



## **PROFESSIONALISM EMPLOYEE ENGAGEMENT AND INTEGRITY TOWARDS EMPLOYEE PERFORMANCE AT PDAM CENTER CITY PADANG**

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### ***ABSTRACT***

This research aims to test its effect professionalism, employee engagement, integrity, About employee performance PDAM Padang City Center. This type of research is quantitative. The population in this study is employees who work in PDAM Padang City Center. Where is the population PDAM Padang City Center in 2018-2022. The total sample was 95 people using total sampling technique. The type of data used in this research is quantitative and qualitative data. Meanwhile, the data sources are primary and secondary data sources. The data analysis technique uses multiple linear regression using the SPSS version 25.00 program. The hypothesis was tested using the t test  $\alpha = 0.05$ . The research results show that Professionalism positive and significant effect on employee performance Padang City Center PDAM meanwhile employee engagement and integrity do not positive and significant effect on employee performance PDAM Padang City Center..

**Keywords: Professionalism, Employee Engagement, Integrity, Employee Performance**

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### **INTRODUCTION**

Every company is required to have quality human resources (HR), with the aim of being able to compete and be able to maintain the company through every change. (Muliawan, 2017) Becoming a company that employees or job seekers (HR) dream of is very important for the company's survival. In order to realize the company's vision, mission and goals, good employee performance is required. The performance of these employees must also be supported by quality human resources. To overcome these various realities, one alternative is to change the behavior of employees as the most important element of the company. To become a company that is dreamed of by employees/job seekers apart from company leaders who strive to improve

the performance of the company and their subordinates/employees, the success or failure of the company in achieving the predetermined goals really depends on the employees and company leaders who have good and professional performance in overcoming every problem well. which concerns employee engagement in the company and integrity in working in a company.(Waterkamp et al., 2017)

The grouping and division of tasks in work through work units in an organization or company is based on specialization which should be supported and supported by reliable and competent professional staff. This is of course with initial planning and the willingness of competent parties to maintain employee professionalism. According to Korten and Alfonso, 1981 in (Tjokrowinoto, 1996: 178), that: "Professionalism is a match (fitness) between the capabilities possessed by the bureaucracy (bureaucratic-competence) with the needs of the task (task-requirements), planning, coordinating and carrying out its functions efficiently, innovatively, flexibly and have a high work ethic".(Waterkamp et al., 2017)

*Employee Engagemetis* one way to make employees have high loyalty, as in the opinion of Macey and Schneider (quoted by Hermawan, 2011: 16) who state that employee engagement makes employees have higher loyalty, thereby reducing the desire to leave the company voluntarily. Positive feelings and high enthusiasm for work can be called employee engagement. Employees who have high engagement tend to have better performance because they have positive feelings and do not make their work a burden.

Integrity is where an employee is required to be honest, brave, wise and responsible (Mulyadi, 2010:56). Furthermore, Mulyadi (2010:56) stated that integrity is a quality that underlies public trust and is a benchmark for employees in testing all decisions they take. Employees with integrity are employees who have the ability to realize what they believe to be true. in reality.

Employee performance is greatly influenced and even depends on the quality and competitive ability of the human resources they have. An employee's performance is an individual matter, because each employee has a different level of ability in carrying out their duties. Management measures employees for their performance based on the performance of each employee. One of them happened at PDAM Padang City Center.

PDAM is one of the Regional Owned Enterprises (BUMD) companies in West Sumatra Province which operates in the city of Padang. This Central PDAM serves the people of Padang city in providing drinking water treatment services. In operational activities, problems are often found related to the performance of PDAM Padang City Center employees themselves which are caused by various factors. So far, PDAM Padang City Center still seems to only focus on providing services to city center residents, while residents in peripheral areas still seem to have difficulty getting services from PDAM Padang City Center. Only part of the peripheral areas, such as the Indarung area or Lubuk Refinery in general, enjoy clean water from PDAM Padang

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City Center. In fact, the raw water source for PDAM Padang City Center actually comes from the upstream area or outskirts of Padang City. Based on this data, it can be concluded that to increase service coverage so that it can reach at least the same as in 2016, Central PDAM must work hard to improve work performance. In an agency, the number of problems that occur in an employee's performance has become commonplace. One of them is PDAM Padang City Center. The problems that occur in the following agencies include a lack of productivity in employee performance which can be seen in the productivity from 2018 to 2022 of PDAM Pusat Kota Padang which is summarized in the following table:

**Table 1**  
**Employee Performance Data**  
**Padang City Center Regional Drinking Water Company**

Part	Target					Achievement				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Manager	100%	100%	100%	100%	100%	99%	100%	100%	97%	100%
assistant manager	100%	100%	100%	100%	100%	99%	100%	98%	97%	100%
Supervisors	100%	100%	100%	100%	100%	97%	98%	98%	96%	92%
Executors	100%	100%	100%	100%	100%	96%	98%	97%	96%	97%

Source: PDAM Padang City Center 2022

From the table above, it can be seen that employee performance targets and achievements are always changing. Padang City Center PDAM sets an employee performance target percentage of 100%. In the table above, it can be seen that every year the performance of PDAM Padang City Center employees experiences a decline as well as an increase. On the manager's part, from 2018-2022 the expected target is 100% and the achievement in 2018 decreased by 1% and in 2021 decreased by 3%. In 2018-2022 the target was 100% but in 2018, 2020 and 2021 the achievement decreased by 1%, 2% and 3% for the assistant manager section. For the supervisory section, from 2018-2022 the target is 100%, while achievement has decreased from 2018 3% 2019 2% 2020 2% 2021 6% and 2022 8%. Furthermore, in 2018-2022 the target is 100%, while achievements decreased in 2018 4%, 2019 2%, 2020 3%, 2021 4% and 2022 3% for the implementing section.

Although the reasons for the decline in employee performance productivity are different, this will cause disappointment for the community at PDAM Padang City Center. From the explanation of the phenomenon above, there are several factors that influence employee performance, namely professionalism, employee engagement, and integrity in influencing employee performance.

However, at PDAM Padang City Center, it appears that employee performance has not shown optimal conditions. The facts include, among other things, there are still complaints from employees when carrying out their work, there are still employees who are absent without explanation so they have to be replaced with other employees, many employees are sick so they are not allowed to come to work, many employees often take permission and leave, this will This has an impact on the performance and service of the Padang City Central PDAM office, and a large number of employees arrive late, this reflects that the discipline and self-awareness of PDAM Padang Head Office employees is very weak. Things like this will clearly disrupt employee performance in an organization so improvements need to be made to improve employee performance.

### **The Influence of Professionalism on Employee Performance**

The research results show that professionalism has a positive effect on the performance of Padang City Central PDAM employees. The results of this research are in line with what was stated by Cahyani (2007) that there is an attitude of professionalism, making oneself behave and behave well and will improve the resulting performance, so that work professionalism has an influence on the performance of employees in the company. This lack of employee professionalism is caused by the quality and some abilities of the employees not being optimal. It can be explained that employees' abilities can be said to be quality if they have the ability to carry out their authority and responsibility. With the authority and responsibility delegated, they must exploit all the abilities they have without any limitations on space and movement. This ability is only achieved when employees have sufficient experience, education and training to carry out their responsible duties(Muliaty, 2021).

**H<sub>1</sub>: professionalism has a positive and significant effect on employee performance at PDAM Padang City**

### **The Influence of Employee Engagement on Employee Performance**

The influence of employee engagement on employee performance is very important, because the sense of engagement that employees build with the company where they work is important. Their sense of belonging can also provide feedback to management and loyalty to the company. This purposefully built bond always creates positive criticality in its employees(Wicaksono & Rahmawati, 2020). Positive feelings and high enthusiasm for work can be called employee engagement. Employees who have high engagement tend to have better performance because they have positive feelings and do not make their work a burden. Research has found a positive relationship between employee engagement and employee performance.

**H<sub>2</sub>: employee engagement has a positive and significant effect on employee performance at PDAM Padang City**



## **The Influence of Integrity on Employee Performancen**

Employees with integrity also tend to be more positive in terms of job satisfaction because they don't have to worry about being exposed to lies and fraud in daily work life (Syahrudin & Thoharudin, 2020). People with integrity are people who are trustworthy, trustworthy and worthy of emulation (Sukmana & Indarto, 2018). It is important to remember that integrity remains an important value in many organizations because it can influence a company's reputation, even if it is not always expressed directly in individual performance. Therefore, in the context of human resource management, integrity is always an important factor that needs to be considered in motivating and managing employee performance.(Simatupang et al., 2023). Several studies also show that there is a significant and positive influence of integrity on employee performance.

**H3: integrity has a positive and significant effect on employee performance at PDAM Padang City**

## **RESEARCH METHODS**

### **Types of research**

The type of research used for this research is a quantitative method, namely a method used to research a certain population or sample, collect data using predetermined research instruments and analyze data (Sugiyono, 2017).

### **Object of research**

The research object is a place or a company or agency that has a large business and has adequate employee performance and complete facilities in accordance with the business and enterprise run by the company.(Sugiyono, 2018). The place where this research was conducted was at PDAM Padang City Center.

### **Population and Sample**

#### **Population**

Performance In a population study, a generation area can be described which consists of objects and subjects that have a quantity with certain characteristics which are determined by the research to be studied and conclusions drawn. Population is a group of people, events or everything that has certain characteristicsMuallifin & Priyadi, (2016). In this research, the population will be PDAM Padang City Center during the observation period, namely employees from 2018 to 2022, totaling 95 people.

#### **Sample**

The sample is part of the number or results of the population and the characteristics possessed by the population(Sugiyono, 2017). The sampling technique used in this research was total sampling, the reason for taking total sampling was because the total population was less

than 100, all of the population was sampled. Based on the employee population, the sample for this study was 95 people.

### Data Types and Sources

#### Data type

In this research, the types of data used are quantitative data and qualitative data. Quantitative data is data in the form of numbers or numeric data. In this research, the quantitative data is in the form of the number of employees of PDAM Padang City Center, while the qualitative data is in the form of schematics and pictures. In this research, qualitative data was distributed by distributing questionnaires to PDAM Padang City Center employees.

#### Data source

The information used in this research is dataSecondary data and Primary Data, secondary data is data that is not directly in the form of data requested through documents that have been obtained from the object location(Sugiyono, 2018). Primary data is data conducted directly through interviews or through questionnaires, in the form of questions and opinions of employees.(Sugiyono, 2018).

#### Data collection technique

Data collection aims to provide researchers with the knowledge needed to conduct their research. Current data collection approaches include questionnaires, observation, interviews and documentation (Sugiyono, 2017). The data collection technique used in this research is the following data approach: Observation, Interview, Distribution of questionnaires.

## RESULTS AND DISCUSSION

### Validity test

Professionalism (X1)

**Tabel 2**  
**Validity Test of the Professionalism Variable (X<sub>1</sub>)**

<b>Items Statement</b>	<b><i>Corrected Item Total Correlation</i></b>	<b><i>Rule Of Thumb(Standard)</i></b>	<b>Information</b>
X1.1	0.303	0.300	Valid
X1.2	0.481	0.300	Valid
X1.3	0.321	0.300	Valid
X1.4	0.428	0.300	Valid
X1.5	0.338	0.300	Valid
X1.6	0.490	0.300	Valid
X1.7	0.316	0.300	Valid
X1.8	0.359	0.300	Valid

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<b>Items Statement</b>	<b>Corrected Item Total Correlation</b>	<b>Rule Of Thumb(Standard)</b>	<b>Information</b>
X1.9	0.349	0.300	Valid
X1.10	0.321	0.300	Valid
X1.11	0.353	0.300	Valid
X1.12	0.340	0.300	Valid
X1.13	0.431	0.300	Valid
X1.14	0.318	0.300	Valid
X1.15	0.418	0.300	Valid
X1.16	0.331	0.300	Valid
X1.17	0.306	0.300	Valid
X1.18	0.341	0.300	Valid
X1.19	0.375	0.300	Valid
X1.20	0.343	0.300	Valid
X1.21	0.454	0.300	Valid
X1.22	0.523	0.300	Valid
X1.23	0.461	0.300	Valid

Source: SPSS25 data (data processed in 2023)

From the table it can be concluded that of the 23 question items. Therefore, it can be concluded that all questions in the table above are declared valid. For all question items, the corrected item total correlation value is greater than 0.30, so the question is declared valid.

*Employee Engagement (X2)*

**Tabel 3**  
**Employee Engagement Variable Validity Test (X<sub>2</sub>)**

<b>Items Statement</b>	<b>Corrected Item Total Correlation</b>	<b>Rule Of Thumb(Standard)</b>	<b>Information</b>
X2.1	0.440	0.300	Valid
X2.2	0.441	0.300	Valid
X2.3	0.314	0.300	Valid
X2.4	0.339	0.300	Valid
X2.5	0.317	0.300	Valid
X2.6	0.321	0.300	Valid
X2.7	0.364	0.300	Valid
X2.8	0.577	0.300	Valid

<b>Items Statement</b>	<b><i>Corrected Item Total Correlation</i></b>	<b><i>Rule Of Thumb(Standard)</i></b>	<b>Information</b>
X2.9	0.307	0.300	Valid
X2.10	0.311	0.300	Valid
X2.11	0.404	0.300	Valid
X2.12	0.360	0.300	Valid

*Source: SPSS 25 (Data processed in 2023)*

From the table it can be seen that of the 12 question items used to test the variables *Employee Engagement*(X2) obtained the value results, therefore it can be concluded that all questions in the table above are declared valid because all question items have values corrected item total correlation is greater than 0.30.

Integrity (X3)

**Tabel 4**  
**Integrity Variable Validity Test (X3)**

<b>Items Statement</b>	<b><i>Corrected Item Total Correlation</i></b>	<b><i>Rule Of Thumb(Standard)</i></b>	<b>Information</b>
X3.1	0.408	0.300	Valid
X3.2	0.335	0.300	Valid
X3.3	0.513	0.300	Valid
X3.4	0.346	0.300	Valid
X3.5	0.412	0.300	Valid
X3.6	0.301	0.300	Valid
X3.7	0.307	0.300	Valid
X3.8	0.323	0.300	Valid
X3.9	0.378	0.300	Valid
X3.10	0.309	0.300	Valid
X3.11	0.324	0.300	Valid
X3.12	0.381	0.300	Valid
X3.13	0.323	0.300	Valid
X3.14	0.377	0.300	Valid
X3.15	0.468	0.300	Valid

*Source: SPSS 25 (Data processed in 2023)*

From the table it can be seen that of the 12 question items used to test the variables *Integrity* (X3) is the value obtained, therefore it can be concluded that all questions in the table above are

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declared valid because all question items have corrected item total correlation values greater than 0.30.

Employee Performance (Y)

**Tabel 5**  
**Validity Test of Employee Performance Variables (Y)**

<b>Items Statement</b>	<b><i>Corrected Item Total Correlation</i></b>	<b><i>Rule Of Thumb(Standard)</i></b>	<b>Information</b>
Y.1	0.450	0.300	Valid
Y.2	0.407	0.300	Valid
Y.3	0.408	0.300	Valid
Y.4	0.357	0.300	Valid
Y.5	0.371	0.300	Valid
Y.6	0.374	0.300	Valid
Y.7	0.323	0.300	Valid
Y.8	0.314	0.300	Valid
Y.9	0.304	0.300	Valid
Y.10	0.557	0.300	Valid
Y.11	0.430	0.300	Valid
Y.12	0.451	0.300	Valid
Y.13	0.344	0.300	Valid
Y.14	0.430	0.300	Valid
Y.15	0.457	0.300	Valid
Y.16	0.482	0.300	Valid
Y.17	0.368	0.300	Valid
Y. 18	0.486	0.300	Valid
Y. 19	0.305	0.300	Valid
Y.20	0.405	0.300	Valid

*Source: SPSS 25 data (data processed in 2023)*

From the table it can be concluded that of the 20 question items. Therefore, it can be concluded that all questions in the table above are declared valid. For all question items, the corrected item total correlation value is greater than 0.30, so the question is declared valid.

### Reliability Test

**Tabel 6**  
**Reliability Test**

<b>No</b>	<b>Research variable</b>	<b><i>Cronbach's Alpha</i></b>	<b><i>Roller Of Thum (Standard)</i></b>	<b>Conclusion</b>
1	Employee performance	0.820	0.6	Reliabell

No	Research variable	Cronbach's Alpha	Roller Of Thum (Standard)	Conclusion
	(Y)			
2	Professionalism (X1)	0.826	0.6	Reliabel
3	Employee engagement (X2)	0.743	0.6	Reliabel
4	Integrity (X3)	0.760	0.6	Reliabel

Source: SPSS 25 data (Data processed 2023)

From the results of the reliability test, Cronbach's Alpha values were produced for the research variables employee performance (Y), professionalism (X1), Employee engagement (X2) and Integrity (X3) are greater than 0.6 which shows that the variables studied can be said to be reliable.

### Normality Test

**Tabel 7**  
**Variable Research Normality Test**  
**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		95
Normal Parameters, b	Mean	.0000000
	Std. Deviation	4.91805224
Most Extreme Differences	Absolute	.060
	Positive	.052
	negative	-.060
Statistical Tests		.060
Asymp. Sig. (2-tailed)		.200c,d

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: SPSS 25 data (processed in 2024)

Based on the digital ratio of 7, the test results were seen which showed that the digital distribution was normally distributed, the Asymp Sig calculation was 0.200, which was greater than that of Allphal (0.05). This shows that the daltal is distributed normally, thus the processing of daltal is always carried out.



### Multicollinearity Test

**Tabel 8**  
**Multicollinearity Test Results**

Variable	Collinearity statistics		Information
	Tolerance	VIF	
Professionalism (X1)	0.461	1,791	There is no multicollinearity
<i>Employee Engagement</i> (X2)	0.211	1,761	There is no multicollinearity
Integrity (X3)	0.147	1,714	There is no multicollinearity

Source: SPSS25 data (processed in 2024)

Based on the multicollinearity test in table 4.17, it can be seen that the variable value of professionalism, *employee engagement* and integrity greater than the total value > 10% and from the VIF value it can be seen that the VIF value is smaller than the VIF value < 10, then it can be concluded that for each variable there is no multicollinearity event, then it can be concluded that the data obtained can be continued for further testing.

### Heteroscedasticity Test

**Table 9**  
**Heteroscedasticity Test Results**

Variable	Sig.	Alpha	Information
Professionalism (X1)	0.461	0.05	Heteroscedasticity does not occur
<i>Employee Engagement</i> (X2)	0.211	0.05	Heteroscedasticity does not occur
Integrity (X3)	0.147	0.05	Heteroscedasticity does not occur

Source: SPSS25 data (data processed in 2024)

Based on the results of the heteroscedal stisitals test via SPSS, it was seen that the sig value for each independent value was 0.05, the final signal of this heteroskedalsticital test was concluded that there was no actual occurrence of heteroskedalstitals

## Multiple Linear Regression Analysis

**Table 10**  
**Summary of Multiple Linear Regression Analysis Results**

Dependent variable	Constants and Independent Variables	Regression Coefficients
Employee Performance (Y)	Constant (a)	18,058
	Professionalism (X1)	0.485
	<i>Employee Engagement</i> (X2)	0.173
	Integrity (X3)	0.181

Source: SPSS 25 data (processed in 2024)

Based on table 10, the following regression equation model can be obtained:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

$$Y = 18.058 + 0.485 X_1 + 0.173 X_2 + 0.181 X_3$$

Which means that the regression equation above shows the relationship between the independent variable and the dependent variable partially, from this equation it can be concluded that:

1. The constant value is 18.085 This means that if the variables professionalism, employee engagement and integrity increase by one unit, employee performance increases by 18,085 unit.
2. Professionalism coefficient 0.485 This means that the professionalism regression coefficient shows a positive direction. This means that if training increases by one unit, employee performance increases 0.00 unit, assuming constant employee engagement and integrity variables.
3. The employee engagement coefficient is 0.255, meaning that the employee engagement regression coefficient shows a positive direction. This means that if employee engagement increases by one unit, employee performance will increase by 0.255 units, assuming the variables of professionalism and integrity are constant.
4. The integrity coefficient is 0.178, meaning the integrity regression coefficient shows a positive direction. This means that if integrity increases, employee performance will increase by 0.178 units, assuming the variables of professionalism and employee engagement are constant.



## Statistical t test

**Table 11**  
**Hypothesis Testing Results**

Independent Variable	T Table	T count	Sig.	Conclusion
Professionalism (X1)	1.98638	5.118	,000	H1 is accepted
<i>Employee Engagement</i> (X2)	1.98638	1,145	,255	H2 is rejected.
Integrity (X3)	1.98638	1,358	,178	H3 is rejected.

Source: SPSS25 data (processed in 2024)

Based on table 11 of the partial test, it can be seen that one of the independent variables has a t-value that is smaller than the t-table, namely professionalism, while employee engagement and integrity have a t-count value that is greater than the t-table. Where professionalism has a t-count of  $5.118 > t\text{-table } 1.98609$ , employee engagement has a t-count of  $1.145 < t\text{-table } 1.98609$  and integrity has a t-table of  $1.358 < t\text{-table } 1.98609$ . It can be concluded that two independent variables have a negative effect on employee performance (dependent variable) and one independent variable has a positive effect on employee performance (dependent variable).

1. The influence of professionalism (X1) has a positive effect on employee performance. So H0 is rejected and H1 is accepted, meaning that the professionalism variable has a positive and significant effect on employee performance.
2. The influence of employee engagement does not have a positive effect on employee performance. So H0 is accepted and H1 is rejected, meaning that employee engagement has no positive and insignificant effect on employee performance.
3. The influence of integrity does not have a positive effect on employee performance. So H0 is accepted and H1 is rejected, meaning that integrity has no positive and insignificant effect on employee performance.

## Discussion

### The Influence of Professionalism on Employee Performance at PDAM Padang City Center

Based on the first hypothesis (H1) put forward in the research, it was found that the professionalism variable had a positive and significant effect on employee performance. This hall appears to be evident from the tests that have been carried out with t-calculated values that are greater than the t-table values in significantly smaller values than the Allphalmalal values for the dalpalt pertalmal hypothesis that are accepted.

The results of this research are consistent with research by Kalbers and Fogarti (1995) which states that professionalism has a positive effect on performance. The results of this research also

support the research of Siahaan (2010), Agustia (2011) and Fujianti (2012) which show the same results, namely that professionalism has a positive and significant effect on performance. The results of this research are in line with what was stated by Cahyani (2007) that there is an attitude of professionalism, making oneself behave and behave well and will improve the resulting performance, so that work professionalism has an influence on the performance of employees in the company. This lack of employee professionalism is caused by the quality and some abilities of the employees not being optimal. It can be explained that employees' abilities can be said to be quality if they have the ability to carry out their authority and responsibility. With the authority and responsibility delegated, they must exploit all the abilities they have without any limitations on space and movement. This ability is only achieved when employees have sufficient experience, education and training to carry out their responsible duties (Muliaty, 2021).

### **The Influence of Employee Engagement on Employee Performance at PDAM Pusat Kota Padang**

Based on the results of the second hypothesis (X2) put forward in the research, it shows that the Employee Engagement variable does not have a positive and significant effect on employee performance. Meanwhile, based on the t-count value, it proves that H2 is rejected. The results of the fifth test show that employee engagement provided by PT POS Indonesia Kediri City Branch does not have a significant impact when viewed from the aspect of employee performance. This is indicated by a coefficient score of 0.215 with a P-value of 0.171 and a t-statistic of 1.378 > t-table of 1.96. Therefore, this research concludes that employee engagement does not have a significant effect on employee performance. So the hypothesis made is rejected. The research results are also in line with "The Effect of Employee Engagement on Employee Performance with Job Satisfaction as an Intervention Variable" which was carried out at the Ibis Styles Hotel Surabaya. The research results show that the employee engagement variable is not significant. Employee engagement is the bond that employees have with the company they work for. Connected with the company, employees are expected to have a better work ethic related to the company's progress. Based on research conducted in this area, PT POS Indonesia Kediri City Branch staff concluded that employee engagement cannot improve performance. However, this research also found that on average the results of respondents' reactions to changes in employee engagement and performance could be said to be good and employees felt connected and able to take responsibility for their own work.

### **The Influence of Integrity on Employee Performance at PDAM Padang City Center**

Based on the results of the third hypothesis (X3) put forward in the research, it shows that the integrity variable does not have a positive and significant effect on employee performance. Meanwhile, based on the t-count value, it proves that H2 is rejected. The results of the hypothesis test show that Integrity has a positive but not significant influence on Performance, this shows that Integrity has not had a real effect on Performance. This research strengthens the results of Wirawan's research (2013) The Influence of Discipline, Integrity and Organizational Culture on

**Professionalism Employee....(purba, alfian)**



Employee Performance. The research results concluded that integrity has not been able to make a positive contribution to performance. The influence of integrity on performance at PDAM Pusat Kota Padang is not significant, based on the existing facts that employees have not paid much attention to integrity, there are still employees who are not in the office for unclear reasons, are not yet disciplined and are not able to complete their work well.

## **CLOSING**

### **Conclusion**

Based on the research results and discussions processed using SPSS, several research conclusions can be presented as follows:

1. Professionalism has a positive and significant effect on employee performance at PDAM Pusat Kota Padang,
2. *Employee engagement* does not have a positive and significant effect on employee performance at PDAM Pusat Kota Padang,
3. integrity does not have a positive and significant effect on employee performance at PDAM Pusat Kota Padang,

## **THANK-YOU NOTE**

Upon completion of this research, the researcher would like to thank the Padang City Central PDAM Company, which was willing to provide the required data, so that it could make it easier for researchers to collect data according to the data required in this research. As well as parties who have provided support and motivation to researchers in conducting this research.

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