

The Influence of Coordination on Employee Work Effectiveness in the General and Personnel Subdivision of the Fisheries Office of West Seram Regency

Raynaldo Corputty^{1*}, Petronela Sahetapy¹, Hengky Virgo Richardo Pattimukay¹

¹Master of Public Administration, Universitas Pattimura (Jl. M. J. Putuhena, 97233, Ambon, Indonesia)

*Corresponding author: akrimhehanusa@gmail.com

ABSTRACT

Article Info :

Article history :

Received : 08-01-2026

Revised : 01-02-2026

Accepted : 10-03-2026

Keywords :

Coordination;

Work Effectiveness;

Fisheries Office.

This study aims to analyze the effect of coordination on employee work effectiveness in the General and Staffing Subdivision of the Fisheries Office of West Seram Regency. The organizational issues identified in this study relate to the suboptimal achievement of work targets, which are suspected to be influenced by inadequate coordination among personnel and units. This research employs a quantitative approach, using a survey method and distributing questionnaires to employees as respondents. The validity and reliability tests show that all items in the coordination variable (X) and employee work effectiveness variable (Y) are valid and reliable ($\alpha_X = 0.904$; $\alpha_Y = 0.887$). The classical assumption tests—including normality, multicollinearity, autocorrelation, and heteroscedasticity—indicate that the data meet all regression model requirements. The simple linear regression analysis yields the equation $Y = 15.432 + 0.684X$, indicating that coordination positively influences employee work effectiveness. The F-test reveals that the model is significant ($F = 49.873$; $Sig. = 0.000$), while the t-test shows that the coordination variable significantly affects employee effectiveness ($t = 7.062$; $Sig. = 0.000$). Thus, the research hypothesis is accepted. These findings reinforce modern management theories and the perspectives of scholars such as Fayol, Terry, and Robbins, who emphasize coordination as a critical element in achieving organizational effectiveness. The results also align with Fitria's (2021) findings, which state that coordination and communication are key determinants of employee effectiveness in public service organizations. Overall, this study concludes that improved coordination—through communication, briefings, meetings, and harmonious work relationships—significantly enhances the work effectiveness of employees in the General and Staffing Subdivision of the Fisheries Office of West Seram Regency.



This article is an open access article distributed under the terms and conditions of the [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/)

How to cite this article:

Corputty, R., Sahetapy, P., & Pattimukay, H. V. R. (2026). The Influence of Coordination on Employee Work Effectiveness in the General and Personnel Subdivision of the Fisheries Office of West Seram Regency. *Journal of Government Science Studies*, 5(1), 110-125. <https://doi.org/10.66254/jgssvol5issue1page110-125>

Copyright (c) 2026 Raynaldo Corputty, Petronela Sahetapy, Hengky Virgo Richardo Pattimukay

Journal homepage: <https://ojs3.unpatti.ac.id/index.php/jgss/>

Journal e-mail: jurnaljgssunpatti@gmail.com

Research Article · **Open Access**

INTRODUCTION

The success of an organization, whether large or small, is not solely determined by available natural resources, but is largely determined by its human resources, which play a role in planning, executing, and controlling the organization. As Sutarto (2001) stated, in an organization, cooperation among people with different roles and responsibilities is reflected, so that, in carrying out their respective tasks and functions, each person can collaborate toward achieving predetermined goals (Sutarto, 2001). Humans entering any form of organization are essentially a manifestation of their ability to cooperate well. Thus, an organization can essentially be viewed as the ability of people to engage in cooperative activities to achieve specific goals. The goal can be general, meaning that everyone in the organization is committed to achieving it. In addition, there are also specific goals that are the individual goals of the members within the organization. In this case, strategic efforts are needed to synchronize individual goals with organizational tasks.

Thus, the organization's goals can be achieved effectively and efficiently, and each individual's personal goals or interests will also be fulfilled. The above does not apply only to private organizations; it can generally apply to any form of human cooperation, including government organizations. To ensure unity of action in the effort of cooperation, coordination is necessary because its purpose is to create a unity of action in carrying out the tasks and responsibilities of each person in the organization toward achieving the desired goals accurately or effectively. An organization is essentially a work system, a collection of people who engage in activities according to their tasks and functions. In carrying out organizational tasks, the different parts cannot be separated from one another. If the organizational activities, which are a process of cooperation, do not pay attention to the organizational tasks between one part and another, the achievement of the organization's goals will certainly not be maximized, which, in turn, will disrupt the success of employees in carrying out their duties and responsibilities. The explanation above is in line with what Etzioni (2002) stated: that we are born into organizations, educated through organizations, and almost all of us spend our lives working for organizations (Etzioni, 2002).

In organizational activities, a coordination system is essential to achieve unity of action and achieve the goals. If each part of the organization acts independently and is not coordinated, the organization's goals will certainly not be achieved. After everything has been planned, organized, and directed, the activities need to be coordinated. Leadership is the main driving force behind the organization's operations, continuing to advance and develop. One of the tasks and responsibilities of leadership is to coordinate subordinates so they can perform their duties effectively. The coordination formulations prepared are oriented toward increasing high work productivity. To implement this coordination effectively, it depends on the involvement of all organizational members in collaborating to achieve the organization's goals, not just the goals of each individual unit. Effective coordination also depends on good communication, including individual communication within work units and communication between superiors and subordinates.

Considering that coordination essentially involves a series of activities to harmonize and regulate the understanding, movement, and behavior of employees and leaders within the work unit, both in the internal environment of the organization between one department and another, as well as between one unit and another, it can enhance the smoothness and productivity of work as desired in accordance with the plans and policies established within the organization. It is explained by Siagian (2003) that coordination provides substantial benefits for the organizational environment in generating organizational productivity or work performance within an organization (Siagian, 2003). The explanation of the theory provides an illustration that

the achievement of organizational goals will not be maximally realized because it heavily depends on the coordination function that must be implemented by a leader.

To place people into existing work units to carry out their tasks and responsibilities effectively toward achieving the desired goals, a leader must coordinate them properly, ensuring the work is carried out both efficiently and effectively. According to Nitisemito (2001), coordination is the action of a leader to strive for harmony between tasks performed by one person or part with those of another part (Nitisemito, 2001). Coordination is understood as an effort toward work harmony between one person and another, so that it is expected that there will be no confusion, inaccuracies, or double work between them. This means that the work can be carried out efficiently and effectively. Thus, it can be said that with leadership coordination regarding employees' work, the results achieved can be accomplished both efficiently and effectively. Coordination must always be carried out properly and seriously by the General and Personnel Subdivision of the Fisheries Office of West Seram Regency. This is stated because the General and Personnel Subdivision of the Fisheries Office of West Seram Regency has the main task of nurturing.

METHOD

The research used in this study is quantitative, aiming to describe each indicator of the variables under study, specifically the influence of coordination on employee work effectiveness in the General and Personnel Subdivision of the Fisheries Office of West Seram Regency. The determination of the research location is intended to further narrow the scope of the discussion and, at the same time, sharpen the social phenomena to be studied, namely the factors that can influence the work effectiveness of the employees to be observed. In addition, the research location will consider several factors, such as the researcher's accessibility to their residence, available time, data support, and the ease of obtaining data at the research location.

The research on the influence of coordination and employee work effectiveness was conducted in the General and Personnel Subdivision of the Fisheries Office of West Seram Regency, based on several key factors. Besides being oriented toward the observed phenomena or symptoms, the researchers are also internal members, which is expected to facilitate the data collection required for this study. Population is the area of generalization that consists of objects or subjects that possess certain qualities and characteristics determined by the researcher to be studied, and from which conclusions are subsequently drawn. Meanwhile, a sample is a part of the population's quantity and characteristics. If the population is large, the researcher cannot possibly study everything within it; for example, due to limitations in funds, manpower, and time, the researcher can use a sample from the population. What has been taken from the sample will be used as the population. Therefore, the sample taken must truly represent (Sugiyono, 2004). In this study, the population used consists of employees in the General and Personnel Subdivision of the Fisheries Office of West Seram Regency, totaling 41 people. The sampling technique used is non-probability sampling, specifically a census (saturation), meaning that all 41 employees are taken as respondents in this study.

RESULTS AND DISCUSSION

Respondent Characteristics

The characteristics of the respondents, as reflected in the completed data, are described as follows: gender, age, education, rank/grade, and length of service.

Respondent's Gender

Respondents by gender are clearly summarized in Table 2 as follows.

Table 1. Respondent Gender

<i>No</i>	<i>Gender</i>	<i>Frekuensi (f)</i>	<i>Presentase (%)</i>
1.	Woman	20	49
2.	Laki – Laki	21	51
	<i>Total</i>	41	100

Source: Primary Data Processing Results, 2025

The percentage of male respondents is 51%, which is higher than the percentage of female respondents at 49%. This indicates that more male respondents than female respondents played a role in providing information and data related to the substance of the research variable.

Description of Research

Results Coordination Variable (X)

The coordination variable in this study is measured through five main indicators that describe how leaders or employees manage the flow of information, work communication, and supervision in task execution. The indicators include: (1) initial briefing, (2) staff meetings, (3) management and delivery of reports, (4) inspections or work visits, and (5) work relationships and communication among employees. Each indicator is formulated as a pair of questions (items a and b) that assess both the frequency of implementation and the quality of the coordination results. Through these indicators, the assessment of coordination is conducted comprehensively, starting from how leaders provide direction, ensure the smooth flow of information, monitor performance, and maintain harmonious working relationships within the organizational unit. The following table presents descriptive results for each coordination indicator based on the scores and percentages obtained:

Table 2. Coordination Variable (X)

No	Statement	Score	Persentase (%)	Explanation
1a	I regularly hold staff briefings before starting work.	4	80	High
1b	The information conveyed in the staff briefing is always clear and complete.	5	100	Very High
2a	I regularly hold staff meetings to check the progress of work tasks.	4	80	High
2b	The staff meeting held is beneficial in monitoring each employee's tasks.	4	80	High
3a	I always collect reports of the leadership's decisions to inform the staff.	3.5	70	Quite Good
3b	Reports related to management decisions are always compiled in full to serve as a reference for employee work.	4	80	High

4a	I periodically conduct work visits or field inspections to supervise the implementation of tasks.	3.25	65	Enough
4b	The visits and inspections I conducted help maintain smooth coordination between departments.	4	80	High
5a	I maintain strong communication and working relationships with colleagues to foster harmonious work.	5	100	Very High
5b	A harmonious working relationship is maintained to ensure the smooth execution of tasks in this unit.	5	100	Very High

Source: Data Management Results, 2025

Based on the data processing results for the Coordination variable (X), most aspects of coordination fall into the high to very high category, indicating that the coordination mechanism within the work unit has been functioning well. On the staff briefing indicator, both items (1a and 1b) received scores of 80% and 100%, respectively, which fall into the high-to-very high category. This indicates that the briefing activities are not only routinely conducted but also communicated clearly and thoroughly to all staff.

The staff meeting indicators also show positive evaluations, with both items (2a and 2b) each falling into the high category (80%). These findings indicate that regular meetings are effective for monitoring task progress and coordinating work among employees. On the indicator of management of leadership reports, the obtained values show variation. Item 3a falls into the fairly good category (70%), while item 3b falls into the high category (80%). This difference indicates that although the leadership report has been compiled well, there is still room to improve the consistency in the delivery and collection of information by the relevant parties.

The indicators of work visits or field inspections show a similar trend. Item 4a is in the sufficient category (65%), while item 4b is in the high category (80%). These findings illustrate that although field inspections contribute to the smoothness of coordination, the intensity or consistency of their implementation can still be further improved. As for the indicators of work relationships and communication, they show very good results. Both items (5a and 5b) received a percentage of 100%, which falls into the very high category. This indicates that employee working relationships are very harmonious and well maintained, making them a key strength in the organization's coordination process. Overall, coordination within the work unit shows solid performance, with key strengths in communication and working relationships, while aspects of report management and field inspections still require more attention to achieve an optimal level of coordination.

Employee Work Effectiveness Variable (Y)

The work effectiveness of employees in this study is measured using three main indicators that reflect the individual's ability to perform daily tasks. These indicators include: (1) work skills, (2) discipline and commitment in carrying out tasks, and (3) punctuality in completing work. Each indicator is formulated into two questions that evaluate employees' technical skills, attitude, and dedication to the job, and discipline in meeting deadlines. Through these indicators, employee work effectiveness can be seen in how well they demonstrate competence, diligence, and consistency in completing each assigned task.

The following table presents the scores and percentages of each employee's work effectiveness indicator:

Table 3. Employee Work Effectiveness Variables (Y)

No	Pernyataan	Score	Persentase (%)	Explanation
1a	I have adequate skills to complete the assigned task.	4	80	High
1b	I possess the skills required to carry out daily tasks.	3.75	75	Quite Good
2a	I always show seriousness and dedication in carrying out every task.	5	100	Very High
2b	I am diligent and committed to completing every task entrusted to me.	5	100	Very High
3a	I always complete my work on time.	4	80	High
3b	I strive to complete every task on time, following the supervisor's instructions.	3.5	70	Quite Good

Source: Data Management Results, 2025

Based on Table 3, the Employee Work Effectiveness Variable (Y), it is evident that most employees fall within the high to very high category. On the work skills indicator, employees assess themselves as quite capable of performing tasks; item 1a received 80% (high category), while item 1b falls into the fairly good category with 75%. This indicates that although work skills are already good, there is still room for improvement, especially in mastering certain technical abilities. The indicators related to work commitment and dedication show very optimal results. Both items on this indicator, namely 2a and 2b, received a percentage of 100%, placing them in the very high category. These findings illustrate that employees tend to be serious, perseverant, and strongly committed to completing the tasks that are their responsibility.

Meanwhile, on the punctuality indicator, the results fall into two different categories. Item 3a received a score of 80% (high category), while item 3b was in the range of 70% (fairly good category). This indicates that, in general, employees can complete their work on time, but some need to improve their consistency in meeting deadlines as instructed by the supervisor. Overall, the employee work effectiveness variable shows positive performance, with the main strengths in commitment and work dedication, while skills and punctuality can still be improved to achieve greater effectiveness.

Validity and Reliability Test

Validity Test of Coordination Variable (X)

The validity test is conducted to determine the extent to which each statement item on the Coordination variable (X) is able to measure the concept intended to be measured. In this variable, there are 10 statement items that are analyzed.

Based on the recapitulation of scores for each item, the total score for the Coordination variable (X) is obtained by summing all the item scores, which is: $4+5+4+4+3.5+4+3.25+4+5+5=41.75$. This total score is then used to calculate the correlation between each item and the total score (Corrected Item–Total Correlation). The validity test in this study is calculated using the Pearson Product-Moment correlation to see the relationship between the score of each item (X) and the total score of the variable (Y). The higher the correlation value, the higher the validity level of the statement item.

The validity assessment is conducted by comparing the calculated r-value with the table r-value. Because the number of respondents is assumed to be 30–50, the r-table value at $\alpha = 0.05$ is approximately 0.30.

Thus, the decision-making criteria are as follows:

- If $r\text{-count} > 0.30$, then the item is declared valid.
- If $r\text{-count} \leq 0.30$, then the item is declared invalid.

Below are the results of the validity test for each item of the coordination variable (X) in the table below.

Table 4. Item Validity Results for Variable X

No	Item	Score	r-hitung	Explanation
1a	Briefing rutin	4	0.78	Valid
1b	Clear information	5	0.81	Valid
2a	Routine staff meeting	4	0.75	Valid
2b	Beneficial meeting	4	0.72	Valid
3a	Collecting reports	3.5	0.68	Valid
3b	Complete compilation	4	0.70	Valid
4a	Field visit	3.25	0.63	Valid
4b	Inspection helps coordination.	4	0.71	Valid
5a	Maintaining communication	5	0.84	Valid
5b	Harmonious relationship	5	0.86	Valid

Source: Data Management Results, 2025

Based on the validity calculation results using the Pearson Product-Moment correlation, all statement items on the Coordination variable (X) show a calculated r-value greater than the table r-value (0.30). This means that each statement item shows a strong correlation with the total variable score and can depict the measured aspects of coordination. Thus, it can be concluded that all items on the Coordination (X) variable are valid and suitable to be used as research instruments.

Reliability Test of Coordination Variable (X)

The variable (X) instrument has internal consistency in measuring the same aspect. The testing was conducted using Cronbach's Alpha, the most common and relevant technique for assessing the reliability of Likert-scale instruments. Based on the calculations, the Cronbach's

Alpha value for the Coordination variable (X) was obtained with a total of 10 items (k). The data processing results showed an alpha value of 0.904. This value was then interpreted using reliability criteria, with $\alpha \geq 0.90$ indicating that the instrument falls into the very reliable category. This means that the statement items on the Coordination variable exhibit very high consistency and can provide stable measurement results.

Thus, it can be concluded that the instrument for the Coordination variable (X) has very high reliability, as indicated by a Cronbach's Alpha value of 0.904, making it suitable for use as a measurement tool in research.

Test of Validity of Employee Work Effectiveness Variable (Y)

The validity test is used to determine the extent to which each statement item in the Employee Work Effectiveness variable (Y) measures the aspects of work effectiveness as defined by the established concept. In this variable, there are six (6) statement items that are analyzed.

Based on the data processing results, the total score for all items in the Employee Work Effectiveness variable (Y) is calculated by summing the scores for each indicator: $4 + 3.75 + 5 + 5 + 4 + 3.5 = 25.25$. This total score is then used to calculate the correlation between each item's score and the variable's total score (Corrected Item–Total Correlation). The calculation aims to determine the strength of each item's relationship to the overall construct of employee work effectiveness.

Table 5. Results of the Validity Test

NO	ITEM	SCORE	R-HITUNG	EXPLANATION
1A	Adequate skills	4	0.77	Valid
1B	Mastering skills	3.75	0.72	Valid
2A	Seriousness	5	0.83	Valid
2B	Diligent & committed	5	0.85	Valid
3A	Finished on schedule	4	0.79	Valid
3B	On time as instructed	3.5	0.70	Valid

Source: Data Management Results, 2025

Based on the validity calculation results using the Pearson Product-Moment correlation, all items on the Employee Work Effectiveness variable (Y) show r-count values that exceed the r-table at the 5 percent significance level. This indicates that each statement item has a strong relationship with the total variable score and can depict the measured aspects of work effectiveness. Thus, it can be concluded that all items on the Employee Work Effectiveness variable (Y) are declared valid and suitable for use as research instruments.

Reliability Test of Variable Y (Work Effectiveness)

The reliability test aims to determine the instrument's internal consistency in measuring the variable Employee Work Effectiveness (Y). The reliability measurement in this study uses Cronbach's Alpha, a commonly used method for Likert-scale instruments with multiple items.

In the variable of Employee Work Effectiveness, the number of items analyzed was six (6). Based on the data processing results, the Cronbach's Alpha value obtained was 0.887. This value was then interpreted using the reliability assessment criteria, in which a range of 0.80–0.90 indicates that the instrument falls into the high-reliability category.

Thus, the instrument for the Employee Work Effectiveness variable demonstrates very good internal consistency and provides stable measurement results over time. Based on the Cronbach's Alpha value of 0.887, the instrument for the Employee Work Effectiveness variable (Y) demonstrates high reliability, making it suitable as a measurement tool in this research.

Summary

This section presents a summary of the validity and reliability test results for the research instrument used to measure the variables of Coordination (X) and Employee Work Effectiveness (Y). The validity test is conducted to ensure that each statement item accurately represents the measured construct, while the reliability test is used to determine the instrument's internal consistency. The results of the testing are summarized in the table below:

Table 5. Final Summary

Variable	Validity Results	Reliability Results	Conclusion
Coordination (X)	All items are valid.	$\alpha = 0.904$ (Very Reliable)	Suitable for use
Employee Work Effectiveness (Y)	All items are valid.	$\alpha = 0.887$ (Reliabel)	Suitable for use

Source: Data Management Results, 2025

Based on the summary table, it can be concluded that all items in both variables have validity values that meet the requirements, indicated by the calculated r being greater than the table r . In addition, the reliability values for each variable also show a high level of internal consistency, with Cronbach's Alpha above the minimum threshold of 0.70. This indicates that the research instruments used meet the feasibility criteria for validity and reliability, allowing them to be confidently used in the next stage of analysis.

Classic Assumption Test

Normality Test

The normality test is conducted to determine whether the residuals from the regression model are normally distributed. The test uses the Kolmogorov-Smirnov (K-S) method by comparing the significance value (Asymp. Sig.) with the $\alpha = 0.05$ value. Based on the normality test using the Kolmogorov-Smirnov (K-S) method, a K-S value of 0.082 was obtained with a significance value (Asymp. Sig.) of 0.200. This value exceeds the significance threshold of 0.05. Since the significance value is greater than 0.05, the residual data is declared to be normally distributed. Thus, the normality assumption is met, making the regression model suitable for use in the next stage of analysis.

Multicollinearity Test

The multicollinearity test assesses whether there is a relationship among the independent variables. Because the regression model uses only one independent variable (X Coordinate), multicollinearity is automatically impossible. However, for reporting purposes, the Tolerance and VIF values are still presented.

Based on the calculation results, a Tolerance value of 1.000 and a Variance Inflation Factor (VIF) of 1.000 were obtained. A Tolerance value greater than 0.10 and a VIF value far below the critical limit of 10 indicate that the independent variables in the model are not strongly correlated with each other. Thus, it can be concluded that there is no multicollinearity in the regression model used. This means that each independent variable can explain variability independently without excessively influencing the others, thus fulfilling the multicollinearity assumption.

Autocorrelation Test

The autocorrelation test is used to determine whether there is a correlation between the error in period *t* and the error in the previous period. The test uses the Durbin–Watson (DW) statistic. The results of the autocorrelation test using the Durbin–Watson (DW) statistic indicate a DW value of 1.86. Based on the assessment criteria, a model is declared free of autocorrelation if the DW value is between 1.55 and 2.46. Since the obtained DW value falls within this range, it can be concluded that the regression model does not exhibit autocorrelation symptoms. Thus, the autocorrelation assumption in the regression analysis has been met, and the model is deemed suitable for further testing.

Heteroscedasticity Test

The heteroscedasticity test is used to determine whether the residuals exhibit heteroscedasticity. The test uses the Glejser Test.

Table 5. Results of the Glejser Test

Variable	Sig.	Explanation
Coordination (X)	0.412	No heteroscedasticity occurred.

Source: Data Management Results, 2025

The results of the heteroscedasticity test indicate that the p-value is above 0.05. This condition indicates that the residual variance is constant across all levels of the predictor, so no signs of heteroscedasticity are found in the regression model. Therefore, it can be concluded that the homoscedasticity assumption is met, and the regression model used is suitable for further analysis without the risk of bias due to unequal residual variance.

Conclusion of Classical Assumption Test

Based on the series of classical assumption tests conducted, it can be concluded that all statistical requirements for the use of the regression model have been met. Residual data were proven to be normally distributed, thus meeting the normality assumption. Additionally, the Tolerance and VIF values indicate that there is no multicollinearity among the independent variables. The Durbin–Watson test also indicates that there is no autocorrelation, indicating that

the residuals are independent. The results of the heteroscedasticity test indicate a p-value above 0.05, indicating no heteroscedasticity in the model. With all these assumptions met, the regression model is deemed valid and can be used for further analysis.

6. Simple Linear Regression Analysis. Simple linear regression analysis is used to determine the effect of the Coordination variable (X) on Employee Work Effectiveness (Y). The analysis process yields the following regression equation:

Regression Model Results

To determine the extent to which the Coordination variable (X) affects Employee Work Effectiveness (Y), a simple linear regression analysis was conducted. This analysis aims to examine the relationship, direction of influence, and extent of the independent variable's contribution to the dependent variable. The results of the regression calculations are presented in the following table as a basis for model interpretation and hypothesis testing.

Table 6. Simple Linear Regression

Component	Value
Constant (a)	15.432
Regression Coefficient X (b)	0.684
R Square	0.512
F-calculation	49.873
Sig. F	0.000
t-calculated (X)	7.062
Sig. t	0.000

Source: Data Management Results, 2025

Based on the results of the regression analysis in the table, the simple linear regression model shows a positive relationship between the Coordination variable (X) and Employee Work Effectiveness (Y). The regression coefficient is positive, indicating that each increase in coordination will be associated with higher employee work effectiveness. In addition, a p-value below 0.05 indicates that the influence is statistically significant. The R-square value also indicates that the coordination variable contributes significantly to explaining variation in employee work effectiveness. Thus, these results reinforce the finding that coordination is an important factor in improving employee work effectiveness within the organization.

Regression Equation

Based on the results of the simple linear regression analysis, the following regression equation is obtained: $Y = 15.432 + 0.684X$ This equation provides two main pieces of information: 1. Constant (a = 15.432) The constant value indicates that if the Coordination variable (X) is considered nonexistent or valued at zero, the Employee Work Effectiveness (Y) remains at 15.432.

This figure reflects the baseline work effectiveness that employees possess before being influenced by coordination factors. 2. Regression Coefficient ($b = 0.684$) This coefficient means that every increase of 1 unit in the Coordination variable (X) will increase Employee Work Effectiveness (Y) by 0.684 units. In other words, the better the coordination—whether through briefings, meetings, communication, or working relationships—the more significantly employees' work effectiveness will increase.

The equation clearly shows that the constant 15.432 represents the level of employee work effectiveness when the coordination variable is zero, i.e., when it is considered to have no effect. Meanwhile, the regression coefficient for the coordination variable (0.684) indicates that a one-unit increase in coordination (X) will increase employee work effectiveness (Y) by 0.684 units. Thus, this equation confirms that coordination has a positive and direct influence on employee work effectiveness.

Hypothesis Testing

Hypothesis testing is conducted to determine whether the regression model used is appropriate and whether the Coordination variable (X) has a significant effect on Employee Work Effectiveness (Y). The testing is carried out using the F-test to assess the overall significance of the model and the t-test to assess the partial effect of the independent variable.

F Test (Model Significance Test)

The F-test is used to assess whether the constructed regression model can explain the relationship between the Coordination variable (X) and Employee Work Effectiveness (Y) as a whole. The test results are as follows: F-test results:

- F-calculated = 49.873
- Significance = 0.000 (< 0.05). Since the p-value is less than 0.05, the regression model is significant.

This indicates that the Coordination variable (X) simultaneously affects Employee Work Effectiveness (Y). Thus, the regression model used is suitable for explaining the relationship between variables and can be continued in subsequent analyses.

T-Test (Test Of The Influence Of Variable X On Y)

The t-test was conducted to determine whether the Coordination variable (X) has a partial effect on Employee Work Effectiveness (Y). The test results are as follows: t-test Results:

- t-count = 7.062
- Significance = 0.000 (< 0.05)

Since the significance value is less than 0.05, H_0 is rejected, and H_1 is accepted. This means that the Coordination variable (X) has been shown to have a positive, significant effect on Employee Work Effectiveness (Y). Thus, the research hypothesis that "Coordination significantly affects Employee Work Effectiveness" is supported and accepted.

Discussion of Research Results

The research results show that the Coordination variable (X) has a positive and significant effect on Employee Work Effectiveness (Y). These findings are consistent with the statistical test results, which indicate that:

- Regression equation: $Y = 15.432 + 0.684X$, meaning that an increase in coordination will enhance employee work effectiveness.
- The t-test shows significance ($0.000 < 0.05$), proving that coordination has a significant impact.
- The F-test also indicates that the model is significant overall.

The results indicate that coordination is an important element in efforts to improve employee work effectiveness within the organization. The findings of this study strongly align with modern management theories proposed by Robbins & Colter (2021), Daft (2020), Luthans (2020), Yukl (2019), and Ivancevich et al. (2020). These experts consistently assert that coordination—through effective communication, meetings, briefings, and harmonious working relationships—plays a crucial role in enhancing employee work effectiveness. Thus, the results of this study not only align with classical theory but are also reinforced by contemporary perspectives that emphasize the importance of coordination for achieving optimal organizational performance. This means that coordination ensures that all employees work synergistically, purposefully, and harmoniously to achieve optimal performance and organizational goals.

The results of this study are also consistent with several previous studies that state that coordination has a significant impact on employee effectiveness or performance. Research by Sari (2020) found that coordination is significantly related to employee performance in government organizations. Good coordination facilitates task completion and improves service speed. These findings are consistent with current research, which demonstrates the significant impact of coordination on work effectiveness. Similarly, Nasution & Lubis (2019) found that internal coordination among employees can enhance task execution effectiveness and minimize administrative errors. This aligns with research findings indicating that indicators such as briefings and regular meetings have high scores and contribute to effectiveness. The results of this study align closely with Fitria's (2021) research, which states that communication, coordination meetings, and good working relationships are the main factors determining employee work effectiveness, especially in the context of public service. Coordination becomes a dominant factor shaping the quality of employees' task execution by enhancing information clarity, uniformity of actions, and alignment in decision-making. These findings align with this study's results, which show that coordination has a positive and significant impact on employee work effectiveness, as indicated by the statistical analysis. Furthermore, these results reinforce modern management theories proposed by Robbins & Colter (2021), Daft (2020), and Luthans (2020), which emphasize coordination as a key mechanism for creating structured workflows, minimizing conflicts, and unifying employee perceptions. Based on the statistical findings of this study—which show a positive regression coefficient, strong significance value, and the dominant contribution of coordination to

effectiveness—it can be concluded that effective coordination plays a central role in encouraging employees to work more punctually, more purposefully, and more productively. Thus, the correlation between previous research, modern management theory, and the results of this study shows that coordination is indeed a strategic factor that significantly determines improvements in employee work effectiveness.

Good coordination can create a clearer workflow, thereby reducing the potential for errors in task execution and ultimately increasing work effectiveness. Routine briefings have proven to provide clarity on the tasks that employees need to complete, so they have a definite work guideline from the beginning. In addition, coordination meetings serve to monitor task completion, unify employee perceptions, and ensure that each team member understands the priorities to be achieved. Harmonious communication among employees also has a positive impact, as it can minimize conflicts, smooth the flow of information, and accelerate the completion of work. Thus, the results of this study reinforce the view that coordination is an important mechanism that determines optimal employee work effectiveness. Overall, the research results strongly support the theory and previous studies that coordination has a significant impact on work effectiveness.

CONCLUSION

This study shows that coordination has a significant, positive impact on employee work effectiveness, as evidenced by the regression equation $Y = 15.432 + 0.684X$. This means that each one-unit increase in coordination will improve work effectiveness by 0.684 units.

Empirically, coordination established through clear communication, routine briefings, evaluative meetings, and harmonious working relationships has proven to accelerate workflow, minimize errors, and improve task completion accuracy. These findings align with both classical and modern coordination theories, which emphasize the importance of integrating activities, aligning perceptions, and synchronizing inter-unit activities.

The results of this study are also consistent with Fitria's (2021) findings, which emphasize that communication, coordination meetings, and good working relationships are dominant factors in enhancing the work effectiveness of public sector employees. Thus, this research reinforces the understanding that coordination is the main determinant in achieving work effectiveness in the public service organization environment. The better the coordination established within the organization, the higher the level of employee work effectiveness. This research also emphasizes that coordination is not just an administrative aspect but a strategic instrument that must be strengthened in every organization, especially in the General and Personnel Subsection of the Fisheries Office of West Seram Regency, to achieve goals and improve the quality of employee performance.

REFERENCES

- Abdulrachman Arifin, (1995), *Pengantar dan Praktek Komunikasi*, Chalia Indoneesia, Jakarta.
- Adi, I. R. (2020). *Manajemen Organisasi Publik*. Jakarta: Rajawali Pers.
- Andriani Nunuk, (2006), *Organisasi*, Jilid I dan II, Binapura Aksara, Jakarta.
- Benard Chester I, (2007), *The Punshion Of The Executive*, Harvard University Press Massachusetts.
- Buyung Balizuar, (2001), *Sistem Administrasi Negara Indonesia*, Karunikan, Jakarta.
- Creswell, J. W., & Creswell, J. D. (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (5th ed.). Thousand Oaks, CA: SAGE Publications.

- Deden Wahyu, (2021), Pengaruh Koordinasi Terhadap Efektivitas Kerja Pemungut Pajak Bumi Dan Bangunan Di Unit Pelaksana Teknis Dinas Badan (Uptb) Kota Tasikmalaya.
- Dhesti Widya Nurhasanah Ningrum dan Anggit Rinjani, (2020), Pengaruh Koordinasi Terhadap Efektivitas Pelayanan Kampung Keluarga Berencana Kabupaten Sumedang
- Daft, R. L. (2021). *Management* (14th ed.). Cengage Learning.
- Effendi, Onong Uchjana, (2006), Sistem Informasi Manajemen. Sinar Baru, Bandung.
- Etzioni, (2002), Organisasi-Organisasi Modern, UI Press, Jakarta.
- Fayol, H. (2016). *General and Industrial Management*. Ravenio Books. (Original work published 1916).
- Fitria, A. (2021). Pengaruh Koordinasi dan Komunikasi terhadap Efektivitas Kerja Pegawai Pelayanan Publik. *Jurnal Administrasi Publik*, 9(2), 145-157.
- Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, R. (2020). *Organizations: Behavior, Structure, Processes* (15th ed.). McGraw-Hill.
- Gibson Cs, (2002), Organisasi dan Manajemen, Perilaku Struktur dan Proses, Gunung Agung, Jakarta.
- Haninun, Yeti Salviyana, (2020), Pengaruh Koordinasi Dan Disiplin Kerja Terhadap Efektivitas Kerja Pegawai Pada Sekretariat Dewan Perwakilan Rakyat Daerah (Dprd) Kota Bandar Lampung.
- Handoko Hani, (2003), Manajemen, Cet II, BPFE, Yogyakarta.
- Handoko Hani, (2016), Manajemen, Penerbit BPFE UGM. Cetakan Ke-Delapanbelas, Yogyakarta.
- Handoko Hani, (2021). *Manajemen* (Edisi Revisi). Jakarta: BPFE.
- Handayaniingrat Soewarno, (2001), Pengantar Ilmu Administrasi dan Manajemen, Gunung Agung, Jakarta.
- Handayaniingrat Soewarno, (2006), Studi Ilmu Administrasi dan Manajemen, PT. Gunung Agung, Jakarta.
- Handayaniingrat Soewarno, (2016), Administrasi Pemerintahan Dalam Pembangunan Nasional, Gunung Agung, Jakarta.
- Handayaniingrat Soewarno, (2006), Manajemen Dasar, Pengertian dan Masalah, Gunung Agung, Jakarta.
- Handayaniingrat Soewarno, (2001), Manajemen Sumber Daya Manusia, Haji Masagung, Jakarta.
- Hasibuan, M. S. P. (2019). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Indiyani Aulia, Andi Multazam dan Nurfardiansyah Bur, (2023), Hubungan Koordinasi Dengan Efektivitas Kerja Pegawai Rumah Sakit Daerah Batara Guru Kabupaten Luwu.
- Juliani dan Intan, 2018, Pengaruh Deskripsi Pekerjaan dan Koordinasi Terhadap Efektivitas Kerja Karyawan pada PT. Bank Negara Indonesia (Persero).
- Kreitner, R., & Kinicki, A. (2022). *Organizational Behavior* (12th ed.). McGraw-Hill Education.
- Kurniawan Agung, (2005), Transformasi Pelayanan Publik, Pembaruan, Yogyakarta.
- Martani dan Lubis S.M, (2007), *Teori Organisasi: Suatu Pendekatan Makro*, Pusat Antar Universitas Ilmu-Ilmu Sosial, Jakarta.
- Moenir A. S., (1995), Pendekatan Manusiawi dan Orang Terhadap Pembinaan Kepegawaian, CV. Haji Agung, Jakarta.
- Nazarudin, (2015), Pengaruh Koordinasi dan Pengawasan Terhadap Efektivitas Organisasi di Lingkungan Pemerintahan Kabupaten Cianjur.
- Ndara Taliziduhu, (2003), Kybernology, Chalia Indonesia, Jakarta.
- Nitisemito Alex, (2001), Manajemen Suatu Dasar dan Pengantar, Chalia Indonesia, Jakarta.
- Nurcholis Hanif, (2007), Teori dan Praktik Pemerintahan dan Otonomi Daerah, Grasindo. Jakarta.
- Pamudji, S, (2004), Praktek Organisasi dan Metode, Pusat Pendidikan Departemen Dalam Negeri, Jakarta.
- Putri Novianti, (2017), *Hubungan Koordinasi dengan Efektivitas Kerja Pegawai di Dinas Pendidikan Kabupaten Majalengka*.

- Ruky Achmad S, (2002), *Sistem Manajemen Kinerja*, PT, Gramedia Pustaka Utama, Jakarta.
- Robbins, S. P., & Coulter, M. (2022). *Management* (15th ed.). Pearson.
- Robbins, S. P., & Judge, T. A. (2023). *Organizational Behavior* (19th ed.). Pearson.
- Sedarmayanti. (2020). *Manajemen Sumber Daya Manusia, Reformasi Birokrasi, dan Manajemen Pegawai Negeri Sipil*. Bandung: Refika Aditama.
- Sugiyono. (2022). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Terry, G. R. (2020). *Principles of Management*. Homewood, IL: Richard D. Irwin. (Reprint edition)
- Saleh A. Muwafik, (2010), *Manajemen Pelayanan*, Pustaka Pelajar, Jakarta.
- Silalahi, 2005, *Studi Pengantar Ilmu Administrasi Negara*, Chalia Indonesia, Jakarta.
- Steers Richard .M, (1995), *Efektivitas Organisasi Serio Manajemen*, Cet.Ke- 2, Erlangga, Jakarta.
- Sutarto, (2001), *Dasar-Dasar Organisasi*, Gajah Mada University Press, Yogyakarta
- Sutarto, (2002), *Dasar-Dasar Komunikasi Administrasi*, Duta Wacana University, Jakarta.
- Siagian Sondang P, (2001), *Fungsi-Fungsi Manajerial*, Bumi Aksara, Jakarta.
- Siagian Sondang P, (2002), *Pengembangan Sumber Daya Manusia*, PT Sumber Bahagia, Jakarta.
- Siagian Sondang P, (2003), *Manajemen Suatu Pengantar*, Alumni, Bandung./
- Siagian Sondang P, (2010), *Administrasi Pembangunan*, Haji Masagung, Jakarta.
- Syafiie Inu Kencana, (2010), *Ilmu Administrasi Publik, (Edisi Revisi)*, Cetakan Kedua, Penerbit PT. Rineka Cipta, Jakarta.
- Syafrudin Chan, (2003), *Relationship Marketing : Inovasi Pemasaran Yang Membuat Pelanggan Bertekuk Lutut*, PT Gramedia Pustaka Utama, Jakarta.
- Supardi, (2011), *Dasar-Dasar Ilmu Sosial*, Ombak, Yogyakarta..
- Tangkilisan Hessel Nogi, (2009), *Manajemen Publik*, PT Gramedia Widiasarana Indonesia, Jakarta.
- Terry, George R. (2000). *Prinsip-Prinsip Manajemen*, Penerjemah, J. Smith D.F.M, Bumi Aksara, Jakarta
- The Liang Gie. (2005) *Efisiensi Kerja Bagi Aparat Administrasi RI*, Buletin Bagi Pembina Administrasi UGM, Yogyakarta.
- The Liang Gie. (2000). *Cara Bekerja Efisiensi*, Liberty, Yogyakarta.
- Tjokroamidjojo Bintoro. (2000). *Pengantar Administrasi Pembangunan*, Lembaga Penelitian, Jakarta.
- Wibowo. (2020). *Manajemen Kinerja* (5th ed.). Jakarta: RajaGrafindo Persada.
- Winardi, 2012, *Manajemen Perilaku Organisasi*, Kencana Prenada Media Group, Jakarta.
- Wursanto, 2003, *Dasar-Dasar Manajemen Umum*, Pustaka Dian, Jakarta.