

Performance Employee Reviewed From Professionalism, Employee Appreciation, Commitment, and Employee Job Placement

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ABSTRACT

The purpose of this study is to test and analyze the influence of professionalism, appreciation, job placement on employee performance at KPP Pratama Surakarta. This type of research uses quantitative descriptive. The population in this study were all employees of KPP Pratama Surakarta, which were 101 people. The research sample was the entire population of 101 people or all employees of KPP Pratama Surakarta. The sampling technique was carried out by means of saturated or census samples. The data analysis technique used is multiple linear regression analysis. The results of the study show that Professionalism has a positive and significant influence on employee performance at KPP Pratama Surakarta, Awards have a positive and significant influence on employee performance at KPP Pratama Surakarta, Organizational commitment has a positive and significant influence on employee performance at KPP Pratama Surakarta, and Job placement has a positive and significant influence on employee performance at KPP Pratama Surakarta.

Keywords: *professionalism, appreciation, organizational commitment, job placement, performance*

ABSTRAK

Tujuan dari penelitian ini adalah untuk menguji dan menganalisis pengaruh profesionalisme, apresiasi, penempatan kerja terhadap kinerja karyawan di KPP Pratama Surakarta. Jenis penelitian ini menggunakan deskriptif kuantitatif. Jumlah penduduk dalam penelitian ini adalah seluruh karyawan KPP Pratama Surakarta, yaitu 101 orang. Sampel penelitian adalah seluruh populasi 101 orang atau seluruh pegawai KPP Pratama Surakarta. Teknik pengambilan sampel dilakukan dengan cara sampel jenuh atau sensus. Teknik analisis data yang digunakan adalah analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa Profesionalisme memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di KPP Pratama Surakarta, Penghargaan memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di KPP Pratama Surakarta, Komitmen organisasi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di KPP Pratama Surakarta, dan *Job placement* memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di KPP Pratama Surakarta.

Kata kunci: profesionalisme, apresiasi, komitmen organisasi, penempatan kerja, kinerja

INTRODUCTION

The flow of globalization is increasingly opening up new horizons for bureaucracy to play a role in accelerating changes in an advanced and modern society. To anticipate these rapid changes, bureaucracy must have an active role in public services for the community, so that bureaucratic goals are achieved as expected.

Human Resources are essentially one of the capitals and play an important role in the success of the Agency. Good HR management is the key to the success of achieving agency goals, to assess the quality of existing HR can be measured from the performance of the employee. Employee work results are the results of work in terms of quality and quantity achieved by an employee in carrying out tasks according to the responsibilities given (Hidayat 2023).

Employees who have high professionalism are expected to be able to make significant contributions to achieving organizational goals. Specifically, increasing professionalism is expected to have an impact on improving employee performance and satisfaction, this is one of the goals that every employee who works in an organization wants to achieve. Thus, increasing professionalism will be able to help align the achievement of organizational goals and personal goals (Desiyanti et.al., 2019).

Research on the influence of professionalism on employee performance has been conducted by Mugawich states that professionalism has a positive and significant influence on employee performance. Research Thewhich states that Professionalism and organizational commitment partially have a positive and significant effect on employee performance. Research Andriani et al. (2020) which states that professionalism, competence, and professionalism influence the performance of tax auditors. This research is different from that conducted by Desiyanti et al. (2019) which states that training, professionalism, and organizational commitment do not affect Account Representative (AR) performance.

Giving the right awards and good working methods so that in the future, the work process can run according to the goals. Awards are incentives that link payments based on being able to improve employee performance in order to achieve competitive advantage (Subandi et al., 2022).

Research on the influence of awards on employee performance has been conducted by Subandi et al. (2022) that work awards, competence, awards and remuneration partially have a significant effect on employee performance. Research Siregar and Kadariah (2023) which states that work awards, rewards, and punishments have a partial and simultaneous influence on employee performance. Research Lubis and Nasution (2023) which states that the reward system and communication style have an effect on employee performance productivity. Research Andi (2020) which states that Job placement has a significant influence on performance. Research which states that awards have a significant influence on employee performance

Organizational commitment is the degree to which an employee identifies with a particular organization and its goals, and intends to maintain membership in the organization. Organizational commitment is also a personal value, which sometimes refers to an attitude of loyalty to the company or commitment to the company (Desiyanti et.al., 2019). Organizational commitment is built on the basis of employee trust in the values of the organization/agency, employee willingness to help realize organizational goals and loyalty to remain members of the organization. Therefore, organizational commitment will create a sense of belonging for employees

towards the organization. If employees feel that their souls are bound by existing organizational values, they will feel happy in working, so that their performance can increase (Hidayat, 2023).

Research on the influence of commitment on employee performance has been conducted by Azmi (2022) which states that compensation and organizational commitment have a significant effect on employee performance. Research (Rizal et al., 2023) which states that organizational commitment has a positive and significant effect on employee performance. This research is different from that conducted by Ardiyansah and Mon (2023) which states that organizational culture and organizational commitment do not influence employee performance.

Employee placement is an important thing to note because it is related to several interests of various organizations, and employee placement as a process or assignment given to new employees or old employees. With employee placement that is in accordance with the abilities or skills possessed by the employee, it will certainly facilitate or accelerate employee career development in the future (Sahadewa and Rahmawati, 2021).

Research on the influence of job placement on employee performance has been conducted by Susanto and Pramono (2020) that job placement, commitment, and appreciation have a significant influence partially and simultaneously on employee performance. Research conducted by Sahadewa and Rahmawati (2021) stated that employee placement and career development partially have a significant influence on employee performance, the which states that Job placement does not have a significant effect on employee performance.

The phenomenon that occurred at KPP Pratama Surakarta according to the results of observations that have been carried out is known that the professionalism of employee work still needs to be improved. The awards given by leaders to subordinates are not yet fair. Employee work commitment is still questionable, this can be seen from the high intensity of employee turnover. Job placement that is not in accordance with the home base, resulting in less-than-optimal employee performance.

Based on the background that has been stated above, the researcher wants to research professionalism, appreciation, commitment, and job placement on employee performance.

RESEARCH METHODS

Based on the objectives to be achieved, this research is categorized as a quantitative descriptive research type. This research was conducted by taking the research location at KPP Pratama Surakarta Jl H Agus Salim 1 Kel. Sondakan, Kec. Laweyan, Surakarta City. The reason the researcher conducted the research was because the performance of employees at KPP Pratama Surakarta so far was considered good but needed to be improved because they still could not meet the tax revenue target. In conducting this research, the time needed was 6 months starting from observation to making data results and research conclusions.

The population in this study were 101 employees of KPP Pratama Surakarta. The sample in this study was 101 employees of KPP Pratama Surakarta. The sampling technique used saturated sampling or census, namely all members of the population were used as samples. (Sugiyono, 2019: 96) namely all 101 employees of KPP Pratama Surakarta.

The variables used in this study consist of 2 variables, namely independent variables (X) and dependent variables (Y). Independent variables consist of professionalism (X1), appreciation (X2), commitment (X3), job placement (X4), and the dependent variable is employee performance (Y). To test whether the independent variable affects the dependent variable as stated in the hypothesis, this study uses multiple regression analysis or multiple linear regression analysis. The multiple linear regression equation is:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

Where,

$Y = \text{Employee Performance}$

$X_1 = \text{Professionalism}$

$X_2 = \text{Award}$

$X_3 = \text{Commitment}$

$X_4 = \text{Job Placement}$

$e = \text{error}$, other variables that are not included in the model, but also influence employee performance (Ghozali, 2018: 56).

RESULTS AND DISCUSSION

Table 1. Statistics

	Variables	B	Std. Error	Beta	t count significance	
1	(Constant)	-9,479	3,593		-2.638	.010
	professionalism	.335	.070	.398	4.795	.000
	award	.529	.105	.394	5,028	.000
	organizational commitment	.249	.121	.161	2,050	.043
	job placement	.260	.080	.227	3.255	.002
	F	36,210.				
	F-sign	.000b		R2	0.585	

a. Dependent Variable: Y

Based on calculations using the SPSS 26 for Windows program, the results for the values a , b_1 , b_2 , b_3 and b_4 are as follows.

$$Y = -9.479 + 0.335 X_1 + 0.529 X_2 + 0.249 X_3 + 0.260 X_4$$

From the equation above, it can be explained as follows.

$a_0 = -9.479$ is a constant that describes the average value of performance if the variables of professionalism, appreciation, organizational commitment, and job placement are zero,

$b_1 = 0.335$. If the professionalism variable increases, then performance will increase. The sign of the parameter b_1 in the study above is positive. This means that the relationship between professionalism is positive (unidirectional), if the higher the professionalism, the higher the employee performance will be.

$b_2 = 0.529$. If the reward variable increases, then the performance will increase. The sign of the b_2 parameter in the study above is positive. This means that the reward relationship is positive (unidirectional), if the higher the reward, the employee's performance will also be higher.

$b_3 = 249$. If the organizational commitment variable increases, then the performance will increase. The sign of the parameter b_2 in the study above is positive. This means that the relationship between organizational commitment is positive (unidirectional), if the higher the organizational commitment, the higher the employee performance will be.

$b_4 = 0.260$. If the job placement variable increases, then performance will increase. The sign of the b_2 parameter in the study above is positive. This means that the relationship between job placement is positive (unidirectional), if the higher the job placement, the higher the employee performance will be.

a. F Test

The calculated F value $>$ F table ($36.210 > 2.46$) and the significance is 0.000, means the null hypothesis is rejected and the alternative hypothesis is accepted. This means that professionalism, appreciation, organizational commitment, and job placement simultaneously affect employee performance. This concludes that the model used has met the feasibility test.

b. Coefficient of Determination Test (R^2)

The printout result of the determination coefficient calculation (R^2) with the help of the SPSS 26 for Windows program shows the R^2 value = 0.585. This means that the variance of the professionalism, appreciation, organizational commitment, and job placement variables can explain the performance variable by 58.4% and the remaining 41.6% is influenced by other variables outside the research variables.

c. Hypothesis Test (t-Test)

1. The first hypothesis reads "There is an influence of professionalism on employee performance". Based on the analysis results, the t value for the professionalism variable is 4.795, which is greater than the t table of 1.980. The t value of $4.795 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that there is a positive and significant influence of professionalism on employee performance at KPP Pratama Surakarta.
2. The second hypothesis states "There is an influence of awards on employee performance". Based on the analysis results, the t value for the award is

5.028, which is greater than the t table. The t value of $5.028 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that there is a positive and significant influence of awards on employee performance at KPP Pratama Surakarta.

3. The third hypothesis states "There is an influence of commitment on employee performance". Based on the analysis results, the t value for commitment is 2.050, which is greater than the t table. The t value of $2.050 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that there is a positive and significant influence of commitment on employee performance at KPP Pratama Surakarta.
4. The fifth hypothesis states "There is an influence of job placement on employee performance". Based on the analysis results, the t value for job placement is 3.255, which is greater than the t table. The t value of $3.255 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that and the positive and significant influence of job placement on employee performance at KPP Pratama Surakarta.

Discussion of Results

Based on the results of testing the variables above, the following matters can be discussed.

1. The influence of professionalism on employee performance

Based on the analysis results of Table IV.13, the t value for the professionalism variable is 4.795, which is greater than the t table of 1.980. The t value of $4.795 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that there is a positive and significant influence of professionalism on employee performance at KPP Pratama Surakarta.

This research is in line with Muga and Rihardjo (2022) which states that professionalism has a positive and significant influence on employee performance. Research The Secret (2023) which states that professionalism and organizational commitment have a partial positive and significant effect on employee performance. Research Andriani et al. (2020) which states that professionalism, competence, and professionalism influence the performance of tax auditors. This research is different from that conducted by Desiyanti et al. (2019) which states that training, professionalism, and organizational commitment do not affect Account Representative (AR) performance.

Professionalism reflects the level of skills, knowledge, and attitudes of employees in carrying out their duties. Professional employees tend to be more efficient, have good problem-solving skills, and are committed to their tasks, thereby improving overall performance. High professionalism can also minimize work errors and improve performance.

2. The influence of awards on employee performance

Based on the results of the analysis of Table IV.13, the t value for the award is 5.028, which is greater than the t table. The t value of $5.028 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that there is a positive and significant influence of awards on employee performance at KPP Pratama Surakarta.

Research is in line with Subandi et al. (2022) that work awards, competence, awards and remuneration partially have a significant effect on employee performance. Research Siregar and Kadariah (2023) which states that work awards, rewards, and punishments have a partial and simultaneous influence on employee performance. Research Lubis and Nasution (2023) which states that the reward system and communication style have an effect on employee performance productivity. Research Andi (2020) which states that job placement has a significant influence on performance. Research which states that awards have a significant influence on employee performance

Rewards, whether financial such as bonuses, or non-financial such as recognition or promotions, have a significant impact on employee performance. The right rewards can motivate employees to work harder and better. At KPP Pratama Surakarta, rewards given fairly can increase employee job satisfaction and encourage them to achieve higher targets.

3. The influence of organizational commitment on employee performance

Based on the results of the analysis of Table IV.13, the t value for commitment is 2.050, which is greater than the t table. The t value of $2.050 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that there is a positive and significant influence of commitment on employee performance at KPP Pratama Surakarta.

This research is in line with Azmi (2022) which states that compensation and organizational commitment have a significant effect on employee performance. Research (Rizal et.al., 2023) which states that organizational commitment has a positive and significant effect on employee performance. This research is different from that conducted by Ardiyansah and Mon (2023) which states that organizational culture and organizational commitment do not influence employee performance.

Organizational commitment is the emotional and psychological attachment of employees to the organization where they work. Employees with high commitment tend to be more responsible and dedicated to their work. At KPP Pratama Surakarta, strong organizational commitment can contribute to improved performance because employees feel involved in achieving organizational goals and strive to achieve maximum results.

4. The influence of job placement on employee performance

Based on the results of the analysis of Table IV.13, the t value for job placement is 3.255, which is greater than the t table. The t value of $3.255 > 1.980$ means that the null hypothesis is rejected and the alternative hypothesis is accepted. This means that and the positive and significant influence of job placement on employee performance at KPP Pratama Surakarta.

This research is in line with Susanto and Pramono (2020) that job placement, commitment, and appreciation have a significant influence partially and simultaneously on employee performance. Research conducted by Sahadewa and Rahmawati (2021) stated that the placement employees and career development partially have a significant influence on employee performance, The which states that pjob placement does not have a significant effect on employee performance.

Job placement that matches employee skills and interests can have a positive impact on performance. Employees who are placed in the right position will feel more comfortable and motivated, so they are able to work more efficiently. At KPP Pratama Surakarta, good job placement can also reduce turnover and increase overall productivity.

CONCLUSION AND SUGGESTIONS

Based on the research results that have been presented, it can be concluded that Professionalism, Appreciation, Commitment, Job Placement have a positive and significant influence on employee performance at KPP Pratama Surakarta. The variables of professionalism, appreciation, organizational commitment, and job placement can explain the performance variable by 58.4% and the remaining 41.6% is influenced by other variables outside the research variables.

This study confirms that improving professionalism among employees is essential to improving performance. Organizations should focus on training and skills development to ensure employees are able to perform their duties well. The findings suggest that appropriate rewards can motivate employees to improve performance. Rewards, both material and non-material, can increase employee motivation and job satisfaction.

KPP Pratama Surakarta should design a comprehensive training program to improve employee professionalism. This training should include technical skills and soft skills relevant to their duties.

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