

# **CONTROL SYSTEM PERFORMANCE ON FORMAL AND INFORMAL ORGANIZATION**

(a case study on local government environmental SKPD Klaten)

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## **ABSTRACT**

*This study bertujuan memberikan empirical evidence about the influence of belief systems (beliefs system) to organizational performance, the effect of the system boundary (the boundary system) to organizational performance, the effect of control system diagnostics to organizational performance, the effect of control system interactive to organizational performance, and the influence of leadership style on performance organization.*

*Respondents who have taken is the echelon of 3a to 4b and who worked for at least 3 years in the district SKPD klaten and the data obtained as many as 43 people as respondent. Data analysis using validity and reliability test, to test the hypothesis using the coefficient of determination ( $r^2$ ), F test and t test.*

*The results showed that the Management Control Systems (SPM) system based on those beliefs (beliefs system) and a diagnostic control system affect the performance of the organization, while the system boundaries (boundary system) and interactive control systems did not affect the organization's performance. For leadership style variable effect on organizational performance.*

*Keywords: System beliefs (beliefs system), system boundaries (boundary system), control system diagnostics, interactive control systems, leadership style, and organizational performance*

## ABSTRAK

Penelitian ini bertujuan memberikan bukti empiris mengenai pengaruh sistem keyakinan (*beliefs system*) terhadap kinerja organisasi, pengaruh sistem batasan (*boundary system*) terhadap kinerja organisasi, pengaruh sistem pengendalian diagnostik terhadap kinerja organisasi, pengaruh sistem pengendalian interaktif terhadap kinerja organisasi, dan pengaruh gaya kepemimpinan terhadap kinerja organisasi.

Responden yang diambil adalah yang mempunyai eselon dari 3a sampai dengan 4b dan yang bekerja minimal selama 3 tahun di SKPD pemerintah kabupaten klaten dan diperoleh data sebanyak 43 orang sebagai responden. Analisis data menggunakan uji validitas dan uji reliabilitas, untuk menguji hipotesis menggunakan koefisien determinasi ( $r^2$ ), uji F dan uji t.

Hasil penelitian menunjukkan bahwa Sistem Pengendalian Manajemen (SPM) berdasarkan sistem keyakinan (*beliefs system*) dan sistem pengendalian diagnostik berpengaruh terhadap kinerja organisasi, sedangkan sistem batasan (*boundary system*) dan sistem pengendalian interaktif tidak berpengaruh terhadap kinerja organisasi. Untuk variabel gaya kepemimpinan berpengaruh terhadap kinerja organisasi.

**Kata Kunci:** Sistem keyakinan (*beliefs system*), sistem batasan (*boundary system*), sistem pengendalian diagnostik, sistem pengendalian interaktif, gaya kepemimpinan, dan kinerja organisasi