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The Influence of Competency and Professionalism on Employee Performance Through Career Development at the Jambi District Court Class IA

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Abstract: This research is to describe the competency, professionalism, career development and performance of employees at the Jambi District Court Class IA. From the tests carried out, it was found that career development was influenced by competence and professionalism by 0.384 or if the percentage was 38.4% while the rest was influenced by other variables. Employee performance in this case is also influenced by the competency and professionalism variables of 0.608 or if expressed as a percentage, it is 60.8%. From the results of hypothesis testing, it is known that competence and professionalism have a significant and simultaneous influence on career development and employee performance at the Jambi District Court Class IA. This research concludes that employee competency, professionalism, career development and performance are in competent, high enough, good and high conditions. Apart from that, competence and professionalism have a positive and significant influence on career development in the Jambi State Court Class IA. Likewise, career development has a positive and significant influence on employee performance.

Keyword: Competence, Professionalism, Career development, & Employee Performance

INTRODUCTION

Human resources are one component that has an important role in achieving the goals of an organization. The role of human resources in an organization is very important because human resources are the main actors in carrying out all activities in the organization. Without human resources, an organization will not run or operate well. Human resources are the only resources that have reason, feelings, desires, abilities, skills, knowledge, encouragement, power and work. All of this human resource potential greatly influences efforts to achieve organizational goals (Sutrisno, 2017).

Apart from being a determining factor for the success of an organization, human resources often cause problems or obstacles for the organization. Human resource problems are basically complex problems because they involve individuals who have different levels of needs, expectations and social backgrounds. The problem often faced by organizations related to human resources is low productivity (Ilyas, 2017). Every organization generally wants its human resources to have high competence and professionalism at work.

Paying attention to the need for competence in organizations, competence is the basis of a person's ability to enable them to produce superior performance in their work. Competence is also a deep and inherent part of a person's personality with behavior that can be predicted in various situations and work tasks. Competence (individual, team and organizational) is absolutely needed by organizations or corporations not only to meet needs but also to position the organization with other organizations (Pageno, 2019)

Apart from competence, professionalism is also one of the supports in an organization. Professional can be defined as a person's abilities and skills in carrying out work according to their respective fields and levels with the view of always thinking, having an attitude of struggle, hard work, working full time, discipline, honesty, high loyalty, and full dedication to the success of their work. Therefore, every government apparatus is required to be able to carry out its duties and functions professionally, namely to have good performance so that the community can be well served. The behavior of a professional can be judged by extensive expertise and knowledge and working with heart. By having extensive skills and knowledge, a person will have high confidence, be able to work efficiently and effectively, and be able to work intelligently, quickly, carefully and thoroughly.

The Jambi Class IA District Court is under the law of the Jambi High Court which is one of the implementers of judicial power within the general judiciary. The main task of the District Court is to "receive, examine, decide and resolve incoming cases" at the first level. A Brief History of the Jambi District Court was established during the transition from Japanese occupation to the Republic of Indonesia in 1945. With the formation of Jambi Province based on Law Number 61 of 1958, which at that time was called the Jambi District Court, then changed its name to the Telanaipura District Court in 1972 and changed back to the Jambi District Court.

The Jambi District Court's jurisdiction initially covered Jambi Municipality, Batanghari Regency, Tanjung Jabung Regency. And with the formation of district courts at the district level; the first was the Muara Bungo District Court in 1963, the Tanjung Jabung District Court in 1974, the Bangko District Court in 1981, the Sungai Banyak District Court, and the Muara Bulian District Court in 1982, which at that time entered the jurisdiction of the Medan High Court, then became the legal area of the Palembang High Court and finally with the formation of the Jambi High Court in 1981 it became the legal area of the Jambi High Court. Based on Law Number 35 of 1999 concerning Amendments to Law Number 14 of 1970 concerning Basic Provisions, Judicial Power in Article 10 is carried out by judicial bodies and Article 11 paragraph (1) is organizationally, administratively and financially under the authority of The Supreme Court of the Republic of Indonesia, which was previously under the auspices of the Department of Law and Human Rights.

METHOD

The object of research is the Jambi District Court Class IA. This research is more directed at the influence of competence and professionalism on employee performance through career development at the Class IA Jambi District Court. In this study the independent variable is competence (X_1) and professionalism (X_2), while the intervening variable is career development (Y) and the dependent variable is employee performance (Z).

The population in this research is ASN employees, totaling 85 employees. The sample is part of the population used, because the population in this study is less than 100 people, in

this study the sampling method used the census method where all employees were used as research samples, so the number of samples in this study was 85 employees of the Jambi District Court Class IA.

1. Descriptive Analysis

Descriptive analysis is a type of research that describes what the Jambi Class IA District Court does based on existing facts which are then processed into data. The data is then analyzed to obtain a conclusion.

By using a questionnaire distributed to respondents selected as samples in the research. The questionnaire contains a list of questions addressed to respondents to fill in. In this way, researchers will obtain theoretical data or facts that are related to the problem to be discussed.

2. Verification Analysis

To answer the second to fifth objectives, verification analysis is used, namely to determine the magnitude of the influence of the independent variables on the dependent variable. Inferential analysis in this study uses (*Path Analysis*). This path analysis follows a structural pattern or is called a structural model. The research variable is competence (X_1) and professionalism (X_2) as the independent variable, career development (Y) as the intervening variable and employee performance (Z) as the dependent variable. Meanwhile, other variables that are not measured or researched and have an influence on job satisfaction and employee performance are called epsilon variables (ϵ). The structural relationship between competency and professionalism variables on performance through career development can be explained in the picture below:

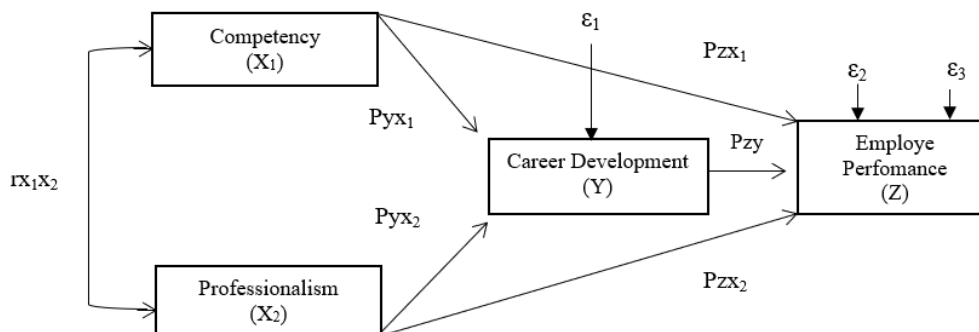


Figure 1. Path Analysis

RESULTS AND DISCUSSION

Based on the results of descriptive analysis, the frequency distribution of the Competency variable (X_1), Professionalism (X_2), Career Development (Y) and Employee Performance (Z) as follows:

Table 1. Recapitulation of Research Variables

No	Variable	Total Skor	Criteria
1	Competence	2.892	Competent
2	Professionalism	2.884	Height Enough
3	Career Development	2.888	Good
4	Officer Performance	2.631	Height

Source: Data Processed in 2024

Judging from the assessment scale, the Competency variable (X_1), Professionalism (X_2), Career Development (Y) and Employee Performance (Z) are categorized as competent,

quite high, good and high, so that employees have a positive perception of Competency (X_1), Professionalism (X_2), Career Development (Y) and Employee Performance (Z) at the Jambi District Court Class IA.

Based on the results of the regression analysis carried out, the following results were obtained:

Table 2. Path Coefficient Value

Influence Between Variables	Path Coefficient (beta)	Sig.	R Square
X_1 towards Y	0,464	0,000	0,384
X_2 towards Y	0,241	0,018	0,384
X_1 towards Z	0,404	0,000	0,608
X_2 towards Z	0,497	0,000	0,608
Y towards Z	0,661	0,000	0,437

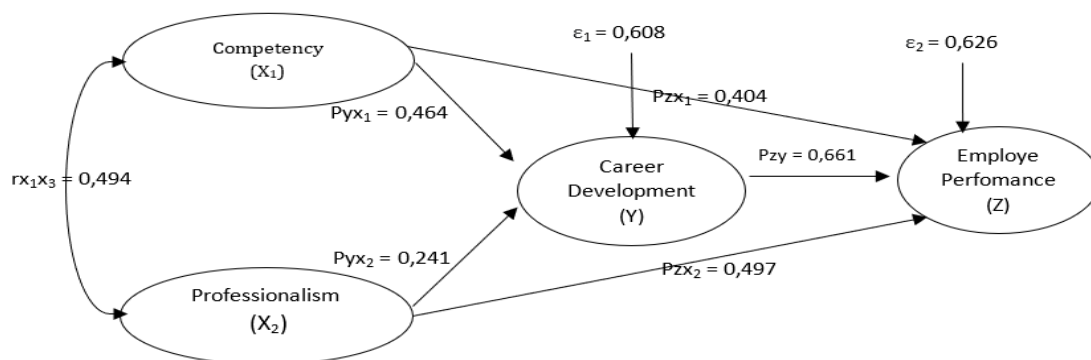
Source: Data Processed in 2024

From the table above, the R Square value is 0.384. The large R Square value shows that career development in research can be influenced by competence and professionalism by 38.4%, while the remaining 61.6% is influenced by other factors not included in this structural model.

From the table above, the R Square value is 0.608. The large R Square value shows that employee performance in research can be influenced by competence and professionalism by 60.8%, while the remaining 39.2% is influenced by other factors not included in this structural model.

From the table above, the R Square value is 0.437. The large R Square value shows that employee performance in research can be influenced by career development by 43.7%, while the remaining 56.3%. From the results of the tests carried out, it shows that the Career Development (Y) variable has a positive and significant influence on Employee Performance (Z) at the Jambi Class IA District Court and the rest is influenced by other variables outside the Career Development (Y) variable.

Based on the value obtained for each path coefficient sub-structure which has been described and explained both directly and indirectly, as well as the total influence between each independent variable, such as Competence (X_1) and Professionalism (X_2) through Career Development (Y) on the dependent variable Employee Performance (Z) then if the five structures are made into one complete unit from the path coefficient analysis (*path analysis*) used in this research, can be seen in the following picture:



$$Y = 0,464 X_1 + 0,241 X_2 + \epsilon_1$$

$$Z = 0,404 X_1 + 0,497 X_2 + \epsilon_2$$

$$Z = 0,661 Y + \epsilon_3$$

Figure 2. Causality Relationship Path Coefficient Analysis

Hypothesis testing that has been carried out states that Competency (X_1) and Professionalism (X_2) simultaneously has a significant effect on Career Development (Y) at the Jambi District Court Class IA. The results of testing with a simultaneous test (F test) using SPSS 26 software are as follows:

Table 3. Simultaneous Test Between Competencies (X_1) and Professionalism (X_2) Toward Career Development (Y)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	572.266	2	286.133	25.565	.000 ^b
	Residual	917.781	82	11.192		
	Total	1490.047	84			

a. Dependent Variable: Career Development

b. Predictors: (Constant), Professionalism, Competency

From the results of simultaneous hypothesis testing between the Competency variables (X_1) and the Professionalism variable (X_2) with the Career Development variable (Y) indicating that F_{count} equal to 25.565 greater than F_{table} of 3.11 ($25.565 > 3.11$) with a significance level of 0.000. Decision criteria if Sig. research < 0.05 then H_0 is rejected and H_a is accepted, meaning it is significant, but if Sig. research > 0.05 , then H_0 is accepted and H_a is rejected, which means it is not significant. The research results show that simultaneously Competence (X_1) and Professionalism (X_2) has a positive and significant effect on Career Development (Y) at the Jambi District Court Class IA, so H_0 is rejected and H_a **accepted**. Testing the fourth hypothesis states that Competence (X_1) and Professionalism (X_2) simultaneously has a significant effect on employee performance (Z) at the Jambi District Court Class IA. The results of testing with a simultaneous test (F test) using SPSS 26 software are as follows:

Table 4. Simultaneous Test Between Competencies (X_1) and Professionalism (X_2) on Employee Performance (Z)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	770.881	2	385.440	63.675	.000 ^b
	Residual	496.366	82	6.053		
	Total	1267.247	84			

a. Dependent Variable: Performance

b. Predictors: (Constant), Professionalism, Competency

From the results of simultaneous hypothesis testing between the Competency variables (X_1), and the Professionalism variable (X_2) with the employee performance variable (Z) shows that F_{count} equal to 63.675 greater than F_{table} of 3.11 ($63.675 > 3.11$) with a significance level of $0.000 < 0.05$. Decision criteria if Sig. research < 0.05 then H_0 is rejected and H_a is accepted, meaning it is significant, but if Sig. research > 0.05 , then H_0 is accepted and H_a is rejected, which means it is not significant. The research results show that simultaneously Competence (X_1) and Professionalism (X_2) has a positive and significant effect on employee performance (Z) at the Jambi District Court Class IA, so H_0 is rejected and H_a **accepted**.

Testing the sixth hypothesis states that Career Development (Y) partially has a significant effect on performance (Z) at the Jambi District Court Class IA. The results of testing with a simultaneous test (F test) using SPSS 26 software are as follows:

Table 5 Partial Test of Career Development (Y) on Performance (Z)

Model		Coefficients ^a		Standardized Coefficients Beta	t	Sig.
		Unstandardized Coefficients				
		B	Std. Error			
1	(Constant)	11.366	2.776		4.094	.000
	Development	.609	.076	.661	8.023	.000

a. Dependent Variable: Performance

From the results of partial hypothesis testing, the Career Development variable (Y) with the performance variable (Z) shows that t_{count} amounting to 8.023 with a significance level of 0.000. Based on table 4.24 above, the t value is obtained count Career Development variable is 8.023 and t_{table} amounting to 1.98896. Due to the $t_{count} > t_{table}$ ($8.023 > 1.98896$) and the significance value is $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, which means that Career Development has a positive and significant effect on Employee Performance at the Jambi District Court Class IA.

The research results show that Competency (X_1) employees at the Jambi District Court Class IA have a positive and significant effect on Career Development (Y). The results of this test strengthen the research presented by Ekhsan (2019), where it was stated that to further improve employee Career Development (Y), the organization must have good Competencies (X_1). The results of this research also agree with research conducted by Senen et al (2021) which states that Competency (X_1) has a significant effect on Career Development (Y).

Then the research results show that Professionalism (X_2) employees at the Jambi District Court Class IA positively and significantly towards Career Development (Y). These results strengthen Aktarina's (2015) research which states that the better professionalism (X_2) of an agency, the higher the career development (Y) at work shown by the employees. Likewise, the results of research conducted by Agimat et al (2023) stated that Professionalism (X_2) has a positive and significant effect on Career Development (Y).

The research results show that Competency (X_1) influences employee performance (Z) at the Jambi District Court Class IA. The results of this research are also supported by a survey conducted by Tomi et al (2021) Proving that Competency has a positive and significant effect on Employee Performance (Z), meaning that the results of implementing administrative activities. The commitment carried out has an impact that is always positive or good for the organization or company, because the higher the implementation of administrative activities, the commitment is carried out. Implementing more competency activities towards pressing employees can cause an employee to achieve satisfaction at work and can have a positive influence in forming the employee's personality to work sincerely to achieve organizational or company goals. These results also agree with research conducted by Hidayah (2021) stating that Competency has a significant effect on Employee Performance (Z). This means the better the Competence (X_1) given will increase Employee Performance (Z).

Then the research results show that Professionalism (X_2) influences employee performance (Z) at the Jambi District Court Class IA. The results of the research above are the same and strengthen the research of Martha (2013) in the results of her research on the influence of Professionalism (X_2) on performance which shows the results of the influence of Professionalism (X_2) on the performance of permanent employees in the admin and sales counter at AUTO 2000 Malang-Sutoyo. So it can be concluded that with professionalism (X_2) is good, it will create good performance too. This is reinforced by the results of research conducted by (Putra, 2013) on the Influence of Professionalism (X_2) on worker performance which shows that the Professionalism variable (X_2) has a significant influence on Officer Performance.

CONCLUSION

The description and research results of the Competency variable (X_1), Professionalism (X_2), Career Development (Y) and Employee Performance (Z) carried out in the Jambi District Court Class IA using a sample of 85 respondents, so it can be concluded that: Based on the discussion above, the description of the Competency level (X_1), Professionalism (X_2), Career Development (Y), Employee performance (Z) are as follows: a. Competence (X_1) possessed by employees at the Jambi District Court Class IA are included in the "High" category with a total score of the Competency variable (X_1) of 2,892 with a scale range of 2,890 – 3,569. b. Professionalism (X_2) in the Jambi District Court Class IA is included in the "Quite High" category with a total score of the Professionalism variable (X_2) of 2,884 with a scale range of 2,210 – 2,889. c. The Career Development (Y) of employees working at the Jambi District Court Class IA is included in the "Quite Good" category with a total score for the Career Development (Y) variable of 2,888 with a scale range of 2,210 - 2,889. d. Employee Performance (Z) at the Jambi District Court Class IA is included in the "High" category with a total Employee Performance (Z) variable score of 2,631 with a scale range of 2,601 – 2,212.

Competence (X_1) direct effect of 21.53%, indirect effect of 5.52% and Professionalism (X_2) direct effect of 5.81%, indirect effect of 5.52%. So the total influence is 38.38% on Career Development (Y) at the Jambi District Court Class IA. Competence (X_1) direct effect of 16.32%, indirect effect of 9.92% and Professionalism (X_2) direct effect of 24.70%, indirect effect of 9.92%. So the total influence is 60.86% on Employee Performance (Z) at the Jambi District Court Class IA. Career Development (Y) has a significant effect of 43.69% on Employee Performance (Z) at the Jambi District Court Class IA. Competence (X_1) and Professionalism (X_2) through Career Development (Y) has an influence on Employee Performance (Z) of 31.02% at the Jambi District Court Class IA.

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