

Influence of Individual Characteristics and Commitments on the Effectiveness of the Awu Ardy Garini Organization

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Abstract: This study's objectives were to describe individual characteristics and commitment to Effectiveness, to test and analyze the effect of individual characteristics and work environment simultaneously on performance, to examine and analyze the effect of individual characteristics and work environment partially on performance, and to identify the most influential variables on the performance of Army Wife Union (AWU) Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta. Quantitative research is employed, i.e., research that has a hypothesis and requires statistical techniques to establish the hypothesis; causal-comparative research is the sort of research. This study was carried out at Kodikau Halim Perdana Kusuma in Jakarta. This study found that good attitudes and interests can contribute to favourable individual characteristics among AWU members Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta, as indicated by their positive responses. The efficacy of the bank's organization is determined by its ability to accomplish organizational functions in line with set goals and applicable requirements, as well as its adaptability, job satisfaction, and sense of responsibility. Individual qualities are the most prominent and influential of the assessed components affecting the performance of an organization. Thus, the development in organizational performance at AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta is heavily influenced by skills and dispositions. The efficacy of the bank's organization is determined by its ability to accomplish organizational functions in line with set goals and applicable requirements, as well as its adaptability, job satisfaction, and sense of responsibility. Individual qualities are the most prominent and influential of the assessed components affecting the performance of an organization.

Keywords: Individual Characteristics, Commitment, Effectiveness.

1. INTRODUCTION

Human Resource Management has been heavily debated recently, and its position regarding the performance of AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta has been crucial. Human resource management is essentially an endeavour to align personnel needs with organizational objectives. Humans, as creatures, are naturally subject to various deficiencies and restrictions, including their physical capacities, cognitive capacity, and available time. While activities are expanding, which encourages people to collaborate with others and satisfy their goals and expectations, one way to do so is by joining the group.

Effectiveness, according to Stephen Robbins (2010: 8), is the execution of activities that directly aid the organization in achieving its objectives. The quality of the organization's members significantly impacts its ability to achieve its goals. This perspective is predicated on the premise that humans are one of the

organization's primary dimensions and a central factor in the usage of other resources. The conduct of organizational members, both individually and in groups, contributes to organizational performance because motivation influences the organization's success.

If AWU Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta are content with their labour and organizing, the socializing process will be flawless. AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta has recently felt accepted by his coworkers as trustworthy and value-driven individuals, giving him confidence in his ability to do his job well and comprehend the existing system, not simply those linked to his duties. In addition to existing regulations. To achieve the organization's goals, the AWU chairman must have an integrated and long-term understanding of the constituent parts of its members.

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Toha M. (2010) says it is tied to the individual traits, abilities, personal views, expectations, needs, and past experiences that individuals bring to the organizational structure. There is no denying that each individual in the environment possesses unique features. Individual traits that distinguish one person from another vary since each person has unique capabilities and demands. Management is, therefore, essential to comprehend individual behaviour. In addition to the necessity for companies to consider human traits, commitment is one of the aspects that contribute to the Effectiveness of an organization. In accordance (Busro, 2018). Organizational commitment is a manifestation of willingness,

The researchers deemed it necessary to conduct research on the influence of individual characteristics and the work environment on the performance of AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta after realizing the heterogeneity of each individual in the organization as well as the importance of the work environment in supporting the smooth activities of AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta in carrying out their duties.

2. CONCEPTUAL FRAMEWORK

2.1 Organizational Performance

According to Kumorotomo (2005:362), organizational Effectiveness is a measurement of the execution of a specific job. According to Keban, an organization is effective if its vision-described objectives and values are realized. (in the 2010 novel by Harbani Pasolong; page 4) Gibson's viewpoint. et al., 1995 note that organizational performance measurement encompasses productivity, efficiency, satisfaction, adaptation, and growth. Thus, it may be said that the level of efficacy in achieving goals optimally is determined by the extent to which an organization can work optimally. According to the perspective (Edy Sutrisno, 2010, p. 125), seven aspects influence the Effectiveness of an organization: structure, technology, external environment, internal environment, employee achievements, and management policies. The aspects of Effectiveness are the framework upon which Effectiveness is constructed. According to Astuti, Supanto & Supriadi B (2019), the effectiveness aspects are classified into three categories: human resources, non-human resources, and the desired outcomes.

2.2 Personalized Traits

As reported by Toha. M (2010) refers to the traits that individuals contribute to the organizational structure, including their abilities, personal beliefs, expectations, needs, and prior experiences. Individuals possess all these qualities, and they will enter a new setting, namely the organization. Human resources are the most valuable asset in a firm, as every individual possesses unique traits. The individual characteristics of

Robbins (2006) include age, gender, marital status, number of dependents, and employment experience, among others. According to Arief Subyantoro (2009) Nafi, Supriadi & Roedjinandari (2018), everyone has unique perspectives, objectives, requirements, and skills. This variation will be carried over into the workplace, resulting in varying levels of happiness among employees who work in the exact location. Abilities, abilities, values, attitudes, and Interests are the indications of individual qualities, according to Arief Subyantoro.

2.3 Commitment

According to Luthans (1992), organizational commitment is an intense desire to join a group and a solid readiness to work for the organization. A particular belief in and acceptance of the organization's ideals and objectives. (2010): 292; Edy Sutrisno, 2010. Similar to the remark made by Luthans, Fred (2006), organizational commitment consists of member pride, member loyalty, and the willingness of members to join the organization. Employees' identification, involvement, and loyalty to the organization are the three primary components of organizational commitment. David (in Minner, 1997) indicates that personal traits, job features, and work experience influence employee commitment to an organization. Indicators of Organizational Commitment according to (Julistia, 2015): pride in the company is a means to define the status of employees in the organization and is consistently involved in organizational activities. In characterizing the status of employees for the organization, they are described as always taking sides with the organization and its aims and being willing to take sides/make sacrifices for the organization.

3. RESEARCH METHODS

3.1 Research Design

The research design is quantitative research, i.e., research with a hypothesis that requires statistical techniques to prove. This is a causal-comparative study that employs three independent variables and one dependent variable. Therefore, this type of research is explanatory/explanatory, as the results of the researched influence between variables will be elaborated upon.

3.2 Investigate Sites

This study was carried out at Kodikau Halim Perdana Kusuma in Jakarta. Human Resources, where AWU Ardy Garini in the Kodikau Halim Perdana Kusuma neighbourhood of Jakarta, were the wives of Indonesian Air Force soldiers. National Indonesia, which is in the AWU Ardy Garini container, supported the husband's career in guarding, protecting, and maintaining the Unitary State of the Republic of Indonesia (NKRI).

3.3 Population and Sampling Techniques

The population of this study were all AWU ladies Ardy Garini Kodikau Halim Perdana Kusuma Jakarta. The number of mothers of AWU Ardy Garini is fifty. The researcher selected the research sample using the census approach. So, the number of samples in this investigation was fifty individuals.

3.4 Data Collecting Technique

They were namely using an instrument questionnaire. Questions were posed to AWU ladies Ardy Garini at Kodikau Halim Perdana Kusuma in Jakarta in order to collect data.

3.5 Data Analysis Technique

In this study, descriptive analysis and multiple regression analysis were used to analyze the data. In this study, the descriptive analysis will be utilized to determine the frequency distribution of respondent's responses to the questionnaire results. In this study, the

descriptive analysis will be utilized to determine the frequency distribution of respondent's responses to the questionnaire results. Using multiple linear regression, the influence of individual traits (X1) and commitment (X2) on the organizational effectiveness variable of AWU Ardy Garini's organization was determined (Y). The SPSS application assists regression analysis with the following equation:

$$Y = + 1X1 + 2X2 + e$$

4. RESULTS AND DISCUSSION

4.1 Describe Research Outcomes

Individual qualities are measured using four indicators: skills, values, attitudes, and passions. There are four questions on the questionnaire. Tabulate the findings of the analysis of the responses of 50 respondents about the measurement of the individual characteristics of working mothers.

Table 1: Distribution of the Frequency of Individual Characteristic Variables (X1)

Statement Items	The score for a Respondent's Answer										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X1.1.1.	0	0	0	0	0	0	22	44	28	56	4.56
X1.1 Ability											4.56
X1.2.1	0	0	0	0	2	4	25	50	23	46	4.42
X1.2 Value											4.42
X1.3.1	0	0	0	0	3	6	23	46	24	48	4.42
X1.3 Attitude											4.42
X1.4.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.4 Interest											4.32
X1 Specific Qualities											4.42

Source: Data processed 2022

Using a single-item questionnaire, an individual's capacity to perform numerous job-related tasks is determined. Mothers have abilities that correspond to their unique features. According to the results of the mean analysis, AWU Ardhya Garini Kodik's moms at Halim Perdana Kusuma Jakarta had the highest ability, as measured by a value of 4.56. This is evidenced by the options strongly agree up to 56% and agree up to 44%. A person's value depends on a meaningful job, enjoyment, relationships with others, intellectual growth, and family time. Mother-mom concurs that all completed tasks have values consistent with commitment. The findings of the mean analysis suggest that AWU ladies Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta have the highest value, 4.42, as measured by the value. This is demonstrated by the options strongly agree up to 46% and agree up to 50%.

Attitudes are favourable or unfavourable evaluations of objects, individuals, and events. According to the results of the mean analysis, the most excellent value for assessing the attitude of AWU Ardhya Garini Kodik moms at Halim Perdana Kusuma Jakarta is 4.42. This is demonstrated by the options strongly agree up to 48% and agree up to 46%. And neutral options up to 6%. Interest is a disposition that makes someone enthusiastic about an object, circumstance, or concept. According to the results of the mean analysis, the maximum value for AWU Ardhya Garini Kodik mothers' interest at Halim Perdana Kusuma Jakarta as measured by the mothers' interest is 4.32. This is evidenced by the options strongly agree up to 44% and agree up to 46% and neutral options up to 8%.

Table 2: Variable-Frequency Commitment Distribution (X2)

Statement Items	The score for a Respondent's Answer										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X2.1.1.	1	2	2	4	5	10	26	52	16	32	4.08
X2.1 Pride											4.08
X2.1.2	2	4	2	4	5	10	27	54	14	28	3.98
X2.2 Willingness											3.98
X2.1.3	0	0	0	0	3	6	21	42	26	52	4.46
X2.3 Loyalty											4.46
X2 Commitment											4.46

Source: Data processed 2022

One questionnaire item measures pride, mainly whether women are constantly engaged in organizational activities. Measuring the pride of AWU Ardhya Garini Kodik women at Halim Perdana Kusuma Jakarta who participated in organization-sponsored activities, the mean analysis reveals a maximum value of 4.08. This is demonstrated by the options strongly agree up to 32% and agree up to 52%. Always align with the organization and its aims, as willingness is the organization's mother. The mothers agreed that each completed task had values consistent with the commitments. The most significant measure of the readiness of AWU Ardhya Garini Kodik women at

Halim Perdana Kusuma Jakarta, as shown by the willingness of moms to participate in organization-sponsored activities, is 3.98, according to the results of the mean analysis. This is demonstrated by the options strongly agree up to 28% and agree up to 54%. Loyalty is a declaration that an organization intends to keep its mothers in organizations, individuals, or events. The results of the mean analysis indicate that Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta has the most incredible score of 4.46 when measuring the loyalty of AWU women to the organization. This is demonstrated by the options strongly agree up to 52% and agree up to 42%. And neutral options up to 6%.

Table 3: Distribution of Organizational Effectiveness Variables by Frequency (Y)

Statement Items	The score for a Respondent's Answer										Average	
	STS=1		TS=2		N=3		S=4		SS=5			
	F	%	F	%	F	%	F	%	F	%		
Y1.1.1.	2	4	2	4	5	10	27	54	14	28	3.98	
Y1.1 Target Achievement											3.98	
Y1.2.1	0	0	1	2	4	8	23	46	22	44	4.32	
Y1.2 Adaptability											4.32	
X1.3.1	0	0	0	0	2	4	30	60	18	36	4.32	
Y1.3 Job contentment											4.32	
Y1.4.1	0	0	2	4	11	22	25	50	12	24	3.94	
Y1.4 Responsibilities											3.94	
Y1 Organizational Performance											4.32	

Source: Data processed 2022

The objective's success is measured by a single-item questionnaire, which assesses how the organization can set and appropriately realize the objective. AWU Ardhya Garini Kodik women's achievement of their goal at Halim Perdana Kusuma, Jakarta, is measured by the highest mean value of 3.98, which is attributable to the organization's beneficial activities for a large number of individuals. This is demonstrated by the options strongly agree up to 28% and agree up to 54%. Adaptability is how an organization can respond to internal and external changes. The findings of the mean analysis reveal that the adaptability of AWU Ardhya Garini Kodik moms at Halim Perdana Kusuma Jakarta, as measured by the quantity of labour, is highest at 4.32. This is evidenced by the options strongly agree up to 44% and agree up to 46%.

All mothers within the organization who can provide comfort and inspiration contribute to job happiness. The findings of the mean analysis reveal that AWU Ardhya Garini Kodik moms at Halim Perdana Kusuma Jakarta were the most satisfied, as measured by their sense of comfort and happiness, with a value of 4.32. This is demonstrated by the options strongly agree up to 36% and agree up to 60%. And neutral options up to 4%. Responsibility, specifically the ability to carry out the mandate that has been carried out in compliance with the preceding regulations. The findings of the mean analysis indicate that AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta demonstrate the highest level of responsibility, measured by a value of 3.94, by carrying out the organization's chairman's mission. This is demonstrated

by the options strongly agree up to 24% and agree up to 50% and neutral options up to 22%.

4.2 Results of Multiple Linear Regression

The results of a linear regression study between the factors of individual traits, commitment,

and work environment about the organizational Effectiveness of AWU Ardhya Garini Kodik women at Halim Perdana Kusuma Jakarta are presented in the table below.

Table 4: Results of Multiple Linear Regression Analysis Summarized

Variable	Information	Regression Coefficient (b)	t count	Sig.
X1	Individual distinctions	0.396	1,838	0.073
X2	Commitment	0.507	2,226	0.000
Constant	4,751			
R	0.862			
Adjusted R Square	0.727			
F count	44,504			
Sig.F	0.000			
n	50			
Dependent variable = Organizational effectiveness (Y)				

Source: Data processed 2022

Equations based on multiple linear regression tables can be arranged as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 4.751 + 0.396 X_1 + 0.507 X_2 + e$$

The regression constant value of 4,751 indicates that when the independent variables (person attributes, commitment) are assumed to be constant (value = 0), there is still organizational Effectiveness in the work of Ardhya Garini Kodik of AWU at Halim Perdana Kusuma Jakarta. Individual traits benefit the Effectiveness of the AWU Ardhya Garini Kodik organization at Halim Perdana Kusuma Jakarta, as shown by the regression coefficient (b1) of 0.396. The t-test indicates that the probability value of the variable X1 (0.073) is less than the error rate of the researcher (= 0.05). The commitment variable's regression coefficient (b2) is 0.507, indicating that commitment positively influences the efficiency of women's groups. The t-test indicates that the probability value of variable X1 (0.000) is less than the researcher's error rate of 0.05 (= 0.05). Multiple correlation coefficient analysis can be used to examine the close link between the independent variables of individual traits (X1) and commitment (X2) and the dependent variable of organizational efficiency (Y). The correlation between the independent variable (individual traits, commitment) and the dependent variable (organizational Effectiveness) is 86.2%, as indicated by the R-value of 0.862. This graph demonstrates a high correlation between the researcher-selected independent and dependent variables. The value of R2 (adjusted) or the value of the coefficient of determination is 0.727, which indicates that individual characteristics and commitment to organizational effectiveness account for 72.7% of the variance, while the remaining 27.0% is attributable to other factors.

4.3 Results of Research Discussion

Four variables are used to assess the individual features of AWU Ardhya Garini Kodik moms at Halim

Perdana Kusuma in Jakarta: skills, values, attitudes, and passions. Most responders tend to strongly agree with the statement that AWU ladies Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta have abilities that are consistent with their commitments. For value indicators, namely AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta agreeing that every task performed has values that are by the commitment, the majority of respondents tend to agree or agree strongly.

For attitude indicators, specifically, AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta have an attitude that indicates their level of dedication, the majority of respondents strongly agree to vote. Most respondents think that AWU ladies Ardhya Garini Kodik and Halim Perdana Kusuma in Jakarta, who have high enthusiasm for work, are indicators of interest. According to the analysis of the description of commitment, the dedication of AWU moms Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta affected the Effectiveness of the women's organization. The dedication of Ardhya Garini Kodik of AWU at Halim Perdana Kusuma in Jakarta is measured by pride, willingness, and loyalty. Most respondents tend to strongly agree with indicators of pride, namely AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta who are proud of their organization.

For indicators of willingness, namely that AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta agree that every task performed has values that are consistent with commitment, it is shown that the majority of respondents tend to agree strongly and agree to choose the statement AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta for the organization to always side with the organization and its goals.

For loyalty indicators, AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta have a loyal attitude, as most respondents tend to agree to vote strongly. Statement The results of the descriptive analysis of commitment revealed that the commitment of AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta to the organization is high. Mother agarhas a positive attitude. The success of AWU women Ardhya Garini Kodik's organization at Halim Perdana Kusuma in Jakarta is determined by four indicators: target achievement, flexibility, job satisfaction, and responsibility.

For indications of target achievement, particularly organizational targets, most respondents tend to agree with the following statement: the extent to which the organization's goals can be correctly achieved. For indications of adaptability, namely adjustment to change, most respondents are likely to agree with the following statement: The amount to which the organization can adapt to internal changes.

For indications of job satisfaction, namely a sense of comfort and motivation, most respondents tend to agree with the statement: All the ladies of the AWU organization Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta who can bring comfort and motivation. For indicators of responsibility, namely, have responsibility for the given mandate, most respondents tend to agree with the statement Can carry out the mandate by the previously established provisions. The descriptive analysis of organizational Effectiveness revealed that the activities demonstrated that the organizational Effectiveness of AWU women Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta was consistently favourable. They are measuring the efficacy of the women's organization at AWU Ardhya Garini Kodik in Halim Perdana Kusuma Jakarta based on the attainment of goals, flexibility, job satisfaction, and duty. According to the descriptive analysis of organizational Effectiveness findings, AWU women Ardhya Garini Kodik in Halim Perdana Kusuma Jakarta can organize positive activities.

As reported by Toha. M (2010) discusses individual characteristics, such as abilities, personal beliefs, expectations, needs, and past experiences, which individuals bring to the organizational structure. Individuals possess all these qualities, and they will enter a new setting, namely the organization. This research is evaluated based on skills, values, attitudes, and pursuits. The results indicate that individual characteristics positively and significantly impact performance.

According to (Busro, 2018), organizational commitment is a form that arises from the willingness, sincerity, and awareness of individuals who are always in the organization and is exemplified by the amount of effort, motivation, and belief in achieving a shared

vision, mission, and goals. The Influence of Servant Leadership, Individual Characteristics, and Organizational Culture on Organizational Commitment and Work of State Civil Apparatus in the Government of West Sulawesi Province, Muhammad Nadir, 2016. The researcher discovered that servant leadership significantly influenced organizational commitment and performance. Individual traits have a good and robust impact on commitment.

Several explanations for the results of this study, when compared to the results of previous studies, lead to the conclusion that mothers who have roles and responsibilities in carrying out service work, particularly community service, require pride, willingness, and loyalty in carrying out their duties. If all of these conditions are met, the possibility of achieving organizational Effectiveness is realized.

5. CONCLUSIONS AND RECOMMENDATIONS

Based on the purpose of the problem, this study concludes that good attitudes and interests can result in good individual characteristics among AWU members Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta, whose responses were positive. Members discovered that pride and loyalty can result in organizational commitment. The efficacy of the bank's organization is measured by the extent to which objectives are met, flexibility, satisfaction at work, and responsibility can complete the organization's actions by the objectives and applicable regulations. Individual traits and devotion to the organizational success of AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta were shown by the results. Individual traits to respond to abilities and attitudes favour the organization's ability to accomplish work on time. The measured individual characteristics aspect has the most significant impact on the organization's Effectiveness. Therefore, aptitude and disposition crucially influence organizational Effectiveness at AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta.

Members of AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta who do not appreciate one another due to a lack of a positive attitude are the subject of this study's recommendations. For this reason, effective collaboration with other team members is required to perform the assignment as intended. Aspects of member communication to meet work objectives. Therefore, communication infrastructure and facilities must be reviewed and assessed. The results of the evaluation are anticipated to increase organizational Effectiveness. Responsiveness members to the chairman's instructions received the highest response, indicating that AWU members Ardhya Garini Kodik and Halim Perdana Kusuma Jakarta were prompt in carrying out the duties of the organization's leader. The writer argues that numerous other elements can impact organizational success before

this study is conducted. One of them is that studying organizational culture at AWU Ardhya Garini Kodik at Halim Perdana Kusuma Jakarta becomes more engaging.

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