

The Effect of Professionalism on Employee Performance at the Department of Manpower, Industry, and Trade of Binjai City

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Abstract

This study investigates the effect of professionalism on employee performance at the Department of Manpower, Industry, and Trade of Binjai City. A total of 50 respondents participated in this research, and the data were analyzed using descriptive statistics and simple linear regression analysis. The descriptive findings indicate that both professionalism ($M = 4.70$; $SD = 0.43$) and employee performance ($M = 4.83$; $SD = 0.50$) were rated at high levels, suggesting that employees demonstrate strong professional attitudes and achieve favorable performance outcomes. The regression analysis reveals that professionalism has a significant positive effect on employee performance, with a regression coefficient ($B = 1.142$), standardized Beta ($\beta = 0.728$), and t-value (8.367). These findings indicate that every one-unit increase in professionalism contributes to a 1.142-unit increase in employee performance, confirming the crucial role of professionalism in enhancing work outcomes. The constant value (9.105) also indicates that employee performance remains at a positive baseline level; however, increased professionalism further strengthens and improves overall performance. The model summary shows a correlation coefficient ($R = 0.732$) and a coefficient of determination ($R^2 = 0.536$), meaning that professionalism explains 53.6% of the variance in employee performance, while the remaining 46.4% is influenced by other factors not examined in this study. Overall, the findings highlight that professionalism is a significant determinant of employee performance in public sector institutions and should be continuously reinforced to improve organizational effectiveness.

Keywords: *Professionalism, Employee Performance, Public Sector Organization*

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Introduction

Employee performance is a primary indicator of organizational success in achieving its goals effectively, efficiently, and accountably, particularly within public sector institutions. In the context of local government agencies, employee performance is not merely measured by the accomplishment of administrative targets, but also by the ability to deliver responsive, reliable, and high-quality public services to the community [1]. Employee performance is shaped by a combination of individual capabilities, motivational factors, and organizational support systems. In recent years, public administration scholars have further emphasized that improving employee performance is central to strengthening governance quality and restoring public trust in government institutions [2]. Despite ongoing bureaucratic reform initiatives, several studies indicate that performance challenges in Indonesian local government agencies persist, particularly in relation to competence development, ethical commitment, and professional work standards [3].

One of the most critical determinants of employee performance is professionalism. Professionalism reflects the level of competence, responsibility, integrity, accountability, and commitment demonstrated by employees in carrying out their duties in accordance with established standards and ethical norms. According to Raymond A. Noe et al. (2020), professional employees tend to exhibit higher levels of job mastery, continuous learning orientation, and organizational commitment, all of which contribute positively to performance outcomes. Reinforced the argument that professionalism in public institutions enhances service reliability, decision-making quality, and work productivity [4]. In the public sector, professionalism is increasingly viewed as a strategic asset, as citizens demand transparent, fair, and competent service delivery. However, empirical evidence suggests that the level of professionalism among public servants is not always optimal, often due to limited training opportunities, bureaucratic rigidity, and insufficient performance-based evaluation systems [5].

Literature Review

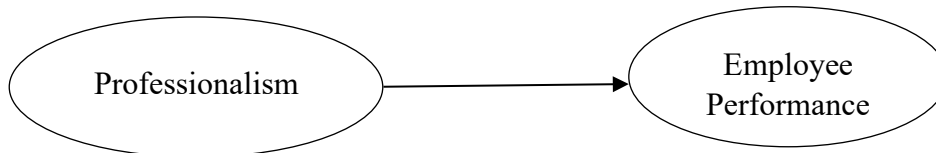
Within the institutional context of the Department of Manpower, Industry, and Trade of Binjai City, professionalism becomes particularly significant because the agency is directly responsible for labor administration, industrial facilitation, and trade regulation services. These functions require not only technical expertise but also ethical conduct and strong public service orientation. As public expectations toward government accountability continue to rise, strengthening professionalism among employees is essential to ensure consistent and measurable performance improvements. Recent governance studies highlight that professionalism in local government agencies significantly correlates with service timeliness, procedural accuracy, and stakeholder satisfaction [6].

Although numerous studies have examined employee performance in the public sector, research that specifically analyzes the direct effect of professionalism on employee performance within local government departments remains relatively limited, particularly in the regional context of Binjai City [7]. Most prior research has addressed performance determinants in broader or multi-variable frameworks without focusing deeply on professionalism as a central explanatory variable. Therefore, this study seeks to fill this empirical gap by examining the extent to which professionalism influences employee performance at the Department of Manpower, Industry, and Trade of Binjai City [8].

This research is expected to contribute both theoretically and practically. Theoretically, it strengthens the body of knowledge in public sector human resource management by providing empirical evidence on the role of professionalism in shaping performance outcomes. Practically, the findings may serve as a strategic reference for policymakers and institutional [9]. Leaders in

designing competency development programs, strengthening ethical standards, and reinforcing professional work culture to enhance overall organizational performance [10].

In conclusion, the literature suggests that professionalism has the potential to significantly influence employee performance by enhancing communication, collaboration, adaptability, and trust in digital environments. However, empirical studies in the public sector remain limited, particularly in the context of local government financial management agencies [11]. This research thus contributes to the growing body of knowledge by empirically examining how professionalism style impacts employee performance within the Department of Manpower, Industry, and Trade of Binjai City. This study conceptualized professionalism as the independent variable (X) and employee performance as the dependent variable (Y) as shown on the following figure.



The hypothesis is:

Ha : Professionalism positively influences employee performance at the Department of Manpower, Industry, and Trade of Binjai City.

Ho : Professionalism does not positively influence employee performance at the Department of Manpower, Industry, and Trade of Binjai City.

Research Methodology

This study employs a quantitative associative-causal research design, which aims to analyze the pattern of relationships between variables in order to determine the influence of two independent (exogenous) variables on a dependent (endogenous) variable. The research was conducted at the Department of Manpower, Industry, and Trade of Binjai City. The data collection process was carried out from January to April 2026 [12].

According to Sugiyono, a population is defined as the generalization area consisting of objects or subjects that possess specific qualities and characteristics established by the researcher to be studied and from which conclusions are drawn. In this study, the population comprises the entire workforce of the Agency, totaling 50 employees, with the following distribution:

Table 1. Population Size

No.	Status	Number of Employees
1.	ASN	50
Total		50

Source: Department of Manpower, Industry, and Trade of Binjai City

The sampling technique employed in this study was purposive sampling. According to Sugiyono, purposive sampling is a technique for determining samples based on specific considerations. The rationale for using purposive sampling is that it is appropriate for quantitative research, particularly studies that do not aim for broad generalization. Based on this approachIn this study, the selection of participants was intentionally limited to individuals serving as civil servants (ASN), ensuring that the focus remained on a specific and relevant

occupational group [13]. Altogether, the research involved 50 employees who fulfilled the inclusion criteria and were officially designated as the sample for data collection and analysis.

The data utilized in this research were obtained from questionnaires distributed to respondents across all divisions of the Agency. The analytical method applied was quantitative data analysis using SPSS version 25.0. The data collected using structured questionnaires distributed to all employees across divisions within the office. The data will be analyzed using quantitative statistical methods with SPSS version 25.0. Several steps will be performed.

Validity testing ensures that questionnaire items accurately measure the intended variables. An item is valid if the correlation coefficient (*r-count*) exceeds the critical value (*rtable*). Reliability testing will use Cronbach's alpha, where a value greater than the critical value indicates reliability.

The regression model applied in this study was formulated as follows:

$Y = a + bX$ Where:

Y = Employee Performance

X = Professionalism Style

a = Constant

b = Regression Coefficient

The t-test was conducted to determine the significance of the influence of the independent variable on the dependent variable. Furthermore, the coefficient of determination (R^2) was used to measure the extent of the effect of the independent variable on the dependent variable. In other words, the coefficient of determination was applied to evaluate how strongly the independent variable, namely Professionalism Style (X), influences the dependent variable, Employee Performance (Y). The value of R^2 ranges between 0 and 1 ($0 < R^2 < 1$), indicating that when $R^2 = 0$, there is no influence between X and Y, while the closer R^2 approaches 1, the stronger the relationship between X and Y. The determination test was conducted using SPSS version 25.0.

Results a. Research Findings

1. Descriptive Analysis

Descriptive analysis in this test was employed to identify the minimum and maximum scores, mean scores, and standard deviations of each variable. The results are presented as follows:

The table title is at the top, while the image title is written below. If tables and figures can be included in a single column, then the writing example is as follows: **Table 2.** Descriptive Statistics

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Professionalism	50	3.40	5.00	4.70	0.43
Employee Performance	50	3.55	5.00	4.83	0.50

Source: SPSS output, version 25.0

Table 1 presents the descriptive statistics of the research variables. The results indicate that the level of professionalism among employees ($N = 50$) has a minimum value of 3.40 and a maximum value of 5.00, with a mean score of 4.70 and a standard deviation of 0.43. This finding suggests that the overall level of professionalism at the Department of Manpower, Industry, and Trade of Binjai City is categorized as high, with relatively low variability among respondents' perceptions. Meanwhile, employee performance also demonstrates a high level, with a minimum value of 3.55 and a maximum value of 5.00, yielding a mean score of 4.83 and a standard deviation of 0.50. The relatively small standard deviation indicates that responses are

fairly homogeneous, reflecting consistent perceptions of strong performance across employees. Overall, these descriptive findings reveal that both professionalism and employee performance are perceived positively within the organization.

Validity and Reliability Tests

The validity test was conducted using the Corrected Item-Total Correlation. Results showed that all items of both variables had correlation coefficients above the threshold value (0.2387) with significance levels below 0.05. Thus, all items were considered valid (Sugiyono, 2017).

Reliability was tested using Cronbach's Alpha. The values for both variables were above 0.60, indicating strong internal consistency: 1. Professionalism : $\alpha = 0.501$ (5 items) 2. Employee Performance : $\alpha = 0.508$ (6 items)

This confirms that the research instrument was reliable [13].

Regression Analysis Simple Linear Regression

A regression analysis was conducted to evaluate the effect of professionalism on employee performance.

Table 3. Regression Results

Model	B	Std. Error	Beta	t
(Constant)	9.105	2.184	—	4.169
Professionalism	1.142	0.136	0.728	8.367

Dependent Variable: Employee Performance

The regression equation can be expressed as:

The results of the simple linear regression analysis examining the effect of professionalism on employee performance. The findings indicate that professionalism has a positive regression coefficient ($B = 1.142$) with a standardized Beta value of 0.728 and a t-value of 8.367, demonstrating a statistically significant positive influence on employee performance. This result implies that every one-unit increase in professionalism contributes to a 1.142-unit increase in employee performance. Furthermore, the constant value (9.105) with a t-value of 4.169 indicates that employee performance remains at a positive baseline level even without the influence of professionalism; however, higher levels of professionalism substantially strengthen performance outcomes. Overall, the regression results confirm that professionalism is a strong predictor of employee performance at the Department of Manpower, Industry, and Trade of Binjai City.

Coefficient of Determination (R^2)

The coefficient of determination (R^2) was calculated to measure the proportion of variance in employee performance explained by professionalism.

Table 4. Coefficient of Determination

Model	R	R^2	<u>Adjusted R^2</u>
1	0.732	0.536	0.527

Source: SPSS output, version 25.0

The coefficient of determination of the regression model. The results show a correlation coefficient (R) of 0.732, indicating a strong positive relationship between professionalism and employee performance. The coefficient of determination (R^2) is 0.536, which means that 53.6% of the variance in employee performance can be explained by professionalism. Meanwhile, the adjusted R^2 value of 0.527 indicates that, after adjusting for sample size and model complexity, professionalism still explains 52.7% of the variation in employee performance. The remaining 46.4% is influenced by other factors not examined in this study. These findings confirm that professionalism plays a substantial role in determining employee performance at the Department of Manpower, Industry, and Trade of Binjai City.

Hypothesis Testing (t-Test)

The hypothesis testing was carried out using the t-test.

H₀ : Professionalism does not positively influence employee performance. **H_a**
: Professionalism positively influenced employee performance.

Table 5. t- Test Result

Model	B	Std. Error	Beta	t
(Constant)	9.105	2.184	–	4.169
Professionalism	1.142	0.136	0.728	8.367

Dependent Variable: Employee Performance

The results of hypothesis testing using the t-test to examine the effect of professionalism on employee performance. The findings show that professionalism has a regression coefficient (B) of 1.142 with a t-value of 8.367, indicating a statistically significant positive effect on employee performance. The standardized coefficient (Beta = 0.728) further demonstrates that professionalism has a strong contribution to the dependent variable. Since the t-value of professionalism is substantially higher than the critical t-value at the 0.05 significance level, the null hypothesis (H₀) is rejected and the alternative hypothesis (H₁) is accepted. This means that professionalism significantly influences employee performance at the Department of Manpower, Industry, and Trade of Binjai City. Additionally, the constant value (9.105) with a t-value of 4.169 indicates that employee performance maintains a positive baseline level even without the influence of professionalism; however, higher professionalism significantly enhances performance outcomes.

Conclusion

Based on the results of the descriptive and inferential statistical analyses, this study concludes that professionalism has a significant and positive effect on employee performance at the Department of Manpower, Industry, and Trade of Binjai City. The descriptive findings indicate that both professionalism and employee performance are perceived at high levels, reflecting a relatively strong professional work culture and favorable performance outcomes within the organization. The regression analysis further confirms that professionalism significantly predicts employee performance, as evidenced by a positive regression coefficient (B = 1.142) and a strong standardized Beta value ($\beta = 0.728$). This implies that improvements in professionalism reflected through enhanced competence, responsibility, integrity, and commitment contribute directly to higher levels of employee performance.

The coefficient of determination ($R^2 = 0.536$) reveals that professionalism explains 53.6% of the variance in employee performance, while the remaining 46.4% is influenced by other factors not examined in this study. These findings highlight that professionalism plays a substantial and strategic role in shaping performance outcomes in public sector institutions.

Therefore, strengthening professional standards, improving competency development programs, and fostering a culture of accountability are essential steps for enhancing employee performance and supporting organizational effectiveness within the Department of Manpower, Industry, and Trade of Binjai City.

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