

THE INFLUENCE OF HUMAN RESOURCE QUALITY AND WORK PROFESSIONALISM ON EMPLOYEE PERFORMANCE IN DISTRICT PUBLIC WORKS AND SPATIAL PLANNING DEPARTMENT KAMPAR

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ABSTRACT

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This research aims to determine the partial and simultaneous influence between the quality of human resources and work professionalism on employee performance in the public works department and spatial planning of Kampar district. The sampling technique was carried out using the Slovin technique. The sample used in this research was all ASN employees in the Kampar Regency public works and spatial planning department, namely 109 people. This research is quantitative and descriptive using multiple linear regression testing tools and using the SPSS V.27 data processing program. This research, based on the t-test carried out, shows that the human resources quality variable (X1) has a partially positive and significant effect on employee performance (Y), and Work Professionalism (X2) has a partially positive and significant effect on employee performance (Y). Through the F test, it is known that together the independent variables affect the dependent variable

1. INTRODUCTION

In era modern moment This, service public so needed by the public. Improvement of quality service and efficient organization service become key for government institutions to provide a positive impact on society. In the smooth progress of development and government management at this time This, depends on quality source Power man Which responsible answer inside it. Increasing quality HR is an investment man term long, because to realize it, you need to take an educational path that is also Not in a way automatically making yourself a quality. Still required process in ~~int~~world his work or its implementation going to level Which more expert or quality.(Faizi et al., 2022)

Apart from the quality of human resources, work professionalism is also a factor. Important in improving employee performance. Based on Law Number 43 of 1999 and Law Number 29 of 2009 where civil servants have an role important in giving service public quality to society. Civil servants have an important role in providing public services that are quality to the community. Professionalism and integrity of civil servants are the keys to providing good public services According to Dwiyanto (2011:157) in (Rahmadani et al., 2021), professionalism is the belief that the actions And attitudes of employees in operate tasks based on knowledge And values of profession that prioritize the interests of the public.

The Public Works and Spatial Planning Department of Kampar Regency is part of the autonomy area Which is led by the Head service And is responsible answer directly to the

Regent through the Regional Secretary. The main task of this Service is to increase infrastructure work in general, Good from the aspect of quantity and also quality, to meet the needs of the community. The function of the PUPR Service of the Regency Camp involves helping in the implementation of policy government and the improvement of regional infrastructure. In terms of the number of personnel, the Public Works Department and Spatial Planning of Kampar Regency there are 150 ASNs. Based on the results of Analysis Burden Work (ABK), Service Work General and Arrangement Room Kampar Regency In 2023, from the employee requirement of 288 ASN, only 111 ASNs were fulfilled so there was a shortage of 177 employees ASN. This is an obstacle to completing the program activities that are managed by the Department of Public Works and Spatial Planning. In addition, the level of education is also still inadequate, where the number of employees with a low level of education SD, Junior High School, and High school is still Enough Lots. (Lkjip Pupr Camp 2023).

If reviewed from the aspect of education, the conditions employees at Service Work General and Arrangement Room Regency Camp are as follows:

Table 1 Amount Employee DPU-PR Regency Camp According to Education Year 2023

Qualification Education	Major	Amount	Percentage

Junior High School	Junior High School	1 Person	0.65%
High School	Science	76 people	49.35%
D.III	Technique	13 people	8.44%
Bachelor Degree (S1)	ST	56 people	36.36%
Magister (S2)	MT	8 people	5.20%
Total	-	154 people	100%

Data source: General and Personnel Section of the Public Works and Public Housing Agency, Kampar Regency

Table 1 shows that the total personnel in Service Work General and Arrangement Room Regency Camp based on level of education amounts to 152 people. The details cover graduates of JUNIOR HIGH SCHOOL (1 person), SENIOR HIGH SCHOOL (76 people), D3 (13 people), S1 (56 people), And S2 (8 people). Data show education plays a role important in creating a qualified and professional workforce. Some big member power Work originates from graduates of SENIOR HIGH SCHOOL, reflect impact significant education to quality source Power man. Education solidifies knowledge, skills, and understanding Which is essential for carrying out tasks effectively, at a time increasing ability analytical, and adaptability.

If we look at the next indicator, namely work professionalism, the level of professionalism for employees naturally can be seen from success and failure implementation activity Which by vision And mission of A agency government. Following several programs Which run Service PUPR Regency Kampar.

Table 2 Number of Targets and Realization of Performance Achievements of the Public Works and Public Housing Service Year 2019-2023

Target	Year	Target	Achieved
Road proportion in good condition Excellent	2019	69.94%	57.24%
	2020	72.36%	59.94%
	2021	74.77%	59.94%
	2022	74.77%	62.16%
	2023	65.28%	61.14%
Percentage of population accessible to clean water	2019	81.87%	68%
	2020	84.56%	85.96%
	2021	89.94%	85.96%
	2022	89.94%	87.96%
	2023	58.75%	53.06%
Building Construction government in worthy condition	2019	80%	60%
	2020	82%	78%
	2021	84%	78%
	2022	84%	78.8%
	2023	86.75%	79.53%
Percentage of Utilization Source Natural Power	2019	85%	84.7%
	2020	90%	75%
	2021	95%	75%
	2022	95%	80%
	2023	87.77%	81.25%

Data source: Performance Accountability Report of Government Agencies, DPU-PR Kampar

Viewed from data table 2 on achievement performance on the 5-year final, Service PUPR Regency Camp Still There is Which Not yet realized 100%, seen from achievement Which Not yet fulfills target Which expected from year to year. Data indicates that the professionalism of the apparatus in organizing service public Still Not yet achieved. Professionalism refers to on performance Which by the technical or ethical standards of a profession. One of the main requirements for realizing professionalism in operating mission A organization public is the availability of competent human resources, planned work with Good, as well as time to implement the program.

Several Projects 2019 not Finished in Kampar, DPRD Hearing with PUPR.

Thursday, 09 January 2020 21:08 WIB



Source: <https://www.cakaplah.com/berita/baca/48105/2020/01/09/sejumlah-proyek-2019-unfinished-in-kampar-dprd-hearing-with-pupr#sthash.C15XFJ89.dpbs>

Quoting on news available on <https://www.cakaplah.com> January 9, 2020, in Bangkinang, Kampar Regency, information obtained by media crews mentioned that several projects were budgeted in the year 2019 were not completed by construction services until the end of the budget year. After the Representative Chairman of DPRD Regency Kampar, Repol, did an inspection field on 6 January 2020, the Problem Then under discussion in the Meeting of Commission IV of the Kampar Regency DPRD, which was held in the DPRD building Regency Camp on date 9 January 2020. In session hear opinions, and projects Which not finished until the end contract 2019 So focus main. The discussion covered the construction of the Kampar Regency Islamic Center Markaz, Welcome Gate to Bangkinang Salo, heavy equipment hangar construction at UPTD Tool Heavy, Bridge Rumbio, Bridge Bay Kenidai, And Bridge Island Belimbing. Deputy Chairman of the Kampar Regency DPRD, Repol, and Chairman of Commission IV of the DPRD Kampar, Agus Candra, raised questions regarding the project delays, sanctions to the contractor, And delays in process tenders. <https://www.cakaplah.com>

The Chairman of Commission IV of the Kampar Regency DPRD stated that the delayed project due to constraint land And restrictions time by the contractor. Agus confesses change Source Power Man in Service PUPR very influential to work Which implemented, like changeover Acting Maker Commitment (PPK). Agus hopes that the tender process and supervision in the future can be fixed, And Service PUPR Can speed up the process tender For completing the project in February. <https://www.cakaplah.com>. From the description case, see that the problem Source Power Man Still

often happens until the moment, especially on Service Pupr Regency Kampar. Source Power Man Still become problem Which Not yet Also resolved, seen from several competition of employee performance activities that do not comply with the time limit set.

Based on research previously done by (Son et al., 2019) Quality Human resources have a positive and significant influence on employee performance, On the contrary, Ivan the Curiosity (2020) states that quality sources of Power man Not influence the positive and significant Performance of Employees. In a recent study by (Ramadhani & Sulistiyawan, 2023) it was found that Professionalism is not influential on the Performance of Employees, Ishmael, et al. (2019) state that Professionalism's impact is negative and significant on Employee Performance. In contrast, a study conducted by Supriadi et al., (2023) stated that there is a significant influence of work professionalism on the performance of employees.

This research seeks to develop and re-investigate several studies previously Which produce findings Which each other contradictory. The focus is test return with a blend of several variables from previous studies that have shown conflicting results regarding factors That influence the performance of employees. Objects study This is different from previous research because it was carried out at the Department of Public Works and Arrangement Kampar Regency Space.

STUDY LITERATURE

Draft Quality Source Power Man

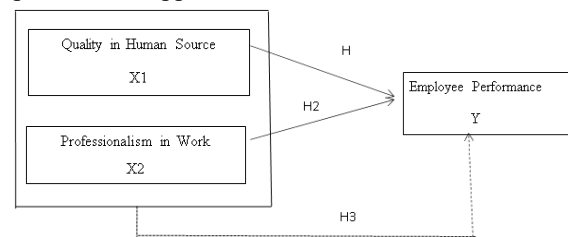
The Mangkunegaran AP (2005:21) states a man is an individual Who has high quality in the actors of an organization. An important role in the context of the overall organization is carried by the source Power man. Good in institution government, companies, or foundations, designing efficient organizational structures needed to achieve the success of the organization. To achieve success This means paying attention to how employees carry out their processes Also very important. Understanding in a way careful How employees carry out the tasks so that leaders can increase the quality process.

According to M. Dawam Rohajo (2010:18), the quality of human resources is not only related to skills and physical strength, but also influenced by aspects such as the level of education, knowledge, experience, maturity, attitude, and values individual concerned. Temporary Hero (2015) states that Quality Source Power Man is formed from a combination of ability physique (health) and non-physical (ability to Work, think, mentally, And skills individual). Generous (2009:59) Quality Source Power Man is that indicator reflects so far where condition, specification, and hope can be fulfilled. In general, the source Power man is interpreted as strength Which is having man or power. On the contrary, Martindas (2002:94) explains Human Resource Quality as an employee's capacity. to complete tasks and develop, both individually and through collaboration within a team.

Draft Professionalism Work

(Rahmadani) et al., (2021) according to English (2011:157) definition is the understanding or belief that the attitude or actions of civil servants in organizing activity

government, And service are always based on the scientific knowledge and professional values of civil servants who prioritize the interests of the public. (Prayer, 2021:30) Professionalism is the commitment of individuals to certain professions to improve the professional abilities of those professions and consistently develop strategies used in carrying out daily tasks. Meanwhile, Sedarmayanti (2010:96), professionalism is becoming the foundation by making the government an effective tool in bureaucracy which is effective according to the benchmark of expertise of the bureaucrats in carrying out tasks Which carried out. Professionalism in bureaucracy leads to harmony between skills apparatus with tasks That must implemented. Compliance This is considered a condition For creating professional apparatus.



Framework Conceptual

Picture 1 Framework Conceptual

Source data: Processed data primary, 2024

2. ETHODS

1. Type of Study

This study enters in category of study associative, by draft Which is explained by Sugiyono (2013:11). Study associative aims to understand the influence of relatedness between two variables or more

2. Source Data

Data primarily obtained in a way direct from the source without an intermediary involves collecting primary data through direct observation and interviews. The goal is to understand the dynamics of individuals or groups, as explained previously.

3. Time and Place Study

This research was conducted from January to completion on May 22, 2024, in carried out in Service Work General and Arrangement Room Regency Kampar.

4. Method Collection Data

- a. Documentation
- b. Questionnaire

5. Population and Sample

In the study was identified for employees in Service Work Kampar Regency General population totaling 150 people. In selecting samples The Slovin formula was used, so the sample used was 109 people.

6. Technique Analysis Data

According to Sugiyono (2014:245), method analysis data descriptive quantitative aims to provide a structured, concise, and clear overview of a phenomenon, event, or situation based on numerical data. The purpose is to allow interpretation or give

a certain meaning to data. Technique This is used To organize And evaluate data numerically with an objective understanding phenomenon investigated objectively.

- a. Statistic Descriptive
- b. Test Validity and Reliability
- c. Test Assumptions Classic
- d. Test Hypothesis

Every hypothesis will be tested with the use of analysis regression linear multiple linear regression. The basic model of multiple linear regression in this study can explained as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

3. RESULTS AND DISCUSSION

A. Test Validity and Reliability

The validity Test is used to test whether the questionnaire question items are valid. Or not. By looking at the R-count must be greater than the R-table. Here table test validity For source quality Power man:

Table 3 Result Test validity Quality Source Power Man

No	Statement	Corrected item-total correlation	R-table	Information
1	X1.1	0.563	0.188	Valid
2	X1.2	0.540	0.188	Valid
3	X1.3	0.565	0.188	Valid
4	X1.4	0.523	0.188	Valid
5	X1.5	0.568	0.188	Valid
6	X1.6	0.492	0.188	Valid
7	X1.7	0.565	0.188	Valid
8	X1.8	0.562	0.188	Valid
9	X1.9	0.586	0.188	Valid
10	X1.10	0.571	0.188	Valid
11	X1.11	0.547	0.188	Valid
12	X1.12	0.508	0.188	Valid
13	X1.13	0.502	0.188	Valid
14	X1.14	0.510	0.188	Valid

Source: Data processed SPSS 27

Table 4 Results Test Validity Professionalism Work

No	Statement	Corrected item-total correlation	R-table	Information
1	X2.1	0.544	0.188	Valid
2	X2.2	0.612	0.188	Valid
3	X2.3	0.547	0.188	Valid
4	X2.4	0.571	0.188	Valid
5	X2.5	0.507	0.188	Valid
6	X2.6	0.577	0.188	Valid
7	X2.7	0.542	0.188	Valid
8	X2.8	0.570	0.188	Valid
9	X2.9	0.566	0.188	Valid
10	X2.10	0.556	0.188	Valid
11	X2.11	0.517	0.188	Valid
12	X2.12	0.549	0.188	Valid

13	X2.13	0.616	0.188	Valid
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Source: Data Processed SPSS 27, 2024

Table 5 Results Test Validity Performance Employee

No	Statement	Corrected item-total correlation	R-table	Information
1	Y1	0.526	0.188	Valid
2	Y2	0.538	0.188	Valid
3	Y3	0.525	0.188	Valid
4	Y4	0.510	0.188	Valid
5	Y5	0.465	0.188	Valid
6	Y6	0.476	0.188	Valid
7	Y7	0.474	0.188	Valid
8	Y8	0.442	0.188	Valid
9	Y9	0.418	0.188	Valid
10	Y10	0.403	0.188	Valid
11	Y11	0.487	0.188	Valid
12	Y12	0.392	0.188	Valid
13	Y13	0.393	0.188	Valid
14	Y14	0.448	0.188	Valid
15	Y15	0.422	0.188	Valid

Source: Data Processed SPSS 27,2024

Table 6 Recapitulation Results Test Reliability

Variables	Cronbach's Alpha	Sig n	Mark	Information
Performance Employee (Y)	0.729	>	0.60	Reliable
Quality of Resources Man (X1)	0.810	>	0.60	Reliable
Work Professionalism (X 2)	0.816	>	0.60	Reliable

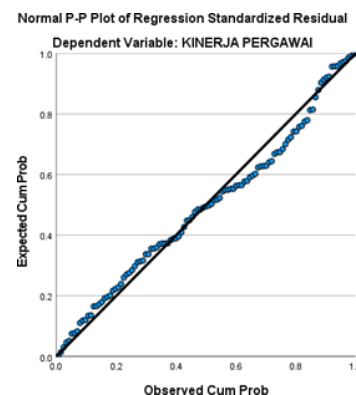
Source: Data Processed SPSS 27, 2024

The Cronbach's Alpha value can be seen for employee performance variables, human resource quality, and professionalism work, greater than 0.60. This shows that each variable the reliable and worth testing in this research.

B. Test Normality

Model regression tests whether mark regression Which is produced from regression distributed normally. Model regression Which Good own residual Which distributed normal.

These normality a Normal plot:



Picture 2 Normal PP

Following results test with probability

Chart Plot

Based on the Scatterplot output results above, it can be seen that the points spread out and do not form a wave pattern, widening then narrowing. So it can be concluded that in this study there is no problem with heteroscedasticity.

Source: Data Processed SPSS 27, 2024

Based on picture 2 on seen that data plotting (dot, dot, dot) follows a line diagonally, so the conclusion test normality is model regression distributed normally.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.294	3.201		6.651	.000
Kualitas Sdm	.209	.049	.280	4.274	.000
Profesionalisme	.533	.055	.630	9.607	.000

C. Test Multicollinearity

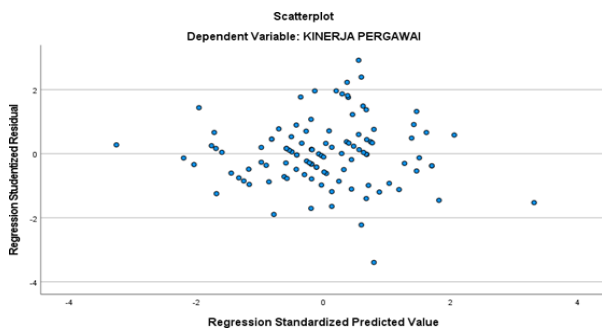
Model	Tolerance	VIF
1 QUALITY HR	.860	1.163
PROFESSIONALISM	.860	1.163

According to Ghozali, (2016) by looking at the *tolerance value* and *inflation factor* (VIF) in the regression model. Multicollinearity occurs when the VIF value ≥ 10 and the Tolerance ≤ 0.10 as well as the opposite multicollinearity No happens when VIF ≤ 10 as well as Mark Tolerance $\geq 0, 10$.

Table 7 Recapitulation Results Test Multicollinearity Coefficients

Source: Data Processed SPSS 27, 2024

From the table above, the results of the Multicollinearity Test recapitulation show that variable quality source Power man and professionalism Work No There are symptoms of multicollinearity. Based on tolerance, this does not occur. Multicollinearity. If we look at the VIF value, it is 1.163, which means This value is less than 10, so it can be concluded that there is no problem. Multicollinearity.



D. Test Heteroscedasticity

Heteroscedasticity in study This is used with the method see scatterplot graph on the output results using SPSS 27 for Windows. Here results scatterplot graph:

Picture 3 Results Test Heteroscedasticity

Source: Data Processed SPSS 27, 2024

Base taking decision test heteroscedasticity with chart Scatterplot is:

- 1) If there is a certain pattern on the Scatterplot graph, such as dots forming a pattern regular (wavy, spread Then narrow), then can concluded that happen symptom heteroscedasticity
- 2) On the other hand, if there is no clear pattern, and the dots are spread out, then the indication that is No heteroscedasticity symptoms occur.

E. Test Regression Multiple

According to (Ghozali, 2018) Test Partial (t) was used To show how much the extent of the influence of one independent variable individually in explaining variable independence.

Table 8 Summary of T-Test Results Coefficients

Source: Data Processed SPSS 27, 2024

F. Test F (Test Simultaneous)

Table 9 Recapitulation Results Test F

ANOVA						
a						
Model		Sum of Squares	DF	Mean Square	F	Sig.
1	Regression	783,977	2	391,988	82,184	.000 ^b
	Residual	505,583	10	4,770		
	Total	1289,560	10			

a. Dependent Variables: Performance Employee
b. Predictors: (Constant), Quality SDM, Professionalism Work

Source: Data Processed SPSS 27, 2024

G. Coefficient correlation and coefficient determination

Table 10 Results of R and R² Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780 ^a	.608	.601	2.184

a. Predictors: (Constant), Quality tbps, Professionalism Work
b. Dependent Variables: Performance Employee

Source: Processed Data SPSS 27, 2024

Based on the results calculation on SPSS version 27 in Table 9 It is known that the F count is 82.184 with a significance of 0.000 and the number of F table statistics as big as 3.08. With this known F count as big as (82,184) > F table (3.08). And if we look at the *Cronbach Alpha*, we get a significance value of 0.000 < 0.05. This shows that the significant value of the f test of the quality variable human

resources and work professionalism < 0.05 which means accepted or influential, results from testing simultaneous This is quality source Power Human and work professionalism influence employee performance. Results mean that the model used is Already worthy and appropriate.

With a determination coefficient value of R Square of 0.608, which means that 60.8% of employee performance can be explained by the two independent variables. From presentation Which is classified as tall, shows that Still other variables can explain employee performance but are not included in This research is as big as 39.2%.

This research is in line with research conducted by (Atika & Mafra, 2020) with the title The Influence of Human Resource Quality and Professionalism Employee Performance at PT. PIN (Persero) Power Plant Implementer Hill Sour Cape Enim. Study This shows that variable Human Resources Quality and Work Professionalism have a positive influence On Employee Performance at PT. PIN (Persero) Bukit Generating Plant Implementer Sour Cape Enim.

Based on the research results obtained in Table 8, it is known that The Human Resource Quality variable has a calculated t of (4.274) $>$ t table is (1.982) and has a Sig value of (0.000) $<$ 0.05. This means that the human resource quality variable has a significant positive effect on the performance of employees. Matter This shows that H_a accepted H_0 rejected.

The results of this study are in line with Mangkunegara's theory (2005:21) which states that man is a people Which very quality of an actor in an organization, is human power which becomes a most important need in organizations in general. In other words, when quality sources Power the human being, so performance of his staff even will Good Also. And if the performance of his staff is Good, so a possibility big agencies can reach their purpose.

This research is in line with research conducted by (Dengo, 2023) with the title The Influence of Human Resource Quality on Performance Employees at the North Tombatu District Office, Southeast Minahasa Regency. One study shows that variable Quality Source Power Humans have a positive influence on employee performance at the sub-district office North Tombatu, Southeast Minahasa Regency.

So it can be concluded that the quality of human resources is one of the factors that cannot be ignored and can be separated from the performance of employees at the North Tombatu District Office Regency Southeast Minahasa.

Based on the research results obtained in Table 8, it is known that the variable Work Professionalism has t count as (9.607) $>$ t table is (1.982) and has a Sig value of (0.000) $<$ 0.05. This means that variable professionalism Work influential positive significant to performance employees. This shows that H_a is accepted and H_0 is rejected. This study is in line with research conducted by (Bhagya, 2020) with the title Influence Professionalism Bureaucracy and Development Source Power Human on Employee Performance at the regional secretariat's Basic Social Services Bureau West Java. This study shows that the variable of work professionalism has a positive influence on employee performance in basic social service bureaus' regional secretariat in West Java.

4. CONCLUSION

Based on the results of data analysis and discussion in the previous chapter, it can be withdrawn the following conclusions:

1. Performance of Public Works and Spatial Planning Department Employees of the Regency Camp influenced by Quality Source Power Man And Work professionalism. The overall quality of human resources and work professionalism has an influence of 60.8% on the performance of employees. Whereas the rest as much as 39.2% influenced by the variables others who didn't investigated this variable.
2. The quality of human resources has a positive influence on the performance of employees. This is improving the quality of human resources in the Public Works and Spatial Planning Department of Kampar Regency Work, so will influence the performance of employees to become better
3. Professionalism Work's influence is positive on the performance of employees. Matter This the better the professionalism of the work It is in service work general and spatial planning of Kampar district is working, then it will influence employee performance becomes better Good.

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