

INFLUENCE PROFESSIONAL RESPONSIBILITY AND COMMITMENT TO MOTIVATION AND PERFORMANCE OF EMPLOYEES OF THE PUBLIC WORKS AND SPATIAL PLANNING SERVICE OF SOUTH KALIMANTAN PROVINCE

Elsa Sari¹, Hary Soegiri²

^{1,2}Pancasetia College of Economics , Banjarmasin

ARTICLE INFO

Keywords:

professional responsibility,
commitment, motivation,
performance

ABSTRACT

This research aims to explain the influence of Professional Responsibility, Commitment and Motivation on the Performance of the Public Works and Spatial Planning Office of South Kalimantan Province. This research was conducted at the Office of Public Works and Spatial Planning of South Kalimantan Province and the sample in this study were civil servants. The sampling technique used in this study is the Stratified random sampling method with a total of 105 respondents. The method of collecting data using questionnaires through google form. The data analysis technique used is SPSS to determine the relationship between variables and the SPSS 25 application. The results of this study indicate that professional responsibility has no significant effect on motivation and performance while commitment has an effect on employee motivation and performance and motivation has a positive and significant effect on employee performance.

E-mail:

elsa@stiepancasetia.ac.id,
Hary.soegiri@gmail.com

Copyright © 2020 Economic Journal. All rights reserved.

is Licensed under a Creative Commons Attribution-NonCommercial 4.0
International License (CC BY-NC 4.0)

1. INTRODUCTION

Good HR management is key success achievement objective agency. For evaluate quality from existing human resources can measured from performance employee (Rompas et al., 2018). Work results employee is results Work in a way quality and quantity achieved a employee in carry out task in accordance with not quite enough the answer given. In the a agency often produce quality different jobs every individual employees (Adha et al., 2019).

One of challenge the heaviest for Indonesian nation in the era of globalization This is How prepare source Power human being who has high quality, capability and integrity in A organization (Wijaya et al., 2016). Nation This must in a way serious and consistent think about appropriate efforts For increase source Power the human being is good it's on the organization government and also organization private (Mbeu Java, 2014). Institutions public and private experience difficulty For avoid challenges management source Power human. There are two challenges management source Power man that is internal and external challenges (Mangkuprawira, 2011).

Role of sources Power man in a organization is a very important determinant for effectiveness and success organization in reach its purpose. Success and performance somebody in a field work Lots determined by the level competence, professionalism and also commitment to the field he is studying (Fane, 2016). As something related positive with performance, commitment which is a attitudes and behaviors that can viewed as mover somebody in Work is each other related closely (Wahyuni 2011). People who have total commitment to work with full sincerity, thoroughness and thoroughness, effort look for know all matter related his wor , continue Study increase his knowledge and skills , not fixed on the number of hours worked , not just think amount the reward received , what Again only just want to fall his obligations (Ramdhani, 2020).

Responsibility is condition must bear all something . So that responsibility can understood as obligation bear , shoulder responsible , and bear all something (Yuliati , 2020). Responsible means can answer when asked about the actions carried out . Responsible person answer can requested explanation about behavior his behavior and not just He Can answer but also must answer (Tampubolon, 2023).

In general general definition or understanding motivation can interpreted as a objective or booster with objective Actually that which becomes Power mover main for somebody in make an effort in get or

Influence Professional Responsibility And Commitment To Motivation And Performance Of Employees Of The Public Works And Spatial Planning Service Of South Kalimantan Province. Elsa Sari, et.al

reach what he wants Good That in a way positive or negative (Handayani , 2019). The term in understanding motivation originate from English sayings namely motivation However words the origin is motive which has also been used in Malay namely the word motive which means objective or all effort For push somebody in do something (Sugiri, 2019).

Employee performance is the result of a complex process Good originate from internal and external factors factor External . Employee performance is very helpful party agency for realize objective term short and also term length. Performance if seen from discuss Latin is meaningful performance performance So, performance is performance. Work a employees (Adhari, 2021). For more delve deeper What do you mean with performance, following researcher quote a number of opinion expert. According to Amstrong & Baron (1998), performance is results jobs that have connection strong with objective strategic organization , satisfaction consumers and provide contribution economy whereas according to Mangkunegara (2005), is results Work in a way quality and quantity achieved a employee in carry out his job in accordance with not quite enough the answer given to him ."

In accordance with Regulation Governor of South Kalimantan No. 072 of 2016 Concerning Position, Composition, Duties, Functions and Work Procedures Regional Apparatus of South Kalimantan Province: Public Works and Spatial Planning Department has task carry out affairs the government that became Regional authority and duties assistance in the field work general , arrangement space and land . For Can carry out duties and functions as the on so A steps to be taken taken by officials and /or employee is with not quite enough responsibility , commitment and motivation For increase performance employees in the PUPR Service. Based on background the back that has been put forward , then what happens formulation problem in study This is :

1. Whether Not quite enough answer Profession influence on Motivation in the PUPR Service of South Kalimantan Province ?
2. Whether Commitment influential to Motivation at the PUPR Service of South Kalimantan Province ?
3. Whether Not quite enough answer Profession influence on Employee Performance at the PUPR Service of South Kalimantan Province ?
4. Whether Commitment influence on Employee Performance at the PUPR Service of South Kalimantan Province ?
5. Whether Motivation influence on Employee Performance at the PUPR Service of South Kalimantan Province ?

Based on formulation the problem that has been put forward , then what happens objective in study This is :

1. For know whether Not quite enough answer Profession influence on Motivation in the PUPR Service of South Kalimantan Province ?
2. For know whether Commitment Work influential to Motivation at the PUPR Service of South Kalimantan Province ?
3. For know whether Not quite enough answer Profession influence on Employee Performance at the PUPR Service of South Kalimantan Province ?
4. For know whether Commitment influence on Employee Performance at the PUPR Service of South Kalimantan Province ?
5. For know whether Motivation influence on Employee Performance at the PUPR Service of South Kalimantan Province ?

Literature Review

Understanding Human Resources

Management source Power man is a process consisting of from on planning , organizing , leading and controlling related activities with analysis compensation , promotion and termination connection Work use reach the objectives set (Panggabean , 2007)

Functions Management Human Resources

- 1) Planning
Planning is organize people to finish tasks assigned to each of they .
- 2) Organizing
After stage planning , stage next , namely organizing , dividing duties and responsibilities answer the person/ employee who did it activity in accordance objective organization company .
- 3) Directing
Direction or *directing* by manager / leader to his subordinates are very necessary so that organization company can walk with correct and effective .

Influence Professional Responsibility And Commitment To Motivation And Performance Of Employees Of The Public Works And Spatial Planning Service Of South Kalimantan Province. Elsa Sari, et.al

4) Control (*Control*)

Control or *Controlling* more tend is stage control to HR. Control is stage evaluation of 3 (three) functions previously

Understanding Responsibility

Responsibility according to the General Dictionary of the Indonesian Language is condition must bear all something. So that responsibility can understood as obligation bear, shoulder responsible and accountable all something . Responsible means can answer when asked about the actions carried out. Responsible person answer can requested explanation about behavior his behavior and not just He Can answer but also must answered (Kusmaladewi & Zaidin, 2021).

Understanding Profession

Profession originate from the word language English *profession*, language Latin *professor* which means capable or expert in a work a profession of course a demanding job education high , usually covering mental work supported by personality as well as attitude professional . Profession is field work based on education certain expertise (skills, vocations, and so on) (Adawiyah, 2021). Can concluded, Profession is a position or demanding job skill or skills from the perpetrator. Usually the term " profession " is always associated with work or position held by someone, will but No all work or position can called profession Because profession demand the expertise of its stakeholders.

Understanding Commitment

Understanding Commitment is ability and willingness For align behavior personal with needs, priorities and goals organization. This is covers ways develop objective or fulfil need organization whose essence is prioritize mission organization than interests personal (Soekidjan, 2009). According to Quest (1995, in Soekidjan, 2009) commitment is mark central in realize solidity organization. Quest research results (1995, in Soekidjan, 2009) about commitment organization get results :

- a. Commitment tall from member organization correlated positive with height motivation and increase performance ;
- b. Commitment tall correlated positive with independence and " *Self Control* " ;
- c. Commitment tall correlated positive with faithfulness to organization ;
- d. Commitment tall correlated with No involvement member with activity collective that reduces quality and quantity his contribution .

Understanding Motivation Work

Motivation is One matter important in push Spirit Work employee. Motivation Work No only needed for employees, but also for civil servants. Moreover in his work , civil servants serve needs society. So that civil servant performance will influence services provided . Therefore that , boss need notice motivation performance employees and ensure they own motivation high work . There are many method For increase motivation performance employee like promotion position or allowance .

As for the meaning motivation according to experts :

- a. Robbins and Mary in Suwanto (2011)
To put forward opinion about motivation Work as willingness somebody in effort For implement and achieve objective organization . Achievements objective This based on the conditions and abilities he has For fulfil need certain .
- b. Newstrom in Wibowo (2019)
Motivation Work is results from a collection of internal and external causes worker choose road act accordingly and use behavior certain .

Definition of Performance

Definition or understanding performance according to experts can outlined following This :

1. Armstrong & Baron in Wibowo (2019)
Have an opinion that performance is results jobs that have connection strong with satisfaction consumer , goal organization and contribution to the economy .
2. According to Afandi (2018) Performance is results work that can achieved by someone or insider group a company in accordance with authority and responsibility answer each in effort achievement objective organization illegally , not violate law and not contradictory with morals and ethics .

Framework Conceptual

In terms of framework conceptual in study This as description draft following This :

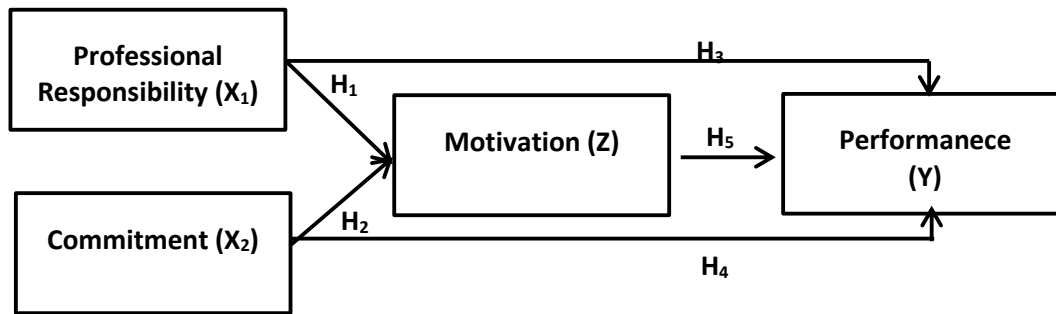


Figure 3.1 Framework Conceptual
 Source: Processed data

Information

- X₁ = Professional Responsibility (Variable) free / Independent)
- X₂ = Commitment (Variable free / Independent)
- Z = Motivation (Variable free / Independent)
- Y = Employee Performance (Variable) related / Dependendent)

Hypothesis

Hypothesis originate from two parts of the word " *hypo* " which means : " under " and " *thesis* " which means " truth ". So the hypothesis which is then method write it customized with Indonesian spelling becomes hypothesis , and develop become hypothesis . Hypothesis can interpreted as a answers that are temporary to problem research , until proven through collected data (Sugi y ono 2011:84).

On the framework the above thoughts , then writer submit hypothesis study This as following :

- H1 :There is influence Professional Responsibilities to Motivation Work Employees of the PUPR Department of South Kalimantan Province
- H2 :There is influence Commitment Work to Motivation Work Employees of the PUPR Department of South Kalimantan Province
- H3 :There is influence Responsibility Profession Work on Employee Performance at the PUPR Service of South Kalimantan Province
- H4 :There is influence Commitment Work on Employee Performance at the PUPR Service of South Kalimantan Province
- H5 :There is influence Motivation Work to performance employees at the PUPR Service of South Kalimantan Province

2. RESEARCH METHODS

The respondents of this research numbered 105 people. The data collection technique used was... questionnaire. And sample Respondent obtained with using *the Proportional Stratified Random Sampling* technique. This technique used when population have members / elements that are not homogeneous and stratified in a way proportional. The research instrument is a questionnaire through Moderated Regression Analysis testing. (MRA) In addition, the data was also tested using multiple linear regression analysis with the help of the SPSS v.25 application .

Location and schedule Study

Research Location

Study This will be carried out at the PUPR Office of South Kalimantan Province. Located at Jalan Raya Dharma Praja, Office Area Government South Kalimantan Province, Palembang, Cempaka, Banjarbaru City .

3. RESULT AND DISCUSSION

Object Overview Study

Study done This conducted at the PUPR Service of South Kalimantan Province . In accordance with Regulation Governor of South Kalimantan No. 072 of 2016 Concerning Position , Composition , Duties , Functions and Work Procedures Regional Apparatus of South Kalimantan Province: The Department of Public Works and Spatial Planning has task carry out affairs the government that became Regional authority and duties assistance in the field work general , arrangement space and land.

Characteristics Respondents

In Research This researcher take sample respondents 105 people are the employee who is in the environment PUPR service, Following is characteristics respondents who have do filling questionnaire : Characteristics Respondents By Gender. Based on study characteristics Respondent according to type sex can seen in the table following This :

Table 5.1 Respondents ' Education Type

Level of education	Amount	Percentage (%)
SD	2	2%
Junior High School	1	1%
High School	30	29%
S1	56	53%
S2	16	15%
Total	105	100%

Source : processed data

Table 5.2 Gender Respondents

Gender	Amount	Percentage (%)
Man	79	75.24
Woman	26	24.26
Total	105	100

Source : processed data

Table 5.3 Range Age Respondents

Age (years)	Amount	Percentage (%)
20-30	5	4.76
31-40	17	16.19
41-50	32	30.48
51 >	51	48.57
Total	105	100.00

Source : processed data

Recapitulation Response Respondents

Analysis descriptive research data can used For enrich discussion , through analysis This can known How response Respondent to every indicator the variable in progress researched .

Instrument Test

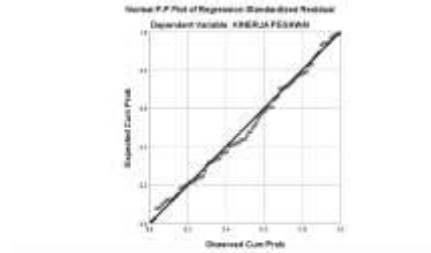
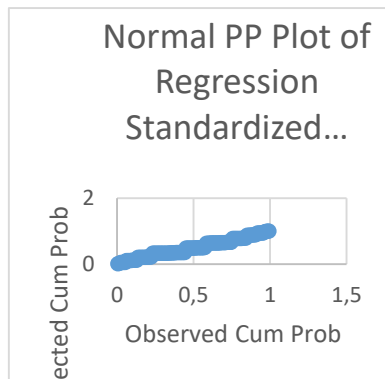
Validity and Reliability Test

The study employed Pearson correlation techniques to test validity, where a question item is considered valid if the calculated value (corrected item-total correlation) exceeds the r-table value at n=105, which is 0.19. The validity test results, analyzed using SPSS V25, showed that all items were valid because the calculated r-values were greater than the r-table value. The reliability test was conducted to evaluate the consistency of the questionnaire in measuring the study variables. The technique used was the Cronbach's Alpha test, where the items in the questionnaire are deemed reliable if the Cronbach's Alpha value exceeds 0.6. Based on the results, all variables were found to be reliable, as the Cronbach's Alpha values met the required threshold

Path Analysis

Normality Test

The normality test was conducted to detect whether the residuals in the regression model were normally distributed. This was analyzed using a normal probability plot. If the points on the plot cluster closely around a straight line, it can be concluded that the residuals of the regression model follow a normal distribution



Picture 5.1 Results Normality test (regression model 1) **Picture 5.2** Results Normality test (regression model 2)

Figures 5.1 and 5.2 show that the points on the normal probability plot are clustered around a straight line, indicating that the residuals of the regression model are normally distributed.

Multicollinearity Test

The multicollinearity test was conducted to identify whether there is a strong correlation between independent variables in the regression model. This was assessed using tolerance values and Variance Inflation Factor (VIF). If the tolerance value is greater than 0.1 and the VIF is less than 10, the regression model is considered free from multicollinearity. Based on the table below, all VIF values are less than 10, and all tolerance values exceed 0.1, indicating that both models are free from multicollinearity.

Table 5.9: Multicollinearity Test (Regression Model 1)

Model	Coefficients ^a						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
	B	Std. Error	Beta					
1 (Constant)	8.136	2.130		3.820	.000			
RESPONSIBILITY	.002	.090	.002	.019	.985	.638	1.566	
WORK	.510	.065	.696	7.836	.000	.638	1.566	
COMMITMENT								

a. Dependent Variable: WORK MOTIVATION

Table 5.10 Multicollinearity (regression model 2)

Model	Coefficients ^a						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
	B	Std. Error	Beta					
1 (Constant)	8.566	5.056		1.694	.093			
RESPONSIBILITY	.372	.201	.153	1.853	.067	.638	1.566	
WORK	.769	.183	.438	4.201	.000	.399	2.509	
COMMITMENT								
WORK	.634	.220	.265	2.883	.005	.514	1.946	
MOTIVATION								

a. Dependent Variable: EMPLOYEE PERFORMANCE

Heteroscedasticity Test

The heteroscedasticity test was conducted to determine whether there is any non-homogeneity in the variance of residuals. Detection was carried out using a scatter plot. If the scatter plot of ZPRED and SRESID shows randomly dispersed points without forming any specific pattern, and the points are spread above and below the Y-axis at zero, it can be concluded that heteroscedasticity is not present in the regression models.

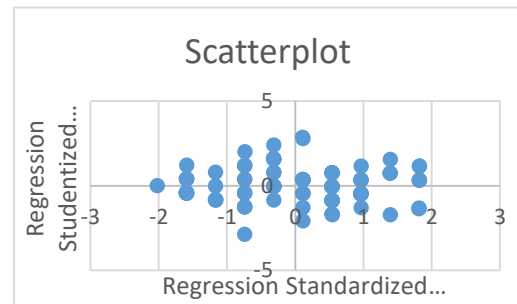
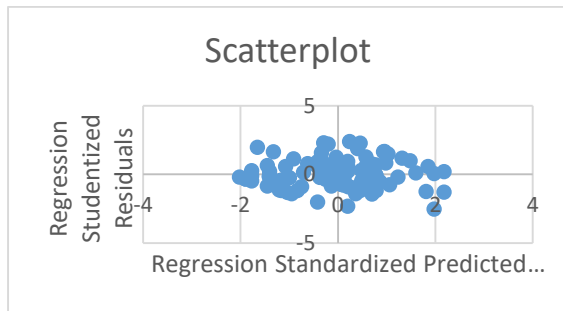


Figure 5.3. Heteroscedasticity (regression model 1) **Figure 5.4.** Heteroscedasticity (regression model 2)

Linearity

Aim For know form connection between independent variables with bound, linear meaning forming connection like a straight line. Basis of taking decision: If the sig deviation from linearity value > 0.05 then there is linear relationship between the independent variable (X) and the dependent variable (Y).

59Linearity (regression model 1)

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
WORK MOTIVATION * RESPONSIBILITY	Between Groups	(Combined) Linearity	68.969	7	9.853	4.009	.001
		Deviation from Linearity	54.301	1	54.301	22.092	.000
			14.668	6	2.445	.995	.433
	Within Groups		238.421	97	2.458		
	Total		307.390	104			

Table 5.12 Linearity (regression model 2)

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
EMPLOYEE PERFORMANCE WORK MOTIVATION	Between Groups	(Combined) Linearity	770.386	7	110.055	10.782	.000
		Deviation from Linearity	708.964	1	708.964	69.455	.000
			61.422	6	10.237	1.003	.428
	Within Groups		990.128	97	10.208		
	Total		1760.514	104			

Based on linearity test results in the table above is known the sig deviation from linearity value is $0.433 > 0.05$ then can concluded that there is linear relationship between not quite enough answer profession (X1), commitment work (X2) against motivation work (Z). And in regression model 2 it is known the sig deviation from linearity value is $0.428 > 0.05$ then can concluded that there is linear relationship between not quite enough answer profession (X1), commitment work (X2) motivation work (Z) against performance employee (Y)

Hypothesis Result Test

In Path Analysis will using 2 (two) times regression model with use tool help SPSS V25 analysis . At the stage This will count coefficient model I and model II paths , Here is the explanation as following : Multiple Linear Regression Model 1

Table. 5. 13 regression models I

Model		Coefficients ^a			
		Unstandardized Coefficients	Standardized Coefficients	t	Sig.
1	(Constant)	8.136	2.130	3.820	0.000
	TANGGUNGJAWAB	0.002	0.090	0.002	0.985
	KOMITMEN ORGANISASI	0.510	0.065	0.696	0.000

The table above show that the structural equation model is as following :

$$Z = 0.002 * X1 + 0.696 * X2 \quad e1 = 0.717, \text{ R Square} = 0.486$$

Based on the equation above , can concluded as following :

Equation 1:

Coefficient path X1 is 0.002 with direction positive, then there is one- way relationship between X1 and Z. This means if X1 increases One unit then Z will increase of 0.002 and vice versa. Coefficient X2 path is 0.696 with direction positive, then there is one- way relationship between X2 and Z. This means if X2 increases One unit then Z will increase of 0.696 and vice versa.

regression model summary I

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697 ^a	0.486	0.476	1.245

The size The R Square value in the Model Summary table is 0.486, which means This show that donation the influence of X1 and X2 on Z is by 48.6% while 51.4% is contribution from other variables that are not entered in research . For

Coefficient model path I:

Referring to the output regression model I in part Coefficients table can known that mark significance from second variable that is responsibility (X1) = 0.985 > 0.05 and commitment work (X2) = 0.000 < 0.05, result This give conclusion that regression model I, namely variable X1 does not influential and X2 influential significant to variable Z (motivation) Work).

the value of e1 can be searched with formula $e1 = \sqrt{1 - 0.486} = 0,717$, thus we can obtain the path diagram of the structural model I as follows:

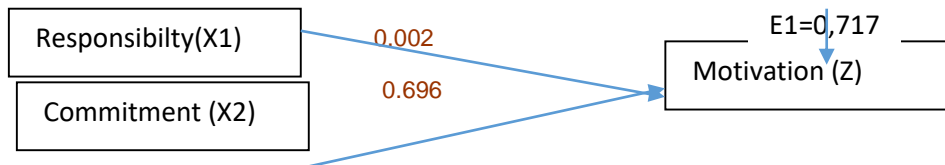


Figure 5.5 path diagram of structural model I

Table 5.15 Regression Model II

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.566	5.056		1.694	0.093
	TANGGUNGJAWAB	0.372	0.201	0.153	1.853	0.067
	KOMITMEN ORGANISASI	0.769	0.183	0.438	4.201	0.000
	MOTIVASI KERJA	0.634	0.220	0.265	2.883	0.005

The table above shows that the structural equation model is as follows:

$$Y = 0.153 * X1 + 0.438 * X3 + 0.265 * Z + 0.662, \text{ R Square} = 0.562$$

Based on equality above , can concluded as following:

Coefficient path X1 is 0.153 with direction positive , then there is one- way relationship between X1 and Y Meaning if X1 increases One unit then Y will increase of 0.153 and vice versa. Coefficient X2 path is 0.438 with direction positive , then there is one- way relationship between X1 and Y Meaning if X2 increases One unit then Y will increase of 0.438 and vice versa. Coefficient Z line is 0.265 with direction positive , then there is one- way relationship between z and Y Meaning if Z increases One unit then Y will increase of 0.265 and vice versa .

Table 5.16. Summary model of regression II

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750 ^a	0.562	0.549	2.763

The size The R Square value in the Model Summary table is 0.562, This show that donation the influence of X1, X2 and Z on Y is amounted to 56.2% while 43.8% was contribution from other variables that are not entered in study

Coefficient model path II:

Referring to the output regression model I in part Coefficients table can known that mark significance from to three variable that is responsibility (X1) = 0.067 > 0.05, commitment work (X2) = 0.000 < 0.05, and motivation work (Z) = 0.005 < 0.05 result This give conclusion that regression model II, namely variable X1 does not influential , X2 and Z have an influence significant to variable Y (performance employee). For the value of e2 can be searched with formula $e2 = \sqrt{1 - 0,562} = 0,662$, thus the path diagram of the structural model II can be obtained as follows:

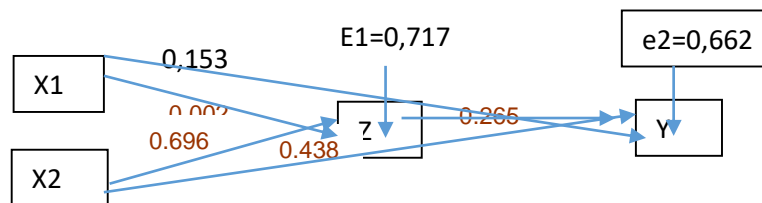


Figure 5.6 path diagram of structure II model

Hypothesis testing and creation stage conclusion

Analysis of the influence of X1 on Z: from analysis on obtained mark The significance of X1 is 0.985 > 0.05, so that can concluded that in a way direct No there is influence significant responsibility (X1) towards motivation work (Z). Analysis of the influence of X2 on Z: from analysis on obtained mark The significance of X2 is 0.000 < 0.05, so that can concluded that in a way direct there is influence significant commitment work (X2) against motivation work (Z). Analysis of the influence of X1 on Y: from analysis on obtained mark The significance of X1 is 0.067 < 0.05, so that can concluded that in a way direct No there is influence significant responsibility (X1) towards performance employee (Y). Analysis of the influence of X2 on Z: from analysis on obtained mark The significance of X2 is 0.000 < 0.05, so that can concluded that in a way direct there is influence significant commitment work (X2) against performance employee (Y). Analysis of the influence of Z on Y: from analysis on obtained mark Z significance is 0.005 < 0.05, so can concluded that in a way direct there is influence significant motivation work (Z) against performance employee (Y). Analysis of the influence of X1 through Z on Y: it is known influence directly given by X1 to Z is 0.153. While influence No direct X1 through Z to Y is multiplication beta value of X1 against Z with The beta value of Z against Y is : $0.002 \times 0.265 = 0.0005$. So the total influence given by X1 on Y is influence direct added with influence No direct namely : $0.153 + 0.0005 = 0.1535$. Based on results calculation on known that mark influence direct of 0.153 and the influence No direct of 0.0005 which means that mark influence No direct more small compared to with mark influence direct , result This show that in a way No direct X1 through Z no have significant influence against Y

Analysis of the influence of X2 through Z on Y: it is known influence directly given by X2 to Z is 0.153. While influence No direct X2 through Z to Y is multiplication beta value of X2 against Z with The beta value of Z against Y is : $0.696 \times 0.265 = 0.184$. So the total influence given by X1 on Y is influence direct added with influence No direct namely : $0.438 + 0.184 = 0.622$. Based on results calculation on known that mark influence direct of 0.438 and the influence No direct of 0.184 which means that mark influence No direct more small compared to with mark influence direct , result This show that in a way No direct X2 through Z no have influence significant against Y.

From a series of discussion on results above , then can withdrawn conclusion that the hypothesis that states There is influence not quite enough answer (X1) and commitment work (X2) against motivation work (Z) and the impact to performance employee (Y) no can accepted. Based on both regression models above can known connection between variable independent to variable dependent explained in the table following This:

Table 5.17 Summary of hypothesis tests

Hypothesis		Standardized	Sig	T hit
H1	Z <--- X1	0.002	0.985	0.019
H2	Z <--- X2	0.696	0.000	7.836
H3	Y <--- X1	0.153	0.067	1.853

Hypothesis		Standardized	Sig	T hit
H4	Y <--- X2	0.438	0.000	4.201
H5	Y <--- Z	0.265	0.005	2.883

Hypothesis commonly used is as following :

- a. Ho Variable independent No influential significant to variable dependent
- b. Ha Variable independent influential significant to variable dependent

The basis for decision making for this test is as follows:

- a. If $Sig < 0.05$ or $t_{hit} > 1.986$ at the $\alpha 5\%$ level, then H_0 is rejected.
- b. If $Sig > 0.05$ or $t_{hit} < 1.96$ at the $\alpha 5\%$ level, then H_0 is accepted.

Based on the table above , can concluded as following :

Hypothesis 1 There is influence Professional Responsibility (X1) towards Motivation Work (Z) Employee of the PUPR Service of South Kalimantan Province Hypothesis statistics

- a. H_{01} : responsibility answer profession (X1) no own influence to motivation work (Z)
- b. H_{11} : responsibility answer profession (X1) has influence to motivation work (Z)

From the results calculation obtained mark coefficient path = 0.002 with t- value = 0.019 . Coefficient value track on show one- way relationship between X1 and Z , because worth positive (0.002 > 0). This means that if X1 increase so Z will increases , and vice versa . Table t value with level significance of 0.05 is ± 1.986 so that t count (0.019) < t table (1.986). With thus coefficient significant , H_{01} received and H_{11} rejected , meaning Not Available Influence Not quite enough answer (X1) To Motivation Work (Z) .

Hypothesis 2: There is influence Commitment Work to Motivation Work Employees of the PUPR Department of South Kalimantan Province

Hypothesis statistics

- a. H_{02} : Commitment work (X2) no own influence to motivation work (Z)
- b. H_{2} : Commitment work (X1) has influence to motivation work (Z)

From the results calculation obtained mark coefficient path = 0.696 with t- value = 7.836 . Coefficient value track on show one- way relationship between X 2 and Z , because worth positive (0.696 > 0). This means that if X 2 increase so Z will increases , and vice versa . Table t value with level significance of 0.05 is ± 1.986 so that t count (7.836) > t table (1.986). With thus coefficient significant , H_{02} rejected and H_{2} accepted , meaning There is Influence Commitment Work (X2) Against Motivation Work (Z) . Hypothesis 3: There is influence Responsibility Profession Work on Employee Performance at the PUPR Service Employees of South Kalimantan Province Hypothesis statistics

- a. H_{03} : Responsibility Profession (X1) no own influence to performance employee (Y)
- b. H_{3} : Responsibility Profession (X1) has influence to performance employee (Y)

From the results calculation obtained mark coefficient path = 0.153 with t- value = 1.853 . Coefficient value track on show one- way relationship between X 2 and Z , because worth positive (0.153 > 0). This means that if X 1 increases so Y will increases , and vice versa. Table t value with level significance of 0.05 is ± 1.986 so that t count (1.853) < t table (1.986). With thus coefficient significant , H_{02} accepted and H_{2} rejected , meaning Not Available Influence Responsibility Profession (X1) on Employee Performance (Y) .

Hypothesis 4: There is influence Commitment Work on Employee Performance at the PUPR Service of South Kalimantan Province

- a. H_{04} : Commitment Work (X2) no own influence to performance employee (Y)
- b. H_{4} : Commitment Work (X1) has influence to performance employee (Y)

From the results calculation obtained mark coefficient path = 0.438 with t- value = 4.201 . Coefficient value track on show one- way relationship between X 2 and Z , because worth positive (0.438 > 0). This means that if X 1 increases so Y will increases , and vice versa. Table t value with level significance of 0.05 is ± 1.986 so that t count (4.201) > t table (1.986). With thus coefficient significant , H_{04} rejected and H_{4} accepted , meaning There is Influence Commitment Work (X2) On Employee Performance (Y) .

Hypothesis 5 : There is influence Motivation Work to performance employees at the PUPR Service of South Kalimantan Province

- a. H_{05} : Motivation work (Z) no own influence to performance employee (Y)
- b. H_{5} : Motivation work (Z) has influence to performance employee (Y)

From the results calculation obtained mark coefficient path = 0.265 with t- value = 2.883 . Coefficient value track on show one- way relationship between Z and Y , because worth positive (0.265 > 0). This means that if X 1 increases so Y will increases , and vice versa .

Table t value with level significance of 0.05 is ± 1.986 so that t count (2.883) > t table (1.986). With thus coefficient significant , H_{05} rejected and H_5 accepted , meaning There is Influence Motivation Work (Z) On Employee Performance (Y) .

Discussion

Influence Professional Responsibilities To Motivation Work

The research results obtained No there is influence not quite enough answer profession to motivation work in the environment PUPR Service of South Kalimantan Province . Based on phenomena in the field see and hear at the moment share questionnaire and conduct interview from a number of respondents who had the opportunity speak convey that variable responsibility here A little confusing what is meant by the reason That from variable responsibility based on the output results show results that are not significant to motivation work , thing This Based on phenomena in the field see and hear at the moment share questionnaire and conduct interview from a number of respondents who had the opportunity speak convey that variable responsibility here A little confusing what is meant by the reason That from variable responsibility based on the output results show results that are not significant to performance employee . based on theory According to Abu and The Greatest Showman (2007) not quite enough answer is difference between right and wrong, what is permissible and which is prohibited , what is recommended and what is prevented , what is good and what is bad , and being aware that must stay away everything that is negative and try to build self For always use positive things . So since That start can do what he understood . No longer tempted For do The same with person other, even though person other That amount to many , insist For embraced , and challenged with threat or punishment . While according to Britnes (in Mardiyah & Setiawati,2014) not quite enough answer means No may dodge , when requested explanation about his actions . Responsible answer means can requested explanation about behavior his behavior And No just Can answer but Also must answer .

Principle Responsibility of Each professional must responsible to implementation a work also towards the results . In addition , professionals are also responsible answer to possible impacts happen from his profession for other people's lives or public general . Referring to the theory on Can assumed that the PUPR Service of South Kalimantan Province has not yet Can do principle responsibility in accordance with theory the or with results obtained by employees part Not yet understand with carefully from statement in questionnaire .

Based on study previously done Sulistyowati , 2014 Influence Responsibility and Cooperation for Employee Performance at the Department of Industry and Trade Pati Regency stated that In general partial variable not quite enough answer , cooperation proven own influence to variable performance .

Influence Commitment organization To Motivation Work

The research results obtained there is influence Commitment organization to motivation work in the environment PUPR Office of South Kalimantan Province . This is explain that Commitment organization in the environment The PUPR Service of South Kalimantan Province has walk with Good seen from response answer respondents and phenomena in the field that shows that variable Commitment influential organization to motivation Work employee . In the theory of understanding Commitment is ability and willingness For align behavior personal with needs , priorities and goals organization . This is covers ways develop objective or fulfil need organization whose essence is prioritize mission organization than interests personal (Soekidjan , 2009). Referring to the theory the that research conducted at the PUPR Service of South Kalimantan Province shows results one way support with existing theory because of the employees Already operate from Contents theory the that is capable align behavior need personal with needs , priorities and goals organization .

One way thing with study previously done 2020 . Influence Commitment Organization and Satisfaction Work Employee To Motivation Work Employee District Court Wonogiri stated that that There is influence positive And significant commitment organization to motivation work . This is proven with t count > t table (2,701 > 2,015) at the level significant 5% .

Influence Professional Responsibilities On Employee Performance

The research results obtained No there is influence not quite enough answer profession to performance employees in the environment PUPR Service of South Kalimantan Province . Based on phenomena in the field see and hear at the moment share questionnaire and conduct interview from a number of respondents who had the opportunity speak convey that variable responsibility here A little confusing what is meant by the reason That from variable responsibility based on the output results show results that are not significant to performance employee . based on theory According to Abu & The Greatest

Showman (2007) not quite enough answer is difference between right and wrong, what is permissible and which is prohibited, what is recommended and what is prevented, what is good and what is bad, and being aware that must stay away everything that is negative and try to build self. For always use positive things. So since That start can do what he understood. No longer tempted For do The same with person other, even though person other That amount to many, insist For embraced, and challenged with threat or punishment. While according to Britnes (in Mardiyah & Setiawati, 2014) not quite enough answer means No may dodge, when requested explanation about his actions. Responsible answer means can requested explanation about behavior his behavior And No just Can answer but Also must answer. (Parlina, Faculty Psychology UMP, 2016).

Principle Responsibility of Each professional must responsible to implementation a work also towards the results. In addition, professionals are also responsible answer to possible impacts happen from his profession for other people's lives or public general. Referring to the theory on Can assumed that the PUPR Service of South Kalimantan Province has not yet Can do principle responsibility in accordance with theory the or with results obtained by employees part Not yet understand with carefully from statement in questionnaire.

Influence Commitment organization To performance Employee

The research results obtained there is influence not quite enough answer profession to performance employees in the environment PUPR Office of South Kalimantan Province. These results means that Commitment organization capable influence performance employee in accordance with (soekidjan, 2009) commitment tall from member organization correlated positive with height motivation and increase performance. Research results this also supports study previously carried out by Adli Pasha Ashari, 2015 with title Influence Commitment Organization On Employee Performance (Study on Civil Servants of DPPKA DI Yogyakarta), which states that results study show that commitment organization in a way overall and *normative commitment* influential in a way significant to performance employee.

Influence Motivation Work On Employee Performance

The research results obtained there is influence not quite enough answer profession to performance employees in the environment PUPR Office of South Kalimantan Province. Referring to the theory Saydam (2012:275) stated that motivation is the process of giving encouragement and stimulation in a way overall to employees. So that they can Work in a way voluntary without There is coercion. Saydam also revealed that A organization will succeed running programs and objectives if people in organization the can carry out his job with good and appropriate with not quite enough their respective responsibilities and fields. See theory the Can assumed that in the PUPR Service of South Kalimantan Province there is good relationship from its employees and officials so that the employees motivated For do good performance. This is supported study previously carried out by Aliza Halmor Hasibuan (2016), Influence Motivation Work Regarding the Performance of Employees at the Medan Tuntungan District Office, which states results research that based on data analysis and discussion in study This motivation Work influential positive to performance of employees at the Medan Tuntungan District Office.

4. CONCLUSION

With based on from results findings and testing hypothesis that has been explained in chapter previously, following a number of the conclusion that can be drawn taken from results study This: Test results responsibility profession No there is significant influence to motivation Work. Test results commitment Work own positive and significant influence to motivation Work. Test results responsibility profession No own significant influence to performance employee, Test results commitment Work own influence positive and significant to performance employee, Test results motivation Work own influence positive and significant to performance employee

REFERENCES

- Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh motivasi kerja, lingkungan kerja, budaya kerja terhadap kinerja karyawan dinas sosial kabupaten Jember. *Jurnal Penelitian IPTEKS*, 4(1), 47-62.
- Afandi, R. R. V. (2018). *Pengaruh Gaya Kepemimpinan Transformasional Terhadap Kinerja Karyawan Dengan Leader-Member Exchange Dan Kepuasan Kerja Sebagai Variabel Mediasi Pada Karyawan PT. Radio Fiskaria Jaya Suara Surabaya* (Doctoral dissertation, UNIVERSITAS AIRLANGGA).
- Armstrong, M. (1998). *Performance Management: The New Realities. Institute of Personnel and Development.*

Influence Professional Responsibility And Commitment To Motivation And Performance Of Employees Of The Public Works And Spatial Planning Service Of South Kalimantan Province. Elsa Sari, et.al

- Ashari, A. P. (2015). *Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai (Studi Pada Pegawai Negeri Sipil Dppka Di Yogyakarta)* (Doctoral dissertation, Universitas Muhammadiyah Yogyakarta).
- Fane, S. M. (2016). Pengaruh Komitmen Organisasi dan Motivasi Kerja Terhadap Semangat Kerja Karyawan CV. Tunas Pratama Palembang. *Jurnal Manajemen*, 4(3), 67-76.
- Fatikasari, S. (2020). Pengaruh Komitmen Organisasi dan Kepuasan Kerja Karyawan Terhadap Motivasi Kerja Karyawan Pengadilan Negeri Wonogiri.
- Handayani, R. (2019). Pengaruh lingkungan tempat tinggal dan pola asuh orangtua terhadap motivasi belajar siswa sekolah dasar. *Jurnal Tunas Bangsa*, 6(1), 15-26.
- Hasibuan, A. H. (2016). Pengaruh Motivasi Kerja Terhadap Kinerja Pada Pegawai Kantor Camat Medan Tuntungan.
- Mangkunegara, A. A. P. (2005). *Evaluasi kerja SDM*. Tiga Serangkai.
- Mangkuprawira, S. (2011). *Manajemen Sumber Daya Manusia Strategik (edisi kedua)*. Ghalia Indonesia: Bogor.
- Mardiyah, K., & Setiawati, D. (2014). Penerapan konseling kelompok cognitive behaviour modification (CBM) untuk meningkatkan tanggung jawab dalam belajar siswa kelas X-APH (Akomodasi Perhotelan) di SMK Gema 45 Surabaya. *Jurnal Bimbingan dan Konseling*, 4(3), 1-7.
- Mbeu Djawa, E. M. (2014). Pengaruh motivasi kerja dan komitmen karyawan terhadap kepuasan kerja para pegawai badan perencanaan pembangunan daerah dan statistik (BAPPEDAS) Di Kabupaten Nagekeo. *Jurnal Magister Manajemen*, 1-26.
- Panggabean, M. S. (2007). *Manajemen Sumber Daya Manusia*, Ghalia. Indonesia, Jakarta.
- Ramadhani, R. (2020). *Pengaruh Pengembangan Karir Terhadap Kinerja Karyawan Pada PT. Sucofindo Cabang Kota Pekanbaru* (Doctoral dissertation, Universitas Islam Riau).
- Rompas¹, G. A. C., Tewal, B., & Dotulong, L. O. (2018). Pengaruh gaya kepemimpinan, pengawasan, dan disiplin kerja terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Minahasa Tenggara. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 6(4).
- Soekidjan. (2009). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksar.
- Sugiri, H., & Rumani, D. D. (2019). The influence of electronic word of mouth, brand attitude and brand image and impact on purchase intention. Xiaomi smartphone product". *International Journal in Management & Social Science*, 7(10), 1-8.
- Sulistyowati, R. (2014). Pengaruh pembelajaran kewirausahaan dan praktik kerja industri (prakerin) terhadap sikap kewirausahaan siswa smk negeri di surabaya. *Jurnal Ekonomi Pendidikan Dan Kewirausahaan*, 2(1), 85-102.
- Suwanto, S. (2011). *Peningkatan Motivasi Dan Hasil Belajar Matematika Bangun Ruang Melalui Model Pembelajaran Ctl (Contextual Teaching And Learning) Dengan Memanfaatkan Barang Bekas Sebagai Media Pembelajaran (PTK Pembelajaran Matematika Kelas VIII Semester II SMP N 1 Gatak Sukoharjo)* (Doctoral dissertation, Universitas Muhammadiyah Surakarta).
- Wahyuni, D. U. (2011). Pengaruh komitmen organisasional dan motivasi terhadap kinerja guru STS di Surabaya. *Jurnal mitra ekonomi dan manajemen bisnis*, 2(1), pp-60.
- Wibowo, A. (2019). Pengaruh komitmen organisasi dan motivasi kerja terhadap kinerja pegawai pada dinas kesehatan kabupaten lampung tengah. *Jurnal Simplex*, 2(3).
- Wijaya, E. Y., Sudjimat, D. A., & Nyoto, A. (2016, September). Transformasi pendidikan abad 21 sebagai tuntutan pengembangan sumber daya manusia di era global. In *Prosiding Seminar Nasional Pendidikan Matematika* (Vol. 1, No. 26, pp. 263-278).
- Yuliati, P. U. (2020). Membangun Karakter Tanggung Jawab Siswa Melalui Literasi Media Dalam Menghadapi Era Revolusi Industri 4.0. In *Prosiding Seminar Internasional Kolokium 2020*.