

Employee Performance at Grogol District Office, Sukoharjo Regency

Herdis Kurnia Wijaya^{1*}, Istiatin², Surdawarti³
Master of Management Science, Batik Islamic University of Surakarta
Email: herdiswijaya1970@gmail.com

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* Correspondence Writer

Abstract

This research aims to determine the influence simultaneously (simultaneously) and partially of the variables of integrity, professionalism, compensation and career development on employee performance at the Grogol District Office, Sukoharjo Regency. This research method uses a quantitative research design. The population of all employees in Grogol District is 42 people. The sampling technique used in this research was a census sampling technique with a sample size of 42 people. Data collection using questionnaires. The data analysis techniques used for statistical analysis are multiple linear regression test, F test, t test, and coefficient of determination. The research results show that integrity, professionalism, compensation and career development partially and significantly influence employee performance at the Grogol District Office, Sukoharjo Regency. Suggestions from this research, the Grogol District Office, Sukoharjo Regency continues to improve existing integrity, professionalism, compensation and career development, so that employee performance will increase and be better than before.

Keywords: *Employee Performance; Integrity; Professionalism; Compensation; Career Development*

INTRODUCTION

Human resources have a very important position for an organization because humans play an important role in an activity that occurs in everyday life, especially in the work environment. Humans were created by God as the most perfect living creatures because they have reason among other living creatures. Without humans, companies cannot carry out their activities, meaning that humans are very much needed. In this era of globalization, human resources are used as a mainstay for companies to achieve success. Human resources are the main role in a company. The function of human resources (HR) is to take the initiative and to provide guidance, support and services on various matters relating to employees in the organization.

One of the regional apparatus organizations in a district/city is the sub-district. The sub-district is the leading service provider of the central government that deals directly with the community and has the task of fostering villages so that it must be organized efficiently and effectively. The leading service and success rate of the sub-district must be supported by employees who have a high level of performance. Performance assessment is an important task for public organizations such as sub-districts to determine the level of performance of existing employees.

Organizations must be able to treat employees well because managing employees well can improve performance in the organization. The success of an organization is determined by the increasingly qualified management of human resources. This is a challenge for human resource management in dealing with the increasing diversity of human resources. As is known, it is not easy to manage employees in an organization, which requires very serious thinking, especially organizations that have many employees. Most organizations have criteria for behavioral regulations that must be carried out in relation to work, both written and unwritten regulations. This is done by the organization so that employees can implement behavioral standards to try to get good employee performance.

Performance is the result of a person's work in terms of quality and quantity in carrying out his duties in accordance with the obligations given to him. Performance refers to a person's work, management process or an organization as a whole, where the results of the work must be shown with concrete and measurable evidence (Saharso & Sundari, 2023). Performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skills, experience, and sincerity, as well as time. Improving employee performance needs to be done in an organization or institution in order to realize better work results. Factors that can affect employee performance include when employees have good integrity, good work professionalism, compensation given to employees and career development provided for employees will certainly improve employee performance (Widayati et al., 2023).

Performance can be influenced by the integrity factor of the employee, employee integrity plays an important role in carrying out their duties to achieve high performance, the higher the integrity a person has, the better their performance (Simatupang et al., 2023). Integrity is a matter of positive self-quality that a person has, namely speaking and behaving honestly, being trustworthy and never breaking promises. Integrity is a person's professional recognition based on character practices. Integrity will make a person act honestly and openly. The existence of high integrity will be able to encourage high work performance standards, which are supported by intelligence, education levels and training to obtain performance credit points (Mangasa & Sutopo, 2023). Integrity is a quality that creates public trust and the highest value system for members of the profession in testing all their decisions. Integrity is not only a guideline for a leader in acting, but also how integrity is a totality for all employees, so that the wholeness will be integrated into the goals of the organization (Widayati et al., 2023).

Work professionalism is the capacity and ability of employees to run a business according to their field and level. Professionalism is an understanding or belief that the mentality and activities of the apparatus in completing service training are always based on information and values created by employees who focus on normal interests. Impressive skills become the capacity and ability driven by representatives in completing tasks so that they are carried out with superior quality, brilliance, care and with a methodology that is easy for customers to understand and follow (Sudarmini, Nopiyani, 2023). Professionalism is the ability or expertise to do a job or task based on skills and knowledge supported by the work attitude required for the job. Professionalism is the expertise of employees to carry out the procedures for carrying out work tasks given to them according to their fields, as well as their respective levels in order to provide good and maximum results. Professionalism also requires appropriate education and monetary compensation (Saharso & Sundari, 2023).

Compensation is everything that a company gives to workers as a reward or gratitude for the good work they do, based on several criteria above. Employees can be compensated in the form of money or access to facilities. Furthermore, providing an appropriate salary will have an impact on employee performance, which will benefit the organization (Wahyuni & Maretasari, 2022). Compensation is the total of all rewards that employees have received in exchange for the services they have provided. The purpose of providing compensation is to attract, retain, and motivate employees (Ervina et al., 2023). Compensation is the provision of rewards or awards from management to employees in non-financial and financial forms. Financial compensation/physical evidence includes salary, commission, bonuses, allowances and facilities, and so on. Non-financial compensation consists of better working conditions, awards, authority, responsibility and employee training (Prabandari et al., 2023).

Career development is a process of improving an employee's work ability that encourages increased performance in order to achieve the desired career. Career development is self-development activities undertaken by a person to realize their personal career plan (Balbed & Sintaasih, 2019). Career development is an employee activity that helps employees plan their future careers in the company so that the company and the employee concerned can develop themselves to the maximum (Ramli & Yudhistira, 2018).

Other problems faced are related to professionalism, in this case, it can be seen from the ability and skills or expertise of employees to carry out or do a job that is demanded by the job is

not yet optimal. It is very important for the leadership to know that for the smooth running of government agencies in Grogol District, professionalism is very important in the process of improving the performance of the employees themselves.

A good compensation system will enable the agency to acquire, employ, and retain employees. For the agency, employees have an important meaning because compensation reflects the agency's efforts to maintain and improve the welfare of its employees.

RESEARCH METHODS

This research is a type of quantitative descriptive research, namely research conducted by calculating using statistical analysis tools such as formulas, tools and analysis models (calculation results) which then explain the meaning of the numbers and draw conclusions.

The study was conducted in Grogol District located at Jalan Raya Grogol number 55 Grogol, Sukoharjo Regency, Central Java Province 57552. The population in all employees in Grogol District totaling 42 people. The researcher took a sample of 42 people. The census method is a sampling technique when all members of the population are used as samples. The independent variables consist of Integrity, Professionalism, Compensation and Career Development and the dependent variable is employee performance. Multiple linear regression tests are used to determine the pattern of dependent variables that can be predicted through independent variables. Multiple linear regression aims to estimate the magnitude of the regression coefficient and show the magnitude of the influence of several independent variables on the dependent variable (Ghozali, 2018: 86). The regression equation model used is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

(Ghozali, 2018: 86)

Information

- Y :Employee Performance Variables
- X1 :Integrity Variable
- X2 :Professionalism Variable
- X3 :Competency Variables
- X4 :Career Development Variables
- a :constant
- b1, b2, b3, b4 :correlation coefficient
- e :error termnuisance error

RESULT AND DISCUSSION

Multiple Linear Regression Test

Table 1. Multiple Linear Regression Results

No	Variables	Unstandardized B	Information
1	(Constant)	5,320	Positive
2	Integrity	0.249	Positive
3	Professionalism	0.341	Positive
4	Compensation	0.325	Positive
5	Career Development	0.146	Positive

Source: Primary Data processed 2024

Based on the table above, it can be seen that the regression equation formed is:

$$Y = 5.320 + 0.249 X_1 + 0.341 X_2 + 0.325 X_3 + 0.146 X_4$$

From this equation it can be explained that:

1. Constant (a)= 5.320
 This means that if the constant value (a) = 5.320 while the variables integrity, professionalism, compensation and career development are considered constant or equal to zero, then the employee performance variable is 5.320 and shows positive results.
2. Integrity Coefficient (b1) = 0.249
 This means that if the coefficient value of the integrity variable increases, while the variables of professionalism, compensation and career development are assumed to have constant

values from the regression model, then the employee performance value will increase by 0.249 and show positive results.

3. Professionalism Coefficient (b2) = 0.341

This means that if the coefficient value of the professionalism variable increases, while the integrity, compensation and career development variables are assumed to have constant values from the regression model, then the employee performance value will increase by 0.341 and show positive results.

4. Compensation Coefficient (b3) = 0.325

This means that if the coefficient value of the compensation variable increases, while the integrity, professionalism and career development variables are assumed to have a fixed value in the regression model, then the employee performance value will increase by 0.325 and show positive results.

5. Career Development Coefficient (b4) = 0.146

This means that if the coefficient value of the career development variable increases, while the integrity, professionalism and compensation variables are assumed to have constant values from the regression model, then the employee performance value will increase by 0.146 and show positive results.

F Test

Table 2. F Test Results

Model	Fcount	Ftable	Sig.	Standard	Information
Regression	40,737	2.63	0,000	0.05	Eligible Model

Source: Primary Data processed 2024

The results of the data analysis that have been obtained, it can be seen that the F count value is 40.737, because $F_{count} > F_{table}$ $40.737 > 2.63$ and significance $0.000 < 0.05$ then H_0 is rejected. It can be concluded that H_a is accepted, meaning that there is an influence between integrity, professionalism, compensation and career development simultaneously and significantly on employee performance at the Grogol District Office, Sukoharjo Regency.

t-test

Table 3. t-Test Results

Hypothesis	count	table	Sig.	Standard	Information
H1	2,905	>2,026	0.006	0.05	Accepted
H2	3,307	>2,026	0.002	0.05	Accepted
H3	3,058	>2,026	0.004	0.05	Accepted
H4	2,108	>2,026	0.042	0.05	Accepted

Source: Primary Data processed 2024

The testing steps are as follows:

1. Test the influence of integrity on employee performance

The calculated t value $>$ t table ($2.905 > 2.026$) and the significance value is $0.006 < 0.05$, so H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of integrity on employee performance at the Grogol District Office, Sukoharjo Regency.

2. Test the influence of professionalism on employee performance

The calculated t value $>$ t table ($3.307 > 2.026$) and the significance value is $0.002 < 0.05$, so H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of professionalism on employee performance at the Grogol District Office, Sukoharjo Regency.

3. Test the effect of compensation on employee performance

The calculated t value $>$ t table ($3.058 > 2.026$) and the significance value is $0.004 < 0.05$, so H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of compensation on employee performance at the Grogol District Office, Sukoharjo Regency.

4. Test the influence of career development on employee performance
The calculated t value > t table (2.108 > 2.026) and the significance value is 0.042 < 0.05, so H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of career development on employee performance at the Grogol District Office, Sukoharjo Regency.

Coefficient of Determination Test (R^2)

Table 4. Determination Coefficient Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.903	0.815	0.795	1,20871

Source: Primary Data processed 2024

Based on the calculation results, the adjusted R square value is 0.795. This means that the variables of integrity, professionalism, compensation and career development contribute to employee performance by 79.5% while the remaining 20.5% is explained by other variables not proposed in this study such as work ability, work environment, education and others.

DISCUSSION

The influence of integrity on employee performance at the Grogol District Office, Sukoharjo Regency

Based on the results of the SPSS calculation, $t_{count} > t_{table}$ (2.905 > 2.026) and significance of 0.006 < 0.05 were obtained. This means that integrity has a positive and significant effect on employee performance. These results prove that the higher the integrity, the employee performance will experience a real increase.

This study is in line with previous studies conducted by Mangasa & Sutopo (2023) integrity has a positive and significant effect on employee performance at the Customs and Excise Supervision and Service Office (KPPBC) Type Madya Pabean Tanjung Emas Semarang. Simatupang et al. (2023) integrity has a positive and significant effect on employee performance at the Siantar Utara District Office, Pematang Siantar City. Widayati et al. (2023) integrity has a positive and significant effect on employee performance at Mutiara School.

The influence of professionalism on employee performance at the Grogol District Office, Sukoharjo Regency

Based on the results of the SPSS calculation, $t_{count} > t_{table}$ (3.307 > 2.026) and significance of 0.002 < 0.05 were obtained. This means that professionalism has a positive and significant effect on employee performance. These results prove that the higher the professionalism, the employee performance will experience a real increase.

This study is in line with previous studies conducted by Ichsan & Nasution (2022) professionalism has a positive and significant effect on performance at the Medan City Cooperatives and SMEs Service. Saharso & Sundari (2023) professionalism has a positive and significant effect on employee performance at the Finance Bureau and Personnel Bureau of the Indonesian Ministry of Manpower in Jakarta. Sudarmini & Nopiyan (2023) professionalism has a positive and significant effect on employee performance at LPD in Buleleng District.

The effect of compensation on employee performance at the Grogol District Office, Sukoharjo Regency

Based on the results of the SPSS calculation, $t_{count} > t_{table}$ (3.058 > 2.026) and significance of 0.004 < 0.05 were obtained. This means that compensation has a positive and significant effect on employee performance. These results prove that the higher the compensation, the employee performance will experience a real increase.

This study is in line with previous studies conducted by Prabandari et al. (2023) compensation has a positive and significant effect on employee performance at the Koi Restaurant, West Jakarta. Wahyuni & Maretasari (2022) compensation has a positive and

significant effect on employee performance at the CV. Citra Abadi Cargo Sidoarjo Service Company. Ervina et al. (2023) compensation has a positive and significant effect on employee performance at PT. Pos Indonesia Palangka Raya Post Office.

The influence of career development on employee performance at the Grogol District Office, Sukoharjo Regency

Based on the results of the SPSS calculation, $t_{count} > t_{table}$ ($2.108 > 2.026$) and significance of $0.042 < 0.05$ were obtained. This means that career development has a positive and significant effect on employee performance. These results prove that the higher the career development, the employee performance will experience a real increase.

This research is in line with previous research conducted by Balbed & Sintaasih (2019) Career development has a positive and significant effect on employee performance at PT. Kanmo Group on the Havaianas brand. Ramli & Yudhistira (2018) Career development has a positive and significant effect on employee performance at PT. Infomedia Solusi Humanika in Jakarta.

CONCLUSION

The influence of integrity, professionalism, compensation and career development on employee performance. With the census method, a sample of 42 respondents was obtained and the data analysis used was the classical assumption test, multiple linear regression test, hypothesis test and determination coefficient test. The research variables consist of the dependent variable, namely employee performance, independent variables, namely integrity, professionalism, compensation and career development. The population in this study was 42 respondents. Integrity, Career Development have a significant influence on employee performance at the Grogol District Office, Sukoharjo Regency. Based on the calculation results, the adjusted R square value is 0.795. This means that the variables of integrity, professionalism, compensation and career development contribute to employee performance by 79.5% while the remaining 20.5% is explained by other variables not proposed in this study such as work ability, work environment, education and others.

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