

THE INFLUENCE OF PROFESSIONALISM, DISCIPLINE AND RELIABILITY ON IMPROVING EMPLOYEE PERFORMANCE

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Abstract: *This research aims to examine the influence of professionalism, discipline and reliability on employee performance. This research is a quantitative research using a saturated sample of all administrative officers at the Pamekasan Class II A Narcotics Correctional Institution, a total of 37 people. The results of the questionnaire distributed via Google Form were processed using the SPSS 25.0 program. The research results are as follows: reliability has a significant effect on employee performance, while professionalism and discipline have an insignificant effect. And simultaneously professionalism, discipline and reliability have a significant effect on employee performance. This research aims to fill the gap by examining the relationship between professionalism, discipline and reliability and employee performance in correctional institutions. Thus, it is hoped that this research can provide a more comprehensive understanding of the factors that influence employee performance in correctional institutions and provide a significant contribution to the development of knowledge in the field of human resource management.*

Keywords: *Correctional Institutions, Discipline, Employee Performance, Professionalism, Reliability*

1. Introduction

Pamekasan class II A Narcotics Correctional Institution is one of the institutions that has an important role in efforts to eradicate narcotics trafficking in Indonesia. In this context, the performance of the agency's employees is a crucial factor that influences the effectiveness and efficiency of the tasks carried out. The professionalism, discipline and reliability of employees are considered to be the main factors that have the potential to influence improving their performance.

Professionalism refers to the ethical standards, competence and integrity possessed by an employee in carrying out their duties. In the context of narcotics correctional institutions, professionalism includes the ability to understand and carry out prisoner handling tasks by prioritizing legal, rehabilitation and prevention aspects. Research by (Jones & Green, 2018) shows that high professionalism is associated with increased employee performance and job satisfaction.

Discipline, as another factor that influences employee performance, refers to their ability to comply with established rules, procedures and regulations. In the context of narcotics correctional institutions, discipline includes compliance with work schedules, monitoring inmate

activities, and enforcing applicable rules and regulations. Work discipline refers to a worker's willingness to act and conduct in accordance with workplace standards and rules (Kuswandi, 2023). Research by (Smith & Brown, 2016) shows that high discipline can increase the operational effectiveness of an institution.

Reliability, third, includes the ability of an employee to be reliable in carrying out his duties. Reliability includes aspects of skills, reliability in making decisions, and the ability to complete tasks on time and with good quality. Research by (Wang & Zhang, 2019) shows that employee reliability is very important in achieving organizational goals.

By understanding these problems, research on the influence of professionalism, discipline and reliability on employee performance at the Class II A Pamekasan Narcotics Correctional Institution becomes increasingly relevant and important to carry out. Thus, improvement and development efforts can be directed to overcome these challenges and increase the effectiveness of institutions in carrying out their duties.

Although there are previous studies that have investigated the influence of professionalism, discipline, and reliability on employee performance, most of these studies were conducted in different organizational contexts. Meanwhile, research that specifically discusses the influence of these three variables in the context of narcotics correctional institutions, especially in Indonesia, is still limited. Thus, there is a gap in the literature explaining the relationship between professionalism, discipline and reliability and the performance of employees at the class II A Pamekasan narcotics correctional institution.

This research aims to fill this gap by analyzing the influence of professionalism, discipline and reliability on the performance of employees at the class II A Pamekasan narcotics correctional institution. By understanding the factors that influence employee performance, it is hoped that this research can provide valuable insight for correctional institution management in developing strategies to improve the effectiveness and efficiency of their operations.

2. Research Method

Based on the objective to be achieved in this research, namely explaining the influence between variables, the type of research used is explanatory research with quantitative methods and using a questionnaire as a tool for collecting data. The independent variables in this research are professionalism, discipline and reliability while the dependent variable is employee performance.

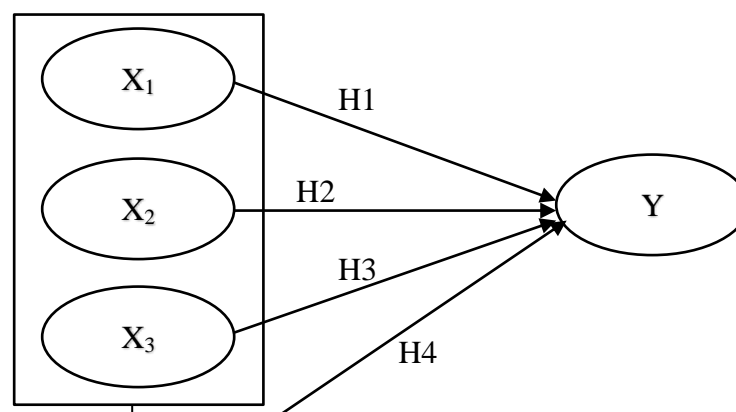


Figure I Conceptual Framework

Information:

X1 = Professionalism

X2 = Discipline

X3 = Reliability

Y = Employee performance

In research carried out on samples that represent the population. The sample selection for this research was carried out using saturated sampling. Where the sample in this study is a population, namely all administrative officers at the Pamekasan Class II A Narcotics Correctional Institution, totaling 37 people.

To avoid different understandings of the variables used in this research, it is necessary to make limitations or definitions of each variable as follows:

1. Professionalism (X1)

The following are indicators of professionalism that can be derived from these theories:

- Professionalism Indicators based on Social Linkage Theory by (Blau, 1964):
Individuals who demonstrate a professional attitude in the workplace will tend to:
 - a. Strictly follows organizational procedures.
 - b. Actively contribute to achieving organizational goals.
 - c. Interact with co-workers and superiors in a positive and constructive manner.
 - d. Demonstrate dedication and commitment to their work.
- Professionalism Indicators based on Agency Theory by (Jensen & Meckling, 1976):
Individuals who are considered trustworthy agents in the context of professionalism will:
 - a. Act in accordance with the interests of the organization, not personal interests.
 - b. Demonstrate loyalty to the organization and their leaders.
 - c. Responsible for assigned tasks and ensuring high quality of work.
 - d. Communicate openly and honestly with superiors and coworkers.

2. Discipline (X2)

In the context of the influence of professionalism, discipline and reliability on employee performance at the Pamekasan Class II A Narcotics Correctional Institution, there are several discipline indicators that can be derived from the theories mentioned. The following are relevant disciplinary indicators:

- Discipline Indicators based on Social Linkage Theory by (Cropanzano & Mitchell, 2005):
 - a. Compliance with organizational regulations and procedures.
 - b. Consistent and active contribution in achieving organizational goals.
 - c. Positive and constructive interactions with co-workers and superiors.
- Discipline Indicators based on Agency Theory by (Eisenhardt, 1989):
 - a. Compliance with the rules and procedures established by the organization.
 - b. Willingness to take responsibility for assigned tasks.
 - c. Trust and loyalty to the organization and management.
- Discipline Indicators based on Transformational Leadership Theory by (Avolio et al., 1999):
 - a. Willingness to follow directions and instructions from the leader consistently.
 - b. Willingness to learn and develop in the work environment.
 - c. Active involvement in achieving the organization's vision and mission.

3. Reliability (X3)

The following are reliability indicators that can be applied in the context of the Pamekasan Class II A Narcotics Correctional Institution:

- Consistency in Carrying Out Duties:

This indicator reflects an employee's ability to carry out their duties consistently from time to time. This consistency can be seen from the level of success in completing the tasks given within the set time limit. (Klyce, 2005) suggests that reliability can be defined as the ability of someone or something to perform desired tasks consistently.

- Accuracy in Carrying Out Duties:

This indicator shows the extent to which an employee is able to carry out his duties accurately and in accordance with established procedures. Accuracy in carrying out important tasks to prevent errors that could disrupt the operations of correctional institutions. (Oakland, 2003) states that total quality management involves efforts to improve the reliability of work processes through measurement, analysis and continuous improvement.

- Involvement and Sense of Ownership of Tasks:

This indicator reflects how much an employee feels involved in their work and has a sense of ownership of the tasks they carry out. Employees who are involved and have a sense of ownership tend to be more committed to carrying out their duties well and reliably. (Harter et al., 2002) emphasize that employees who feel involved in their work tend to be more reliable in carrying out their duties well.

- Match between Skills and Assigned Tasks:

This indicator refers to the extent to which an employee's skills and abilities match the tasks faced in the workplace. The match between skills and the tasks given can increase employee reliability in carrying out these tasks. (Kristof-Brown et al., 2005) stated that the match between individual characteristics and the tasks faced in the workplace can increase their reliability and performance.

4. Employee performance (Y)

Employee performance refers to a person's achievements as judged against the company's standards or criteria. Employee performance is evaluated based on what an employee does in terms of performance (Jatiningrum et al., 2023). There are several employee performance indicators that can be used to create research instruments to measure employee performance. These indicators are derived from expectancy theory (Vroom, 1964) and recognition theory (Rynes et al., 2004). The following are some relevant metrics:

- Motivation Level: This indicator shows how motivated employees are to achieve organizational goals and standards. This can be measured by assessing employees' expectations of their work results and their opinions about related consequences, such as promotions or recognition of achievements.

- Effectiveness of Goal Achievement: This indicator shows how successful employees are in achieving work goals. This could include completing projects on time, achieving sales targets, or achieving other KPIs (Key Performance Indicators) related to the employee's job or responsibilities.

- Work Quality Level: This indicator shows the quality of work performed by employees. Things like accuracy, reliability, and customer satisfaction with goods or services provided by employees fall into this category.

- Level of Innovation: This indicator shows the employee's ability to find creative solutions, develop new processes, or improve organizational performance or efficiency.

- Recognition and Praise: This indicator shows how often employees receive recognition or praise for their performance. Recognition of good achievements can increase intrinsic motivation, self-confidence, and commitment to the organization.

- Work Attendance Rate: This is an indicator that assesses employee discipline and commitment to their work. This includes how often they are at work and whether they are available for work at any given time.

The research instrument used to measure employee professionalism, discipline, reliability and performance is to use a questionnaire based on a Likert scale assessment system. This method is a scaling of attitude statements that uses response distribution as the basis for determining the scale value. There are 5 types of alternative responses on the Likert scale (strongly agree with a score of 5, agree with a score of 4, neutral with a score of 3, disagree with a score of 2, strongly disagree with a score of 1). This research uses a multiple linear regression research model in which the data obtained from respondents who filled out the Google form were processed using the SPSS Version 25 program.

3. Results and Discussion

3.1. Results

Respondent Characteristics

The following are the characteristics of the respondents, namely administrative officers at the Pamekasan Class II A Narcotics Correctional Institution, totaling 37 people.

Table 1 Respondent Characteristics

Description	Frequency	Percentage
Age (year)		
20-25	5	14%
26-30	10	27%
31-35	4	11%
36-40	6	16%
>40	12	32%
Gender		
Male	32	86%
Female	5	14%
Education background		
Senior High School	13	35%
Bachelor	18	49%
Master	6	16%
Year of service (year)		
< 5	3	8%
5-10	15	41%
11-15	5	14%
16-20	5	14%
>20	9	24%

From table 1 above, it is known that the characteristics of the majority of respondents are 32% over 40 years old, 86% are male, 49% have a bachelor's degree, and 41% have worked for 5-10 years.

Validity Test

Validity tests are carried out to ensure that all statements in the questionnaire are true. This research tests validity using the SPSS 25.0 program. The results of r-count and r-table will be compared. The r-table value from 37 individuals, with degrees of freedom (df) = n-2 = 35, and

using α (alpha) = 0.05 or 5%, the r-table value is 0.3246. If the calculated r-value is greater than the r-table, then the indicator is considered valid. The following table shows the summarized research results.

Table 2 Validity Test Result

Indicator	Item	Coefficient Correlation (r_{count})
X1 Professionalism	X1.1	0.815
	X1.2	0.829
	X1.3	0.920
	X1.4	0.838
	X1.5	0.829
	X1.6	0.941
	X1.7	0.898
	X1.8	0.955
X2 Discipline	X2.1	0.897
	X2.2	0.798
	X2.3	0.901
	X2.4	0.929
	X2.5	0.943
	X2.6	0.888
	X2.7	0.901
	X2.8	0.819
	X2.9	0.881
X3 Reliability	X3.1	0.884
	X3.2	0.897
	X3.3	0.937
	X3.4	0.889
Y Employee Performance	Y1	0.949
	Y2	0.950
	Y3	0.949
	Y4	0.874
	Y5	0.930
	Y6	0.801

Table 2 shows the results of calculations carried out using the SPSS 25.0 program. The results show that the calculated r-value for each research indicator is above the r-table value of 0.3246. In other words, all indicators for each variable can be considered as valid measuring tools.

Reliability Test

The reliability test was carried out by comparing the Cronbach alpha value obtained with the critical value of 0.6. A variable is considered reliable if the Cronbach alpha value is greater than 0.6.

Table 3 Reliability Test Result

Variable	Cronbach Alpha
Professionalism (X1)	0.957
Discipline (X2)	0.964
Reliability (X3)	0.923
Employee Performance (Y)	0.952

Table 3 above shows that all variables in this study have Cronbach Alpha values above 0.6. So, it can be said that all the variables in this research are reliable.

Classic assumption Test

- Normality test

The normality test using Kolmogorov Smirnov is preceded by finding the residual value which is then tested on the basis of decision making.

- If the value of Asymp. Sig (2-Tailed) is greater than 0.05, then the data is normally distributed.
- If the value of Asymp. Sig (2-tailed) is smaller than 0.05, then the data is not normally distributed.

Table 4 Kolmogorov smirnov test result

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		37	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	29.35299281	
Most Extreme Differences	Absolute	.108	
	Positive	.067	
	Negative	-.108	
Test Statistic		.108	
Asymp. Sig. (2-tailed)		.200 ^{c,d}	
Monte Carlo Sig. (2-tailed)	Sig.	.738 ^e	
	99% Confidence Interval	Lower Bound	.727
		Upper Bound	.750

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

From table 4 above shows the Sig value. greater than 0.05, namely 0.738, which means the data used is normally distributed.

- Multicollinearity test

The multicollinearity test can be used to find out whether there is a significant relationship between the independent variables or variable X in the regression model. The conditions for the multicollinearity test are that the difference inflation factor value, or VIF, must be smaller than 10 and the tolerability value must be greater than 0.01. If the regression model meets these conditions, the variables will not show signs of multicollinearity.

Table 5 Multicollinearity Test Results

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
	B	Std. Error	Beta				
1 (Constant)	.065	2.745		.024	.981		
X1	-.086	.122	-.102	-.705	.486	.288	3.471
X2	.197	.140	.248	1.405	.169	.192	5.217
X3	1.213	.303	.752	4.002	.000	.170	5.894

a. Dependent Variable: Y

From Table 5 above, the tolerance values obtained for the three independent variables are 0.288, 0.192, 0.170 > 0.10 and the VIF values for the three independent variables are 3.471, 5.217, 5.894 < 10, so it can be concluded that there is no multicollinearity.

- Heteroscedasticity Test

The heteroscedasticity test can be seen from the scatter plot graph. A good regression model has a scatterplot graph that spreads in various directions and does not form a particular pattern. On a scatterplot graph, the points must be above and below the number zero (0) which is pivoted on the Y axis.

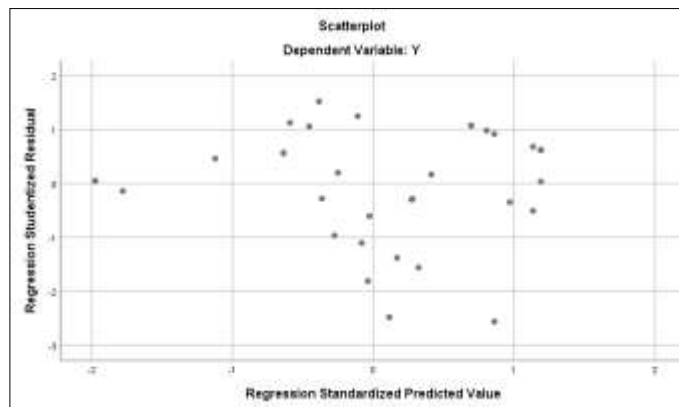


Figure 2 SPSS Scatter Plot output

From Figure 2 above, it can be seen that the points are spread out and do not form a particular pattern, and are above and below the value 0 on the Y axis. So, it can be concluded that there are no symptoms of heteroscedasticity in this research data.

Hypothesis testing

- t Test

The t test was carried out to determine how the dependent variable Y (employee performance) was partially influenced by variable X1 (professionalism), variable X2 (discipline), and variable X3 (reliability), with a significance level of 0.05 or 5%. The degree of freedom (df) value is calculated using the formula, $df = n - k - 1$, where the n value is the number of respondents and the k value is the number of independent variables. The t-table values are obtained using this formula. Next, the value $df = 33$ is found through this formula. Based on the T table, if the df

value = 33 then the t-table value = $t(\alpha/2; n-k-1) = t(0.05/2; 37-3-1) = t(0.025; 33)$ is 2.035. The results of the t test carried out using the SPSS 25 program are shown below.

Table 6 t Test Result

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	.065	2.745		.024	.98
	X1	-.086	.122	-.102	-.705	.48
	X2	.197	.140	.248	1.405	.16
	X3	1.213	.303	.752	4.002	.00

a. Dependent Variable: Y

The basis for decision making for the t test is:

- If the Sig. < 0.05 and t-count > t-table. then Ho is rejected.
- If the Sig value. > 0.05 and t-count < t-table. then Ho is accepted.

So, in table 6 above it can be concluded:

- The calculated t-value of variable X1 is -0.705, smaller than the t-table value (-0.705 < 2.035) and the sig value. greater than 0.05 (0.486 > 0.05). This indicates that professionalism (x1) partially has an insignificant effect on employee performance (Y). So, Ho was accepted.
- The calculated t-value of the variable greater than 0.05 (0.169 > 0.05). This indicates that discipline (X2) partially has an insignificant effect on employee performance (Y). So, Ho was accepted.
- The calculated t-value of variable X3 is 4.002 which is greater than the t-table value (4.002 > 2.035) and the Sig value. smaller than 0.05 (0.000 < 0.05). This indicates that reliability (X3) partially has a significant effect on employee performance (Y). So, Ho was rejected.

- F Test

The F test is used to determine the influence of variable X1 (professionalism). variable X2 (discipline). and variable X3 (reliability) simultaneously or together (in groups) with the dependent variable Y (employee performance). With a significance level of 5% or 0.05. To find out the F-table value, you must first determine the value of the first degree of freedom or df 1 and the value of the second degree of freedom or df 2. Each of which has a different formula, namely:

$$Df 1 = k - 1 = 2$$

$$Df 2 = n - k - 1 = 33$$

Where the n value is the number of respondents. and the k value is the number of independent variables. So, the value of df 1 = 2 and the value of df 2 = 33 are obtained. So, the F-table value obtained is 3.28. The following are the results of the F-test using SPSS 25.0 software.

Table 7 F Test Result

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	187.841	3	62.614	44.659	.000 ^b
	Residual	46.268	33	1.402		
	Total	234.108	36			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

The basis for making the F test decision is as follows:

- If the Sig. > 0.05 and F-count < F-table then Ho is accepted.
- If the Sig. < 0.05 and F-count > F-table then Ho is rejected.

In table 5.8 above, the F-calculated value of 44,659 is greater than the F-table (44,659 > 3.28) with a Sig value smaller than 0.05 (0.000 < 0.05). On that basis it can be said that Ho is rejected and Ha is accepted. in other words, variable X1 (professionalism). X2 (discipline). and X3 (reliability) simultaneously have a significant effect on variable Y (employee performance).

Coefficient of Determination

This coefficient of determination test was carried out to measure the model's ability to explain how much influence the independent variables together (simultaneously) influence the dependent variable, which can be shown by the adjusted R-Squared value (Ghozali, 2016).

Table 8 Coefficient of Determination Result

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.896 ^a	.802	.784	1.18408

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

In table 8 above, it can be seen that the coefficient of determination (R^2) is 0.784, meaning that the variation of the independent variables (X1, X2, X3) used in the model is able to explain 78.4% of the variation in the dependent variable (Y), the remaining 21.6% is influenced or explained by other variables not included in this research model.

3.2. Discussion

- The relationship between professionalism and employee performance.

Professionalism has no significant effect on employee performance at the Class II A Pamekasan Narcotics Correctional Institution with P Values 0.486 > 0.05. This shows that statistically, professionalism does not directly contribute significantly to employee performance in this institution.

However, it should be understood that even though it is not statistically significant, professionalism is still an important aspect in the work environment. Professionalism includes attitudes and behavior that reflect commitment to duties and responsibilities, as well as awareness of high work ethics. In the context of an institution such as the Pamekasan Class II A Narcotics Correctional Institution, professionalism can help build a healthy work culture oriented towards good service to the community.

Where in the professionalism variable, the statement 'I feel actively contributing to achieving organizational goals is an important part of being a professional in the workplace' and the statement 'I prioritize the long-term interests of the organization rather than personal gain or self-satisfaction' got the lowest score (weakness). This shows that there is potential to increase employee understanding and awareness of the importance of active contribution in achieving organizational goals as well as awareness of the importance of prioritizing the long-term interests of the organization. Meanwhile, the statement 'I feel following organizational procedures strictly is an attitude that shows a high level of professionalism' and the statement 'I see my work as an important part of my identity and integrity as a professional' get the highest score (strength), this shows that employees tend to have a good awareness of the importance of complying with organizational procedures and identify their work as an integral part of their professional identity.

Apart from that, in the employee performance variable, the statement 'Employees in the division are routinely present at work according to a predetermined schedule' received the lowest score (weakness), this can indicate the potential to improve work discipline and consistent employee attendance according to the specified schedule. has been established. Meanwhile, the statement 'Employees in the division continuously succeed in achieving the targets set in their duties' and the statement 'Employees in the division proactively create and implement innovative ideas to improve efficiency and quality of work' received the highest score (strength), p. This shows that employees tend to have the ability to achieve predetermined targets and take the initiative in creating innovative solutions to improve work efficiency and quality.

From these findings, several implications that can be drawn are as follows: first, efforts need to be made to increase employee understanding and awareness of the importance of active contribution in achieving organizational goals and prioritizing the long-term interests of the organization. Training and outreach regarding the values of professionalism can help strengthen this awareness. Second, steps need to be taken to strengthen the culture of presence and discipline in the workplace. This can be done through developing policies that support consistent attendance and providing incentives for employees who maintain high work discipline. Third, it is important to encourage employees to be proactive in creating and implementing innovative ideas. Rewards or recognition programs for successfully implemented ideas can be a positive encouragement for creativity and innovation. Fourth, there needs to be an effort to develop a strong professional identity among employees. This can be done through rewarding attitudes and behavior that demonstrate integrity, commitment and awareness of high work ethics. By implementing these recommendations, it is hoped that a work environment that is more professional, productive and oriented towards achieving organizational goals effectively can be created.

- The relationship between discipline and employee performance.

Discipline has no significant effect on employee performance at the Pamekasan Class II A Narcotics Correctional Institution with P Values $0.169 > 0.05$. This shows that statistically, discipline does not directly contribute significantly to employee performance in this institution.

However, it is important to remember that discipline remains an important aspect of the work environment. Discipline includes aspects such as consistent attendance, compliance with rules, and loyalty to the organization. Even though it is not statistically significant, good discipline can help create a work environment that is orderly, efficient, and oriented towards achieving organizational goals.

Where in the discipline variable, the statement 'I have a high sense of loyalty to the organization where I work' received the lowest score (weakness), this indicates that there is

potential to increase employees' sense of loyalty and commitment to the organization where they work. High loyalty can strengthen the relationship between employees and the organization, as well as motivate employees to make better contributions in achieving common goals. Meanwhile, the statement 'I believe compliance with organizational regulations is a form of good discipline' received the highest score (strength), this shows that employees have a good understanding of the importance of compliance with organizational rules and procedures in maintaining good work discipline.

Apart from that, in the employee performance variable, the statement 'Employees in the division are routinely present at work according to a predetermined schedule' received the lowest score (weakness), this shows that there is potential to improve attendance discipline and ensure that employees attend consistently in accordance with predetermined schedule. Meanwhile, the statement 'Employees in the division continuously succeed in achieving the targets set in their duties' and the statement 'Employees in the division proactively create and implement innovative ideas to improve efficiency and quality of work' received the highest score (strength), p. This shows that employees have the ability to achieve predetermined targets and take the initiative in creating innovative solutions to improve work efficiency and quality.

From these findings, several implications that can be drawn are as follows: first, efforts need to be made to increase employees' sense of loyalty and commitment to the organization. This can be done through career development programs, recognition of employee contributions, and the development of a work culture that is inclusive and respectful of differences. Second, it is important to strengthen employee attendance discipline by ensuring that there are clear rules and appropriate incentives or sanctions for irregular attendance. Training and outreach regarding the importance of consistent attendance can also help improve this discipline. Third, there needs to be a strong incentive to encourage employees to create and implement innovative ideas. Rewards or recognition programs for successfully implemented ideas can be a positive encouragement for creativity and innovation. Fourth, it is important to continue to develop a culture of compliance with organizational rules and procedures. This can be done through training related to work ethics and compliance with organizational rules. By implementing these recommendations, it is hoped that a work environment that is more disciplined, efficient and oriented towards achieving organizational goals can be created effectively.

- The relationship between reliability and employee performance

Reliability has a significant effect on employee performance at the Pamekasan Class II A Narcotics Correctional Institution with P Values $0.000 < 0.05$. Confirms that the relationship between reliability and employee performance is statistically significant.

Where in the reliability variable, the statement 'I am careful in checking every detail in the tasks I carry out to ensure accuracy' and the statement 'I always try to make my best contribution in every task I carry out' get the lowest scores (weaknesses), indicating the presence of weaknesses. in terms of accuracy and optimal contribution. This may indicate the need for greater attention to ensuring accuracy and excellence in daily work. Meanwhile, the statement 'I am consistent in meeting the deadlines set for my tasks' received the highest score (strength), emphasizing the importance of consistency in meeting deadlines, which can have a positive impact on work efficiency and effectiveness.

Apart from that, in the employee performance variable, the statement 'Employees in the division are regularly present at work according to a predetermined schedule' received the lowest score (weakness), indicating a weakness in the regularity of attendance, which can affect consistency and continuity in work. Meanwhile, the statement 'Employees in the division continuously succeed in achieving the targets set in their duties' and the statement 'Employees in

the division proactively create and implement innovative ideas to improve efficiency and quality of work' received the highest score (strength), indicating strength in achieving targets and producing innovation, which is an important aspect in improving work efficiency and quality.

The results of this research have several important implications. First, the importance of focusing on employee reliability, especially in the aspects of accuracy and best contribution in each task. Training and development that emphasizes accuracy and quality of work can help improve overall performance. Second, it is important to pay attention to the regularity of employee attendance, because this can affect continuity in work and achievement of targets. Management that pays attention to this aspect can create a more productive and efficient work environment. Third, promoting innovation and creativity in the workplace can be a determining factor in improving work efficiency and quality. Providing space and support for new ideas from employees can create a dynamic and progressive work environment.

Overall, this research provides valuable insight into the importance of employee reliability and performance at the Pamekasan Class II A Narcotics Correctional Institution. By paying attention to and improving these aspects, it is hoped that a more efficient, productive and innovative work environment can be created.

- Simultaneous relationship between professionalism, discipline and reliability on employee performance

Professionalism, Discipline and Reliability simultaneously have a significant effect on employee performance at the Pamekasan Class II A Narcotics Correctional Institution with P values $0.000 < 0.05$.

Even though professionalism and discipline do not show a significant influence individually on employee performance, the simultaneous influence of these three factors is still significant. This shows that although professionalism and discipline may not have a large direct influence on performance, when combined with other factors such as reliability, they still have a role in supporting overall performance. For example, a high level of professionalism and discipline can create a positive and supportive work environment, which in turn can influence employee performance indirectly.

Reliability has a significant influence on employee performance. This shows that reliability factors, such as the ability to produce consistent and reliable results, responsibility in carrying out assigned tasks, and the ability to work effectively in different situations, have a more direct impact on employee performance. These factors may be easier to measure and observe in the context of work in correctional institutions.

In the context of simultaneous influence, it can be concluded that reliability plays a more dominant role in influencing employee performance at the Pamekasan Class II A Narcotics Correctional Institution. However, professionalism and discipline still have important values in creating a work environment that supports and strengthens the effects of reliability factors.

4. Conclusion

The conclusion contains a brief summary of the results of research and discussion. It is recommended to load the novelty of the research results. Suggestions can be included in this section. [Times New Roman, 12, normal].

Research conducted at the Pamekasan Class II A Narcotics Correctional Institution revealed crucial insights regarding the factors that influence employee performance. It can be seen that although professionalism and discipline do not show a significant impact on performance, reliability does have a significant impact on performance. All three simultaneously also have a significant impact.

Based on these findings, recommendations have been formulated to improve organizational practices and foster a conducive work environment. First, it is recommended to emphasize improving Training and Development programs, targeting aspects such as accuracy, work ethics and effective communication to increase reliability, professionalism and discipline among employees. Additionally, Special Attention to Regular Attendance is encouraged, with clear policies and incentives to improve punctuality and prevent absenteeism. This includes providing guidance and implementing sanctions where necessary to ensure a consistent attendance record. Encouraging Innovation and Creativity is identified as critical to improving work efficiency and quality. Management is urged to create an environment conducive to idea generation, allocate resources for idea development, and recognize innovative contributions through awards or recognition. Periodic Evaluation and Feedback Mechanisms are considered essential for continuous improvement. Regular assessments of employee performance, coupled with constructive feedback, help identify areas for development and motivate employees to maintain high standards. Finally, it was emphasized the formation of a work culture that supports important values. This involves exemplifying leadership behavior that aligns with reliability, professionalism, and discipline, while implementing policies that reinforce these values throughout the organization.

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