

## The Influence of Integrity on Employee Performance in Koto Tengah Subdistrict, Padang

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### Abstract

The problem that occurs in Koto Tengah Sub-District is that many employees are above 50 years old, lack of human resources in each village, lack of office infrastructure, employees communicate poorly or unfriendly, employees are less creative and innovative, serving the public seems to be in a hurry, and too slow to do work because they don't have expertise in their fields. The purpose of this study was to analyze the influence of integrity on employee performance in Koto Tengah Sub-District, Padang City, West Sumatra. This study uses a quantitative approach. The population in this study consisted of 80 respondents and was used as a sample using saturated sampling techniques. The type of data consists of primary data and secondary data. Data were collected through a questionnaire with a Likert scale measurement and analyzed with simple linear regression. The results of this study indicate that employee integrity has a significant positive influence on employee performance in Koto Tengah Sub-District, Padang City.

**Keywords:** *Integrity, Performance, Employees*

### Introduction

Consideration in (Law Republic of Indonesia Number 23 of 2014 on Local Government, 2014) states that the implementation of local government is necessary for the creation of public welfare with the existence of (Government Regulation Republic of Indonesia Number 18 of 2016 on Local Devices., 2016) concerning regional apparatus. According to the regulation, it was stated that the lowest regional organization in Padang was located at the sub-district level. There are 11 sub-districts in Padang, one of which is Koto Tengah Sub-District. The reason the writer took the Koto Tengah Sub-District as a research site to analyze the integrity of employees in the workplace was because in 2011 the Koto Tengah Sub-District became the center of the Padang City government following (Government Regulation Republic of Indonesia Number 26 of 2011 on Transfer of Padang City Government Center from the District of West Padang to the District of Koto Tengah., 2011), with the aim that services to the community would be closer and could reduce the impact natural disasters.

Koto Tengah Sub-District has 13 villages. Each village has its duties and functions, which are more or less the same as other villages, but the difference is only in its implementation. The performance of employees at this institution is still relatively poor because they often ignore the code of ethics they have. The basic principle in the application of good governance is accountability, which is by (Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Regulation Republic of Indonesia Number 53 of 2014 on Technical Guidelines for Performance Agreement, Performance Reporting, and Review Procedures for Performance Reports of Government Agencies, 2014) that the purpose of the performance agreement is a tangible manifestation of the commitment between recipients and trustees to improve the integrity, accountability, transparency, and performance of the apparatus, as evidenced by (Mangkunegara, 2016) that performance is the result of the quality and quantity of work achieved by an employee in carrying out their duties by the responsibilities given. Then this is in line with (Law Republic of Indonesia Number 5 of 2014 on State Civil Apparatus, 2014) that the state civil apparatus (SCA) in carrying out its profession must be based on the principles of basic values, code of conduct,

code of ethics, commitment, moral integrity, and responsibility for public services, competencies needed, academic qualifications, guaranteed legal protection, and professionalism of position.

So several performance indicators need to be developed by academics, including accuracy of task completion, suitability of working hours, attendance, cooperation between employees, job satisfaction, self-development, behavior, results, integrity, trust, professionalism, quality of work, initiative, ability, and communication (Ferry Setiawan, 2014); (Kirana, 2017); Dian Pratiwi, 2017; Muhammad Fadel, 2009). So in this study, the authors only take one variable, namely integrity that will be seen to influence the performance of employees in Koto Tengah Sub-District.

Performance is the final result received by someone in the form of quality and results after carrying out the responsibilities given. Performance problems in this study are related to employee integrity in the workplace. Problems arise in the Batang Kabung Ganting Village who still want to receive souvenirs to complete the tasks assigned to them. This is a statement from the village secretary concerned who wants souvenirs after he filled out the questionnaire that researchers distributed to the village (on 8 July 2019). This statement is very disappointing because as a state civil apparatus (SCA) may not accept anything in the form of gifts or the like, because (Zahra, 2011) believes integrity is a commitment to do everything according to principles, values Correct values and norms are beneficial so that the government is clean and free of corruption, collusion and nepotism (CCN) practices that have been mandated by (Presidential Regulation Republic of Indonesia Number 81 of 2010 on Grand Design of Bureaucratic Reform 2010-2025., 2010).

Also, the problem at Air Pacah Village is that employees are 50 years and older, which makes them less productive at work. This statement was delivered by the secretary village who stated that his co-workers in the village were generally above 50 years of age (on July 26, 2019). So there are demands that must be done by employees, but cannot be done quickly. Then (Syamsir, 2014) explains that integrity is harmony between what is said and what is done by someone who refers to the quality of trust in someone against individual quality, one of which is responsibility.

Furthermore, the Parupuk Tabing Village also has problems regarding employee creativity, communication is also not good, and is not polite. This is a statement from the village secretary on August 9, 2019, he wanted that service to the community to be better, polite, and friendly in serving. Also, employees are too slow at work, too rushed to finish work, lack expertise in work, and have nature: must be served by the community. This is a statement from one of the section heads in the village, he also wants employees to serve the community to be calmer and more agile.

Based on the above problem, (Syamsir, 2014) explained that the government has not been able to provide quality public services with integrity by the challenges faced, including the development of increasingly advanced community needs and increasingly intense global competition. So (Ema Desia Prajitasari, 2010) proves that integrity has a significant influence on work productivity, which in the real world forms of integrity appear in the form of good performance (Gea, 2014).

Employees with integrity are the attitude and actions of a person who appears in him in the form of fast to something and commitment in implementing the vision and mission of the organization. This corresponds to the concept of integrity by (Mulyadi, 2002) which is considered an impartial and honest moral principle, then Ni Komang (Lestari & Supadmi, 2017) also requires someone, to be honest, transparent, brave, wise, and responsible, or it can be said that someone with high integrity views and presents the facts as they are.

This is consistent with research conducted by (Irawan et al., 2015), (Sarifah et al., 2016), (Cahyono, 2017), (Ramli & Yudhistira, 2018), and (Rani et al., 2018) which proves that integrity has a significant

influence on employee performance. Thus, it can be concluded that the better the integrity of the employee to the organization for which they work, the higher their performance in doing the job.

The purpose of this study was to analyze the influence of employee integrity on employee performance in Koto Tengah Sub-District, Padang City. So the research hypothesis is that there is an influence of employee integrity on employee performance in Koto Tengah Sub-District, Padang City. The variable X or the independent variable is integrity and variable Y or the dependent variable is performance. Indicators of integrity in this study are attitude, honesty, commitment, consistent, open, and responsible. While the performance indicators in this study are the accuracy of task completion, the suitability of working hours, collaboration between employees, personal development, trust, and professionalism. The analysis technique uses simple linear regression because it uses one independent variable.

Based on the above, this research can be used addition to insight or knowledge to (1) lay readers to be able to know the attitudes and behavior of employees at work and (2) academic readers or employees make this research as a reference to grow better and carry assignments as a burden.

## Method

This study uses a quantitative approach to the type of associative research, to see the influence of integrity on employee performance in Koto Tengah Sub-District, Padang City. This research was conducted in the existing villages in Koto Tengah Sub-District. The population in this study amounted to 80 respondents and all of the population is used as a sample by using a saturated sampling technique. The saturation sampling technique is a technique to determine samples whose population is less than 100 can be used as a whole as a research sample.

This type of data consists of primary data and secondary data. Primary data obtained directly using a questionnaire and secondary data were obtained from journals and online books. Data was collected through a questionnaire with Likert scale measurement and uses four answer options include strongly agree, agree, disagree, and disagree. The data analysis technique is simple linear regression. Before performing the regression test, first performed classical assumption, then to get a general idea of the two variables used frequency, mean and level achievement of respondents (LAR).

## Results and Discussion

### Employee Integrity

Based on field data findings, employee integrity in Koto Tengah Sub-District can be seen in Table 1 below:

Table 1. Description of Employee Integrity Variable in Koto Tengah Sub-District

No	Statement Items	N	Mean/LAR Characteristics Mean/LAR		
			Mean/LAR (%)	High (%)	Low (%)
1	When I have a problem, I tend to ignore moral values in providing services	80	2.38 (47.75)	38 (47.50)	42 (52.50)
2	I work according to the duties and functions of my job	80	3.15 (63.00)	13 (16.25)	67 (83.75)
3	As a State Civil Apparatus, I am committed to the duties ethics	80	3.20 (64.00)	16 (20.00)	64 (80.00)
4	I always try to provide the best for my customers at work	80	3.23 (64.50)	18 (22.50)	62 (77.50)

5	I work always open in everything to employee, superior, and society	80	3.15 (63.00)	14(17.50)	66 (82.50)
6	I have never reported a problem to my superior because I thought could do it myself	80	2.65 (53.00)	50 (62.50)	30 (37.50)
Average Employee Integrity Variable		80	2.96 (59.20)	51 (63.75)	29 (36.25)

Source: Results of Data Processing (2019)

Based on table 1 above it can be explained that the average integrity in Koto Tengah Sub-District is in the category "high enough" (59.20%). When viewed in more detail, there are four indicators included in the category "high", as follows: "I work according to the duties and functions of my job", "As a State Civil Apparatus (SCA), I am committed to the duties ethics", "I always try to provide the best for my customers at work", and "I work always open in everything to employee, superior, and society".

While the other two indicators are in the category "high enough", as follows: "When I have a problem, I tend to ignore moral values in providing services" and "I have never reported a problem to my superior because I thought could do it myself".

Furthermore, if viewed from the mean category of respondents, then it can be explained that employees who have integrity at work are above average greater than the percentage of those whose integrity works below average by comparison 63.75% (high): 36.25% (low).

**Employee Performance**

Based on field data findings, employee performance in Koto Tengah Sub-District can be seen in Table 2 below:

Table 2. Description of Employee Performance Variable in Koto Tengah Sub-District

No	Statement Items	N	Characteristics		
			Mean/LAR (%)	High (%)	Low (%)
1	I was able to do the tasks and authority given on time	80	3.10 (62.00)	11 (13.75)	69 (86.25)
2	I don't always work according to the schedule given	80	3.08 (61.50)	10 (12.50)	70 (87.50)
3	I can work together between employees while working	80	3.15 (63.00)	13 (16.25)	67 (83.75)
4	I can't find new things at work	80	2.65 (53.00)	54 (67.50)	26 (32.50)
5	I can give an argument that makes my colleague or boss trust me	80	2.80 (56.00)	64 (80.00)	16 (20.00)
6	Every time I work, I always give satisfying results	80	2.90 (58.00)	66 (82.50)	14(17.50)
Average Employee Performance Variable		80	2.94 (58.91)	50 (62.50)	30 (37.50)

Source: Results of Data Processing (2019)

Based on table 2 above it can be explained that the average performance in Koto Tengah Sub-District is in the category "high enough" (58.91%). When viewed in more detail, there are three indicators included in the category "high", as follows: "I was able to do the tasks and authority given on time", "I

don't always work according to the schedule given", and "I can work together between employees while working".

While the other three indicators are in the category "high enough", as follows: "I can't find new things at work", "I can give an argument that makes my colleague or boss trust me", and "Every time I work, I always give satisfying results".

Furthermore, if viewed from the mean category of respondents, then it can be explained that employees who have the performance at work are above average greater than the percentage of those whose performance works below average by comparison 62.50% (high): 37.50% (low).

**Influence of Integrity on Employee Performance**

After testing the classic assumptions as a regression test requirement, then a simple regression test was performed on the data of this study. Regression test results can be seen in Table 3 below:

Table 3. Influence of Integrity on Employee Performance

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.375 <sup>a</sup>	.141	.130	1.483	1.972

a. Predictors: (Constant), Integritas

b. Dependent Variable: Kinerja

Source: Results of Data Processing (2019)

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28,048	1	28,048	12,757	,001 <sup>b</sup>
	Residual	171,502	78	2,199		
	Total	199,550	79			

Source: Results of Data Processing (2019)

Based on table 3 above the obtained regression equation influences integrity on performance with a significance of 0.001 less than 0.05. this suggests the hypothesis is accepted and indicates that the integrity of a significant influence on employee performance in carrying out their duties and functions. Also, based on the table above, can be explained that the truth of this conclusion can be trusted to 99%.

Based on the description that has been explained it is proven that the level of significance of the influence of integrity on employee performance in Koto Tengah Sub-District is 0.001. this significant value was obtained from testing the hypothesis which showed < 0.05. This means that H<sub>a</sub> is accepted and H<sub>0</sub> rejected. So it can be stated that employee integrity influences employee performance in Koto Tengah Sub-District. This is evidenced by the value of Adjusted R Square 0.130. Then the contribution of the influence of integrity on performance by 13%. While the remaining 87% was obtained by other variables not examined in this study, including attendance, job satisfaction, behavior, results, work quality, initiative, ability, and communication (Ferry Setiawan, 2014); (Kirana, 2017); Dian Pratiwi, 2017; (Muhammad, Fadel., 2009).

While the R-value of 0.375 or 37.5% which means the strength of integrity in influencing employee performance is quite strong. This is supported by the theory put forward by (Mangkunegara, 2016)] is the result of the quality and quantity of work achieved by an employee in carrying out their duties following the responsibilities given to him. Forms require someone, to be honest, transparent, brave,

wise, and responsible (Lestari & Supadmi, 2017) or commitment to do everything according to the right principles, values, and norms (Zahra, 2011). Furthermore, (Syamsir, 2014) explained that integrity is harmony between what is said and what is done by someone who refers to the quality of trustworthiness in a person against individual quality, one of which is responsibility. Thus, (Gea, 2014) explains that in the real world comes in the form of shape integrity or good job performance. This is reinforced by *permenpanrb* number 53 of 2014 that the real manifestation of commitment (as one of the indicators of integrity) between the giver and recipient of the mandate is to improve the performance of the apparatus. Then also strengthened by presidential regulation number 81 of 2010 to create a government that is clean and free of corruption, collusion, nepotism (CCN). This refers to law number 5 of 2014 that the state civil apparatus (SCA) in carrying out its profession or work must be based on the principle of basic values, code of conduct, code of ethics, commitment, moral integrity and responsibility for public services, competencies required, academic qualifications, legal protection guarantees, and professional position.

So the conclusion is that employees with high integrity see the facts as is and state the facts as they are, according to the concept (Mulyadi, 2002) integrity is an impartial moral principle. Then the results of this study can also be proven based on the results of previous studies conducted by (Ema Desia Prajitasari, 2010), (Irawan et al., 2015), (Sarifah et al., 2016), (Cahyono, 2017), (Ramli & Yudhistira, 2018), and (Rani et al., 2018) integrity has a positive and significant influence on employee performance. So, it can be concluded that the better the integrity possessed by an employee towards the organization the work, the higher the performance they want to do.

## Conclusions

Based on the results of research and discussion that has been done about the influence of integrity on employee performance in Koto Tengah Sub-District, it can be concluded, among others:

1. Level achievement of respondents (LAR) employee integrity in Koto Tengah Sub-District included the category "high enough".
2. Level achievement of respondents (LAR) employee performance in Koto Tengah Sub-District included the category "high enough".
3. The influence of employee integrity variable (X) on employee performance variable (Y) in Koto Tengah Sub-District can be said to be quite strong because the regression test results found Adjusted R Square 0.130, so that contribution of the variable X on Y is of 13%, while the rest influenced by other factors, including attendance, job satisfaction, behavior, results, work quality, initiative, ability, and communication. The significance of the influence is 0.001, so the truth of this conclusion can be trusted by 99%, which means the hypothesis in this study is accepted, that is employee integrity has a significant influence on employee performance in Koto Tengah Sub-District, Padang City.

Based on the conclusions above, through this research, several suggestions can be made, including:

1. The results of this study stated that the influence of integrity on employee performance in Koto Tengah Sub-District was 13%, which means that the remaining 87% has not been maximized, so it is recommended to employees in Koto Tengah Sub-District area to further enhance their integrity in carrying out the work that has been given or has become their responsibility.
2. Researchers realized that this needed improvement by involving other variables and examined later.

## Acknowledgments

Thanks to all those who have been involved in the making of this article, for a mentor "Mr. Syamsir" thank you for the advice and enter for the creation of this article. This article is the essence of this is one variable thesis research results and is part of umbrella research with (Syamsir, 2019) by title *Model Pembinaan Integritas Pegawai di Kalangan PNS pada Instansi Pemerintahan di Kota Padang*.

Next for "Camat Koto Tangah", thank you for the opportunity to research the office. Then for "Headman" in the Koto Tangah Sub-District area, thank for your time and opportunity to accept my arrival to do research. Then for "Staff" employees in sub-districts and villages, thank for giving me input in the research process, the last for "Parents", thank for has given me the trust and support for research into the field.

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