



## The Role Of Technology In HR Planning Towards Employee Professionalism

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**Abstract:** This research is a type of quantitative descriptive research, namely research carried out by calculations using statistical analysis tools. This research was used to look at the role of technology in HR planning for career advancement, the use of information technology, and HR planning to improve careers for regional secretary Tangerang City by collecting data using observation, documentation, interviews, questionnaires and literature studies.

**Keywords :** integrity, human resource development (HR), utilization of information technology, and career

### INTRODUCTION

Each agency is established to achieve certain goals. In carrying out various activities related to achieving its goals, agencies will involve various resources, including human resources (HR). Human Resources (HR) plays an important role in every agency, acting as a planner,

organizer, implementer and controller of various activities carried out by the agency to achieve its goals. High-performance Human Resources (HR) have a foundation for the organized development of other resources in an agency. High-performing Human Resources (HR) will be able to contribute significantly to achieving company goals.

In an effort to improve employee performance, it is necessary to develop employee abilities in addition to other factors (Ahyani & Missriani, 2020). The development of competent human resources (HR) requires continuous efforts to develop Human Resources (HR), including determining development needs or comprehensive research (assessment) of needs, setting general and specific goals, selecting methods, selecting media, implementing programs. general nature and program evaluation. In implementing regional autonomy, the regional government expects all regional apparatus organizations to provide excellent service to the community (Serang & Utami, 2020). So that all regional officials must have good performance capabilities as a form of excellent service.

One of the contributions that can improve employee performance is through integrity. Employees are required to have good integrity, integrity in employees in the form of principles of employee attitudes and behavior which are based on aspects of honesty, courage, wisdom and responsibility in order to build trust to provide a basis for decision making.

Reliable decisions (Musrifin, 2020). Integrity also has an important role in maintaining public trust in the performance of employees in each Regional Apparatus Organization. As an institution that provides services to the community, employees are required to have high integrity in order to achieve official objectives in serving the community (Rahmadani, 2020).

One of the efforts made by the Government to improve the quality of its employee resources is by continuously making various efforts to increase their abilities, knowledge and skills continuously and sustainably (Supriadi, 2020). This is intended so that the bureaucracy is always able to provide the best service to the community and can adapt to various changes that occur in society (Murfat, et al, 2019). When the condition of the Government Bureaucracy is still worrying and services for the community are not optimal, Education and Training becomes increasingly important and urgent to be further improved both in quantity and quality. Therefore, one of the targets of human resources is to place employees in the right positions or positions according to their qualifications and abilities (Warnanti, 2020). In order to

To achieve the organization's goals, there are many things that can be done, including providing education and training for employees.

information can be carried out effectively if members in the organization can use the technology well. In the end, good use of information technology can improve good performance as well. The use of information technology makes it easier for government employees to carry out their duties serving the public. With information technology, the services provided to the public will be faster and more accurate (Waseem, 2016).

Utilization of information technology can also help create employee professionalism. An employee can be defined as professional if the results of their work have the technical or ethical standards of a profession (Sarinah, 2020). Professionalism is something that every employee in an agency needs to have. Employees with high professionalism are demonstrated by the government's success in improving employee performance which is also greatly influenced by the use of information technology. The use of information technology is a means of supporting or encouraging organizations to achieve organizational goals (Nurgawati, 2020).

in providing services to the community because it is the leading sector in managing and coordinating all Regional Apparatus Organizations (OPD) in the Tangerang City Government. Good performance of Regional Secretariat Employees will have an optimal effect on the performance of the Regional Government, so that it can provide excellent and optimal service to the community and will create good governance. Global environmental conditions that have developed recently certainly have an influence on performance.

## LITERATURE REVIEW

### 1. EMPLOYEE PERFORMANCE

According to Afandi (2018: 83) Performance is the work result that can be achieved by a person or group of people in a company in accordance with their respective authority and responsibilities within the company.

efforts to achieve organizational goals illegally, do not violate the law and do not conflict with morals and ethics.

According to Mangkunegara (2013: 67) the definition of performance (work achievement) is the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Based on the definition above, according to the author, employee performance is the work results achieved by an employee in accordance with the work given to him within a certain time. Performance is also a manifestation of the work carried out by employees which is usually used as a basis for evaluating employees or organizations. Based on this assessment, it can be used as a basis for the organization to evaluate the performance of each employee in order to achieve organizational goals.

## 2. INTEGRITY

Sedarmayanti (2013: 103) explains that integrity is acting consistently in accordance with organizational values and policies as well as professional codes of ethics, even in difficult circumstances to do this. In other words, only words and deeds. Communicate intentions, ideas and feelings openly, honestly and directly even in difficult negotiations with other parties. Integrity is the core of the manifestation of attitudes and behavior.

Rachman, (2016: 80) integrity is consistency between values and actions. People with integrity will act consistently in line with the values, code of ethics, and organizational and/or professional policies, even in difficult circumstances to do so. Integrity is also defined as a personality that is based on elements of honesty, courage, wisdom and responsibility to build trust to provide a basis for reliable decision making.

Based on the definition above, according to the author, integrity is your self-image in an organization which can be seen from your daily behavior and actions. Integrity shows consistency between words and beliefs which are reflected in daily actions. Sometimes people only speak with their lips while their hearts are full of pride, envy, jealousy, revenge and emotions.

## 3. INFORMATION TECHNOLOGY

Darmawan (2012: 17) Information technology is the result of human engineering in the process of conveying information from sender to recipient so that it is faster, wider in distribution, and stored for longer.

According to Indrajit (2011: 2) information technology is a technology related to processing data into information and the process of distributing that data/information within the boundaries of space and time.

Based on the definition above, according to the author, information technology is a combination of computing and communication technology in the form of a system of software and hardware that is used to process, process, obtain, compile, store, manipulate data in various ways to produce quality information, namely information. relevant, accurate and timely, which is used as an organizational tool to reduce uncertainty and for personal, business and government needs, besides that information technology can produce strategic information for decision making.

## 4. HR PLANNING

HR planning or Human Resource Planning (HRP) is a systematic forecasting process by connecting a company's HR needs with the company's strategy and goals.

According to Werther and Davis, human resource planning is a systematic plan for predicting employee needs and availability for the future.

In this way, the HRD (Human Resource Department) can immediately carry out the tasks of the HRD team in planning to carry out worker recruitment, selection, training and other activities.

## 5. PROFESSIONALISM

According to Sedarmayanti (2010: 96), professionalism is a pillar that will position the bureaucracy as an effective machine for the government and as a parameter for the apparatus' ability to work well. The measures of professionalism are competence, effectiveness and efficiency and responsibility.

Another view, such as Siagian (2010: 163), states that what is meant by professionalism is reliability in carrying out tasks so that they are carried out with high quality, at the right time, carefully, and with procedures that are easy for customers to understand and follow.

Based on the definition above, according to the author, professionalism is people who are relied on and trusted because they are experts, skilled, knowledgeable, responsible, diligent, disciplined and serious in carrying out their work duties.

## A. LOCATION AND TIME

This research was conducted at the Tangerang City Regional Secretariat Office which is located at Jl Satria-Sudirman No.1 Sukaasih, Tangerang City - Banten. Researchers chose this place because it is the most potential location for conducting research and has the largest employee population. In conducting this research, the time required is 6 months starting from March to August, starting from observation to producing data results and research conclusions.

## C. Population, Sample and Sampling Techniques

The population in this study were 150 Tangerang City Regional Secretariat employees. The researcher used a sample according to Arikunto (2019: 131) because the population is more than 150 people, so in this case the researcher took a sample of 50% of the total population, namely  $50/100 \times 150 = 75$ . So, the number of respondents who will be studied is 75 City Secretariat Tangerang. This research will use a probability sampling approach with a random sampling technique, namely a sampling technique where all individuals in the population, either individually or together, are given the same opportunity to be selected as sample members (Sugiyono, 2019: 45)

## D. Data Analysis Method

The data analysis method in this research is multiple linear regression. Multiple linear regression is used to predict the condition (up and down) of the dependent variable. If two or more independent variables as predictor factors are manipulated or increased, the value decreases. (Sugiyono, 2019: 277).

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e \text{ Note:}$$

Y = Professionalism

$\alpha$  = constant

$\beta_1, \beta_2, \beta_3, \beta_4$  = regression magnitude coefficient/effect

X1, = Integrity

X2, = HR planning

X3 = Information Technology

e = error



**D. RESULT AND DISCUSSION**

<u>Variabel</u>	<u>Koefisifen regresi</u>	<u>t-statistik</u>	<u>Sig. t</u>	<u>KET</u>
(Constant)	3,096			
<u>Integrity</u>	0,517	2,291	1,994	Influential
Planning SDM	0,443	2,354	1,994	Influential
<u>Utilisation IT</u>	0,548	4,012	1,994	Influential
<u>Profesioanlism</u>	0,246	3,405	1,994	Influential

So the following regression equation is obtained:

$$Y = 3,096 + 0,517 X_1 + 0,443 X_2 + 0,584 X_3$$

**1. Integrity towards employee professionalism at the Tangerang City Secretariat employees**

The SPSS calculation results obtained t count > t table (2.291 > 1.994) and sig. of 0.015 is smaller than 0.05, means that Ho is rejected and Ha is accepted, meaning that integrity has a significant effect on employee performance at the Tangerang City Regional Secretariat employees.

This research supports the results conducted by Meidisyah, Yolandan, & Syamsir (2020), that employee integrity as the most important factor in a company or organization influences the level of Employee integrity is an important aspect that needs to be instilled in every employee to support the achievement of organizational goals.

Integrity is an important aspect that employees must have in carrying out each task and responsibility and integrity is an important support in the leadership's assessment of employee performance. Of course, integrity needs to be instilled by the organization in employees to support the creation of harmony in the organizational environment and the main goals can be achieved.

**2. HR planning towards professionalism in Tangerang City Regional Secretariat employee**

The SPSS calculation results obtained t count > t table (2.354 > 1.994) and sig. of 0.002 is smaller than 0.05, means that Ho is rejected and Ha is accepted, meaning that the workload has a significant effect on employee performance at the Tangerang City Regional Secretariat employees.

This research is in line with that conducted by (Ahyani & Misriani, 2020) who in their research concluded that good human resource development influences employee performance. Continuous HR development will shape employees' attitudes in carrying out their duties better and of course they will be motivated to continue to improve their performance.

HR development is a strategic approach for company investment by increasing employee capabilities such as providing training, self-development, and career advancement. Human resource development is also useful in increasingly competitive global environmental conditions so that employees are not left behind in any changes that occur.

**3. Utilization of IT for employee professionalism Tangerang City Regional Secretariat**

The SPSS calculation results obtained  $t_{count} > t_{table}$  ( $4.012 > 1.994$ ) and sig. of 0.000 is smaller than 0.05, means that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the use of IT has a significant effect on employee performance at the Tangerang City Regional Secretariat employees.

The results of this research show that the benefits of IT have a significant influence on employee performance. This shows that the benefits of IT are able to improve employee performance at the Tangerang City Regional Secretariat employees. The use of IT such as working faster, performance is better, increases productivity, work becomes more effective, makes work easier, and is useful and has a positive effect on employee performance. If IT utilization is implemented well and appropriately, it will support employee performance optimally.

This also supports research conducted by Supriadi (2020) regarding the ease of using IT such as easy to learn, controllable, clear and understandable, flexible, skilled and easy to use. has a positive effect on employee performance. If ease of use of IT is implemented well and appropriately, it will support employee performance optimally.

## CONCLUSION

From the results of the discussion regarding integrity analysis, development of Human Resources (HR), use of information technology, and professionalism on employee performance in employees at the Tangerang City Regional Secretariat, several conclusions can be drawn that integrity, development of Human Resources (HR), use of information technology, and professionalism have a simultaneous and significant effect on employee performance among employees at the Tangerang City Regional Secretariat

Based on the results of the t test, it shows that integrity has a positive and significant effect on employee performance among employees at the Tangerang City Regional Secretariat. Human resource development has a positive and significant effect on employee performance of employees at the Tangerang City Regional Secretariat. The use of IT has a positive and significant effect on employee performance for employees at the Tangerang City Regional Secretariat. Professionalism has a positive and significant effect on employee performance among employees at the Tangerang City Regional Secretariat. Integrity is the most important aspect in the success of an organization, where integrity plays an important role in employee attitudes in determining attitudes in a job. The integrity of each employee is not only seen from honesty but also seen from commitment to carrying out their duties in accordance with organizational rules. Human resource development needs to be carried out to support employees' abilities in carrying out work, and also human resource development is very beneficial within the organization because employees gain various knowledge, development of abilities and motivation in carrying out each field of work. Employees should have IT skills with the rapidly increasing level of global technological development. Apart from being able to facilitate work results, information technology can also be used as a forum for employees to continue to improve their abilities, insight and many other benefits. Professionalism is a competency possessed by several people in a certain field of work, which can be useful in an organization. The importance of a person's profession in a job has a high level of difficulty, meaning it can produce maximum work results.

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