

# **The Impact of Additional Employee Income (TPP) and Professionalism on Performance through Job Satisfaction of Civil Servants in the Environmental Service**

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## **Abstract**

The research aimed to evaluate and examine the influence of additional employee income and professionalism on performance through job satisfaction of civil servants at the Environmental Service, directly or indirectly through the intermediate variable, i.e., job satisfaction. This approach to analysis is quantitative. The Soppeng Regency Environmental Service carried out the place of research. The sample consisted of 103 staff members. Statistical research is based on route analysis, and the findings showed 1) the additional income and professionalism of employees have a direct impact on work satisfaction and efficiency. 2) It has an indirect effect on extra pay for employees and professionalism on efficiency through job satisfaction, in this case. The more successful additional income for employees and improved professionalism will further improve civil servants' job satisfaction at the Soppeng Regency Environmental Service Office, which will have an impact on improving the performance of employees.

## **Keywords:**

Additional Employee Income, Professionalism, Job Satisfaction, Performance, Indonesia

## 1. Introduction

Increasingly fierce competition in the business world demands that each company be able to have advantages, efficiency, technology, quality of human resources, wage levels and opportunities for business expansion, as well as a competitive and sustainable market share for commodities, especially in companies engaged in goods and/or services. (Mulayani, 2002). This business competition requires companies to restructure their business strategies and tactics. This condition is what encourages companies to prepare themselves to enter the global market. With the increasing intensity of business competition, companies face challenges to be able to survive. Companies are required to have strength that can compete in an environment full of uncertainty.

Employee professionalism is determined by the level of employee ability, which is reflected in their daily behaviour in the organization. A high level of employee capability will more quickly lead to achieving the previously planned organizational goals. On the other hand, if the employee's ability level is low, the tendency for organizational goals to be completed will be slow and even deviate from the original plan. The term ability denotes the potential to perform both possible and impossible tasks. With quality human resources, of course, it will increase the work productivity of an organization or company. Akhyadi and Sadikin (2015) state that human resource development is a lesson to improve employee performance in facing competition in the era of globalization. This shows that employee development is an important element of various company efforts to compete in the new economy and meet global competition and social change challenges.

Employee success in career development is followed by compensation, which is one of the factors that affect employee job satisfaction. Every organization should strive to improve employee job satisfaction by providing fair and reasonable compensation. Compensation plays an essential role in increasing employee job satisfaction because one of the main reasons people work is to meet their daily needs (Utama & Edy, 2013). Referring to previous research conducted by Nugroho and Kunartinah (2012) by discussing the analysis of the effect of compensation and career development on job satisfaction by mediating work motivation at the Regional Secretariat of Pekalongan Regency, it shows that reward, career development, and work motivation have a positive and significant effect on satisfaction. Work at the Regional Secretariat of Pekalongan Regency. This is in line with research conducted by Kurniawan (2015), which states that career development and compensation affect employee job satisfaction. This analysis indicates that career development affects employee job satisfaction and reward and affects employee job satisfaction, and career development and balance have a simultaneous effect on employee job satisfaction. This research is also supported by Siswadhi (2017) research, which shows that compensation and career development have a partial and simultaneous effect on employee job satisfaction. Simultaneously compensation and career development affect employee performance. Career development has the most significant influence on employee job satisfaction. The company is expected to adjust the number of bonuses and incentives with the performance of each employee, be able to inform and carry out career development to employees properly and pay more attention to education levels.

Job satisfaction is an emotional state in which workers view their work as pleasant or unpleasant. Sari & Susilo (2018) argue that job satisfaction is an emotional response to various aspects of work. Hasibuan (2006) also states that job satisfaction is a pleasant emotional attitude and loves his job. This attitude is reflected in work morale, level of discipline, and performance at work. Job satisfaction is very important and relative to each employee, where the level of job satisfaction varies from one employee to another. The factor that influences job satisfaction is career development. Damayanti, Hanafi, & Cahyadi (2018) state that a leader who expects maximum job satisfaction in his organization must refer to factors that can affect employee performance, one of which is career development. Career development is an activity that helps employees plan their future career paths in the company so that the company and employees can develop themselves optimally. Massie, Tewal, & Sendow (2015) state that career development is a formal approach taken by organizations to ensure that people in the organization have the appropriate qualifications, abilities and experience when needed. Career development aims to help the company's achievement, help realize the potential capabilities of employees, and improve employee welfare. Career development when accompanied by clear company feedback can lead to employee job satisfaction. Career development programs are well executed, so the level of job satisfaction will be even higher. On this basis, in reality, there are so many civil servants whose output is unproductive and lack integrity in carrying out their duties and responsibilities as state servants. There is a propensity for workers to delay work so that the completion of work is not on the schedule. And the system of employee salary supplements has not been working adequately, so the degree of employees' work satisfaction is meagre (Kanto et al., 2020; Umanailo, 2020; I Gede Juanamasta et al., 2019; Novitasari et al., 2019). Therefore, it is hoped that attempts would be made to improve performance by motivating him and his level of

knowledge as a state servant to enhance performance by having additional income continuously and growing professionalism to carry out basic tasks following predetermined objectives. The next issue concerns the extra payment of workers; there are still numerous issues, particularly the attendance of employees who do not carry out their critical duties based on their level of employment. Moreover, it is difficult for leaders to determine the level of discipline and the execution of the essential tasks according to subordinate roles, which would affect employees' performance.

## 2. Research Method

This research was performed at the Soppeng Regency Environmental Service Office. The total population of this study was 103 employees of the Environmental Service Office in Soppeng Regency. The sample was calculated using a saturated sampling technique where all people were identified, with a research sample of 103 employees. The data analysis methodology used in this study was the route analysis.

## 3. Results

### Results of Data Analysis

For path analysis, structural tests one and 2. Based on the results of the path analysis for each test, the influence between variables and the independent can be seen in the following table:

**Table 1.** Hypothesis Test for Sub Structure I

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,165	1,553		,750	,455
	TPP (X1)	,650	,114	,536	5,712	,000
	Professionalism (X2)	,375	,111	,317	3,385	,001

Dependent Variable: Job Satisfaction (Y1)

The regression coefficient value is 0.751 with a significance level of 0.000 which means significant (sig <0.05) or the value of  $t_{count} > t_{table}$  (7.506 > 1.987)

**Table 2.** Hypothesis Test for Sub Structure II

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,041	1,522		,027	,979
	TPP (X1)	,293	,098	,216	2,996	,003
	Profesionalism (X2)	,122	,114	,104	1,942	,000
	Job Satisfaction (Y1)	,528	,128	,425	4,125	,000

Source: Primary data after processing, 2020

Furthermore, to test whether the variable (Y1) and Variable (Y2) is partial mediation or full mediation, the test results are as follows:

### 3.1 Determination Coefficient Test (R2)

To see the amount of contribution given to each of the sub-structures in this study as follows:

**Table 3.** Model I determination coefficient test

Summary Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,808 <sup>a</sup>	,652	,645	1,307

Predictors: (Constant), Professionalism (X2), TPP (X1)

The magnitude of the R Square number in the Sub-Structural I model is 0.652, indicating that TPP and Professionalism affect job satisfaction by 65.2%. The remaining 34.8% is influenced by other variables not included in the study.

**Table 4.** Model II determination coefficient test

Summary Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,828 <sup>a</sup>	,686	,676	1,278
Predictors: (Constant), Job Satisfaction (Y1), Professionalism (X2), TPP (X1)				

The magnitude of the R Square number in the Sub-Structural II model is 0.686 indicating TPP, professionalism; job satisfaction affects performance by 68.6%. The remaining 31.4% is influenced by other variables not included in the study.

## 4. Discussion

### 4.1 Effect of Additional Employee Income (TPP) on Performance

The results of testing the first hypothesis show that TPP has a positive and significant effect on civil servants' performance in the Environmental Service Office of Soppeng Regency, where the value of  $t_{count}$  is  $5.712 > t_{table} 1.984$  with a significance value of 0.00. This shows that the amount of TPP is worthy of being accepted by employees, the performance will increase, and vice versa; if the amount of TPP is not acceptable, the commission will also below.

Additional income provided by employees to improve their welfare will undoubtedly have an impact on improving their performance. The provision of extra income is a form of appreciation to the State Civil Apparatus, hoping that it can improve their discipline, work motivation, and performance. There is an increase in the welfare of the State Civil Apparatus within the Regional Government or is an addition given to PNS who linked to attendance and performance assessments. And is a regional performance allowance in the improvement of the existing allocations and will become a specific allowance to boost performance and at the same time ensure fairness in the provision of subsidies.

### 4.2 Effect of Professionalism on Performance

From the results of testing the second hypothesis, it shows that professionalism has a positive and significant effect on the performance of Civil Servants in the Environmental Service Office of Soppeng Regency, where the value of  $t_{count}$  is  $5,712 > t_{table} 1,984$  with a significance value of 0.00; this shows that the higher the professionalism of employees, performance will increase, and vice versa if low professionalism then performance will also below.

The staff's work to meet the work targets that have been set requires professionalism or expertise to do it. This is relevant to what was stated by Sedarmayanti (2010), where employees are the pillars that will place the bureaucracy as a practical machine for the government and as a parameter of apparatus proficiency in working correctly. Good. And a professional employee meets three criteria, namely having the expertise to carry out tasks following his / her field, carry out tasks by setting standard standards in the profession concerned, and carrying out his job by complying with established professional ethics.

### 4.3 The Effect of Additional Employee Income (TPP) on Job Satisfaction

From the results of testing the third hypothesis, it shows that TPP has a positive and significant effect on job satisfaction of Civil Servants in the Environmental Service Office of Soppeng Regency, where the value of count is  $5,712 > table 1,984$  with a significance value of 0.00, This indicates that if the amount of TPP is feasible accepted by employees, job satisfaction will increase, and vice versa, if the amount of TPP is not acceptable, job satisfaction will also below. Employees will be satisfied with their performance if they are supported by other welfare, in this case, TPP, because the achievement of work activities is usually related to income in the form of money. To create a level of professionalism in carrying out the institutional mission, the basic requirements are:

- The availability of reliable human resources.
- Well-programmed work.

Available time to carry out the program and adequate financial support and sufficient facilities and supporting facilities. And an impact on employee job satisfaction is supported (Sahid et al., 2020; Hasmin Tamsah, Ansar, et al., 2020; Umar et al., 2019), where job satisfaction is functioned to increase employee morale, increase productivity, reduce absenteeism levels, increase employee loyalty, and keep employees working in an organization.

#### **4.4 The Effect of Professionalism on Job Satisfaction**

The results of testing the fourth hypothesis show that professionalism has a positive and significant effect on the performance of Civil Servants in the Environmental Service Office of Soppeng Regency. The value of count 5,712 > table 1,984 with a significance value of 0.00; this shows that the higher the professionalism of employees, job satisfaction will also increase, and vice versa, low professionalism will even lower job satisfaction.

Job satisfaction is a positive attitude shown by employees towards their work to work happily without feeling overwhelmed by the work and provide optimal results for the organization, which can be realized if the employee is a professional in his field. According to Arens et al. in Kusuma (2012), the meaning of professionalism states that professionalism is an individual responsibility to behave better than just complying with existing laws and community regulations. Talking about professionalism reflects a person's attitude towards his profession. In simple terms, professionalism is defined as the behavior, ways, and qualities that characterize a domain. A person is said to be a professional if his work is characterized by a profession's technical or ethical standards. Professionalism can be defined as a person's ability and skills in doing work according to their respective fields and levels. Professionalism concerns the compatibility between the bureaucracy's capabilities with the needs of the task; fulfilling the match between abilities and task needs is a requirement for forming a professional apparatus.

#### **4.5 Effect of Job Satisfaction on Performance**

From the results of testing the fifth hypothesis, it shows that job satisfaction has a positive and significant effect on the performance of Civil Servants in the Environmental Service Office of Soppeng Regency, where the value of count is 5,712 > table 1,984 with a significance value of 0.00, This shows that the more high employee job satisfaction, the performance will also increase, and vice versa if the employee's job satisfaction is low, the commission will again below.

High-performing employees when there is a sense of satisfaction obtained. The states that employee attitudes or feelings towards pleasant or unpleasant aspects of work are following the assessment of each job (Ansar et al., 2019; Gani et al., 2019; Sawitri et al., 2019). Jobs that provide job satisfaction for the perpetrators are felt to be fun to do (Hasmin Tamsah et al., 2021). Conversely, unpleasant work is an indicator of a sense of dissatisfaction at work (Muhajji et al., 2016; Hasmin Tamsah, Poli, et al., 2020).

#### **4.6 The Effect of Additional Employee Income (TPP) on Performance Through Job Satisfaction**

The results of testing the sixth hypothesis show that TPP has a positive and significant effect on performance through job satisfaction of Civil Servants in the Environmental Service Office of Soppeng Regency. The value of count is 5,712 > table 1,984 with a significance value of 0.00. This shows that If proper employees accept the appropriate number of TPP, then job satisfaction will also increase, as will their performance.

The additional income that an employee gets will impact job satisfaction so that he is always motivated always to improve his performance. And according to the opinion of H Tamsah, Poli, et al (2020), which states that a job that can provide reasonable job satisfaction to its workers, the job will undoubtedly be more fun to do. This is confirmed by (H Tamsah, Poli, et al., 2020) who states that if the work is done and it feels unpleasant to do, it will also indicate dissatisfaction in carrying out its work. And the opinion of (H Tamsah, Poli, et al., 2020) states that job satisfaction is an evaluation that describes a person feeling happy or unhappy, satisfied or dissatisfied at work.

#### **4.7 The Effect of Professionalism on Performance Through Job Satisfaction**

The results of testing the seventh hypothesis show that professionalism has a positive and significant effect on performance through job satisfaction of Civil Servants (PNS) in the Environmental Service Office of Soppeng Regency. The value of count 5,712 > table 1,984 with a significance value of 0.00, This shows that the higher the employee professionalism, the higher the employee's job satisfaction and the higher the performance.

Performance is the result of employees works under their responsibilities. This can be done if they have an ability or professional, which is supported by employee job satisfaction, and employees whose professionalism will show work results that are following technical or ethical standards of a profession. However, performance is also very much determined when employees always have a sense of satisfaction in their work, and according to (Sawitri et al., 2019). The latter says that the function of job satisfaction can increase morale, performance, and loyalty.

## 5. Conclusion

Based on the results of research and discussion in the previous chapter related to the influence of TPP and Professionalism on Performance through job satisfaction of Civil Servants in the Environmental Service Office of Soppeng Regency, it can be concluded that TTP, professionalism, and job satisfaction strongly influence the increase in employee performance. Wherewith the provision of additional employee income (TPP) that is more appropriate and fairer that is received by employees who are per the workload and abilities issued and there is an appreciation for their hard work, of course. They will be more professional in doing their job by working seriously and making various efforts to achieve a better work result so that its performance can be further improved. Of course, with satisfactory performance, will undoubtedly be able to achieve organizational goals.

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