

**Performance of Employees at Wirosari District Office, Grobogan
Regency Reviewed From Human Resources Development,
Professionalism, Motivation, and Work Discipline**

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ABSTRACT

The intention of this study is about to determine the simultaneous and partial influence between the variables of human resource development, professionalism, motivation, and work discipline on the performance of employees in the Wirosari District Office. This research method uses an associative research design. The population is all employees working at the Wirosari District Office, totaling 42 people. The sampling technique used in this study is a saturated sampling technique with a sample size of 42 respondents. Data collection using a questionnaire. This study uses the classical assumption analysis method, multiple linear regression test, model feasibility test (F test), hypothesis test (t test), and coefficient of determination using SPSS 25. The results of the study indicate that there is a significant influence between the variables of human resource development, professionalism, motivation, and work discipline both simultaneously and partially on employee performance. The influence of human resource development, professionalism, motivation, and work discipline simultaneously on employee performance in the Wirosari District Office is 88.3%, while 11.7% is influenced by other variables that are not examined.

Keywords: Human Resource Development, Professionalism, Motivation, Work Discipline, and Employee Performance

ABSTRAK

Maksud dari penelitian ini adalah untuk mengetahui pengaruh simultan dan parsial antara variabel pengembangan sumber daya manusia, profesionalisme, motivasi, dan disiplin kerja terhadap kinerja karyawan di Kantor Kecamatan Wirosari. Metode penelitian ini menggunakan desain penelitian asosiatif. Jumlah penduduk adalah seluruh karyawan yang bekerja di Kantor Kecamatan Wirosari, berjumlah 42 orang. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik pengambilan sampel jenuh dengan ukuran sampel 42 responden. Pengumpulan data menggunakan kuesioner. Penelitian ini menggunakan metode analisis asumsi klasik, uji regresi linier berganda, uji kelayakan model (uji F), uji hipotesis (uji t), dan koefisien penentuan menggunakan SPSS 25. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang signifikan antara variabel pengembangan sumber daya manusia, profesionalisme, motivasi, dan disiplin kerja baik secara simultan maupun sebagian terhadap kinerja karyawan. Pengaruh pengembangan sumber daya manusia, profesionalisme, motivasi, dan disiplin kerja secara serentak terhadap kinerja pegawai di Kantor Kecamatan Wirosari sebesar 88,3%, sedangkan 11,7% dipengaruhi oleh variabel lain yang tidak diperiksa.

Kata kunci: Pengembangan Sumber Daya Manusia, Profesionalisme, Motivasi, Disiplin Kerja, dan Kinerja Karyawan

INTRODUCTION

Employees are invaluable human resources in an organization, although rapid technological advances often replace most jobs, the existence of employees is still very much needed in certain fields. The progress and success of an organization, be it a government institution or a company, is highly dependent on various factors, one of which is employee performance. Optimal employee performance contributes directly to the progress and success of the company. This performance can be seen from various aspects, including quality, quantity, working hours, and cooperation in achieving the goals set by the company or organization (Mardalena, 2020).

The quality of human resources (HR) has a significant influence on employee performance. Research conducted by Mardalena (2020) shows that HR quality has a positive and significant relationship with employee performance. Good HR quality makes it easier for organizations to achieve their goals and ensure efficiency in carrying out tasks. Therefore, every organization or company needs to prepare competent HR and have the abilities that match the needs of the tasks given. Along with that, the success of an organization is greatly influenced by the ownership and management of capable and quality HR, including leaders and workers who are able to contribute positively (Fadley, 2023). Improving employee performance must be a top priority in the organization, because the better the employee performance, the higher the overall performance achievement of the organization (Yuniarti et al., 2021).

One of the important elements in improving employee performance is professionalism. Work professionalism is closely related to the suitability between employee abilities and the tasks given. Professionalism includes knowledge, attitudes, skills, and commitment to carry out tasks as well as possible. An employee who has a high level of professionalism will be reflected in his mental attitude, commitment to work, and his ability to utilize all available resources to achieve optimal results. This professionalism can be improved through well-planned training and coaching programs (Mardalena, 2020).

In addition to professionalism, another factor that is no less important in improving employee performance is motivation. Work motivation is one of the factors that can increase the efficiency and effectiveness of an organization. Motivated employees will work enthusiastically, carry out tasks productively, and are committed to achieving the goals set by the organization (Fadley, 2023). Some indicators of motivation include the ability to motivate oneself, initiative, perseverance, and willingness to work with or without supervision. Therefore, creating a supportive and comfortable work environment is very important to increase employee work motivation, which in turn will have a positive impact on their performance.

In addition to motivation, work discipline also plays a very important role in improving employee performance. Work discipline is directly related to the regularity in carrying out tasks and responsibilities in accordance with applicable regulations. Research by Burhan et al. (2023) shows that work discipline has a positive influence on the quality of service and employee performance. Good discipline will teach employees to comply with organizational regulations, so that their performance becomes more organized and efficient.

One of the agencies that also faces challenges in improving employee performance is the Wirosari District Office in Grobogan Regency. Wirosari District has various important tasks in organizing government affairs and public services, including empowering village communities, maintaining public order and order, and implementing regional regulations. As part of the regional apparatus, Wirosari District plays an important role in improving the quality of public services and coordination between agencies (Wirosari District, 2022). Although there have been good efforts to improve employee performance, there are still several obstacles, including the limited number of existing human resources, uneven distribution of human resource capabilities and capabilities, and limited facilities and infrastructure that support public services (Wirosari District, 2022). The results of the Wirosari District Public Satisfaction Index (IKM) in 2021 recorded a figure of 82.70, which indicates an increase in the quality of service. However, several indicators, such as the percentage of complaints that were followed up, have not yet reached the desired target.

Based on the existing problems, this study aims to examine the factors that influence employee performance at the Wirosari District Office, Grobogan Regency, with a focus on HR development, professionalism, motivation, and work discipline. This study is expected to provide useful insights and recommendations to improve employee performance in the agency in order to achieve better and more effective public services.

RESEARCH METHODS

This study is associative, namely to identify the relationship between several variables. This study was conducted at the Wirosari sub-district office, Grobogan, Central Java. The research period was 6 months, from August 2023 to January 2024. The study population consisted of 42 employees, consisting of 24 Civil Servants (PNS) and 18 Casual Honorary Workers (THL). All members of the population (42 employees) were sampled in this study through a saturated sampling technique. This study uses a non-probability sampling approach with a saturated sampling method, namely all members of the population are sampled. The data collection methods used are questionnaires, observation, and documentation. This study uses the classical assumption analysis method, multiple linear regression tests, model feasibility tests

(F tests), hypothesis tests (t tests), and coefficients of determination using SPSS 25. The mathematical formula for multiple linear regression in this study is as follows:

$$Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + e$$

Information:

- Y : Employee Performance
- α : constant
- $\beta_1, \beta_2, \beta_3, \beta_4$: coefficient of magnitude of regression/influence
- X1 : Human Resources Development
- X2 : Professionalism
- X3 : Motivation
- X4 : Work Discipline
- e : error

RESULTS AND DISCUSSION

a. Regression Model

Table 1. Multiple Linear Regression Results

No	Variables	Unstandardized Coefficients B	Information
1	(Constant)	2,372	Positive
2	Human Resources Development (X1)	0.156	Positive
3	Professionalism (X2)	0.129	Positive
4	Motivation (X3)	0.231	Positive
5	Work Discipline (X4)	0.218	Positive

Based on the results of multiple linear regression listed in the table, all independent variables analyzed (HR development, professionalism, motivation, work discipline) have a positive effect on employee performance. Improvement in each of these variables will improve employee performance.

b. Model Feasibility Test (F Test)

Table 2. Results of Model Feasibility Test (F Test)

Model	Fcount	Ftable	Sig.	P-value	Information
Regression	69,820	2.62	0,000	P < 0.05	Eligible Model

The results of the F test show that there is a significant simultaneous influence between HR development, professionalism, motivation, and work discipline on employee performance in Wirosari District.

c. Hypothesis Test (t-Test)

Table 3. Hypothesis Test Results (t-Test)

Variables	t count	ttable	Sig	P-value	Information
Human Resources Development (X1)	4,030	2,026	0,000	P < 0.05	Ha accepted
Professionalism (X2)	2,862	2,026	0.007	P < 0.05	Ha accepted
Motivation (X3)	3,800	2,026	0.001	P < 0.05	Ha accepted
Work Discipline (X4)	3,280	2,026	0.002	P < 0.05	Ha accepted

The t-test is used to test the influence of each independent variable partially on employee performance. The results of the t-test show that all independent variables (HR development, professionalism, motivation, and work discipline) have a significant effect on employee performance, because the significance value of each is less than 0.05.

d. Coefficient of Determination Test (R2)

Table 4. Results of the Determination Coefficient Test (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.940	0.883	0.870	0.660

Based on the table above from the results of the Determination Coefficient (R2) test, the R Square value is 0.883. This shows that the influence of HR development (X1), professionalism (X2), motivation (X3), and work discipline (X4) simultaneously on employee performance (Y) is 88.3%, while the rest is influenced by other variables not included in this model by 11.7%.

Discussion

1. The influence of human resource development on the performance of employees at the Wirosari sub-district office, Grobogan district

The results of the hypothesis test presented in the Hypothesis Test (t-Test) show that t value > t table (4.030 > 2.026) and significance 0.000 < 0.05 then Ho is rejected and Ha is accepted. So it is concluded that human resource development has a significant effect on the performance of employees at the Wirosari sub-district office, Grobogan Regency. These results indicate that the more human resource development increases, the employee performance will increase significantly. This study is in line with previous studies conducted by Ariyanto et al., 2022; Mardalena, 2020; Mardayani et al., 2024; that there is a significant influence between human resource development and employee performance.

Employees who have good HR development will always hone their skills

to be able to complete even the most difficult jobs, compete healthily with co-workers and not bring down other people in the same office, have a good self-image, transfer or explain information to other people/staff regarding the workload instructed by superiors, and be able to solve all kinds of problems in order to achieve the targets expected by the organization at the Wirosari sub-district office, Grobogan district.

2. The influence of professionalism on the performance of employees at the Wirosari sub-district office, Grobogan district

The results of the hypothesis test presented in the Hypothesis Test (t-Test) show that the calculated t value > t table ($2.862 > 2.026$) and the significance of $0.007 < 0.05$, then H_0 is rejected and H_a is accepted. So it is concluded that professionalism has a significant effect on the performance of employees at the Wirosari District Office, Grobogan Regency. From these results, it shows that the more professionalism increases, the employee performance will experience a real increase. This study is in line with previous research conducted by Amin, 2022; Ananda, 2020; Mardalena, 2020; Mardayani et al., 2024; P Hadi et al., 2022; Rahmayanti et al., 2021; that professionalism has a significant influence on employee performance.

Employees who have high professionalism tend to be efficient in their work, have adequate skills and knowledge, and are able to provide quality services to the community. Professionalism also affects employees' ability to identify problems, communicate effectively, and collaborate with colleagues and external parties, all of which support optimal performance.

3. The influence of motivation on the performance of employees at the Wirosari sub-district office, Grobogan district

The results of the hypothesis test presented in the Hypothesis Test (t-Test) show that the calculated t value > t table ($2.862 > 2.026$) and the significance of $0.007 < 0.05$, so H_0 is rejected and H_a is accepted. So it is concluded that motivation has a significant effect on the performance of employees at the Wirosari District Office, Grobogan Regency. These results indicate that the more motivation increases, the employee performance will increase significantly. This study is in line with previous studies conducted by Ariyanto et al., 2022; Burhan et al., 2023; ES Maia et al., 2022; Fadley, 2023; Mardayani et al., 2024; Pakaila & Leuhery, 2023; Tania, 2023; that there is a significant influence between motivation and employee performance.

Motivated employees tend to be more productive, provide better quality services, and have high job satisfaction. With high motivation, employee performance will increase, and organizational goals can be achieved more effectively and efficiently.

4. The influence of work discipline on the performance of employees at the Wirosari sub-district office, Grobogan district

The results of the hypothesis test presented in the Hypothesis Test (t-Test) show that it has a calculated t value > t table ($3.280 > 2.026$) and a significance of $0.002 < 0.05$, so H_0 is rejected and H_a is accepted. So it is concluded that work discipline has a significant effect on the performance of employees at the Wirosari sub-district office in Grobogan Regency. These results indicate that the more work discipline increases, the employee performance will increase significantly. This study is in line with previous studies conducted by Amin, 2022; ES Maia et al., 2022; P Hadi et al., 2022; Pakaila & Leuhery, 2023; Rahmayanti et al., 2021; Tania, 2023; Zillah et al., 2022; that there is a significant influence between work discipline and employee performance.

Employees who have high discipline will be more productive, better qualified in their work, and better able to achieve organizational goals. High discipline contributes to productivity, quality of work, and time efficiency. Conversely, low work discipline can have a negative impact on employee performance, such as decreased productivity, poor quality of work, and inability to achieve organizational targets.

CONCLUSION AND SUGGESTIONS

This study aims to measure the influence of human resource development, professionalism, motivation, and work discipline on employee performance at the Wirosari District Office, Grobogan Regency. The research sample consisted of 42 employees with a saturated sampling method. Based on the results of the hypothesis testing, it is concluded as follows:

1. Human Resources Development has a significant influence on employee performance at the Wirosari sub-district office, Grobogan district.
2. Professionalism has a significant influence on employee performance at the Wirosari sub-district office, Grobogan district.
3. Motivation has a significant influence on employee performance at the Wirosari sub-district office, Grobogan district.
4. Work discipline has a significant influence on employee performance at the Wirosari sub-district office, Grobogan district

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