FACTORS THAT AFFECT THE MANAGER'S PERCEPTION ABOUT THE FACTORS THAT INFLUENCE COMPANY PERFORMANCE  
(Empirical Study on State-owned enterprises of Indonesia Companies in the Construction Sector in Medan City)

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ABSTRACT  
This research aims to know and analyze about Factors That Influence Manager Perception Of Factors Affecting Company Performance (Empirical Study On State Enterprise Of Construction Sector In Medan). This type of research is causal research. The population in this study is State-Owned Enterprise Sector Construction In Medan. The sampling technique used was Purposive sampling with 102 respondents. This research was conducted by the method of spreading the questionnaire to each State-Owned Enterprise of Construction Sector in Medan. Testing of research data using multiple linear regression analysis. The results of this study indicate that the overall variables studied are: Perceptions of Environmental Uncertainty, Managerial Competence, Extent of Coverage Area, Information Technology and Openness of Society in Receiving Development significantly and positively influence on the Performance of State-Owned Enterprise Construction Sector contained in Medan.

Keywords : Factors That Influence Manager Perception Of Factors Affecting Company Performance, Company Performance, Manager Perception

1. INTRODUCTION  
SOE is a State-Owned Enterprise in the form of a Corporate Company (PERSERO) as referred to in Government Regulation Number 12 of 1998, which is a State-Owned Enterprise (SOE) which is one of the important economic activity actors in the national economy, which together with economic actors others are private (small, domestic-foreign) and cooperatives. BUMN is a business entity whose entire or part of its capital is owned by the state through direct participation derived from separated state assets.

Based on the Law of the Republic of Indonesia Number 19 of 2003 concerning State-Owned Enterprises, explained through article 2 that SOEs have the intent and purpose of: contributing to national economic development and state revenues, pursuing profits, organizing public benefits in the form of goods suppliers and / or high-quality and adequate services for fulfilling the livelihoods of many people, becoming pioneers in business activities that cannot be carried out by the private sector and cooperatives, also actively providing guidance and assistance to economically weak entrepreneurs, cooperatives and the community.

The Ministry of SOE recorded 24 companies that had quite alarming performance in which 24 companies suffered losses of Rp. 5.852 trillion in the first quarter of 2017. The amount was reported to be higher than the same period last year, which was Rp. 5.826 trillion. The American Standard & Poor's (S & P) rating agency highlighted the
weakening performance of the balance sheets of several SOEs. For the S & P, the balance sheet of several BUMNs in the construction sector is seen as weak due to the increasing demand in terms of loan funding and bond issuance. This condition is also influenced by the assignment projects that are currently being carried out in the construction / construction stage, so that they have not yet generated revenue.

Seeing the low level of income generated, the performance of the SOE in the construction sector has also decreased. The performance of state-owned enterprises in the construction sector can also be reflected in the ROA ratio, in which the ratio will be known whether the company has run its business properly or not, then to compare whether the state-owned construction sector really has good performance similar business units, the following is a comparison table of the performance of ROA of private companies and state-owned enterprises in the construction sector.

**Table 1.1**
Table of Profitability of State-Owned Enterprises and Private Companies
Construction Services Segment

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>SOE Company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td>Adhi Karya (Persero) Tbk.</td>
<td>2.71</td>
<td>4.20</td>
<td>3.17</td>
<td>2.77</td>
<td>1.57</td>
<td>0.84</td>
</tr>
<tr>
<td>2.</td>
<td>Pembangunan Perumahan (Persero) Tbk.</td>
<td>3.62</td>
<td>3.39</td>
<td>3.64</td>
<td>4.42</td>
<td>3.69</td>
<td>3.16</td>
</tr>
<tr>
<td>3.</td>
<td>Wijaya Karya (Persero) Tbk.</td>
<td>4.62</td>
<td>4.96</td>
<td>4.72</td>
<td>3.59</td>
<td>3.86</td>
<td>2.97</td>
</tr>
<tr>
<td>4.</td>
<td>Waskita Karya (Persero) Tbk.</td>
<td>3.04</td>
<td>4.19</td>
<td>4.00</td>
<td>3.46</td>
<td>2.95</td>
<td>4.29</td>
</tr>
<tr>
<td>Private Company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td>Acset Indonusa Tbk.</td>
<td>-</td>
<td>7.64</td>
<td>7.04</td>
<td>2.19</td>
<td>2.70</td>
<td>2.36</td>
</tr>
<tr>
<td>2.</td>
<td>Nusa Konstruksi Enjiniring Tbk.</td>
<td>2.70</td>
<td>3.15</td>
<td>2.99</td>
<td>0.22</td>
<td>-24.88</td>
<td>1.13</td>
</tr>
<tr>
<td>3.</td>
<td>Nusa Raya Cipta Tbk.</td>
<td>-</td>
<td>11.55</td>
<td>15.06</td>
<td>-</td>
<td>4.74</td>
<td>4.71</td>
</tr>
<tr>
<td>4.</td>
<td>Surya Semesta Internusa Tbk.</td>
<td>15.21</td>
<td>12.84</td>
<td>8.57</td>
<td>-</td>
<td>1.40</td>
<td>14.35</td>
</tr>
<tr>
<td>5.</td>
<td>Total Bangun Persada Tbk.</td>
<td>8.80</td>
<td>9.57</td>
<td>6.59</td>
<td>6.72</td>
<td>7.50</td>
<td>5.93</td>
</tr>
</tbody>
</table>

*Sumber : Idx.co.id*

From the phenomenon of the weakening of the performance of tertatric writer SOE companies to examine the performance of state-owned companies, especially the construction sector in the city of Medan. So, the title to be examined in this study are: Factors that Affect Managers' Perceptions of Factors Affecting Company Performance.

**2. LITERATURE AND DEVELOPMENT OF HYPOTHESIS**

**2.1. Company Performance**

Company performance according to Sulistiyan & Rosidah (2003), is a combination of ability, effort, and opportunity that can be assessed from the results of his work. The same opinion was also expressed by Bastian (2001) regarding Performance, namely a description of the level of achievement of an activity or program or policy in realizing the goals, objectives, mission and vision of the organization contained in the formulation of a strategic scheme. Bernadin & Russell (1993) states that performance is a record of outcomes resulting from certain employee functions or activities carried out during a certain period.
In line with the above opinion, Helfert (1996) argues that company performance is the result of many individual decisions made continuously by management. Performance refers to employee performance measured by the standards or criteria set by the company.

Understanding the performance of the company or work performance is given a limitation by the opinion of As'ad (2003) that is as a person's success in carrying out a job. More explicitly, Hackman, Lawler, & Porter (1983) states that performance is a "successful role achievement" obtained by someone from his actions.

2.2. Perceived Environmental Uncertainty
Perception of environmental uncertainty is defined as external environmental conditions that can affect company operations (Otley, 1980). In Milliken's opinion (1987) environmental uncertainty is a sense of one's inability to predict things accurately from all social and physical factors that directly influence the decision-making behavior of people in the organization.

The perceived environmental uncertainty is the most important factor in the company because it makes it difficult for companies to make predictions (Govindarajan, 1984). Environmental uncertainty is an individual limitation in assessing the probability of failure or success of a decision that has been made (Duncan, 1972).

2.3. Manager Competency
Manager competency is the ability of people (employees) to do work to the level needed and the quality of work or certain desired activities (Lojda, 2011). In this case, manager competencies needed are manager competencies related to managing the company / work unit in accordance with the ideals previously set.

Opinions expressed by Prianto, Dewi, & Pujiraharjo (2012) about manager competencies in terms of constitutional project management as a combination of personnel, policies, procedures and systems (manual or with computers), which enable the implementation of activities to plan, organize, direct and controlling costs, schedules, quality and project performance. Project management consists of sub-systems of organization and management of human relations, and management of technical (non-human) aspects.

2.4. Extent of Regional Coverage
Ardhini & Handayani (2011) explain the area is a space which is a geographical unit along with all the elements related to it whose boundaries and systems are determined based on administrative aspects and / or functional aspects. The area in this case is whether or not a place where a company's operational activities are capable of influencing the company's performance.

The area is also inseparable from environmental aspects where multi-dimensional concepts consist of factors related to markets, government regulations, technology, and locations, among others. The concept of a micro environment relates to these factors in the immediate environment of the business where the organization can deliberately respond to and influence influence. This is generally categorized into demographic, political, economic, cultural, legal, technological and social issues.

Render & Heizer (2001) defines environmental variables to include: economic, socio-cultural, technological, demographic, and political-law. The environment consists of a large number of variables that cannot be controlled which pose threats and opportunities for companies to pursue their goals.
2.5. **Information Technology**

If viewed in terms of the language of information technology can be defined as a combination of computer technology and telecommunications with other technologies such as hardware, software, databases, network technology, and other telecommunications equipment (Maharsi, 2000). When referring to the definition of technology proposed by Goodhue (1995) technology as a tool used by individuals to help complete their tasks. In information system research, technology refers to a computer system that consists of hardware, software and data as well as service support provided to help users complete their tasks.

Progress in information technology also has a major impact on developments in paradigms as well as on production and management technology. Some fundamental management accounting factors change due to the use of information technology. The application of information technology is a challenge for management accounting in dealing with existing technology. It is the management accountant who determines the decision to adjust information technology capabilities to the capabilities or capacity of the company.

2.6. **Openness of the Community Receives Development**

Public openness in accepting development is an important factor in the success of these activities. However, openness is closely related to people's perceptions of accepting development, in the opinion of Purba (2014) The purpose of the company is economically inseparable from its social goals. The ability of a company to compete depends greatly on the state of the location where the company operates.

In some cases the performance of the company can be disrupted if the community does not support the operational activities of the company such as extortion activities by a group of people acting on behalf of the community, intimidating employees who work for the company so that the long-term impact of the company will operate. In a study conducted by Rahmanita & Purnaningsih (2009) to change people's perceptions of companies operating the company sent field officers to approach the community.

2.7. **Conceptual Framework**

![Conceptual Framework](image)

*Figure 2.1 Conceptual Framework*
3. **METHOD**

This type of research is Causal Associative which means that this study aims to examine the truth of a causal relationship. So, in this study there are independent variables (variables that influence) and dependent (influenced) (Sugiyono, 2011). This study seeks to explain and see how far the factors that influence managers' perceptions of the Effect of Perceptions of Environmental Uncertainty, Manager Competence, Extent of Regional Coverage, Information Technology and Public Openness Accept Development on Company Performance.

In this study researchers chose to use primary data as a source of data, where the data was obtained from distributing questionnaires that will be shared throughout the BUMN construction segment located in the city of Medan.

4. **DATA ANALYSIS METHOD**

The data analysis method used in this study is to use multiple regression models wherein the analysis aims to see the relationship patterns of more than one independent variable on the dependent variable. Analysis of the influence of Perceptions of Environmental Uncertainty, Manager Competence, Extent of Regional Coverage, Information Technology and Openness of Communities Receiving Development on Company Performance is stated by the statistical equation as follows:

\[ Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + e \]

In this study to measure the quality of data obtained, data quality tests were conducted. Data quality test is divided into two, namely validity test where in the validity test rules according to Chia (1995) said that the items contained in the factor analysis with a loading factor of more than 0.4 is indicating that the item is valid and the results of the factors are above 0, 5 so that the variables are valid to be tested. The second test in the data quality test is reliability testing where in the opinion of Nunnally (1978) it is stated that an instrument is said to be reliable if it has more than 0.5 cronbachalpha.

Classic assumption test is something that must be fulfilled as the data requirements have accuracy in estimation, are not biased and consistent. Classical assumption testing in this study consists of 3 parts which include the following: normality test where in the rules If the probability> 0.05 then the distribution of the population is normal. The heteroscedasticity test is carried out to see a variant of the residuals from one observation to another observation, then this is called homoskedasticity and if it is different called heteroskedasticity, Ghozali (2013) then for the last test in the classical assumption is a multicollinearity test aimed at testing the correlation between independent variables. A good regression model should not occur between relationships between independent variables (Ghozali, 2013). The value commonly used to indicate the existence of multicollinearity is a tolerance value of \( \leq 0.10 \) or equal to the value of VIF \( \geq 10 \).

The final result in the analysis of this study is to test the hypothesis where the test is whether the hypothesis is accepted or rejected hypothesis testing also as a justification in a study. The hypothesis testing hypothesis testing consists of 3 of them are as follows: Test The coefficient of determination aims to determine whether the regression model is quite well used, the adjusted R2 value is chosen because it is not like the coefficient of
determination which certainly increases every addition of one independent variable (Ghozali, 2013). The F statistical test is carried out to measure the extent of the influence simultaneously or jointly on the dependent variable. With the provision that if the value of $\text{sig } \alpha \leq 0.05$, it can be concluded that the independent variables simultaneously or together have a significant effect on the dependent variable or the hypothesis is accepted as well as vice versa. The $t$ statistical test aims to test how far the influence of the independent variables partially where the rule is if the $\text{sig } \alpha$ value $\leq 0.05$ can be concluded that the independent variables partially have a significant effect on the dependent variable or the hypothesis is accepted.

5. RESULT AND DISCUSSION

5.1 Result

The following is the result of processing SPSS output data with primary data sources in the form of questionnaires that have been distributed during the study period. The results of the processing are as follows:

<table>
<thead>
<tr>
<th>Research Instrument</th>
<th>Item</th>
<th>$r$</th>
<th>$r_{table}$</th>
<th>Information</th>
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</thead>
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<td>Company performance (Y)</td>
<td>1</td>
<td>0.356</td>
<td>0.194</td>
<td>Valid</td>
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<tr>
<td></td>
<td>2</td>
<td>0.263</td>
<td>0.194</td>
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<td></td>
<td>3</td>
<td>0.442</td>
<td>0.194</td>
<td>Valid</td>
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<td></td>
<td>4</td>
<td>0.434</td>
<td>0.194</td>
<td>Valid</td>
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<td></td>
<td>5</td>
<td>0.411</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>6</td>
<td>0.512</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>0.517</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td>Perception of Environmental Uncertainty (X1)</td>
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<td>0.482</td>
<td>0.194</td>
<td>Valid</td>
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<tr>
<td></td>
<td>2</td>
<td>0.545</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>0.631</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>0.693</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>0.570</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td>Manager Competency (X2)</td>
<td>1</td>
<td>0.561</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0.786</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>0.794</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>0.805</td>
<td>0.194</td>
<td>Valid</td>
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<tr>
<td></td>
<td>5</td>
<td>0.745</td>
<td>0.194</td>
<td>Valid</td>
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<tr>
<td>Extent of Region Coverage (X3)</td>
<td>1</td>
<td>0.855</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0.721</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>0.666</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>0.774</td>
<td>0.194</td>
<td>Valid</td>
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<tr>
<td></td>
<td>5</td>
<td>0.740</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td>Information Technology (X4)</td>
<td>1</td>
<td>0.668</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0.507</td>
<td>0.194</td>
<td>Valid</td>
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<td></td>
<td>3</td>
<td>0.437</td>
<td>0.194</td>
<td>Valid</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>0.576</td>
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<td>Valid</td>
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<td></td>
<td>5</td>
<td>0.484</td>
<td>0.194</td>
<td>Valid</td>
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<td>Openness of Community (X5)</td>
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<td>0.426</td>
<td>0.194</td>
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<td></td>
<td>2</td>
<td>0.611</td>
<td>0.194</td>
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<td>3</td>
<td>0.674</td>
<td>0.194</td>
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<td></td>
<td>4</td>
<td>0.575</td>
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<td>5</td>
<td>0.513</td>
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</table>
### Table 5.2 Reliability Test

<table>
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<tr>
<th>Variabel</th>
<th>r</th>
<th>r table</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company Performance (Y)</td>
<td>0.219</td>
<td>0.194</td>
<td>Reliable</td>
</tr>
<tr>
<td>Perception of Environmental Uncertainty (X1)</td>
<td>0.521</td>
<td>0.194</td>
<td>Reliable</td>
</tr>
<tr>
<td>Manager Competency (X2)</td>
<td>0.769</td>
<td>0.194</td>
<td>Reliable</td>
</tr>
<tr>
<td>Extent of Region Coverage (X3)</td>
<td>0.790</td>
<td>0.194</td>
<td>Reliable</td>
</tr>
<tr>
<td>Information Technology (X4)</td>
<td>0.383</td>
<td>0.194</td>
<td>Reliable</td>
</tr>
<tr>
<td>Openness of Community (X5)</td>
<td>0.440</td>
<td>0.194</td>
<td>Reliable</td>
</tr>
</tbody>
</table>

### Table 5.3 Normality Test

<table>
<thead>
<tr>
<th>Tests</th>
<th>Unstandardized Residual</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>102</td>
</tr>
<tr>
<td>Normal Parameters</td>
<td>0.000000</td>
</tr>
<tr>
<td>Most Extreme Differences</td>
<td>0.043</td>
</tr>
<tr>
<td>Test Statistic</td>
<td>0.043</td>
</tr>
<tr>
<td>Asymp. Sig. (2-tailed)</td>
<td>0.200&lt;sup&gt;c,d&lt;/sup&gt;</td>
</tr>
</tbody>
</table>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

### Table 5.4 Multicollinearity Test

<table>
<thead>
<tr>
<th>Coefficients&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>T</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td>T</td>
<td>T</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>2,255</td>
<td>2,230</td>
<td></td>
<td>1,012</td>
<td>.314</td>
</tr>
<tr>
<td></td>
<td>(X1) Perception of Environmental Uncertainty</td>
<td>.184</td>
<td>.065</td>
<td>.189</td>
<td>2,850</td>
</tr>
<tr>
<td></td>
<td>(X2) Manager Competency</td>
<td>.287</td>
<td>.045</td>
<td>.443</td>
<td>6,426</td>
</tr>
<tr>
<td></td>
<td>(X3) Extent of Region Coverage</td>
<td>.149</td>
<td>.048</td>
<td>.224</td>
<td>3,122</td>
</tr>
<tr>
<td></td>
<td>(X4) Information Technology</td>
<td>.570</td>
<td>.072</td>
<td>.483</td>
<td>7,885</td>
</tr>
<tr>
<td></td>
<td>(X5) Openness of Community</td>
<td>.116</td>
<td>.060</td>
<td>.117</td>
<td>1,925</td>
</tr>
</tbody>
</table>

a. Dependent Variable: (Y) Kinerja Perusahaan

### Table 5.5 Heteroscedasticity Test

<table>
<thead>
<tr>
<th>Coefficients&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Model</td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td>t</td>
</tr>
<tr>
<td>-------</td>
<td>--------</td>
<td>------------</td>
<td>------</td>
<td>-------</td>
</tr>
<tr>
<td>1</td>
<td>-0.771</td>
<td>1.305</td>
<td>-0.590</td>
<td>0.556</td>
</tr>
<tr>
<td>(X1) Perception of Environmental Uncertainty</td>
<td>0.033</td>
<td>0.038</td>
<td>0.100</td>
<td>0.871</td>
</tr>
<tr>
<td>(X2) Manager Competency</td>
<td>0.020</td>
<td>0.026</td>
<td>0.093</td>
<td>0.783</td>
</tr>
<tr>
<td>(X3) Extent of Regional Coverage</td>
<td>-0.003</td>
<td>0.028</td>
<td>-0.012</td>
<td>0.094</td>
</tr>
<tr>
<td>(X4) Information Technology</td>
<td>0.000</td>
<td>0.042</td>
<td>-0.001</td>
<td>-0.011</td>
</tr>
<tr>
<td>(X5) Openness of Community</td>
<td>0.022</td>
<td>0.035</td>
<td>0.065</td>
<td>0.619</td>
</tr>
</tbody>
</table>

Table 5.6 Determination Coefficient Test (R²)

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.820</td>
<td>0.673</td>
<td>0.656</td>
<td>0.958</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), (X5) Openness of Community, (X1) Perception of Environmental Uncertainty, (X4) Information Technology, (X2) Manager Competency, (X3) Extent of Regional Coverage
b. Dependent Variable: (Y) Company Performance

Table 5.7 F Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>181,326</td>
<td>5</td>
<td>36,265</td>
<td>39.541</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>88,047</td>
<td>96</td>
<td>917</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>269,373</td>
<td>101</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: (Y) Company Performance
b. Predictors: (Constant), (X5) Openness of Community, (X1) Perception of Environmental Uncertainty, (X4) Information Technology, (X2) Manager Competency, (X3) Extent of Regional Coverage

Table 5.8 Uji Statistik T

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>2.255</td>
<td>2.230</td>
<td>1.012</td>
</tr>
<tr>
<td></td>
<td>(X1) Perception of Environmental Uncertainty</td>
<td>0.184</td>
<td>0.065</td>
<td>0.189</td>
</tr>
<tr>
<td></td>
<td>(X2) Manager Competency</td>
<td>0.287</td>
<td>0.045</td>
<td>0.443</td>
</tr>
<tr>
<td></td>
<td>(X3) Extent of Regional Coverage</td>
<td>0.149</td>
<td>0.048</td>
<td>0.224</td>
</tr>
<tr>
<td></td>
<td>(X4) Information Technology</td>
<td>0.570</td>
<td>0.072</td>
<td>0.483</td>
</tr>
<tr>
<td></td>
<td>(X5) Openness of Community</td>
<td>0.116</td>
<td>0.060</td>
<td>0.117</td>
</tr>
</tbody>
</table>

a. Dependent Variable: (Y) Company Performance
5.2 Discussion
In the results of testing the hypothesis above, it can be concluded that all the variables studied where the discussion includes variables:

1. Perception of Environmental Uncertainty influences Company Performance. There are number of conditions that cause environmental uncertainty to have a positive effect on company performance, these conditions can occur in construction companies using contracts of work that are valued in foreign currencies after being converted to the rupiah to make a profit on the difference in value of the currency.

2. Manager competency influences company performance. In carrying out its duties the project manager must pay attention to the interests of the company, the interests of the project owner, the applicable regulations and the environmental situation in which the project is implemented. Project managers must be able to manage various types of activities, a large number of workers and experts, especially in aspects of planning, implementation and control to achieve project objectives.

3. Area Extent influences Company Performance. The area affects the company's performance, this means that the wider the area of work within the company, the higher the company's performance in this case reflected in the area is the ability of the company to expand. The ability to expand must pay attention to all aspects that will arise.

4. Information Technology influences Company Performance. The use of technology as a tool used by individuals to help complete management tasks. With the presence of information technology, the flow of information related to accounting and business is no longer a monopoly of certain parties all can access that information in real time and up to date so that Information Technology can also provide opportunities and support companies to be able to compete more in the era of globalization.

5. Public Openness influences Company Performance. open social conditions of society are directly proportional to company performance. Society is a variable outside the company internal which contributes to the influence of company performance but in a small order. The social condition of the community that is open in accepting the presence of the company certainly also makes the company able to operate well not and not disturbed, in some cases the company's operational presence is strongly rejected by the community.

6. CONCLUSION AND RECOMMENDATION

6.1 Conclusion
Influence Variables Perception of Environmental Uncertainty, Manager Competency Variables, Variable Area Coverage, Information Technology Variables, and Community Openness Variables Receive Development, simultaneously and partially have a significant effect on the performance of Construction segment SOE companies in Medan city.
6.2 Recommendation
1. Adding the number of samples studied and expanding the area of this study is intended so that when generalizing the level of accuracy is higher.
2. The need to modify the measuring instrument but still to the essence of the question so as not to cause multiple interpretations to the respondent, and the variable measurement tool sees the development of construction segment companies in accordance with the current conditions.
3. It is expected that the next researcher adds variables outside of this study that can affect company performance such as work environment variables, Good Corporate Governance, diversification and other variables that are in accordance with the current conditions.
4. The results of this study are expected to be the basis of consideration for state-owned companies, especially the Construction segment in making a decision to improve company performance and still pay attention to the existing variables in accordance with the current conditions.

REFERENCE


