

## The Influence of Human Resource Quality and Work Professionalism on Employee Performance at PT. Salim Ivomas Pratama Tbk Lubuk Pakam

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### ABSTRACT

This study aims to determine how the influence of human resource quality and work professionalism on employee performance at PT. Salim Ivomas Pratama Tbk Lubuk Pakam. This type of research is quantitative which is analyzed using multiple linear regression analysis and hypothesis testing. The data collection techniques used were observation, interviews, and questionnaires. The sample used in this study were employees - employees of PT. Salim Ivomas Pratama Lubuk Pakam numbered 80 people from a total population of 400 people. Based on the data analysis conducted, the results show that the quality of human resources (X1) and work professionalism (X2) simultaneously have a positive and significant effect on employee performance (Y) at PT. Salim Ivomas Pratama Tbk Lubuk Pakam.

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## 1. Introduction

Every company established must have goals to be achieved in accordance with the plan. Companies that want their goals to be achieved must have quality human resources. This is because the most important resource in a corporate organization is human. Humans have thoughts, energy, talents, creativity and efforts that are important in order to achieve company goals.

Hasibuan (2018: 10) states that human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping the realization of company, employee and community goals. Human resources one of several types. The main factor that must be managed properly by management, human resources is also an absolute necessary factor in a company. Every company needs a workforce to operate. Therefore, human resources known as employees have an important meaning and are the key determinants of company success. Apart from having quality, employees must also have a high professionalism attitude. Professionalism contains elements of knowledge, competence, experience, motivation, commitment, discipline and high morale. [8]

The success or failure of a company in maintaining the company starts from effort source. Human beings to improve the quality, effectiveness and efficiency in working optimally. Company performance is greatly influenced by the quality and competitive ability of a company's human resources. Hasibuan (2018: 203) states that employee performance is the result of work achieved by a person in carrying out the tasks assigned to him. Employee performance is very important in order to achieve company targets so as to increase profits which in turn can provide welfare for all employees. [8]

Factors that affect employee performance include the quality of human resources and work professionalism (Widodo, 2015: 133). [32] The quality of human resources is a person's knowledge, skills and abilities that can be used to produce professional services (Sugeng, 2016: 56). [26] According to Mahawana (2018: 32) professionalism can be interpreted as a person's ability and skills in doing work according to their respective fields and levels.

Performance problems, quality of human resources and professionalism work as a problem every company, including PT. Salim Ivomas Pratama Tbk Lubuk Pakam. The phenomenon that occurs in the company related to the above problem is that employee performance based on quality and quantity is still not as expected because there are still employees whose quality is not as expected by the company. Likewise with the professionalism of employees, there are still employees who do not work in accordance with the main task of the job. [2]

Based on the background of the problem above, researchers are interested in conducting research in the form of a thesis with the title: "The Effect of Human Resource Quality and Work Professionalism on Employee Performance at PT. Salim Ivomas Pratama Tbk Lubuk Pakam".

## 2. Methods

### 2.1 Research design

This research was conducted at PT. Salim Ivomas Pratama Tbk - Lubuk Pakam by distributing questionnaires to respondents who are employees of PT. Salim Ivomas Pratama Tbk Lubuk Pakam and collect secondary data, secondary data sources are sources that do not directly provide data to data collectors.[29]

### 2.2 Place and time of research

This research was conducted at PT. Salim Ivomas Pratama Tbk, having its address at Jl. Sudirman No. 82 Lubuk Pakam, Deli Serdang Regency, North Sumatra Province. The time of the research was conducted from June to September.

### 2.3 Population and Sample

The population in the company is 400 employees and a sample of 80 people was taken data collection used was observation, interviews, and questionnaires to employees of Pt. Salim Ivomas Pratama Tbk- Lubuk Pakam [29]

### 2.4 Type of Data

The data used in this study are primary data obtained from observations, interviews and questionnaires, secondary data in this study were obtained indirectly from books related to the variables studied, data data were also obtained from the internet and existing journals. [5,9,27,28]

### 2.5 Data analysis

Analysis of the data used to solve existing problems is multiple linear analysis. [28,29]

## 3. Results and Discussion

### 3.1 Multiple Linear Regression Analysis

Multiple linear regression analysis is an analysis that connects two or more independent variables with the dependent variable in order to measure the intensity of the relationship between two or more variables. The results of multiple linear regression analysis can be seen in the table below: [23,28,29]

**Table 4**  
Multiple Linear Regression Analysis  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	1.288	1.885	
Quality HR	.313	.056	.331
Professionalism Work	.664	.059	.666

a. Dependent Variable: Performance

Source: SPSS output Version 20, Data Processed 2020

From the results of testing the data above, the multiple linear regression equation is obtained as follows:

$$Y' = 1,288 + 0.313X_1 + 0.664X_2 + e$$

Constant (a) = 1,288 shows the constant value, where if the independent variable = 0 then the dependent variable = 1,288, meaning that if the quality of human resources and work professionalism is improved, performance will remain valuable 1,288.

The regression coefficient of the HR quality variable (X<sub>1</sub>) = 0.313 shows that the quality of human resources has a positive effect on performance, so that if the variable quality of human resources is increased by 1 unit, the performance variable will increase by 0.313.

Job professionalism variable regression coefficient (X2) =0.664 shows that the work professionalism variable has a positive effect on performance, so that if the work professionalism variable is increased by 1 unit, the performance will increase by 0.664.

### 3.2 Partial Hypothesis Test (t test)

In the Coefficients table, the t value is also obtained. The calculated t value is then compared with the t table value at  $\alpha = 0.05$ . The value of t table in df (nk) where n is the number of samples and k is the number of variables both independent and dependent variables, then  $80-3 = 77$ . At df 77 with  $\alpha = 0.05$  the value of t table is 1.991.

**Table 2**  
t test results

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.288	1.885		.683	.497
1 Quality HR	.313	.056	.331	5.595	.000
Professionalism Work	.664	.059	.666	11.262	.000

a. Dependent Variable: Performance

The t value of the quality of human resources variable (X1) is equal to 5,595, thus  $t_{count} > t_{table}$ , then  $H_0$  is accepted and  $H_1$  is rejected, which means that the variable quality of human resources (X1) has a positive and significant effect on performance.

The t value of work professionalism variable (X2) is equal to 11,262, thus  $t_{count} > t_{table}$ , then  $H_0$  is rejected and  $H_1$  is accepted, which means that the work professionalism variable (X2) has a positive and significant effect on performance.

### 3.3 Simultaneous Hypothesis Test (Test F)

The results of the F test can be seen in the following table:

**Table 3.**  
Simultaneous Hypothesis Test (Test F)

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1085.138	2	542.569	241.700	.000 <sup>b</sup>
	Residual	172.850	77	2.245		
	Total	1257.988	79			

a. Dependent Variable: Performance

b. Predictors: (Constant), Professionalism. Work, Quality, HR

Source: SPSS Version 20 Output, Data Processed 2020

In the Anova<sup>b</sup> table, the calculated F value is 241,700 while the F table value is 3.12. Thus  $F_{count} > F_{table}$  means that the variable quality of human resources and work professionalism together have a positive and significant effect on performance.

### 3.4 Determination Coefficient Test (R<sup>2</sup>)

The coefficient of determination (R<sup>2</sup>) test is used to see what proportion of the variation of the independent variables jointly affects the dependent variable. The greater the R<sup>2</sup> calculation results obtained, then it can be said that the greater the contribution to the variation of the dependent variable. The determination coefficient (R<sup>2</sup>) of the regression results can be seen in the table below:

Table 4.

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.929 <sup>a</sup>	.863	.859	1.49827	1.863

a. Predictors: (Constant), Professionalism. Work, Quality, HR

b. Dependent Variable: Performance

Source: SPSS Version 20 Output, Data Processed 2020

The coefficient of determination (R<sup>2</sup>) of the regression results is 0.863, which means that the variable quality of human resources and work professionalism contributes to the performance of 86.3%. This result is the result of (R<sup>2</sup> x 100%), while the remaining 13.7% is influenced by other variables not examined in this study.

#### 4. Conclusion

- Simultaneously, the variable quality of human resources (X1) and work professionalism (X2) has a positive and significant effect on employee performance. This means that the hypothesis in this study is accepted, as evidenced by the value of F count From the research results that have been discussed by processing and questionnaires and using several tests, the following conclusions can be drawn:
- Partially, the HR quality variable (X1) has a positive and significant effect on employee performance, as evidenced by the value of t count > t table (5,595 > 1,991). The work professionalism variable (X2) has a positive and significant effect on employee performance, as evidenced by the t value > t table (11.262 > 1.991).
- > F table (241,700 > 3,12).
- The variable quality of human resources (X1) and work professionalism (X2) was able to contribute to the influence of employee performance variables by 86.3%, while the remaining 13.7% was influenced by other variables not examined in this study.

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