

ABSTRACT

(RHENOVA MELYANA SIHOMBING / 2000861201127 / 2024 / THE INFLUENCE OF WORK PROFESSIONALISM ON THE PERFORMANCE OF EMPLOYEES AT THE JAMBI BRANCH BPJS EMPLOYMENT OFFICE / SUPERVISOR I HJ. RENI DEVITA, SE, MM. / SUPERVISOR II MUHAMMAD EMIL, SE, MM.)

Work professionalism plays a very important role in employee performance. Therefore, the aim of this research is to describe work professionalism and employee performance, as well as to determine and analyze the influence of work professionalism on employee performance at the BPJS Employment Jambi Branch office.

The research method in this research is descriptive and quantitative. By distributing questionnaires with samples, the sample in this study was 41 respondents at the BPJS Employment Jambi Branch office. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with the calculated results $Y = a + b.X + e$.

Data analysis used SPSS Ver 23 and used a simple linear regression model with the calculated $Y = 0.909 + 0.608X + e$. Determination test with R^2 of 38.7%. T test with a comparison of $t_{count} 4.056 > t_{table} 1.68488$ then H_0 is accepted H_1 . Rejected. To analyze the influence of work professionalism on employee performance at BPJS Employment Jambi Branch. The regression coefficient for work professionalism (X) is 0.909, meaning that work professionalism (X) has increased by 1%, as has employee performance (Y) at BPJS Employment Jambi Branch.

The coefficient of determination is known from the value $R^2 = 0.307$ (38.7%) which means work professionalism (X) is able to explain employee performance (Y) at BPJS Employment Jambi Branch, namely 38.7% and the remaining 61.3% is influenced by other variables. . Not investigated in this study.

Based on the t test, the t_{count} value is 4.056 and t_{table} is 1.68488. From the comparison results, it can be seen that the test with a comparison of $t_{count} 4.056 > t_{table} 1.68488$ means that H_0 is accepted as H_1 . Rejected. This means work professionalism on employee performance at the BPJS Employment Jambi Branch office.

Keywords: Work Professionalism and Employee Performance