

The Influence Of Integrity And Professionalism On Employee Work Productivity In Agency Of Personnel Education And Training In Bekasi Regency

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Abstract

The purpose of this research is to find out and analyze the influence of integrity and professionalism jointly on the work productivity of employees at the Bekasi Regency Regional Personnel Education and Training Agency. This research method uses a survey technique with a quantitative and correlational approach with a saturated sampling or census sampling technique, which is a sample research technique when all members of the population are used as samples. This is often done when the population is relatively small. In this study, the number of samples was 45 respondents. The variables studied were integrity (X1) and professionalism (X2) as independent variables, and employee productivity (Y) as the dependent variable.

Based on the results of the research that has been done, it can be concluded that: (1) The integrity variable (X1) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.745 and a coefficient of determination (R^2) value of 0.556, meaning that the variable integrity contributes 55.6% to the employee productivity variable. (2) The professionalism variable (X2) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.657 and a determination coefficient value (R^2) of 0.432, meaning that the professionalism variable contributes 43.2% to the work productivity variable employee. (3) The variables of integrity and professionalism have a positive, strong and significant impact on employee productivity. This can be seen from the correlation coefficient value of 0.766 and the coefficient of determination (R^2) value of 0.587, meaning that the integrity and professionalism variables together contribute 58.7% to the employee productivity variable.

Keywords: Integrity, Professionalism and Employee Work Productivity

Date of Submission: 02-12-2022

Date of Acceptance: 14-12-2022

I. Introduction

One of the main factors in determining the success or failure of an organization is human resources. The competitive advantage of an organization is largely determined by the quality of its human resources. Therefore, the handling of human resources must be carried out thoroughly and thoroughly within the framework of a human resource management system that is strategic, unified and always connected according to the goals, vision and mission of the organization.

Human resources are a very valuable asset and are one of the important factors in supporting the successful implementation of the activities of an organization, both government and private organizations. The expected human resources are human resources who have a good personality. Each individual must be unique in terms of his life background, the dynamics of his behavior, his self-development, aspects of his personality, and patterns of interaction with the environment.

One measure of the success of an individual, team, or organizational performance lies in productivity. If the productivity is high or increases, the organization will be declared successful, but if it is lower than the standard or decreases, it can be said that it is not or less successful. Productivity is a summary tool about the amount and quality of work performance, taking into account the utilization of existing resources. The philosophy of productivity implies the desire and effort of every human being to always improve the quality of life and livelihood. Work productivity is a result of the work of an employee. The result of this employee's work is a process of working from someone in producing an item or service. The work process of this employee is the performance of the employee.

Employees contribute to the organization in the form of their abilities, expertise, and skills, while the organization is expected to be able to reward and reward employees fairly so that they can provide comfort and

satisfaction to their employees that in the end, these employees can increase their work productivity in achieving organizational goals.

Integrity is something related to one's trust and honesty. Integrity is expected to create a common goal to achieve what is aspired to. As in an organization, integrity is very important to have. Human resource competence is a combination of knowledge, skills, attitudes and other personal characteristics needed to achieve success in a job, which can be measured using agreed standards, and which can be improved through training and development. Professionalism is a very important factor in an institution or organization. Professional employees will show their abilities and expertise, attitude and discipline, interest and enthusiasm. Therefore, employees are required to have professional skills in carrying out their duties so that their productivity increases.

In organizational activities, the labor factor (employees) has a big influence because it is the workforce that carries out the banking process. The main objective of human resource management is to create a personnel empowerment system that can display productive performance. Work productivity shows the level of employees in achieving results (output), especially in terms of quantity. The productivity level of each employee can be different because it depends on the level of persistence in carrying out their duties.

The Bekasi Regency Regional Education and Training Personnel Agency, as one of the work units in the Bekasi Regency Government, require employees who have high integrity and employees who are professional in their work so that employee work productivity can be maximized. With high integrity, employees are not easy to commit deviations and fraud in the implementation of work activities, because these employees uphold the values of honesty in their hearts. While employees who behave professionally always carry out their duties wholeheartedly and seriously even though they are having problems. So in this case strengthening the integrity of employees and increasing the professional attitude of employees is very important to be emphasized optimally so that the work productivity of employees at the Bekasi Regency Regional Personnel Education and Training Agency can increase.

The behavior of a professional can be judged by extensive expertise and knowledge and work with heart. By having extensive expertise and knowledge, a person will have high confidence, be able to work efficiently and effectively and be able to work smart, fast, accurately and thoroughly. Having extensive skills and knowledge can be juxtaposed with being able to work. Meanwhile, working with the heart can be juxtaposed with willing to work.

Having extensive expertise and knowledge can be achieved by making a learning culture a living value in the daily lives of employees. Thus, learning will become a necessity for these employees. Thus, they are always thirsty for knowledge and new knowledge that will make them more capable of doing their jobs. Learning is no longer seen as a heavy duty and obligation but has become a need that arises from within. They will do learning activities with pleasure. This happens because there is a strong urge from within (inside out) themselves to learn. Organizations must also provide facilities and resources that enable their employees to develop themselves and learn new knowledge and skills. Therefore, continuous professional education and training programs must be formally provided by an organization to develop the capacity of its employees. The education and training provided must be of really good quality and follow the needs of employees in carrying out their daily work.

Extensive expertise and knowledge possessed by an employee will be of no use if it is not used and applied in work. To be able to work optimally to produce the best, an employee must work wholeheartedly. If a person at work does not only use his brain and mind but also works wholeheartedly then at work there will be a strong encouragement that comes from within to be able to work as well as possible. The encouragement that comes from within yourself will generate energy and a strong will to work more productively and better to achieve maximum results.

Work is no longer seen as a burdensome obligation but work is seen as fun so work is done with a happy heart without coercion. Thus we will have a strong will to work better, efficiently, and productively. By working wholeheartedly, the skills and knowledge you have will be used as well as possible because your mind will become sharper and clearer. Apart from that, working wholeheartedly will also cause you to not feel physically tired quickly so that you will be able to complete your work thoroughly, accurately, and on time.

However, achieving this ideal condition does not seem to be achieved instantly. This is because there are still obstacles to its implementation in the field. These constraints include Low competence of human resources; Low employee professionalism; Low employee integrity; Not yet optimal achievement of employee work results, especially in terms of quality and quantity; Not yet optimal implementation of education and training programs; Low employee motivation to develop themselves; Limited facilities and infrastructure.

II. Literature Review

Integrity

In language, integrity means wholeness, unanimity, honesty, and similarity between heart, speech and actions. Integrity is closely related to morals and ethics. Etymologically, the word integrity comes from the Latin word *integer* (whole or complete) which means whole, round, full of holiness, or clean. For this reason, integrity can be interpreted as a way of life that is clean, healthy, and in overall peace. In other words, integrity comes from several perspectives, such as the point of view of ethical tradition and ethical relationships (Abdullah, 2006).

Integrity is closely related to "ethics" and "morality". There are several differences between these words. Moral in a general sense emphasizes the character and special characteristics of individuals, not rules and obedience. For example virtues, compassion, generosity, and so on are important moral elements, but they are not found in the law. Morals that are based on character tend to focus on what is special in a person. Simorangkir (2003), explains that ethics is generally defined as a systematic effort by using ratios to interpret individual and social-moral experiences so that they can establish rules to control human behavior as well as weighty values to be a goal in life.

According to Development Dimensions International (DDI), integrity is accepting social, moral and organizational norms; adhering to moral principles (maintaining social, ethical, and organizational norms; firmly adhering to codes of conduct and ethical principles).

Meanwhile, according to Hay Consultant in Abdullah (2006), integrity is consistency between one's actions that one believes. Expressing intentions, ideas and feelings openly and directly also respecting the openness and honesty of others, even in difficult situations (integrity implies that one's actions are consistent with what one says is important; that is, he or she walks the talk'. Communicates intentions, ideas and feelings openly and directly and welcomes openness and honesty, even in difficult negotiations with external parties).

Covey (2004), defines integrity as a life based on principles (being integrated around principles). Integrity itself is a child of humility and courage. Humility means acknowledging that some natural laws or principles govern the universe. Courage is needed when we want to live in harmony with these principles because there are still many social norms, morals and values around us that deny these principles. From this integrity flow wisdom and an abundance mentality.

By relying on these definitions, it can be concluded that the essence of integrity is honesty, sincerity, and a willingness to uphold high moral standards. Integrity is shown by conformity between held values and habits, conformity between words and deeds and conformity between expressions and feelings, through indicators of a code of ethics, handling conflicts of interest, utilization of authority, accountability and responsibility, and community service. Wong, (2011). in his book *Trust, Risk and Benefit in Electronic Commerce* argue that integrity can be seen from the point of fairness, fulfillment, loyalty, candor, relatedness, and reliability.

Professionalism

Prawirosentono (2000), argues that: professionalism is the professional attitude of actors in the organization must show attitudes and behavior as shown in "Serat Darmowasito" Indonesian human resources must have an instinct for innovation and creativity, accompanied by the principle of upholding cultural ethics and morals based on religion, including honesty and openness concerning the public interest.

Kjellerup (2000), argues that: Professionalism is the attitude and ability to make things go right regardless of circumstances. This means that professionalism is the attitude and ability to solve problems under any circumstances.

According to Ratminto and Winarsih (2006), professionalism is a predetermined vision and mission, it requires professional human resources. This means that in carrying out their duties, they must have the capability, be disciplined in implementing results and have high integrity to carry out the vision and mission of the organization.

Whereas Pamudji (2001), said that professionalism is: "a vocation or occupation requiring advanced training in some liberal arts or science and usually involving mental rather than manual work, as teaching, engineering, writing, etc." It means "an occupation in the arts or sciences that requires advanced training and is usually more mental than physical, such as teaching, engineering, writing, and so on".

Anoraga (2006), argues that the meaning given to the word "profession" is a field of activity carried out by a person and is a source of income for him. Even though usually potential is associated with the level of academy/university graduates, a profession does not have to be carried out by a scholar.

Pamungkas (2000), argues that professional humans are considered quality human beings who have the expertise and professionalism to express their expertise for the satisfaction of other people or society by getting praise.

Furthermore, Siagian (2007), argues that employee professionalism is reliable 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 clients to understand and follow. In this regard, it requires in-depth knowledge of the ins and outs of a task with all its implications and skills that enable the implementing staff to work well because they have mastered the various technical aspects contained in each work task.

Based on the description above, it can be concluded that employee professionalism is the pillar that will position the bureaucracy as an effective engine for the government and as a parameter of the ability of the apparatus to work properly, through indicators of competence, effectiveness and efficiency as well as being responsible.

Pamungkas (2001), said that 3 (three) factors can be used to measure professionalism, namely:

- a. Expertise can be measured in the following sub-indicators: education or experience in the field of expertise, mastery in the field of work, being able to lead in the field of work, and following developments in the field of expertise.
- b. Commitment can be measured in the following sub-indicators: being responsible for giving the best, giving the best results under any conditions, and continuously trying to improve skills.
- c. Output can be measured in the following sub-indicators: high quality and accuracy, short time and concise procedures.

Work Productivity

Gomez (2003), defines productivity by showing the ratio of output to inputs can include production costs and equipment costs. While Kerlinger and Nambaldian are quoted by Gomez (2003), stating that productivity is a function of multiplying the efforts of employees who are supported by high motivation, with the ability of employees, which is obtained through exercises, increased productivity means good formation, will become feed back for the effort or employee motivation at the next stage.

Work productivity is not solely aimed at getting as much work as possible, but the quality of work is also important to note. Sedarmayanti (2010), argues that work productivity includes efficiency, effectiveness, quality and professionalism. Efficiency is input-oriented and output-oriented effectiveness, while quality is result-oriented and professional.

According to Kusriyanto (2000), economic productivity is the ratio between the results of activities with all the sacrifices (costs) incurred to realize these results. From the view above, it can be seen that there is a separation between productivity and labor intensity, where labor productivity reflects the benefits of labor, while intensity indicates the amount of tension that can be considered as an acceleration of work.

Anoraga (2006), stated that: "Productivity is a behavior, indeed it can be different when viewed from the point of view of other sciences because differences in knowledge can also be based on differences in the objects of study. In psychology, productivity shows behavior as the output of a process of various kinds of psychological components that lie behind it.

Another opinion Webster cited by Sutrisno (2009), provides a limit on productivity, namely: the whole physical divided by units of production effort; level of effectiveness of the leadership in the use of activities for production; and effectiveness in using manpower and equipment.

Sinungan (2003), argues that productivity is a high willingness to work, ability to work under work content, comfortable work environment, income that can meet minimum living needs, adequate social security, humane working conditions and harmonious working relationships.

Sutrisno (2009), suggests that the factors that affect work productivity can be summed up into two groups, namely:

- a. Factors that exist in the individual, namely age, temperament, individual physical condition, fatigue and motivation.
- b. Factors that exist outside the individual, namely physical conditions such as sound, lighting, time, rest, length of work, wages, a form of organization, and social and family environment.
- c. Thus if employees are treated well by superiors or there is a good relationship between employees, then these employees will also participate well in the production process, which will affect the level of work productivity.

III. Research Methods

Research Schedule

This research was conducted at the Bekasi District Education and Training Personnel Agency. The research was conducted for approximately 6 (six) months starting from June 2020 to November 2020.

Research Design

This research using a survey research method with a quantitative approach, which is correlational in nature in which to see how much influence the independent variables have on the dependent variable. The research was conducted on a group of individuals, namely the Regional Education and Training Personnel Board of Bekasi Regency. Through this method, the authors hope to be able to examine specific aspects of a social situation in

depth, in this case, the aspects of the influence of integrity and professionalism on employee work productivity. The drawback of this research method is that it studies specific aspects, so the possibility to reach generalizations is very limited.

Population and Sample

According to Sugiyono (2014), in general, the population is meant as part of the generalization area consisting of objects/subjects that have certain qualities and characteristics. Furthermore, Creswell (2013), states "a population is a group of individuals who have the same characteristics," meaning that a population is a group of individuals who have similar characteristics. The population in this study were all employees at the Bekasi Regency Education and Training Personnel Board, totaling 45 people.

Sugiyono (2014), stated that the sample is part of the number and characteristics possessed by the population. If the population is large and it is impossible for the writer to study everything in the population due to limited funds, manpower, and time, then the writer can use samples taken from that population. What is learned from the sample, and the conclusions will apply to the population. For this reason, samples taken from the population must be truly representative.

The sampling technique is a sampling technique. To determine the sample to be used in research, there are various sampling techniques used. In this study, the sampling technique used was saturated or census sampling, which is a sample research technique in which all members of the population are used as samples. This is often done when the population is relatively small. From this description, the number of samples in this study was 45 people.

Data Processing Techniques

In data processing to provide a description or description of the problem being discussed, the data that has been collected from respondents in the form of questionnaire answers will be processed through several stages of data processing, which include:

- a. Editing. The data that has been collected through a questionnaire, then examined whether all the respondents have filled in or not.
- b. Scoring. The questionnaire that has been filled in is then assessed according to the scale that has been determined for each statement item.
- c. Data tabulation. The questionnaire that has been given a value is then tabulated in a table to find out the total raw score for each item and the total raw score for each item and the average score for each item and the average for all items.

Analysis Method

Sugiyono (2014), states that testing the validity of data in research often only emphasizes validity and reliability tests. In quantitative research, the main criteria for research data are valid, reliable and objective. Validity is the degree of accuracy between data that occurs on the object of research with data that can be reported by the author. Thus valid data is data that does not differ between the data reported by the author and the data that occurs on the research object.

Data analysis technique

The data analysis technique used in this study is inductive statistical analysis, namely to analyze sample data and the results are applied to the population. In analyzing the data, it was carried out through several stages, namely: tabulating data from the results of the respondents' answers, making a frequency distribution of the respondent's answers, and testing the effect of the independent variable on the dependent variable.

IV. Research Result

1) The Effect of Integrity (X1) on Employee Work Productivity (Y)

To calculate the correlation value between integrity and employee work productivity at the Bekasi Regency Regional Personnel Education and Training Agency, the calculation result is 0.745. This shows that the integrity variable has a positive and moderate influence on employee work productivity.

The integrity variable has an influence contribution of 55.6% on employee work productivity, while the remaining 44.4% is influenced by other factors outside the research.

To find out the significance of the influence of the integrity variable on employee work productivity (t-test) obtained a t-count of 7.332. Then this value is compared with the t-table value for an error of 5% using a two-part test where $dk = n - k$; $45 - 2 = 43$, a t-table value of $= 2.021$ is obtained. The results of the consultation between t-count and t-table can be explained that there is a positive and significant influence between integrity and "accepted" employee work productivity.

To find out the direction of the relationship between the integrity variable and the employee productivity variable whether it is positive or negative and to predict the value of the employee work productivity variable if the integrity variable value increases or decreases, it can be seen in the regression equation as follows:

$$\hat{Y} = a + bX_1$$

$$\hat{Y} = 10,519 + 0,735X_1$$

These numbers can be interpreted as follows:

- a. A constant of 10.519; meaning that if the value of integrity (X1) is 0, then the employee's work productivity (Y) has a positive value of 10.519.
- b. The regression coefficient of the integrity variable (X1) is 0.735; meaning that if integrity (X1) increases by 1 unit, then employee work productivity (Y) will increase by 0.735 units. The coefficient is positive, meaning that there is a unidirectional relationship between integrity and employee productivity, the higher the integrity, the higher the employee productivity.

2) The Effect of Professionalism (X2) on Employee Work Productivity (Y)

To calculate the correlation value between professionalism and employee work productivity at the Bekasi District Education and Training Personnel Agency, the calculation results obtained are 0.657. This shows that the professionalism variable has a positive and strong influence on employee work productivity.

To find out the influence contribution (coefficient of determination) of the professionalism variable on employee work productivity is 43.2% of employee work productivity, while the remaining 56.8% is influenced by other factors outside of research.

To find out the significance of the professionalism variable's influence on employee work productivity (t-test) a t-count value of 5.722 is obtained. Then this value is compared with the t-table value for an error of 5% using a two-part test where $dk = n - k$; $45 - 2 = 43$, a t-table value of $= 2.021$ is obtained. The results of the consultation between t-count and t-table can be explained that there is a positive and significant influence between professionalism on employee work productivity "accepted".

To find out the direction of the relationship between the professionalism variable and the employee work productivity variable whether it is positive or negative and to predict the value of the employee work productivity variable if the value of the professionalism variable increases or decreases, it can be seen in the regression equation as follows:

$$\hat{Y} = a + b X_2$$

$$\hat{Y} = 16,427 + 0,591X_2$$

These numbers can be interpreted as follows:

- a. A constant of 16.427; means that if the value of professionalism (X2) is 0, then the employee's work productivity (Y) has a positive value of 16.427.
- b. The regression coefficient of the professionalism variable (X2) is 0.591; meaning that if professionalism (X2) has increased by 1 unit, then employee work productivity (Y) will have increased by 0.591 units. The coefficient is positive, meaning that there is a unidirectional relationship between professionalism and employee work productivity, the higher the professionalism, the more employee work productivity will increase.

3) The Influence of Integrity (X1) and Professionalism (X2) together on Employee Work Productivity (Y)

To calculate the correlation value between integrity and professionalism together on employee work productivity at the Bekasi Regency Regional Personnel Education and Training Agency, the calculation result is 0.766. This shows that the variables of integrity and professionalism together have a positive and strong influence on employee work productivity.

To find out the contribution of the influence (coefficient of determination) of the variables of integrity and professionalism together on employee work productivity of 58.7% on employee work productivity, while the remaining 41.3% is influenced by other factors outside of research.

To find out the significance of the influence of integrity and professionalism variables together on employee work productivity (Test F) an F-count value of 29.899 is obtained, this value is then consulted with Ftable, for dk numerator = 2 and dk denominator = $(45-2-1) = 42$ obtained the value of Ftable at the specified error level is $5\% = 3.23$. In this case, the provision applies if F-count is greater than Ftable, then the multiple correlation coefficient tested is significant, that is, it can apply to the entire population. From the calculation above it turns out that $F\text{-count} > F\text{-table}$ ($29.899 > 3.23$), it can be stated that the multiple correlations are strong, positive and significant and can be applied where the sample is taken.

To find out the direction of the relationship between the integrity and professionalism variables together with the employee productivity variable whether it is positive or negative and to predict the value of the employee work productivity variable if the integrity and professionalism variable values experience an increase or decrease, it can be seen from the calculation results obtained:

$$\begin{aligned} a &= 8,400 \\ b_1 &= 0,556 \\ b_2 &= 0,229 \end{aligned}$$

From the value of the constant a and the regression coefficients b_1 and b_2 above, the regression equation can be made, namely:

$$\begin{aligned} \hat{Y} &= a + b_1X_1 + b_2X_2 \\ \hat{Y} &= 8,400 + 0,556 X_1 + 0,229 X_2 \end{aligned}$$

These numbers can be interpreted as follows:

$$\begin{aligned} \hat{Y} &= 8,400 + 0,556 + 0,229 \cdot 50 \\ &= 8,400 + 39,239 \\ &= 47,638 \end{aligned}$$

From the results of these calculations, if the integrity and professionalism variables are increased to 50 units, the employee's work productivity will increase from 8,400 units to 47,638 units. This means that the higher the integrity and professionalism, the higher the work productivity of employees at the Bekasi Regency Regional Personnel Education and Training Agency.

V. Discussion

Based on the proposed hypothesis about the effect of integrity and professionalism on the work productivity of employees of the Bekasi Regency Regional Personnel Education and Training Agency, it is necessary to discuss the existence of each variable.

- a. Based on the results of the study, the integrity variable (X_1) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.745 and a coefficient of determination (R^2) value of 0.556, meaning that the integrity variable contributes 55.6% to employee productivity variable. The results of the test of the significance of the integrity variable on employee work productivity or t count are 7.332 and are greater than the t table of 2.021. The result of the simple linear regression equation is $\hat{Y} = 10.519 + 0.735X_1$, meaning that if integrity increases by 1 unit, employee work productivity will increase by 0.735 units.
- b. Based on the results of the study, the professionalism variable (X_2) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.657 and a coefficient of determination (R^2) value of 0.432, meaning that the professionalism variable contributes 43.2% to employee productivity variable. The result of the significance test of the professionalism variable on employee work productivity or t count is 5.722 and is greater than the t table of 2.021. The result of the simple linear regression equation is $\hat{Y} = 16.427 + 0.591X_2$, meaning that if professionalism increases by 1 unit, employee work productivity will increase by 0.591 units.
- c. Based on the research results, the variables of integrity and professionalism together have a positive, strong and significant effect on employee productivity. This can be seen from the correlation coefficient value of 0.766 and the coefficient of determination (R^2) value of 0.587, meaning that the integrity and professionalism variables together contribute 58.7% to the employee productivity variable. The results of the significance test of integrity and professionalism variables together on employee work productivity or F count is 29.899 and is greater than the F table of 3.23. The result of the multiple linear regression equation is $\hat{Y} = 8.400 + 0.556X_1 + 0.229X_2$, meaning that if the integrity and professionalism variables are increased to 50 units, then employee work productivity increases from 8.400 units to 47.638 units.
- d. Identifying the variables of integrity and professionalism will affect employee work productivity. Based on the thoughts above, the hypothesis which states that integrity and professionalism have an influence on the work productivity of employees at the Bekasi Regency Regional Personnel Education and Training Agency can be accepted.

The magnitude of the influence of the two independent variables with the dependent variable shows the fact of how to carry out and increase employee work productivity optimally, this fact has been answered with high employee integrity and professionalism. Practically speaking, the two variables run together, meaning that in the process integrity and professionalism can become variables or factors that determine whether employee productivity is high or low. If the integrity and professionalism of employees are maximized, then automatically employee work productivity will increase. In this discussion, the authors conclude that the two independent variables above show a very significant influence, meaning that without high integrity and professionalism, the work productivity of employees at the Bekasi Regency Regional Education and Training Personnel Agency cannot be increased or achieved optimally.

VI. Conclusions and Recommendations

Based on the results of the research that has been done to test the hypotheses and answers to the formulation of the problems proposed, the authors can draw the following conclusions:

- a. From the results of the study, it was found that the integrity variable (X1) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.745 and a coefficient of determination (R²) value of 0.556, meaning that the integrity variable contributes 55.6% on employee productivity variables. The results of the test of the significance of the integrity variable on employee work productivity or t count are 7.332 and are greater than the t table of 2.021. The result of the simple linear regression equation is $\hat{Y} = 10.519 + 0.735X_1$, meaning that if integrity increases by 1 unit, employee work productivity will increase by 0.735 units.
- b. From the results of the study, it was found that the professionalism variable (X2) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.657 and a coefficient of determination (R²) value of 0.432, meaning that the professionalism variable contributes 43.2% on employee productivity variables. The result of the significance test of the professionalism variable on employee work productivity or t count is 5.722 and is greater than the t table of 2.021. The result of the simple linear regression equation is $\hat{Y} = 16.427 + 0.591X_2$, meaning that if professionalism increases by 1 unit, employee work productivity will increase by 0.591 units.
- c. From the results of the study, it was found that the variables of integrity and professionalism together had a positive, strong, and significant effect on employee work productivity. This can be seen from the correlation coefficient value of 0.766 and the coefficient of determination (R²) value of 0.587, meaning that the integrity and professionalism variables together contribute 58.7% to the employee productivity variable. The results of the significance test of integrity and professionalism variables together on employee work productivity or F count is 29.899 and is greater than the F table of 3.23. The result of the multiple linear regression equation is $\hat{Y} = 8.400 + 0.556X_1 + 0.229X_2$, meaning that if the integrity and professionalism variables are increased to 50 units, then employee work productivity increases from 8.400 units to 47.638 units.

Recommendations

Based on the results of research and discussion, the authors put forward suggestions that can be followed up as follows:

- a. Integrity is conformity between held values and habits, conformity between words and deeds, and conformity between expressions and feelings. Efforts to improve integrity at the Bekasi Regency Regional Education and Training Personnel Agency need to be carried out by providing an understanding to each employee about the importance of integrity which is manifested in the form of attitudes and behavior in the office such as consistency between speech and behavior, adherence to principles, carrying out obligations diligently, able to control actions and thoughts and able to behave following the values and norms that apply.
- b. Efforts made to increase the professionalism of employees at the Regional Education and Training Personnel Agency for Bekasi Regency need to be carried out by providing job training for employees. It is intended that the provision of training will improve and add more knowledge and abilities to create even better employee professionalism.
- c. To increase employee productivity at the Bekasi Regency Regional Education and Training Personnel Agency by creating a comfortable work environment and providing good work facilities for all employees and carrying out supervision consisting of direct superior supervision and a management control system. This strategy needs to be carried out so that every employee carrying out his work can be identified and monitored easily and quickly. So that if there is a deviation from the goals or targets that have been determined, corrections can be made immediately.

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Azis Hakim, et. al. "The Influence of Integrity And Professionalism On Employee Work Productivity In Agency Of Personnel Education And Training In Bekasi Regency." *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*, 27(12), 2022, pp. 41-49.