

The Influence of Professionalism, Competence on Employee Performance through Education and Training (DIKLAT) in Class I Correctional Center (BAPAS) Makassar

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Abstract

The results showed that professionalism, competence, and training positively and significantly affected employee performance. This study proves and accepts a positive and significant influence between competency professionalism on employee performance, which is mediated by education and training variables within the Makassar Class I Correctional Center. This means that it shows that the more professionalism, competence, and education and training within the Makassar Class I Correctional Center are improved with the policy components carried out by organizational leaders, the higher the performance that employees can produce. Because in principle, the leadership policies implemented by an organization are structured to improve the performance of their employees and then impact organizational performance because employees are the most vital resource that will determine the organization's success in the organization's goals work program.

Keywords

Professionalism, Competence, Training and Employee Performance.

1. Introduction

The Makassar Class I Prison Center carries out the primary duties and functions of the Ministry of Law and Human Rights in Community Development and Prevention to provide instructions and reduce children from the community by applicable legal provisions. The Makassar Penitentiary is part of the integrated criminal justice system. Its duties and functions mainly refer to other law enforcement officers, such as the police, prosecutors, courts, State Rutan, and correctional institutions. The task of the Makassar Class Correctional Center is to carry out community development and child labour by applicable laws and regulations. Meanwhile, the Makassar Class I Penitentiary also conducts community research for judicial materials, registering correctional clients, and implementing community guidelines and child abortion (Lakip 2019).

The state civil apparatus (ASN) must work well, work professionally and with integrity, and work responsibly in a measured and responsible manner Sedarmaianti (2010) explains that professionalism is a turning point that makes the bureaucracy aspect an efficient machine, especially for the government, and more importantly, to measure the ability

of the apparatus to work without problems. The expected performance as the primary goal of the process cannot be achieved quickly; it requires the cooperation of all elements in the organization; this cannot be separated from the role of the Makassar Class I Penitentiary to improve its performance responsibly and transparently. In addition to professional attitudes that are important for improving employee performance, it is necessary to increase employee education and training so that employees have the competence to carry out their duties and responsibilities Carton (2018), in his research results, show that professionalism has a positive effect on employee performance. In line with Ruki (Sutrisno (2011)), there is a relationship between competence and job performance which includes several critical behaviors needed to carry out particular roles to produce satisfactory results in the workplace. In contrast to the research results of Suhartono and Dara (2017).) Competency ethics cannot affect work performance.

This is one of the factors to examine the gap between the two studies. This study shows that competence has a more substantial influence on improving employee performance than mediated by education and training variables. Competence can support carrying out the tasks assigned to each employee so that each employee's awareness and responsibility factor can positively affect employee performance without having to be mediated by education and training variables.

2. Literature Review

"Professionalism" is a term that refers to a mental attitude in the form of commitment from members of a profession always to realize and improve their professional quality. A teacher with high professionalism will be reflected in his mental attitude and commitment to realizing and improving professional quality through various ways and strategies. He will constantly develop himself by the demands of the times to always give professional meaning.

Professionalism is the value of the quality of a profession or managerial ability in technical terms, especially in the management of activities, mastery of tools and techniques for implementing a process that is determined by appropriate behavior (Hornby, 2005). Professionalism no longer mentions itself as professionalism because their work is driven by the values of commitment and responsibility involved in creative decisions and activities, referring to a rule imposed on the workers' environment, who experience new things and face everyday activities. (Evetts, 2003). Usually seen from the expression in an organization, whether it is potential for every worker or not, it refers to behavior and is based on the mastery of specific skills (Boussard et al., 2010). Professionalism has the meaning of quality, quality, and action, which are the characteristics of a professional profession. Another meaning of professionalism is the attitude of a person who explains that every job should be done by someone who has expertise in the field or profession (Supriadi, 2001). The term professionalism refers to the degree of a person as a professional work or profession. There is high, medium, and low professionalism. This refers to the attitude and commitment of members of the profession to work based on high standards and a professional code of ethics.

Each job has specific requirements and a set of competencies to carry it out efficiently. At the same time, the people who will do the work need to be adjusted to the competencies related to their work. It can be said that competent employees are the primary resource in every organization to gain an edge in business competition. Competence is a term that comes from English. Namely, a competence that, if translated directly into Indonesian, is a skill, ability, and authority. When applied to management, especially HR Management, Competence can be interpreted as a combination of knowledge, skills, and personality that can improve employee performance to contribute to the organization's success (Ahdan et al., 2019; Awaluddin et al., 2019). According to Stephen Robbin (2007), competence is the ability (ability) or a person's capacity to do various tasks in a job. This ability is determined by two factors: intellectual ability and physical ability. Meanwhile, according to Sedarmayanti (2008), competence is a fundamental characteristic possessed by a person who directly affects or can predict excellent performance.

Yang and Hwang (2014) define job performance as how employees use techniques and time and interact with others to do their jobs. Meanwhile, Mensah (2015) defines performance as an individual's ability to achieve the goals or targets of his work. It follows what has been determined by the organization. Then, Ahmad et al. (2015) said employee performance is how employees effectively and efficiently carry out their duties or activities. In addition, Mohammad et al. (2019) revealed that employee performance could be seen through employee productivity in terms of personal factors, attendance, performance capacity, and work quality. Diklat is an abbreviation of education and training. Education and training are a series of processes to improve the skills and knowledge of an employee to achieve the goals of an organization. If the participating parties are teachers, the organization is the school in general and the students (Hamiru et al. 2019; Kembauw et al. 2021; Umanailo et al. 2021). Education and training can be likened to

exploring things that are not yet known related to professionalism (Rijal et al., 2019; Sahabuddin and Muliaty, n.d.; Umar et al., 2019).

Education and training include education and training, each of which has a different meaning but has the same goal: improving one's competence in doing his job. The training, it is hoped that it can provide a stimulus or stimulus to human resources (HR) in improving the skills and abilities needed to achieve organizational goals (Anwar, 2021; Makmur, 2021). Education and Training (Diklat) aims to provide opportunities for personnel to improve their skills and abilities, especially in areas related to leadership or management needed to achieve organizational goals (Arfan, 2021; Sandra, 2021).

3. Methods

This research will be held at the Makassar Class I Correctional Center, Danfoss Hertasing motif no. 1, Rappocini, Bua Kana, Kec. Makassar, Makassar city, South Sulawesi. The research will be conducted for three months, from November 2020 to January 2021. This research uses a survey design with a quantitative approach. The population of this debate consists of all employees. The valid Makassar Class I Center has 87 people. The sample is part of the number and characteristics of the population (Sugiono, 2011). The sample used is the entire population, with a total sample of 87 people taking samples from the Makassar Class I Correctional Center employees. Data collection techniques are through observation, interviews, questionnaires, and documentation, while data analysis is used with trajectory analysis.

4. Results

T-Test Effect of X1 and X2 on Y1 is presented in Table 1.

Table 1. T-Test Effect of X1 and X2 on Y1

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)					
	Professionalism X1	.203	.099	.195	2.057	.043
	Competency X2	.702	.128	.518	5.475	.000

a. Dependent Variable: Education and Training Y1

Source: primary data processed, 2020

The t-count value for the variable professionalism towards education and training (DIKLAT) was obtained at 2,057 with a value of 0.043. It indicates that the value of t is greater than the t-table value of 1,987. The value of significance is smaller than 0.05. The path coefficient value shows a positive sign of 0.195; it can be concluded that the variable professionalism has a positive and significant effect on training (Diklat) in The Correctional Institution Class I Makassar. The t value for the work competency variable is obtained at 5,475 with a value of 0.000, indicating that the t value is greater than the t-table value of 1,987 and the significance value is less than 0.05. In contrast, the coefficient value of the path is marked positive. From 0.518. concluded that competency variables had a positive effect on and significant education and training (Training) in The Correctional Centre Class I Makassar (Table 2):

Table 2. Summary of Results of Coefficient of Determination Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.630 ^a	.396	.382	2.408

Source: Primary Data processed, 2020

The calculation results in table 2 on model 1 show that the value of R square of 0.396, which means variable professionalism (X1) and competence (X2), can explain various training (Y1) of 39.6%. In comparison, the rest of 60.4% is explained by other variables that are not included in the model (Table 3).

Table 3. T-Test Effect of X1, X2, and Y1 on Y2

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)					
	Professionalism X1	.214	.067	.197	3.200	.002
	Competency X2	.641	.099	.455	6.507	.000
	Training Y1	.407	.072	.391	5.653	.000

Source: primary data processed, 2020

The calculated t-value for the variable professionalism on employee performance is 3.200 with a significance value of 0.002, indicating that the t-value is greater than the t-table value of 1.987. The significance value is less than 0.05, and the path coefficient value shows a positive sign of 0.197. Then, it can be concluded that the variable of professionalism has a positive and significant effect on the performance of employees at the Makassar Class II Correctional Center. The T value of the employee performance competency variable is 6.507, with a value of 0.000, indicating that the t-value is greater than the t-table value of 1.987. The significance value is less than 0.05. The path coefficient value shows a positive sign of 0.455, so it can be concluded that the significance for the performance of employees in the LP Class II Makassar. The t-value for the Education and Training variable (DIKLAT) on employee performance is 5.653 with a value of 0.000, indicating that the t-value is greater than the t-table value of 1.987. The significance value is less than 0.05. And the path coefficient value shows a positive sign that is 0.391, concluding that the variable Education and Training (DIKLAT) has a positive and significant effect on the performance of employees in the Makassar Class II Correctional Institution.

Table 4. Summary of Results of Coefficient of Determination Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.872 ^a	.760	.751	1.590

Source: Processed data, 2020

The calculation results in Table 4 on model 2 shows that the value of R square of 0.760, which means variable professionalism (X1), competence (X2), training (Y1), can explain the variation in employee performance by 76,0% while the rest is 24,0 % explained by other variables that are not included in the model (Table 5). Based on the results of path analysis of all independent variables, intervening and dependents, it can be created path analysis model as follows in Figure 1:

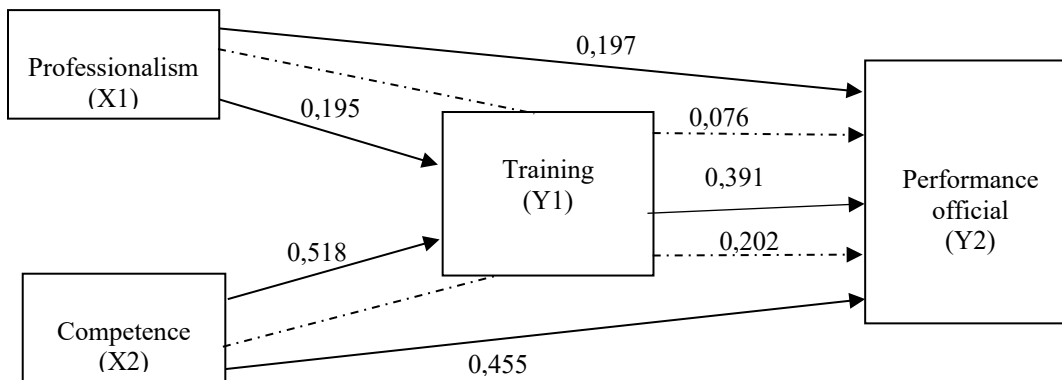


Figure 1. Path Analysis

Table 5. Hypothesis test results

No	Hypothesis	Value	Sig.	Conclusion
1	Professionalism positively affect education and training	0.195	0,043	Evident
2	Competence positively affects Education and training	0,518	0,000	Evident
3	Professionalism positively affects Employee Performance	0,197	0,002	Evident
4	Competence positively affects Employee Performance	0,455	0,000	Evident

5	Education and training positively affect employee performance	0,391	0,000	Evident
6	Professionalism positively affects Employee Performance through Education and Training	0,076	0,040	Evident
7	Competency positively affects Employee Performance through Education and Training	0,202	0,000	Evident

5. Discussion

The results of the first hypothesis test show that professionalism has a positive and significant effect on education and training, which shows a coefficient value (p_1) of 0.195; the value is $2.057 >$ the t -table is 1.987 significance value 0.043. This means that if the professionalism of the Makassar Class II Correctional Institution employees is increased, the employee training will also increase; otherwise, if the Makassar Class Correctional Institution employees deteriorate, the education and training obtained by employees will also decrease. This research supports previous research conducted by Suharman (2019), Zana Riska (2019), and Yuan Angkoso (2015). The results showed that there was a positive and significant influence between professionalism on education and training.

The results of testing the third hypothesis indicate that professionalism has a positive and significant effect on employee performance as indicated by the coefficient value (p_3) of 0.197; No. $3.200 >$ from 1.987 with a value of 0.002. This means that if the professionalism in the organization is exemplary. The performance of employees in the Makassar Class Correction Center will increase; on the contrary, if the professionalism in the organization is not exemplary, the performance of employees will also decrease. Research that supports the above opinion includes research conducted by John Henry Siberian (2014), Yuan Angkoso (2015), and Zana Rizka (2019). This study shows that there is a positive and significant influence between competence on employee performance.

The results of the fourth hypothesis test indicate that innovation has a positive and significant effect on performance which shows a coefficient value of 0.455; No. $6.507 >$ t -table 1.987, and the significance value of 0.000 is smaller than the 0.05 significance value. This means that if the competence of employees within the Makassar Class II Correctional Center is good, then employee performance will increase; otherwise, if employee competence is not good, then employee performance will also decrease (Rachman et al. 2019; Sam et al. 2019; Suharyanto et al. 2021; Yusuf et al. 2019). This research is supported by discussions held by Mujiati and Son (2016), Aji et al. (2017), and Hariyanto, Nasaruddin and Munir (2018). This study shows that there is a positive and significant influence between competence on employee performance.

The results of the fifth hypothesis test indicate that education and training (Training) has a positive and significant effect on performance which shows a coefficient value of 0.391; the number $5.653 >$ the number 1.987, and the value is 0.000. This means that if the education and training of my employees are getting better, then the employee's performance will increase; on the contrary, if the education and training of employees are not good, then the performance of employees will also decrease. One way that can be done to improve employee performance is employee development, namely the implementation of education and training (Ambar and Rosidah, 2003).

Testing the seventh hypothesis shows that competence has a significant positive effect on employee performance mediated. The employee training variable at the Makassar Class II Workshop, as indicated by a coefficient value of 0.202; No. $3.932 >$ t -table 1.987, is also a p -value or a significance value of 0.000, which is less than 0.050. This means that education and training must play a role in providing a significant positive impact on mediating the impact of competence on employee performance in the Makassar Class II Correctional Institution. The results of this study are strengthened by previous research conducted by Febrianti (2013), Prasetyo and Ida (2017) that competence is the skill and willingness to carry out a task effectively. The better the education and training that employee receive, the more competencies they will have, and the effect shown by employees.

6. Conclusion

Meditation and training cannot strongly influence professionalism and competence on employee performance at the Makassar Class II Workshop. However, the results of this study prove and accept that there is a positive and significant influence between professional competence on the performance of education and training (Diklat) employees in the Makassar Class II Penitentiary. This means that the more professionalism, competence and education, and training in the Makassar Class II Penitentiary and the policy components implemented by the organization's leadership, the employee's performance will increase. Because in principle, the leadership guidelines applied by an organization are

designed to improve employee performance, then impact organizational performance, because employees are the most critical resource. It is a vital factor that determines the organization's success in the goals of the organization's work program.

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