



The Effect of Work Professionality and Organizational Commitment on the Performance of Discominfostandi Employees in Bekasi City in 2021

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ABSTRACT

The purpose of this study is to determine the how much influence of work professionalism and organizational commitment on employee performance in Department of Communication, Information, Statistic and Code of Bekasi City. The Research method used is quantitative research in the form of survey. Samples this research are 97 employee. Methods of data collection using questionnaires with likert scale. Conclusion this study : (1) Influence of work professionalism on employee performance regression line = $- 0,661 + 0,804 X_1$ hypothesis test with t-test result obtained by sig. = 0,000 and $t_{count} = 37,564 > t_{table} = 1,661$ H_0 rejec (2) influence of organizational 1,684 + 0,840 X_2 Hypothesis test with F-test result obtained by Sig. = 0,000 and $F_{count} = 1045,360 > F_{table} = 3,093$ H_0 reject. Conclusion of the research : (1) work professionalism strong positive influence and significant on employee performance; (2) organizational commitment strong positive influence and significant on employee performance; (3) work professionalism and organizational commitment together strong positive influence and significant on employee performance.

INTRODUCTION

Human resources in an organization is a very important factor for the effectiveness of the activities in the organization. Every company, regardless of its shape and type, will require human resources who have the ability to think, act and are skilled in dealing with the success of a company. For this reason, organizations/agencies are required to improve the quality of resources so that there is an increase in employee performance and can contribute to improving the performance of the organization/agencies.

In determining the success of an organization there are three factors that need to be considered, namely people, capital and equipment. These three factors are closely related to each other. Human factors or labor is a factor that can increase the achievement of organizational goals. Therefore, the human factor needs special attention from the leadership of the organization, such as providing opportunities to do a job, creating a sense of security for employees, promoting employees and positioning employees according to the profession obtained. So in that case, to achieve high employee performance, the organization should know in advance the nature and circumstances of the work to be carried out by the employee concerned.

Employee performance implies achievement which means the results of the work achieved, and carrying out an activity that aims to get results. In an organization, the elements of employee performance must be considered, in order to utilize existing resources to the maximum, so that the desired targets can be achieved, both in groups and individually. The results of the performance appraisal show whether human resources have met the demands desired by the organization/institution, both in terms of quality and quantity. Information in employee performance appraisal is a reflection of the development or not of the organization/institution.

Many factors that affect employee performance include work professionalism and organizational commitment. Professional government employees or apparatus have a significant and positive effect on the progress and improvement of the service quality of government organizations. This is due to government employees as determinants, planners, implementers, and supervision of government administration. The lack of professionalism of the apparatus in the management of public services results in a lack of willingness to participate in development planning and the community's apathy towards the government resulting in people feeling left out in the government process.

In addition to work professionalism, one of the factors that we cannot deny its role in employee performance is organizational commitment. Organizational commitment is built on the basis of workers' trust in the values of the organization, the willingness of workers to help realize organizational goals and loyalty to remain members of the organization. Organizational commitment will create a sense of belonging for workers to the organization. The low commitment causes problems for the organization, because commitment is an expensive "commodity" that determines the success of the organization. Low commitment reflects a person's lack of responsibility in carrying out their duties.

The Bekasi City Office of Communication, Information, Statistics and Encryption (DiskominfoStandi) is a regional apparatus that carries out government affairs in the field of communication and informatics, government affairs in the field of statistics and government affairs in the field of coding. DiskominfoStandi Bekasi City always strives to provide information and communication technology services to the Bekasi City Government Regional Apparatus as well as public information and communication services for the people of Bekasi City.

IMPLEMENTATIONS AND METHODS

The data collected in this study include quantitative data and qualitative data. Qualitative data is then processed into quantitative data to facilitate do the analysis. The sampling technique in this study uses the Non-Probability Sampling Technique, which is a technique that does not provide equal opportunities/opportunities for each element or member of the population to be selected as samples. The selected non-probability sampling technique is the Saturated Sampling (Census), which is a sampling method when all members of the population are used as samples.

In this study, the samples to be taken were all employees of the Bekasi City Communication, Information, Statistics and Encryption Service, totaling 97 people (besides the author). The research model uses multiple linear regression analysis with 2 independent variables, namely work professionalism and organizational commitment, and 1 dependent variable on employee performance.

RESULTS AND DISCUSSIONS

Classical Assumption Test

Based on the results of the classical assumption test with normality, heteroscedasticity and multicollinearity tests, it was obtained that all data met the provisions of the classical assumptions proposed. The results of the normality test based on the normal P-P Plot graph and the Kolmogorov Smirnov test are as follows:

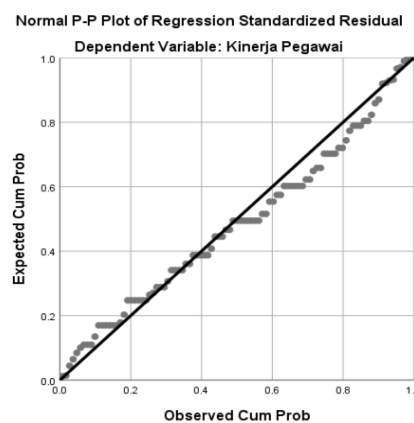


Figure 1. Graph of P-Plot Data Normality Test Results

In Figure 1 depicts the diagonal line of the data spread along the diagonal line, there is no data that deviates from the diagonal line too far. This indicates that the data has been normally distributed. Meanwhile, the results of the Kolmogorov Smirnov test also show that the data distribution is normally distributed, which is indicated by the asymp value. Sig.(2-tailed) 0.114 > 0.05.

Table 1. Normality Test Results

		Profesionalitas Kerja	Komitmen Organisasi	Kinerja Pegawai
N		97	97	97
Normal Parameters ^{a,b}	Mean	43.15	38.32	34.04
	Std. Deviation	3.264	3.084	2.712
Most Extreme Differences	Absolute	.066	.072	.082
	Positive	.061	.068	.073
	Negative	-.066	-.072	-.082
Test Statistic		.066	.072	.082
Asymp. Sig. (2-tailed)		.200 ^{c,d}	.200 ^{c,d}	.114 ^c
a. Test distribution is Normal.				
b. Calculated from data.				

Hypothesis Testing

1. Effect of Variable X1 on Y

Table 2. T-Test Effect of Variable X1 on Y

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.661	.926		-.714	.477
	Professionalism Work	.804	.021	.968	37.564	.000
a. Dependent Variable: Employee Performance						

0.804X1 and the value of $t_{count} > t_{table}$ ($37.564 > 1.661$), with $Sig. < (0.000 < 0.05)$, so that the variable of work professionalism has a positive and significant effect on employee performance, thus the hypothesis is accepted.

2. Effect of Variable X2 on Y

Table 3. T-Test Effect of Variable X2 on Y
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.864	1.028		1.814	.073
	Commotment Organization	.840	.027	.955	31.403	.000

0.840X2 and the value of $t_{count} > t_{table}$ ($31.403 > 1.661$), with $Sig. < (0.000 < 0.05)$, so that the organizational commitment variable has a positive and significant effect on employee performance, thus the hypothesis is accepted.

3. Simultaneous Effect of X1 and X2 Variables on Y

Table 4. Multiple Linear Regression
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.734	.769		-.954	.343
	Profesionalitas Kerja	.495	.050	.596	9.898	.000
	Komitmen Organisasi	.350	.053	.398	6.619	.000

a. Dependent Variable: Kinerja Pegawai

Table 5. F Test the Simultaneous Effect of X1 and X2 Variables on Y

ANOVA						
a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	675.466	2	337.733	1045.360	.000 ^b
	Residual	30.369	94	.323		
	Total	705.835	96			

a. Dependent Variable : Employee Performance

b. Predictors: (Constant), Organizational Commitment, Work Professionalism

+0.495X1 + 0.350X2. And based on Table 6 ANOVA test or F test, the value of Fcount=1045,360, this value is greater than Ftable=3,093 (Fcount=1045,360 > Ftable=3,093), with Sig. < (0.000 < 0.05), so that the variables of work professionalism and organizational commitment simultaneously have a positive and significant effect on employee performance, thus the hypothesis is accepted.

CONCLUSIONS AND RECOMENDATIONS

Based on the results of the research and discussion that have been described, the following conclusions can be drawn:

1. Work professionalism has a positive and significant effect on the performance of the employees of the Bekasi City Communication, Information, Statistics and Encoding Office. The results of the regression calculation obtained a partial linear regression equation of = - 0.661 + 0.804X1. And the results of the coefficient of determination test obtained a value of 0.937, indicating that the magnitude of the contribution of work professionalism to employee performance is 93.7%, while the remaining 6.3% is due to the influence of other factors.
2. Organizational commitment has a positive and significant effect on the performance of the employees of the Bekasi City Communication, Information, Statistics and Encoding Office. The results of the regression calculation obtained the equation of the partial linear regression line of = 1.864 + 0.840X2. And the results of the coefficient of determination test obtained a value of 0.912, indicating that the magnitude of the contribution of organizational commitment to employee performance is 91.2%, while the remaining 8.8% is due to the influence of other factors.
3. Work professionalism and organizational commitment simultaneously have a positive and significant effect on the performance of the employees of the Bekasi City Communication, Information, Statistics and Encoding Office. The results of the regression calculations obtained multiple linear regression

equations of $= -0.734 + 0.495X_1 + 0.350X_2$. The coefficient of determination test results obtained a value of 0.957, indicating that the magnitude of the contribution of work professionalism and organizational commitment simultaneously to employee performance is 95.7%, while the remaining 4.3% is due to the influence of other factors.

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