



THE INFLUENCE OF PROFESSIONALISM AND INTEGRITY ON THE PERFORMANCE OF WEST PASAMAN TRAFFIC UNIT MEMBERS

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ABSTRACT

This research aims to determine the influence of professionalism and integrity on the performance of West Pasaman traffic unit members. The sample for this research was 37 members of the traffic unit. The analysis technique in this research uses validity test, reliability test, classical assumption test, multiple linear regression analysis, t test, F test, and R test². The method used is associative research. The research results show that the professionalism variable partially has a positive and significant influence on performance as proven by the results of the t test where the significance value is 0.015 and the integrity variable partially has a positive and significant influence on performance with a significance value of 0.000. The coefficient of determination (R²) value obtained was 0.812. And the F test value was 173.500, which means that professionalism and integrity simultaneously have a significant effect on performance with a significance value of 0.000, which is less than 0.05.

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INTRODUCTION

The National Police of the Republic of Indonesia (Polri) is a state instrument that plays a role in maintaining security and public order; enforce the law; as well as providing protection, protection and services to the community; in order to maintain domestic security (RI Law No. 2 of 2002 Regulation of the Chief of Police of the Republic of Indonesia of 2010). As the dominant part of the government structure, the National Police carries out police duties proportionally, which is an important requirement for the realization of good governance in order to achieve peace. In realizing its vision and mission, one of the police institutions plays an important role in maintaining and creating public order, especially maintaining traffic security; guarantee safety, security and smooth flow of people and goods in the Traffic Unit.

The Traffic Unit, hereinafter abbreviated to Satlantas, is the element carrying out the main tasks of traffic functions at the Police level which is under the Police Chief. In accordance with article 12 of Law no. 22 of 2009 Satlantas is tasked with developing and carrying out traffic functions, namely traffic problems, registration and identification of drivers and motorized vehicles, law enforcement and carrying out patrols on highways and as a traffic data center to create order, security and smooth traffic. This activity is to create a safe, orderly and smooth atmosphere during traffic.

In carrying out its duties and functions, the Traffic Unit must empower and optimize all the resources it has for the survival of an organization. One of them is Empowering Human Resource Management. The role of Human Resources (HR) is very important for the progress of the organization. Management HR is a crucial part of an organization. This means special management that focuses on human resources (its members). Thus, it is increasingly recognized that in an organization, HR is the most important element. Humans as workers in organizations have an important role in achieving goals and providing good services for the organization and society. This shows the importance of the quality of human resources. The quality of human resources determines the performance supported by the workforce.

From initial observations, researchers know that members of the West Pasaman Traffic Police, in terms of their performance achievements, can complete all activity programs that have been previously determined and targeted, and are responsible for providing excellent service to the community so that plans and goals at the Traffic Police office can be realized. This is based on each member having dedication and a high sense of professionalism in carrying out their work, namely being able to make wise decisions, being skilled at carrying out work in their respective fields and carrying out work with good accuracy. Members of the West Pasaman Traffic Police are also accustomed to doing work according to the time allotted, with a mindset of prioritizing work over organizational needs and having integrity in making it happen. Members are also responsible and committed in carrying out a job and are honest and trustworthy when receiving a mandate given to them. This is very important based on the existence of techniques to improve member performance, by becoming planners, implementers and controllers who always play an active role in realizing professional performance and integrity.

According to Mangkunegara, (2019), performance is the result of a person's level of success in completing their work well, which is measured in terms of quality and quantity in accordance with the responsibilities assigned. All the results achieved from all forms of actions and policies in a series of work efforts within a certain period of time and having the ability and expertise to reflect on the direction and goals to be achieved are the basis for the formation of professionalism.

According to Sedarmayanti, (2010) stated that professionalism is a pillar that will position the bureaucracy as an effective machine for the government and as a parameter for the ability of officials to work well. The measures of professionalism are competence, effectiveness and efficiency as well as responsibility. The professionalism of the apparatus related to public organizations is a form of ability to recognize community needs, set agendas, prioritize services, and develop

service programs in accordance with community needs and aspirations or what is called responsiveness in order to create a neat and charismatic government, superior in the field of implementation. state to produce conditions conducive to the fulfillment of people's desires.

Emphasizes creating good performance and reducing the level of abuse of authority within the government. Professionalism is based on the principle of developing Satlantas members by always evaluating the ability and potential of each member to carry out a task or job, while also looking at the possibility of expanding the member's responsibilities and authority in the future. To be able to produce good performance in the workplace, a person must have within himself honesty, courage, fighting spirit, building good relationships, good at organizing himself, being organized and well planned (Salwa, A., Away, Y., & Tabrani, 2018).

Apart from that, according to Syamsir & Embi (2020) and Rosmi & Syamsir (2020) integrity is consistency between feelings, words and actions. Integrity is also defined as a person's ability to always uphold moral principles and challenge them to replace them even though the conditions and situations they face are very difficult and there are many challenges that try to destroy the moral and ethical principles they uphold. Integrity is a form of identity that is inherent in daily activities with considerations of honesty, courage, wisdom and responsibility to create trust as a basis for reliable decision making.

Based on the phenomenon that occurred at the West Pasaman Police Traffic Unit, the importance of member performance is not solely for the interests of the member concerned, but also for the benefit of an organization with professionalism and integrity that has been implemented well in the Traffic Police office. Then the goal desired by this agency will also be realized, namely to reduce traffic violations in West Pasaman. This research was conducted to find out whether professionalism and integrity have a positive and significant influence on the performance of members at the West Pasaman Traffic Unit Office.

RESEARCH METHODS

Types of research

The type of research used in this research is associative research. According to Sugiyono (2019) associative research is research that aims to determine the relationship between two or more variables. In this research, a theory can be built that can function to explain, predict and control a phenomenon. Therefore, this research will look at the Influence of Professionalism and Integrity on the Performance of West Pasaman Traffic Unit Members.

Population and Sample

According to Sugiyono (2019), population is a generalized area consisting of objects/subjects that have certain quantities and characteristics determined by the author to be studied and then conclusions drawn. In this research, the West Pasaman Traffic Police in carrying out their duties was led by 1 Head of Traffic and 36 Police Members in the West Pasaman Police Traffic Unit.

The sample is part of the population that the researcher wants to study. According to Sugiyono (2019), the sample is part of the number and characteristics of the population. So that the sample is part of the existing population, sampling must use a certain method based on existing considerations. In this sampling technique

the author uses a saturated sampling technique. According to Sugiyono (2019), the saturated sampling technique is a sample determination technique when all members of the population are used as samples. The sample used in this research was 37 members of the West Pasaman Traffic Unit.

Data Collection Sources and Techniques

This research uses primary data sources and secondary data. Sugiyono (2022) stated that primary data is a data source that directly provides data to data collectors. In this research, data was obtained through questionnaire and interview data collection techniques. Primary data is data obtained from individual sources through distributing questionnaires to West Pasaman Traffic Unit Members regarding the influence of Professionalism and Integrity on the Performance of West Pasaman Traffic Unit Members. Sugiyono, (2022) stated that secondary data is a data source that does not directly provide data to data collectors, for example through other people, literature or documents.

Research Instruments and Data Analysis Techniques

In this research, the instrument used was a questionnaire where respondents were asked to provide answers by selecting one of the answers provided. Respondents' answers are qualitative, but are quantified and measured using a Likert scale where respondents give agree or disagree answers regarding various questions regarding behavior, objects, people or events according to Kuncoro (2003). Each answer is given a positive numerical score between 1 and 5 to reflect the degree of suitability of the respondent.

To determine the quality of the data that has been collected, it is necessary to carry out validity and reliability tests first. The validity test aims to ensure whether each statement item is worthy of being included in the specified variable. Validity testing is carried out using values *corrected item-total correlation*. A question item can be said to be valid if it has value *corrected item-total correlation* above 0.30. On the other hand, a statement item is said to be invalid if it has a value *corrected item-total correlation* less than 0.30 Reliability is an index that shows the extent to which a measuring instrument can be trusted or reliable. According to Ghazali, (2013) a construct or variable can be said to be reliable if it is given a value *cronbach's alpha* each variable is more than 70% or 0.70 then the research is said to be *reliable*.

Classic assumption test

The classical assumption tests used are the normality test, linearity test, heteroscedasticity test and multicollinearity test.

Multiple Linear Regression Analysis

Multiple regression analysis is used by researchers, if the researcher intends to predict the condition (rise and fall) of the dependent variable, if two or more independent variables are factors. *predictor* manipulated (increased and decreased in value). So multiple regression analysis will be carried out if the number of independent variables is at least 2 (Sugiyono, 2019). The multiple linear regression equation determined is with the following formula:

$$Y = a + b_1 X_1 + b_2 X_2 + \text{and}$$

Information :

AND	: Performance
a	: Constant
b (1,2)	: Regression coefficient of variable $X_{(1,2)}$
X_1	: Professionalism
X_2	: Integrity
It is	: Standard Error

Coefficient of Determination

Coefficient of determination (r^2) is a statistical value that can be used to find out whether there is an influence relationship between two or more variables. Nazir, (2011) said that in regression analysis it is also necessary to see what percentage of the variation in the dependent variable can be explained by the variation in the independent variable. For this reason, the coefficient of determination (r^2). Range of r coefficients² with is from 0 to 1 the greater the coefficient r^2 approaching number 1, the greater the influence of the independent variable on the dependent variable.

RESULTS AND DISCUSSION

Validity and Reliability Test

The validity test results show that each indicator meets the validity requirements, because all indicators are above the value of 0.30 for the variable Professionalism, Integrity variables and Performance variables. A statement item is said to be valid if it has value *corrected item total correlation* greater than 0.3 Apart from being valid, measuring instruments must also have reliability. According to Imam Ghozali (2018), a construct or variable can be said to be reliable if it is given a value *cronbach's alpha* each variable is more than 70% or 0.70, then the research is said to be reliable. A measuring instrument is said to be reliable if it has consistent results when used repeatedly at different times. can be presented in the following table:

Table 1. Reliability Test Results

Variable	Cronbach's Alpha	Information
Performance (Y)	0.901	Reliable
Professionalism (X_1)	0.923	Reliable
Integrity (X_2)	0.872	Reliable

Normality test

To check whether the data coming from the population is normally distributed or not. According to Singgih (2017), the Normality Test is guided by the test *Kolmogorov-Smirnov* namely: If the significance value is <0.05 (95% confidence level), the distribution is not normal. If the significance value is >0.05 (95% confidence level) the distribution is normal. The normality test carried out on the data from these research variables showed the following results:

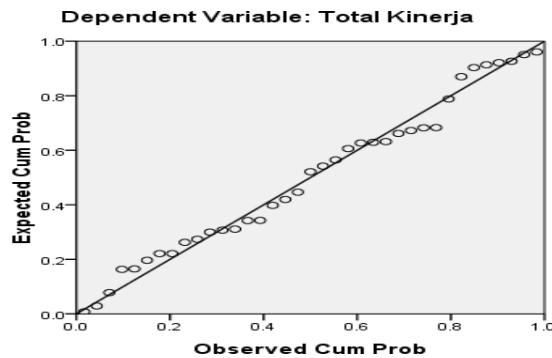
Table 2. Normality Test Results

No.	Variable	Say	Information
1	Performance	0.253	Normal
2	Professionalism	0.144	Normal
3	Integrity	0.059	Normal

Linearity Test

Linearity test to see whether the model specifications used are correct or not. To determine whether the function of the regression equation used is linear, it can be seen from the P-Plot if the distribution points follow the axis line. As seen in the image below, the points move towards the regression model with a linear line, so it can be concluded that the regression model for this research is linear.

Normal P-P Plot of Regression Standardized Residual

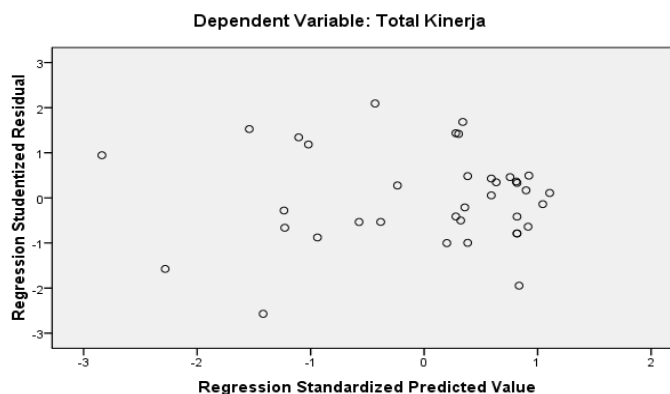


Heteroscedasticity Test

To test whether the variation in a population group is homogeneous or not, if the variation in a population group from other observations is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is homoscedasticity. To predict whether there is heteroscedasticity in the regression model, it can be seen from the pattern in the form of points on the Scatterplot graph (Ghozali, 2018), the basis for decision making is as follows:

1. If there is a certain pattern, such as points that form a certain regular pattern (wavy, widening then narrowing), this indicates that heteroscedasticity has occurred.
2. If there is no clear pattern, and the points spread above and below the number 0 (Zero) on the Y axis, then the points do not have heteroscedasticity.

Scatterplot



Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. A good regression model should have no correlation between independent variables. If independent variables are correlated with each other, then these variables are not orthogonal. According to Ghozali (2018), a good regression model should have no correlation between independent variables. To determine whether there is multicollinearity in the regression model, it can be seen through the VIF (*Varians Inflation Factor*). If the VIF value is > 10 or the tolerance value < 0.01 , then it is stated that multicollinearity occurs. The results of the multicollinearity test can be seen in table 3 below:

Table 3. Multicollinearity Test Results

Independent variable	Tolerance	VIF	Information
Professionalism (X_1)	0,275	3,639	There is no multicollinearity
Integrity (X_2)	0,275	3,639	There is no multicollinearity

Results of Multiple Linear Regression Analysis

Multiple regression analysis (*multiple regression analysis*), used to find out how much influence the independent variable has on the dependent variable (Kuncoro, 2003). In this study, multiple regression analysis aims to find out how much influence the Professionalism and Integrity variables have on the Performance of West Pasaman Traffic Unit Members. The results of multiple linear regression analysis can be seen in table 4 below:

Table 4. Results of Multiple Linear Regression Analysis

Independent variable	Coefficient	t count	Say	Information
constant	3,614	1,137	0,263	-
Professionalism (X_1)	0,340	2,561	0,015	Significant
Integrity (X_2)	0,579	4,032	0,000	Significant
Correlation Coefficient (R)	0,901			
The Coefficient of Determination (R^2)	0,812			
The value of F	173,500			
Significant F	0,000			

The table above shows that the constant value (a) is 3.614, while the coefficient value for Professionalism is 0.340 and Integrity is 0.579. Thus, the multiple linear regression equation is:

$$Y = a + b_1X_1 + b_2X_2 + \text{and}$$

$$Y = 3.614 + 0,340X_1 + 0,579 X_2$$

From the equation above it can be explained as follows:

The constant (a) has a value of 3,614. The constant has a positive value, meaning that if the Professionalism score (X_1), and Integrity (X_2) is equal to zero, then the performance score of West Pasaman Police Traffic Unit members also increases. Coefficient b, equal to 0.340, the coefficient of the Professionalism variable on the Performance of West Pasaman Police Traffic Unit Members is positive. If the Professionalism score increases, the performance of the West Pasaman Police Traffic Unit members also increases. Coefficient b_2 of 0.579, the coefficient of the

Integrity variable on the performance of the West Pasaman Police Traffic Unit members is positive. If the Integrity score increases, the performance of the West Pasaman Police Traffic Unit members will also increase.

Hypothesis test

Uji t To determine the partial influence of each independent variable on the dependent variable, it can be seen from the t value and the existing significance level. From table 4 above, it can be seen that the regression coefficient for the Professionalism variable with the t test results is 2.561 and the significance value is 0.015 (<0.05). Thus, it can be concluded that professionalism has a positive and significant effect on the performance of members of the West Pasaman Police Traffic Unit, meaning that hypothesis 1 is accepted. The Integrity variable has a regression coefficient with a t value of 4.032 and a significance value of 0.000 (<0.05). From the data above, it shows that the Integrity variable has a positive and significant effect on the performance of West Pasaman Police Traffic Unit Members, meaning that hypothesis 2 is accepted.

The f test aims to test the influence of the independent variables (Professionalism and Integrity) on the dependent variable (Performance) together (simultaneously). From table 4 it can be seen that the F test value is 173,500 with a significance value of 0.000. This means that the significant value of F is smaller than alpha 5% ($0.000 < 0.05$). Thus, it can be said that the existing regression model is good and suitable for use in research. From the results of the F Test above, it can be concluded that the variables Professionalism and Integrity together have a positive and significant effect on the Performance of West Pasaman Police Traffic Unit Members. Thus hypothesis 3 is accepted.

Coefficient of determination

The coefficient of determination is used to measure how much the contribution of the independent variables influences the dependent variable. From table 4 it can be seen that the coefficient of determination is 0.812 or 81.2%, meaning that the contribution of the influence of Professionalism and Integrity to the Performance of Members in the West Pasaman Police Traffic Unit is 81.2%. Meanwhile, the remaining 18.8% was influenced by other independent variables which were not included in this research.

CONCLUSION

Based on the analysis and discussion, the results of this research are as follows:

1. A professional attitude will create dedication for members of the West Pasaman Police Traffic Unit. This dedication will guarantee that members of the West Pasaman Police Traffic Unit will always use the knowledge and skills they have to obtain better performance. From the results of research conducted by researchers, there is a positive and significant influence on the Professionalism variable on the Performance of West Pasaman Police Traffic Unit Members.
2. Integrity is often understood in the context of behavior, and integrity behavior is generally related to ethics and morals. Integrity also requires individuals to comply with the technical and ethical standards of the organization. From the results of research conducted by researchers, there is

a positive and significant influence on the Integrity variable on Member Performance at the West Pasaman Police Traffic Unit Office

3. There is a positive and significant influence of the Professionalism and Integrity variables on the Performance variable of West Pasaman Pores Traffic Unit Members. Testing this research model through the F test found a significance value of 0.000.

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