey research based on the research design. Meanwhile, in terms of the explanatory level, this study is associative. The object of this study is the organization of the clerkship and secretariat of the Pontianak High Court. The population in this study was employees within the Pontianak High Court, which amounted to 65 people. The study concluded that implementing organizational restructuring and remuneration greatly affects the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court, both singly and jointly.

Keywords: *Organizational effectiveness; Pontianak High Court; Organizational restructuring; Remuneration.*

A. INTRODUCTION

The Supreme Court of the Republic of Indonesia is one of the state's higher institutions that has currently implemented changes towards improvement. The Supreme Court has undergone numerous changes since it was founded, influenced by internal and external institutional changes. An article (Abdullah, 2017) writes that the reform agenda that directly led to changes in the institution of the Supreme Court was the express separation between judicial and executive functions within state institutions. One of them is to return all matters concerning the organizational, administrative, and financial affairs of the judiciary that were

previously under each department concerned to the Supreme Court, known as the one-roof system. Previously, the General and Administrative Courts were under the Ministry of Law and Human Rights, the Religious Courts were under the Ministry of Religious Affairs of the Republic of Indonesia, and the Military Courts were under the ABRI Headquarters.

The condition and situation of the country that has undergone various changes are the main factors that influence and encourage direct or indirect changes in the institution of the Supreme Court. The pace of world change which in the past has entered the era of globalization and the latter entering the era of the industrial revolution 4.0, is characterized by advances in information technology being one of the other external factors that demand changes in the organization of the Supreme Court to be more effective and efficient.

According to the Supreme Court's Road Map for Bureaucratic Reform 2015–2019, the Supreme Court, as the highest state judiciary and one of the apexes of judicial authority, has a strategic position and function in the area of judicial power because it not only oversees 4 (four) courts but also serves as top management in the administrative, personnel, financial, and infrastructure fields. The "one-stop" policy provides responsibility and challenge because the Supreme Court must demonstrate its ability to realize the organization as a professional, effective, efficient, transparent, and accountable institution (Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi, 2015).

Implementing the one-roof policy started with organizational change, namely by rearranging the organizational structure, also known as "organizational restructuring." In the Bureaucratic Reform Road Map of the Supreme Court of the Republic of Indonesia 2015 - 2019, it is stated that one of the significant findings from the Official Development Assistance (ODA) is the need to reorganize the organizational structure of the Supreme Court and the judicial bodies under it. This need subsequently became one of the priorities for judicial reform by the leadership of the Supreme Court (Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi, 2015).

Another necessary change that the Supreme Court has implemented is that it concerns improving the welfare of employees by providing remuneration to the Supreme Court apparatus and the judicial bodies under it. This remuneration has undergone several changes regarding the nominal and percentage increase to the maximum allowance amount. The latest amendment is based on Presidential Regulation No. 8 of 2020 concerning Employee Performance Allowances within the Supreme Court and the Judicial Bodies Under It. The provision of remuneration is part of bureaucratic reform. In the 2015-2019 Bureaucratic Reform Road Map, it is also stated that one of the strategic efforts to implement bureaucratic reforms that have been carried out to encourage improvements in various fields of apparatus is the provision of performance allowances to motivate employees in the context of implementing bureaucratic reforms (Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi, 2015).

The bureaucratic reform program determines (makes) the compensation policy an essential component of the bureaucratic reform policy, which is included in the scope of structuring the bureaucratic system, according to

(Alawiya et al., 2013) in a journal. Underlies the remuneration policy is the government's awareness and commitment to ensuring clean and good governance. Changes and reforms implemented to realize clean and authoritative governance are unlikely to be appropriately implemented (effectively) without the proper welfare of civil servants as acting government duties.

Two important policies implemented by the Supreme Court as described above, namely organizational restructuring and remuneration, turned out that there were still obstacles and problems in their implementation. These constraints and issues occur from the institutional level to the level of the appellate and first-level courts. As one of the appellate courts, the Pontianak High Court also experienced various problems and obstacles related to organizational restructuring and remuneration. Issues related to organizational restructuring and remuneration found in the Supreme Court institutions and at the court level, especially in the Pontianak High Court, will directly affect the organization of the courts. These things can cause the effectiveness of the court organization to be not optimal. Taking into account that the organizational restructuring is aimed at carrying out the main tasks and functions of the clerkship and secretariat of the Pontianak High Court. As a result, the matters mentioned above will affect the effectiveness of the implementation of the main tasks and functions of the organization, in this case, the registrar and secretariat organization of the Pontianak High Court.

As was mentioned in the previous section, an essential issue in PERMA, which is the reference for organizational restructuring, is the separation between secretarial and clerkship. Accordingly, this study focuses on the effectiveness of the implementation of the primary duties and functions of the clerkship and secretariat. In short, this research looks at the problem through the administrative side, where the clerkship is the executor of case administration and the secretariat is the executor of general administration.

Several phenomena that occurred in the Pontianak High Court show that there is still no maximum effectiveness in carrying out the primary duties and functions of the clerkship and secretariat of the Pontianak High Court, even though organizational restructuring and remuneration have been carried out. This is the research background to be carried out on the effect of organizational restructuring and remuneration on the effectiveness of the implementation of the primary duties and functions of the clerkship and secretariat of the Pontianak High Court.

The effect of organizational restructuring on the effectiveness of carrying out basic tasks and organizational functions has been studied by (Primasari, 2011) using quantitative analysis to determine the effect of organizational restructuring on the effectiveness of carrying out primary tasks and parts of the Agriculture, Food Crops and Horticulture Service. Feniziarty (2015) has also researched the effect of organizational restructuring and climate on the effectiveness of the implementation of the main tasks and functions of the Jayawijaya Regency Regional Secretariat. The impact of remuneration on organizations was once studied by (Sancoko, 2009) by using quantitative analysis to determine the effect of remuneration on the service quality of the Jakarta I Treasury Service Office (KPPN). Conducting research using quantitative research methods on

organizational restructuring variables, remuneration, and the effectiveness of carrying out basic tasks and organizational functions has become the background for conducting research using quantitative research methods on these three variables.

Based on the formulation of the problem, this research aims to explain how organizational restructuring and remuneration influence the effectiveness of the implementation of the main tasks and functions of the clerkship and secretariat of the Pontianak High Court. This quantitative study aims to analyze whether the effect of organizational restructuring and remuneration on implementing the primary duties and functions of the clerkship and secretariat of the Pontianak High Court is significant (generalizable).

B. LITERATURE REVIEW

Organization Theory and Organizational Change

Sedarmayanti (2017) said that every organization, whether large or small, in the public sector (government) or private sector (private), is always influenced by environmental factors around it. Jones (2013) says that organizational theory studies how organizations function and how organizations influence and are influenced by the environment in which organizations operate. Organizational change aims to find new or better ways to use resources and capabilities to improve an organization's ability to create value and performance. Organizational change has become a standard and expected thing and something meaningful.

Organizational Restructuring

Sedarmayanti (2017) said organizational restructuring in the narrow sense includes aspects of organizational performance, operational cooperation, work systems, procedures, a delegation of authority, and autonomy. In a broad sense, organizational restructuring covers all aspects of the company that significantly affect the company's productivity, including human resources, financial resources, and other resources, including facilities and infrastructure. Furthermore (Jones, 2013) suggests that restructuring refers to the process by which managers change the relationship between duties and authorities and redesign the structure and culture of the organization to improve its effectiveness of the organization.

Remuneration

In (WorldatWork, 2007), it is stated that the definition of remuneration is the sum of the financial and non-financial values given to employees from all elements in the work package, namely: salary, incentives, benefits, rewards, job satisfaction, organizational affiliation, status, and others as well as rewards that are intrinsic or other extrinsic from returns in work of value to workers. Remuneration, compensation and rewards have almost the same meaning, which concerns things that workers or employees receive from the organization in return for what they have given to the organization.

Organizational Effectiveness

One of the goals of organizational change is to increase the organization's effectiveness. Jones (2013) explains that organizations play an essential role in improving the welfare of society, and the purpose of managing organizational design and change is to improve the organization's ability to create value and what

is called organizational effectiveness. Effectiveness is a requirement for an organization to be able to develop during global competition. As Mullins (2016: 537) said, organizations must pay attention to their effectiveness and sustainable development to thrive in an increasingly competitive global environment with new technologies.

Research Hypothesis

The hypotheses that will be tested for correctness in this study are as follows:

- H0: There is no effect of organizational restructuring and remuneration on the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court.
- H1: There is a positive and significant influence between organizational restructuring and the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court.
- H2: There is a positive and significant influence between remuneration and effectiveness implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court.
- H3: There is a simultaneous positive and significant influence between restructuring organization and remuneration to the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court.

C. METHODS

This study can be classified as survey research based on the research design. Meanwhile, regarding the level of explanation, this research is associative research, described by (Siregar, 2017) as a study that aims to find the relationship between two or more variables. The hypothesis set is the associative hypothesis of a causal relationship between two independent variables, namely organizational restructuring, which is given the symbol X1 and organizational remuneration, which is given the symbol X2 with one dependent variable, namely the effectiveness of carrying out basic tasks and functions of the clerk's office and secretariat of the Pontianak High Court which is given the symbol Y.

This study will refer to quantitative research on explanatory formats conducted through surveys in collecting primary data. The object of this study is the organization of the clerkship and secretariat of the Pontianak High Court. The population in this study was employees within the Pontianak High Court, which amounted to 65 people. No research sample was determined in this study because all population members were used as respondents as research objects. Determining the number of research samples was conducted using a census technique, namely that all population members were sampled.

In this study, the survey questions in the questionnaire followed a closed-ended variation in which the respondent had to choose from a predefined set of answers. To produce quantitative data, each alternative answer is given a score based on a Likert scale. A quality instrument is an instrument that has the reliability of a measure and validity of a measure. A quality measure if it is valid and reliable.

In this study, data collection will use the SAQ by the respondent mode, where respondents answer questions by completing a questionnaire themselves. Questionnaires are created, distributed, and answered online to respondents using the Google Form application on a computer or smartphone. The link from the questionnaire was shared via the WhatsApp application, whether it was conveyed via group messages or messages on private channels.

Data analysis in this study is an inferential statistical analysis that will be carried out using the Statistical Package for the Social Sciences computer program abbreviated as SPSS. Associative analysis, a type of research data analysis, is used in this inferential statistic to test the existence of a relationship between the variables from two or more groups of data using the correlation and regression test formulas as hypothesis testing.

D. EXPLANATION

Characteristics of Respondents

Most of the respondents were male, with a percentage of 70.77%, while the female respondents were 29.23%. The most recent education of most respondents was a bachelor's degree, with a percentage of 46.16%, and a master's/doctoral degree, with a percentage of 38.46%. The employee group of the most respondents is level III, with a percentage of 52.31%, and group IV, with a percentage of 41.54%. In general, employees have work experience of more than ten years, namely with a percentage of 89.23%. Complete data on the characteristics of the respondents can be seen in the following table:

Table 1. Characteristics of Research Respondents

Characteristic	Total	Percentage (%)
Gender:		
- Man	46	70,77
- Woman	19	29,23
Total	65	100,00
Education:		
- SMA/Equivalent	6	9,23
- Diploma	4	6,15
- S1	30	46,16
- S2/S3	25	38,46
Total	65	100,00
Group:		
- I	0	0,00
- II	4	6,15
- III	34	52,31
- IV	27	41,54
Total	65	100,00
Years of service:		
- 0 - 5 years	4	6,15
- 6 - 10 years	3	4,62
- > 10 years	58	89,23

Total	65	100,00
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Source: Pontianak High Court Personnel Data Tabulation, 2022

Research Instrument Testing

Table 2. Comparison of r-count Question Items with r-table

No.	Question Items	r-count	r-table	Information
1.	X1.1	0,568	0,244	Valid
2.	X1.2	0,648	0,244	Valid
3.	X1.3	0,660	0,244	Valid
4.	X1.4	0,679	0,244	Valid
5.	X1.5	0,573	0,244	Valid
6.	X1.6	0,602	0,244	Valid
7.	X1.7	0,576	0,244	Valid
8.	X1.8	0,675	0,244	Valid
9.	X1.9	0,467	0,244	Valid
10.	X1.10	0,554	0,244	Valid
11.	X1.11	0,611	0,244	Valid
12.	X1.12	0,632	0,244	Valid
13.	X1.13	0,443	0,244	Valid
14.	X1.14	0,615	0,244	Valid
15.	X2.1	0,691	0,244	Valid
16.	X2.2	0,649	0,244	Valid
17.	X2.3	0,776	0,244	Valid
18.	X2.4	0,732	0,244	Valid
19.	X2.5	0,799	0,244	Valid
20.	X2.6	0,783	0,244	Valid
21.	X2.7	0,665	0,244	Valid
22.	X2.8	0,819	0,244	Valid
23.	X2.9	0,756	0,244	Valid
24.	X2.10	0,796	0,244	Valid
25.	X2.11	0,761	0,244	Valid
26.	Y.1	0,510	0,244	Valid
27.	Y.2	0,575	0,244	Valid
28.	Y.3	0,654	0,244	Valid
29.	Y.4	0,648	0,244	Valid
30.	Y.5	0,614	0,244	Valid
31.	Y.6	0,719	0,244	Valid
32.	Y.7	0,628	0,244	Valid
33.	Y.8	0,735	0,244	Valid
34.	Y.9	0,777	0,244	Valid
35.	Y.10	0,581	0,244	Valid
36.	Y.11	0,754	0,244	Valid
37.	Y.12	0,692	0,244	Valid
38.	Y.13	0,703	0,244	Valid

39.	Y.14	0,738	0,244	Valid
40.	Y.15	0,686	0,244	Valid

Source: Tabulation of SPSS computer program output data, 2022

Based on Table 3. above, it can be seen that all items of the questionnaire question have an r-count value of more than the r-table, where the value of the r-table with an error level of 5 % and N = 65 is 0.244. Thus, the questionnaire as a research instrument is declared valid.

Table 3. Reliability Test Output using the Alpha Cronbach Technique

Reliability Statistics	
Cronbach's Alpha	N of Items
,858	14
Reliability Statistics	
Cronbach's Alpha	N of Items
,920	11
Reliability Statistics	
Cronbach's Alpha	N of Items
,907	15

Source: SPSS computer program output, 2022

Based on the data in the table above, it can be seen that all variables have a Cronbach's Alpha value of more than 0.6, where the criteria for a research instrument are said to be reliable using this technique if the reliability coefficient (r_{11}) > 0.6. Thus, the questionnaire as a research instrument is declared reliable.

Inferential Statistical Analysis

Data Normality

Analysis of data normality tests using the SPSS computer program produces output as in the following table:

Table 4. The output of Normality Test Analysis

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		65
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	3,50129267
	Most Extreme Differences	
	Absolute	,103
	Positive	,082
	Negative	-,103
Test Statistic		,103
Asymp. Sig. (2-tailed)		,086^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: SPSS computer program output, 2022.

In the table above, it can be seen that the significance value of the normality test with the Kolmogorov-Smirnov method where the significance value is 0.086

or greater than 0.050, meaning that the data in this study is normally distributed so that it is qualified for correlation and regression analysis.

Pearson Product Moment Correlation Analysis

Pearson Product Moment correlation analysis using the SPSS computer program produces output as in the following table:

Table 5. Pearson Product Moment Correlation Analysis Output

Correlations				
		Restrukturisasi Organisasi (X1)	Remunerasi (X2)	Efektivitas pelaksanaan tugas pokok dan fungsi Organisasi (Y)
Restrukturisasi Organisasi (X1)	Pearson Correlation	1	.641**	.752**
	Sig. (2-tailed)		.000	.000
	N	65	65	65
Remunerasi (X2)	Pearson Correlation	.641**	1	.678**
	Sig. (2-tailed)	.000		.000
	N	65	65	65
Efektivitas Pelaksanaan Tugas Pokok dan Fungsi Organisasi (Y)	Pearson Correlation	.752**	.678**	1
	Sig. (2-tailed)	.000	.000	
	N	65	65	65

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS computer program output, 2022

In the Correlation table, it can be seen that the Pearson Correlation number for the correlation between the organizational restructuring variable (X1) and the effectiveness of the implementation of the main tasks and secretarial and secretarial functions of the Pontianak High Court (Y) is 0.752. The correlation between the remuneration variable (X2) and the variable effectiveness of carrying out the main tasks and functions of the clerkship and secretariat of the Pontianak High Court (Y) is 0.678. Thus, $r \neq 0$, H_0 is rejected, and H_a is accepted. That is, there is a positive influence of variable X1 on variable Y and a positive influence of variable X2 on variable Y. Meaning of positive influence is the relationship between unidirectional variables. Table 3.2 shows the degree of relationship between variable X1 and variable Y, and the degree of relationship between variable X2 and variable Y is classified as "strong."

To find out that the coefficient of the calculation results is significant (can be generalized), it is necessary to compare it with the r-table, with a particular error level, which in this case is set at 5% (95% confidence level). The r-table value with an error rate of 5 % and N = 65 is 0.244. The r-count values of 0.752 and 0.678 are more significant than the r-table, which is 0.244 where r-count > r-table, then the coefficient of the calculation result is significant (generalizable).

Testing the significance of the correlation coefficient can also be calculated by the t-test after an analysis is carried out to calculate t using the SPSS computer program; it produces output as in the following table:

Table 6. The output of Calculation Analysis t

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,192	5,382		1,522	,133
	Restrukturisasi Organisasi (X1)	,660	,123	,539	5,363	,000
	Remunerasi (X2)	,349	,105	,333	3,314	,002
a. Dependent Variable: Efektivitas Pelaksanaan Tugas Pokok dan Fungsi Organisasi (Y)						

Source: SPSS computer program output, 2022

The t-count price is then compared to the t-table price. For an error rate of 5%, a two-tail test and t-table $(n-k-1) = (65-2-1) = t\text{-table } 62 = 1.99897$. The Coefficients table shows that the calculated t-value for the correlation relationship between variable X1 and variable Y is 5.363, and the t-count value for the correlation relationship between variable X2 and variable Y is 3.314. The t-count value is greater than the t-table value, which is 1.99897, so based on the test rule where $t\text{-count} > t\text{-table}$, H_0 is rejected, and H_a is accepted. This means "there is an influence of variable X1 on variable Y" and "there is an influence of variable X2 on variable Y".

Based on the results of the correlation analysis in this study, it is used to find the direction and strength of the relationship between variables. As a result, it can be stated that the organizational restructuring carried out at the Pontianak High Court has impacted the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. The influence that occurs is positive and strong, where the improvement of the implementation of organizational restructuring will lead to an increase in the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court.

Based on the results of the correlation analysis, it can also be stated that the provision of remuneration carried out at the Pontianak High Court has influenced the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. The impact is favorable and significant, and it will increase the efficiency with which the main responsibilities and functions of the clerkship and secretariat of the Pontianak High Court are carried out as more compensation is implemented.

Multiple Correlation Analysis

Multiple correlation analysis using the SPSS computer program produces output as shown in the following table:

Table 7. Multiple Correlation Analysis Output

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794^a	.631	.619	3.55732
a. Predictors: (Constant), Remunerasi (X2), Restrukturisasi Organisasi (X1)				
b. Dependent Variable: Efektivitas Pelaksanaan Tugas Pokok dan Fungsi Organisasi (Y)				

Source: SPSS computer program output, 2022.

In the Model Summary table above, it can be seen that the value of R is 0.794. Thus, $R \neq 0$, then H_0 is rejected, and H_a is accepted, i.e., there is a simultaneous positive influence between the variable X1 and the variable X2 on Variable Y. The meaning of positive influence is the relationship between unidirectional variables. Based on Table 3.2, the degree of relationship between variables X1 and X2 simultaneously to Variable Y is classified as "strong." The R-count value of 0.794 is greater than the R-table, which is 0.244 where $R\text{-count} > R\text{-table}$, then the coefficient of the calculation result is significant (generalizable).

The significance test of the multiple correlation coefficient is calculated with the F test. After analysis to calculate F using the SPSS computer program, it produces output as in the following table:

Table 8. The output of Calculation Analysis F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1341.359	2	670.680	52.999	.000^b
	Residual	784.579	62	12.655		
	Total	2125.938	64			
a. Dependent Variable: Efektivitas Pelaksanaan Tugas Pokok dan Fungsi Organisasi (Y)						
b. Predictors: (Constant), Remunerasi (X2), Restrukturisasi Organisasi (X1)						

Source: SPSS computer program output, 2022.

The ANOVA table above shows that the value of F for the multiple correlation relationship between the variable X1 and the variable X2 with the variable Y is 52,999. The price of the F-count is further compared to the price of the F-table. For an error rate of 5 %, $F\text{-Table} (n-k) (65-2) = F\text{-table} 63 = 3.14$. The value of the F-count is greater than the value of the F-table, which is 3.14, so based on the test rules where $F\text{-count} > F\text{-table}$, H_0 is rejected, and H_a is accepted, which means "there is an influence of variables X1 and X2 simultaneously on Variable Y".

In correlation analysis, there is a number called the Coefficient of Determination, the magnitude of which is the square of the correlation coefficient (R^2). This coefficient is called the determining coefficient because the variance that occurs in the dependent variable can be explained through the variance that occurs in the independent variable. In Table 4.18 above, it can see that the R-Square value of 0.631 or 63.1%. The figure referred to as the coefficient of

determination shows the magnitude of the influence of variables X1 and X2 on Variable Y combined. In contrast, the remaining 36.9% is influenced by other variables outside this study or error values.

Based on the results of multiple correlation analyses are used to determine the degree or strength of the relationship between three or more variables, as well as to determine the contribution made simultaneously and partially. As a result, it can be stated that there is a simultaneous positive influence between organizational restructuring and remuneration on the effectiveness of the implementation of the main tasks and functions of the clerkship and secretariat of the Pontianak High Court. The influence that occurs is positive and strong, where the improvement of the implementation of organizational restructuring and remuneration will simultaneously lead to an increase in the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court.

Multiple Linear Regression Analysis

Multiple regression analysis using the SPSS computer program produces output as in the following table:

Table 9. Multiple Regression Analysis Output

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	8,192	5,382		1,522	,133
	Restrukturisasi Organisasi (X1)	,660	,123	,539	5,363	,000
	Remunerasi (X2)	,349	,105	,333	3,314	,002

a. Dependent Variable: Efektivitas Pelaksanaan Tugas Pokok dan Fungsi Organisasi (Y)

Source: SPSS computer program output, 2022.

From the results of statistical calculations, when entered the multiple regression formula, the following equation will be formed:

$$Y = a + bX1 + bX2 + e$$

$$Y = 8,192 + 0,660X1 + 0,349X2 + e$$

The equation can be explained if the constant is positive 8.192, meaning that if the variables X1 and X2 are zero (0) or the value is fixed (constant), then the variable Y has a value of 8.192. The regression coefficient of variable X1 of 0.660 means that an increase in variable X1 by 1 unit will cause an increase in variable Y by 0.660 units. The coefficient is positive, which means that the direction of the relationship of the variable X1 to the variable Y is unidirectional so that if the variable X1 rises, the variable Y rises. The regression coefficient of variable X2 of 0.349 means that an increase in variable X2 by 1 unit will cause an increase in variable Y by 0.349 units. The coefficient is positive, which means that the direction of the relationship of variable X2 to variable Y is unidirectional so that if variable X2 rises, the variable Y rises.

Based on the results of multiple linear regression analysis used to predict future demand based on past data or to determine the effect between variables. Therefore, increasing organizational restructuring will increase the efficiency with which the primary duties and responsibilities of the clerkship and secretariat of the Pontianak High Court are carried out.

Based on the results of multiple linear regression analysis, it can also be stated that if an improvement is made to the implementation of remuneration, it will lead to an increase in the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court.

Discussion

The results of the hypothesis of the relationship of organizational restructuring variables with the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court show that the hypothesis is acceptable and significant. So that the meaning and relationship between the independent variable of organizational restructuring and the dependent variable of the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. The hypothesis to test the relationship of organizational restructuring to the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court was analyzed using correlation, regression, and determination techniques.

The test results proved a relationship (correlation) between the organizational restructuring variable and the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court, and the magnitude of the correlation of 0.752. Its meaning is that there is a positive and significant influence between organizational restructuring and the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. According to (Sugiyono, 2019), this condition indicates the level of influence in the strong category. Thus, the high and low organizational restructuring will be followed by the high and low effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. If organizational restructuring is low, it will also be followed by the effectiveness of the implementation of the main duties, and the clerkship and secretarial functions of the Pontianak High Court are also low. This finding is the basis for optimally achieving the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court. Thus, the organizational restructuring must also go well to achieve optimal effectiveness in implementing the main tasks and functions of the clerkship and secretariat of the Pontianak High Court.

The results of the hypothesis on the relationship between the remuneration variable and the effectiveness of carrying out essential duties and functions of the clerkship and secretariat of the Pontianak High Court show that the hypothesis is acceptable and significant. Therefore, it can be seen the meaning and relationship between the independent variables, remuneration, and the dependent variable on the effectiveness of the implementation of the main duties and functions of the

clerkship and secretariat of the Pontianak High Court. The hypothesis to test the relationship of remuneration to the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court was analyzed using correlation, regression, and determination techniques.

The test results prove a relationship (correlation) between the remuneration variable and the effectiveness of carrying out essential duties and functions of the clerkship and secretariat of the Pontianak High Court, and the magnitude of the correlation is 0.678. This indicates that compensation has a positive and significant impact on how well the primary responsibilities and functions of the clerkship and secretariat of the Pontianak High Court are carried out. According to (Sugiyono, 2019), the level of influence is included in the strong category. This finding is the basis for achieving the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. Thus, to effectively realize the effectiveness of carrying out the main tasks and functions of the clerk's office and secretariat of the Pontianak High Court optimally, the system of giving and the amount of remuneration must also work correctly.

The hypothesis test proves that there is a positive and significant influence between organizational restructuring and remuneration. The magnitude of the correlation coefficient of 0.794 means that there is a positive and significant influence between organizational restructuring and remuneration on the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. According to (Sugiyono, 2019), this condition indicates the level of influence in the strong category. Based on the F test, the results of $F\text{-count} > F\text{-table}$ were $52.999 > 3.14$, so H_0 was rejected, and H_1 was accepted. This means that there is a significant influence of the organizational restructuring and remuneration variables on the effectiveness of the implementation of the main tasks and secretarial and secretarial functions of the Pontianak High Court. This can corroborate the previous results of the t-test. From the results of the calculation of the coefficient of determination obtained by 63.1%, which means that the dependent variable, the effectiveness of the implementation of the main tasks and functions of the clerkship and secretariat of the Pontianak High Court (Y), is influenced by the independent variable organizational restructuring and remuneration together amounted to 63.1%. In comparison, other variables determine the remaining 36.9%.

It can be concluded that organizational restructuring and remuneration affect the effectiveness of implementing the main duties and functions of the clerkship and secretariat of the Pontianak High Court both singly and jointly. Therefore, the effectiveness of carrying out the primary responsibilities and functions of the clerkship and secretariat of the Pontianak High Court will increase in proportion to the level of organizational restructuring and compensation. The lower the level of organizational restructuring and remuneration, the lower the effectiveness of implementing the main duties and functions of the clerk's office and secretariat of the Pontianak High Court.

In this study, it is also known that the restructuring variable is slightly more dominant than the remuneration variable in influencing the effectiveness of the

implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court. This condition indicates the need for more attention to organizational restructuring than remuneration so that the effectiveness of implementing the main duties and functions of the Pontianak High Court clerkship and secretariat can be realized. This also answers the case, which is the background of the problem.

E. CONCLUSION

There is a positive and significant influence between the free variable of Organizational Restructuring (X1) and the bound variable, The effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court (Y). This can be interpreted to mean that if the organizational restructuring in the Pontianak High Court goes well and increases, it will also be followed by an increase in the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court and vice versa.

There is a positive and significant influence between the independent variable Organizational Restructuring (X1) and the dependent variable, the effectiveness of the implementation of the main tasks and secretarial and secretarial functions of the Pontianak High Court (Y). This can be interpreted that if the organizational restructuring at the Pontianak High Court goes well and increases, it will also be followed by an increase in the effectiveness of the implementation of the main tasks and functions of the clerkship and secretariat of the Pontianak High Court and vice versa.

There is a positive and significant influence together between the free variables of Organizational Restructuring (X1) and Remuneration (X2) with bound variables The effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court (Y). This can be interpreted to mean that if the implementation of organizational restructuring and the provision of remuneration goes well and increases simultaneously, it will also be followed by the effectiveness of the implementation of the main duties and functions of the clerkship and secretariat of the Pontianak High Court and vice versa.

Thus, the implementation of organizational restructuring and remuneration greatly affects the effectiveness of the main duties and functions of the clerkship and secretariat of the Pontianak High Court, both singly and jointly.

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