

The influence of professionalism on the performance

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Abstract

This study aims to determine how the influence of professionalism on the performance of employees of the Regional Development Planning Agency (BAPPEDA) of Aceh Tamiang Regency. The research method used in this study is a quantitative method. To get the data used observation techniques, interviews and distributing questionnaires. The sources and types of data used are qualitative and quantitative as well as primary and secondary data. The population in this study were 43 BAPPEDA employees, all of whom were sampled using saturated sampling technique. The results of the research that has been processed with the help of SPSS show the results of the linear regression equation, namely $Y = 3.791 + 0.421X$. The coefficient of determination (R) shows a value of 0.436. And the t sig and F sig values of the professionalism variable show a value of 0.004. From all the results, it can be concluded that professionalism has a positive and significant influence on the performance of the Aceh Tamiang Regency Regional Development Planning Agency (BAPPEDA) employees. 43.6% of the professionalism variable can explain the effect on performance and the remaining 56.4% is influenced by other variables not explained in this study.

Key words: Professionalism; performance

INTRODUCTION

Human resources who are competent in their fields, one of the assets in improving employee performance is professionalism at work. Professionalism is a professional attitude which means doing something as a main job as a profession and not as a spare time filler or as a mere hobby. Sitorus and Wijaya, (2016) state that professionalism is an important individual attribute regardless of whether a job is a profession or not. However, according to Ramadhan(2018) professionalism is the ability of officials to carry out their duties and provide services to the community effectively and to be able to quickly and accurately respond to community aspirations and other changes so that they can satisfy the community.

A high level of employee ability will lead to the achievement of previously planned organizational goals, whereas a low level of employee ability will make the organizational goals achieved slow and even deviate from the original plan. Professionalism is the ability and authority to carry out the process of activities as the administration of government in an effort to improve capabilities and skills and be carried out with full responsibility (Sudarman, 2018).

In every organization, the role of human resources has a strategic position because human resources in the organization are a very important determinant of the effectiveness of their activities. Without the participation of employees who are skilled, competent, professional and highly dedicated to the organization, it will be difficult for an organization to achieve success and achieve optimal performance. According to Hasibuan(2017) professionalism is the attitude of a professional. This means an activity/attitude that explains that every job should be done by someone who has expertise in their field or profession.

Performance is the level of success of employees in carrying out the work that has been assigned to them. According to Duwit(2015) performance is the work ability of an employee which can be proven from the results of daily work which can provide added value for the progress of the work unit or organization. The scope of performance review can also be seen from the individual roles of employees and focuses more on work results related to achieving organizational goals. To achieve optimal performance, a competent employee is needed so that the tasks assigned can be completed properly. (Syardiansah et al., 2020).

The high performance of employees allows it to support the achievement of the goals and vision and mission of the organization. Susanto and Sukoco(2019) state that performance is the result of work, results of activities or results of assignments that have been given to a person or group of people in quantity and quality, within a certain period of time related to achieving organizational goals according to the responsibilities given to him, by including ability, perseverance, independence, ability to solve problems within the legally given time limit.

This is reasonable because even if an organization has a lot of resources, if it is not supported by employees who have good performance, the results to be achieved will not be maximized. Therefore improving employee performance is very important, because higher employee performance is a vital element in the organization. Employee performance is an assessment of the work results of a person in an organization with their duties and responsibilities in order to achieve organizational goals (Taufik et al., 2020).

The Aceh Tamiang Regional Development Planning Agency is a regional technical institution in the field of research and regional development planning led by a head of agency who is under and responsible to the Regent through the Regional Secretary. One of the important aspects in efforts to improve the performance of Regional Governments is through quality and sustainable regional development planning policies. This is supported by Law Number 25 of 2004 concerning the National Development Planning System, which states that national and regional development planning consists of long-term development planning, medium-term development planning and annual development planning.

BAPPEDA has its function and role as a regional technical institution responsible for planning and development as mandated in article 14, paragraph (1), Law Number 32 of 2004 concerning Regional Government, that one of the mandatory affairs which is the authority of the regional government is development planning and control affairs. The Aceh Tamiang Regency Regional Development Planning Agency (BAPPEDA) has been established since 2001 with its address at

GampongBundar, KarangBaru District, Aceh Tamiang Regency, Aceh 24456. The Aceh Tamiang Regency BAPPEDA has the main task of carrying out governance and development support affairs in the field of planning, research and development.

Based on the background that has been described above, it can be formulated that the problem in this study is how professionalism influences the performance of employees of the Regional Development Planning Agency of Aceh Tamiang Regency. The purpose of this research is to find out how big the influence of the professionalism variable is on performance at the Aceh Tamiang Regency Regional Development Planning Agency.

METHOD

Operational Variable

In this study, it consists of two variables to be examined, namely professionalism and performance variables. The research was conducted at the Aceh Tamiang Regency Regional Development Planning Agency. So that the operational definition of the variable can be described as follows:

The professionalism variable is the skills, skills, and abilities of Aceh Tamiang District Regional Development Planning Agency employees in carrying out government activities creatively and innovatively and possessing the qualities to develop their careers.

According to Ramadhan (2018), indicators of professionalism variables are:

Ability;
Quality;
Facilities and Infrastructure;
Number of HR;
Information Technology; and
Reliability.

The performance variable is the work results achieved by BAPPEDA Aceh Tamiang District employees in their work according to certain criteria in accordance with their responsibilities.

According to Mangkunegara(2018), indicators of performance variables are:

Quantity of Work;
Quality of Work;
Responsibility; and
Cooperation.

Method of Collecting Data

The type of data used in this study consisted of qualitative and quantitative data. According to Sujarweni(2015) qualitative data is data that is not numerical but is numerical. The qualitative data in this study are in the form of profiles and general descriptions of the Aceh Tamiang Regency Regional Development Planning Agency as well as other qualitative data that support this research. Quantitative data is data in the form of numbers. Quantitative data in this study is the result of a questionnaire/questionnaire score filled out by respondents using a Likert scale from 1-7.

According to Sujarweni(2015), data sources consist of primary data and secondary data. Primary data is data obtained from respondents through questionnaires, focus groups, and panels, or also data from interviews with researchers with the names of sources. The primary data in this study are the results of respondents' answers from interviews and on questionnaires distributed. While secondary data is data obtained indirectly from the source. Secondary data in this study are in the form of books, theses and scientific journals related to this research.

Data Collection Technique

Data collection techniques in this study include (Sujarweni, 2015):

Observation is systematically observing and recording the symptoms that appear on the research object. Observations in this study were carried out by directly observing employees of the Regional Development Planning Agency of Aceh Tamiang Regency;

The interview is one of the instruments used to gather data verbally. This must be done in depth so that we get valid and detailed data. Interviews in this study were conducted with the

Head of the General Affairs and Personnel Subdivision of the Aceh Tamiang Regency Regional Development Planning Agency; and
Questionnaire (Questionnaire) is a data collection technique that is carried out by giving a set of questions or written statements to the respondents to answer. The answers to each statement are determined using a Likert scale.

Population and Sample

According to Sujarweni (2015) population is the total number consisting of objects or subjects that have certain characteristics and qualities determined by researchers to be studied and then conclusions drawn. According to Sujarweni(2015) the sample is part of a number of characteristics possessed by the population used for the study. If the population is large, it is impossible for the researcher to take all of them for research, for example due to limited funds, manpower and time, the researcher can take samples from that population. Sample size is a step to determine the size of the sample taken in carrying out a study.

The population in this study were all BAPPEDA employees of Aceh Tamiang Regency, totaling 43 people. In this study, researchers used a non-probability sampling technique, namely side saturation, which is a sampling technique when all members of the population are sampled(Sujarweni, 2015). Therefore, the number of samples in this study amounted to 43 people.

Quantitative Analisys

According to Priyatno (2016) validity test is a tool to measure whether or not a questionnaire is valid. Questionnaire validity test is used to find out how carefully an item measures what it wants to measure in the questionnaire. Validity test is used to measure the validity or validity of a questionnaire. Valid means that the instrument used can measure what is to be measured. To find out which question items do not have sufficient validity, the minimum limit of r is 0.30. If in the questionnaire there are question items that get a correlation coefficient <0.30 then the question is corrected or it is not uncommon for the question item to be dropped from the questionnaire.

The reliability test is used to determine the consistency of the measuring instrument in the questionnaire, meaning whether the measuring instrument will get consistent measurements if the measurement is repeated. The reliability test is a test that shows the extent to which the stability and consistency of the measuring instrument used. The questionnaire is said to be reliable if the questionnaire gives consistent results if it is used repeatedly with the assumption that the conditions at the time of measurement do not change/same object. Questionnaire items are said to be reliable (proper) if Cronbach Alpha > 0.6 and are said to be unreliable if Cronbach Alpha < 0.6 . (Priyatno, 2016).

RESULT AND DISCUSSION

Validity Test

Table 1.
Professionalism VariableValidity Test

Variable	Item	r count	r table	Result	Information
Professionalism	Statement 1	.743	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement 2	.757	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement3	.742	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement4	.762	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement5	.760	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement6	.760	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement7	.762	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement8	.762	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement9	.758	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement10	.758	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement11	.724	.300	$r \text{ count} > t \text{ table}$	Valid
	Statement12	.729	.300	$r \text{ count} > t \text{ table}$	Valid

Table 2.
Performance Variable Validity Test

Variable	Item	r count	r table	Result	Information
Performance	Statement 1	.789	.300	r count > t table	Valid
	Statement 2	.786	.300	r count > t table	Valid
	Statement3	.813	.300	r count > t table	Valid
	Statement4	.794	.300	r count > t table	Valid
	Statement5	.789	.300	r count > t table	Valid
	Statement6	.784	.300	r count > t table	Valid
	Statement7	.802	.300	r count > t table	Valid
	Statement8	.807	.300	r count > t table	Valid

By looking at table 1 the results of the validity test for the professionalism variable, it is clear that all 12 statement items submitted, all the r count values are greater than the r table values (0.300). Thus it can be concluded that all professionalism variable statement items are declared valid. Furthermore, by looking at table 2 the results of the performance variable validity test, it is clear that all the statement items submitted were 8 statements, all r count values were greater than r table values (0.300). Thus it can be concluded that all performance variable statement items are declared valid.

Reliability Test

Table 3.
Professionalism Variable Reliability Test

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Item Number
.767	.774	12

Table 3 above shows the results of the reliability test on the professionalism variable with a total of 12 statement items and the resulting Cronbach's alpha value of 0.767. This value can be compared with the reliable condition, namely the Cronbach's alpha value of $0.767 > 0.6$, meaning that all statement items are declared reliable.

Tabel 4.
Performance Variable Reliability Test

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Item Number
.814	.819	8

Table 4 above shows the results of the reliability test on performance variables with a total of 8 statement items and the resulting Cronbach's alpha value of 0.814. From this value, it can be compared with the reliability requirements, namely the Cronbach's alpha value is $0.814 > 0.6$, meaning that all statement items are declared reliable.

Classical Assumption Test

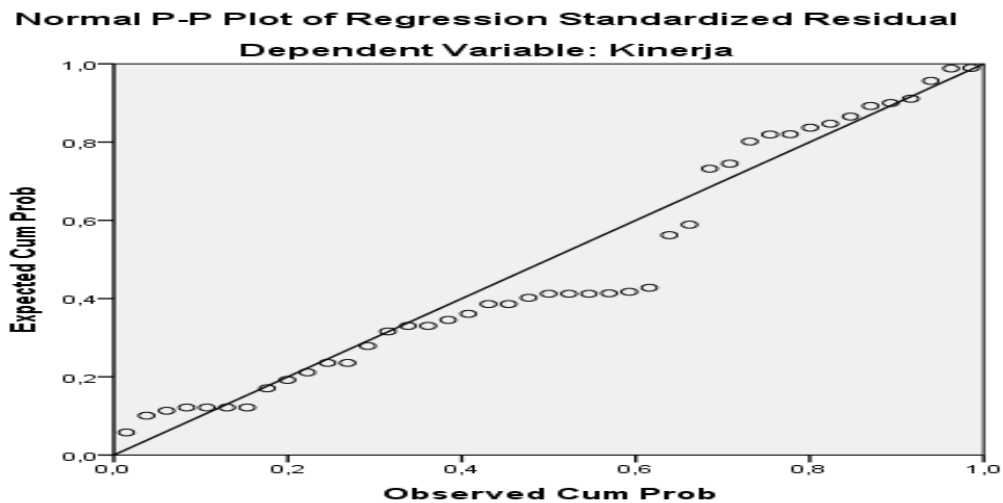


Figure 1.
Normal P-Plot

In Figure 2 above, it can be seen that the dots spread around the line and follow the diagonal line, so the residual value is normal and a linear regression test can be carried out.

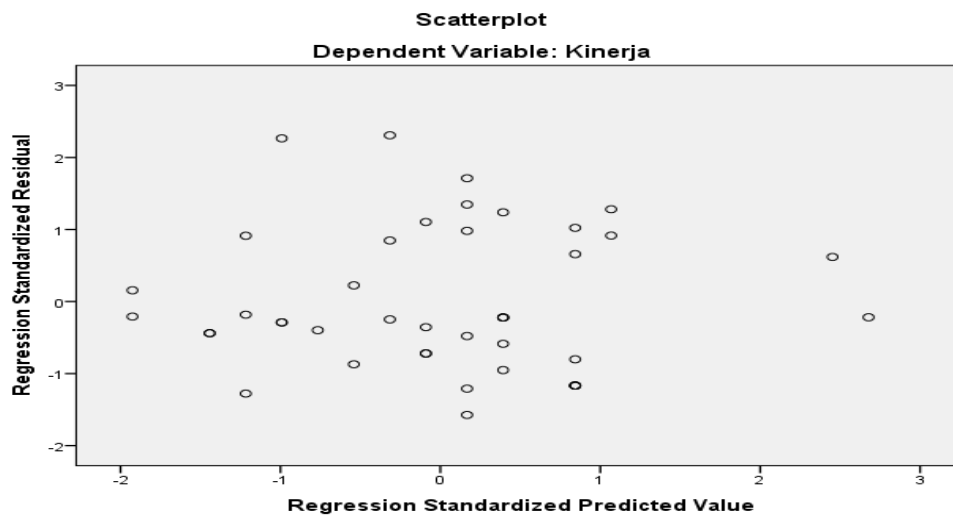


Figure 2.
Grafik Scatterplot

In Figure 3 above, it can be seen that there is no clear pattern, and the points spread above and below the number 0 on the Y axis, based on the graphical method there is no heteroscedasticity in the regression model.

Table 5.
Multikolinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
Professionalism	1,000	1,000

Based on table 5 the results of the multicollinearity test show that the tolerance value for the professionalism variable is > 0.10 and $VIF < 10$, so it can be concluded that multicollinearity does not occur.

Hypothesis Test

The hypothesis in this study is that there is a positive and significant influence of the professionalism variable on the performance of the Aceh Tamiang Regency Regional Development Planning Agency employees.

To be able to test this hypothesis, SPSS program assistance was used in data processing by producing a linear regression equation and a t sig value. Based on table 6 it can be seen that the coefficient value of the professionalism variable is 0.421 and the t sig value is 0.004. Thus it can be translated that there is a positive and significant influence of the professionalism variable on the performance of the Aceh Tamiang Regency Regional Development Planning Agency employees. So it can be concluded that the hypothesis is accepted.

Table 6.
Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,791	,782		4,849	,000
	Professionalism	,421	,136	,436	3,098	,004

Table 7.
ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,720	1	,720	9,599	,004b
	Residual	3,076	41	,075		
	Total	3,796	42			

Table 8.

Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,436a	,190	,170	,27391

In table 6 the SPSS processing results show the value of the linear regression equation, namely $Y = 3.791 + 0.421X$. From this equation it can be translated that the performance value is 3.791 assuming the coefficient value of the professionalism variable is zero. When the coefficient value of the professionalism variable increases by one unit, the performance value will increase by one unit.

In tables 6 and 7 the t sig and F sig values show a value of 0.004. This means that t sig and F sig have a value of <0.05 , so it can be concluded that professionalism has a significant effect on performance. Likewise, by looking at the linear regression equation formed, it can be concluded that there is a positive influence between professionalism and performance. So the higher the professionalism, the higher the performance.

The results of this study are in line with the results of research conducted by Rumimpunu et al., (2018) which examined the Effect of Professionalism on Employee Performance at the Regional Development Planning Agency (BAPPEDA) of North Sulawesi Province. It is known that professionalism has a positive effect on employee performance at BAPPEDA of North Sulawesi Province.

In table 8 the coefficient of determination shows the value of the coefficient of determination (R) of 0.436. This means that 0.436 or 43.6% professionalism variable can affect performance variables. The remaining 56.4% is influenced by other variables that are not in this study.

CONCLUSION

Based on the results of the research that has been carried out and the discussion and analysis carried out in accordance with the formulation of the existing problems, the researcher can draw conclusions that the professionalism variable has a positive and significant influence on the performance of the Aceh Tamiang District Regional Development Planning Agency employees. 43.6% professionalism variable can affect performance variables. The remaining 56.4% is influenced by other variables that are not in this study.

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