

# Effect of Integrity and Professionalism on Employee Work Productivity in Regional Education and Training Agencies of Bekasi District

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## Abstract

The problem in this study is how much influence integrity and professionalism have on employees' work productivity at the Regional Education and Training Personnel Board of Bekasi Regency. The purpose of this study is to determine and analyze the influence of integrity and professionalism together on the work productivity of employees at the Regional Education and Training Personnel Board of Bekasi Regency.

This research method uses survey techniques with quantitative and correlational approaches with saturated sampling or census sampling techniques, namely a sample research technique when all members of the population are used as samples. This is often done when the population is relatively small. In this study, the sample size was 45 respondents. The variables studied were integrity ( $X_1$ ) and professionalism ( $X_2$ ) as independent variables and employee work productivity ( $Y$ ) as the dependent variable.

Based on the results of the research that has been done, it can be concluded that: (1) The integrity variable ( $X_1$ ) has a positive, strong and significant effect on employee productivity with a correlation coefficient value of 0.745 and a coefficient of determination ( $r^2$ ) of 0.556, meaning that the variable integrity contributes 55.6% to the employee work productivity variable. (2) The professionalism variable ( $X_2$ ) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.657 and a determination coefficient value ( $r^2$ ) of 0.432, meaning that the professionalism variable contributes 43.2% to the work productivity variable employees. (3) The variables of integrity and professionalism have a positive, strong and significant effect on employee work productivity. This can be seen from the correlation coefficient value of 0.766 and the coefficient of determination ( $R^2$ ) of 0.587, meaning that the integrity and professionalism variables contribute 58.7% to the employee work productivity variable.

**Keywords: Integrity, Professionalism, and Employee Work Productivity**

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## I. Introduction

Human resources are one of the main factors in determining an organization's success or failure. The quality of its human resources largely determines an organization's competitive advantage. Therefore, the handling of human resources must be carried out thoroughly and thoroughly within the framework of a human resource management system that is strategic, unified, and always connected according to the goals, vision, and mission of the organization.

Human resources are a precious asset and are one of the essential factors in supporting the successful implementation of the activities of an organization, both government organizations and private organizations. The expected human resources are human resources who have good personalities. Each individual must be unique in his life background, behavior dynamics, development of himself, aspects of his personality, and patterns of interaction with the environment.

One measure of an individual, team, or organization's performance success lies in its Productivity. If Productivity is high or increased, the organization will be declared successful, but if it is lower than the standard or decreased, it can be said not or less successful. Productivity is a tool that summarizes the amount and quality of work performance, taking into account the utilization of existing resources. The philosophy of Productivity implies the desire and effort of every human being to improve the quality of life and livelihood. Work productivity is a result of the work of an employee. This employee works with someone to produce a product or service. The work process of this employee is the performance of the employee.

Employees contribute to the organization in the form of abilities, expertise, and skills possessed. In contrast, the organization is expected to reward and reward employees fairly so that they can provide comfort

and satisfaction to their employees until, finally, the employee can increase their work productivity in achieving organizational goals.

Integrity is related to one's trust and honesty. Integrity is expected to lead to a common goal to achieve the aspired. As in an organization, integrity is very important. Human resource competence is a combination of knowledge, skills, attitudes, and other personal characteristics needed to succeed in a job, which can be measured using agreed standards and improved through training and development. Professionalism is an essential factor in an institution or organization. Professional employees will show their abilities, expertise, attitude, discipline, interest, and enthusiasm. Therefore, employees are required to have the ability professionally to carry out their duties so that their productivity increases.

In organizational activities, the labor factor (employees) significantly influences the workforce carrying out the banking process. The main target of human resource management is to create a personnel empowerment system that can display productive performance. Work productivity shows employees' achievement of results (output), especially in quantity. The productivity level of each employee can be different because it depends on the level of persistence in carrying out their duties.

The Bekasi Regency Education and Training Personnel Agency, as one of the work units in the Bekasi Regency Government, require employees with high integrity and professional employees in their work so that employee work productivity can be achieved optimally. With high integrity, employees cannot easily commit irregularities and fraud in the implementation of work activities because these employees uphold the values of honesty in their hearts. Meanwhile, professional employees always carry out their duties wholeheartedly and sincerely even though they are having problems. So, in this case, strengthening employee integrity and improving the professional attitude of employees is very important to be emphasized optimally so that the work productivity of employees at the Bekasi Regency Regional Personnel Education and Training Agency can increase.

The behavior of a professional can be judged by expertise and broad knowledge and works with heart. With extensive expertise and knowledge, a person will have high confidence, be able to work efficiently and effectively, and work smart, fast, carefully, and thoroughly. Having broad skills and knowledge can be juxtaposed with being able to work. While working with the heart can be juxtaposed with wanting to work.

Having broad skills and knowledge can be achieved by making a learning culture a living value in the daily lives of employees. Thus, learning will become a necessity for these employees. Therefore, they are always thirsty for new knowledge and knowledge that will make them more capable of doing their jobs. Learning is no longer considered heavy duty and obligation but has become a need from within. They will do learning activities with pleasure. This happens because of a strong urge from within (inside out) themselves to learn. Organizations must also provide facilities and resources that enable employees to develop and learn new knowledge and skills. Therefore, continuing professional education and training programs should be formally delivered by an organization to build the capacity of its employees. In addition, the education and training must be of high quality and follow employees' needs in carrying out their daily work.

The expertise and extensive knowledge possessed by an employee will be of no use if it is not used and applied in work. Therefore, to work optimally to produce the best, an employee must work wholeheartedly. For example, if a person at work not only uses his brain and mind but also works with all his heart, then at work, there will be a strong encouragement that comes from within to be able to work as well as possible. The motivation within oneself will generate energy and a strong will to work more productively and achieve maximum results.

Work is no longer considered a burdensome obligation, but work is considered fun so that work is done with a happy heart without being forced. Thus we will have a strong will to work better, efficiently, and productively. By working wholeheartedly, the skills and knowledge will be used as well as possible because the mind is getting sharper and clearer. In addition, working wholeheartedly will also cause the body not to feel tired quickly so that we can complete the work thoroughly, accurately, and on time.

However, achieving these ideal conditions does not seem to be completed instantly. This is because there are still obstacles to its implementation in the field. These constraints include: The low competence of human resources owned; Low professionalism of employees; Low employee integrity; The achievement of employee work results is not yet optimal, especially in terms of quality and quantity; Not yet optimal implementation of education and training programs; Low employee motivation to develop themselves; Limited facilities and infrastructure.

## **II. Literature Review**

### **1. Integrity**

Whatever the form of an organization requires someone, with or without the assistance of others, to occupy a position as a leader, someone who occupies a leadership position in the organization carries out the task of carrying out integrity. In everyday practice, leadership and integrity are often interpreted similarly, even

though the two meanings are different. For example, a leader is a person whose job is to lead, while integrity is a talent and trait a leader must possess.

Covey (2004:297) defines integrity as a life based on principles (integrated around principles). Integrity itself is a child of humility and courage. Humility means acknowledging that some natural laws or principles control the universe. Courage is needed when we want to live in harmony with that principle because many social norms, morals, and values around us still deny these principles. From this integrity flows wisdom and an abundance mentality.

Hay Consultant in Abdullah (2006:76), integrity is the consistency between actions that someone believes. Expressing intentions, ideas, and feelings openly and directly also respects the openness and honesty of others, even in difficult situations (integrity implies that one's actions are consistent with what one says is important; that is, they walk the talk'. Communicates intentions, ideas, and feelings openly and directly and welcomes openness and honesty, even in complex negotiations with external parties).

Integrity is the side of honesty, responsibility, transparency, and accountability which ultimately creates reliability, credibility, and effectiveness. Accountability relates to the extent to which a person is willing to take responsibility for his actions. Integrity can make peace and tranquility in life.

## **2. Professionalism**

The word professionalism comes from the Anglosaxon language. The opposite of professionalism is the understanding of skills, expertise, and discipline. Professionalism must be reflected in the form of an instinct for innovation and creativity to create system and technology improvements so that the organization can always appear at the forefront.

Prawirosentono (2000:322) argues that: professionalism is the professional attitude of the actors in the organization must show attitudes and behaviors as shown in "Serat Darmowasito" Indonesian human resources must have the instinct of innovation and creativity, accompanied by the principle of upholding cultural ethics and morality based on religion, including honesty and openness concerning the public interest.

Kjellerup (2000:1) argues that: Professionalism is the attitude and ability to make things go right regardless of circumstances. This means that professionalism is the attitude and ability to solve problems under any circumstances.

According to Ratminto and Winarsih (2006:28), professionalism is a vision and mission that has been set, and professional human resources are needed. This means that in carrying out their duties, they must have the capability, be disciplined in the implementation of results and have high integrity in carrying out the vision and mission of the organization.

Based on the description above, it can be concluded that employee professionalism is a pillar that will place the bureaucracy as a practical machine for the government and as a parameter of the apparatus' ability to work well through indicators of competence, effectiveness, and efficiency as well as being responsible.

## **3. Work Productivity**

Limitations on Productivity can be seen from various perspectives, depending on each organization's goals and the organization's form. For example, Sinungan (2003:102) argues that the Productivity of a vehicle, namely in the form of costs incurred to cover every kilometer, also depends on the purchase price, durability (strength), gasoline consumption, maintenance costs, selling prices, and many other things. By only taking into account kilometers, it doesn't feel right. However, practically, despite its many drawbacks, fuel consumption per kilometer is an acceptable way of measuring the "productivity" of a vehicle.

Gomez (2003:159) defines Productivity by showing the output ratio to inputs, including production costs and equipment costs. While Kerlinger and Nambaldian, quoted by Gomez (2003: 160), stated that Productivity is a multiplication function of employee effort, which is supported by high motivation, with the ability of employees (ability), which is obtained through exercises, increased Productivity. Means being well-formed will be feedback for the efforts or motivation of employees at the next stage.

Anoraga (2006:50), argues that: "Productivity is a behavior, it can indeed be different from the point of view of other sciences because differences in knowledge can also be based on differences in the object of study. For example, in psychology, Productivity shows behavior as the output of a process of various psychological components that underlie it.

Another opinion, Webster, quoted by Sutrisno (2009: 105), provides limitations on Productivity, namely: the physical total divided by the units of the production business; the level of effectiveness of the leadership in the use of activities for production; and effectiveness in using labor and equipment.

Sinungan (2003:3) argues that Productivity is a high willingness to work, workability that follows the work content, a comfortable work environment, income that can meet the minimum needs of life, adequate social security, humane working conditions, and good working relationships, harmonious. Based on the

description above, it can be concluded that work productivity is the ability of an employee to complete a job efficiently, effectively, quality, and professionally.

### **Research Method**

This research was conducted at the Education and Training Personnel Agency of Bekasi Regency. The research time was carried out for approximately 6 (six) months, starting from June 2020 to November 2020

The population in this study were all 45 employees of the Bekasi Regency Education and Training Personnel Agency. In this study, the sampling technique used is saturated sampling, which is a sample research technique when all members of the population are used as samples. This is often done when the population is relatively small. From this description, the number of samples in this study was 45.

In processing data to provide a description or description of the problem being discussed, the data that has been collected from respondents in the form of questionnaire answers will be processed through several stages of data processing, which include:

1. Editing. The data that was collected through a questionnaire then examined whether all of the respondents had filled out the questionnaire or not.
2. Scoring. The questionnaires filled in are then assessed according to a predetermined scale for each statement item.
3. Data Tabulation. The questionnaire that has been rated is then tabulated in a table to find out the total raw score of each item, the total raw score of each item, the average score of each item, and the average of all things.

Sugiyono (2014:141) stated that the validity of the data in research is often only emphasized on validity and reliability tests. In quantitative analysis, the main criteria for research data are valid, reliable, and objective. Validity is the accuracy between data that occurs in the research object and data that the author can report. Thus, valid data does not differentiate between data written by the author and data that appears in the thing of research.

### **Research Results and Discussion**

#### **1) Effect of Integrity (X1) on Employee Work Productivity (Y)**

To calculate the correlation value between integrity and work productivity of employees at the Bekasi District Education and Training Personnel Agency. Based on the analysis results, it is known that the correlation coefficient value obtained is 0.745. This shows that the integrity variable positively and moderately influences employee work productivity.

To find out the contribution of the influence of the integrity variable on employee work productivity, it is known that the integrity variable has an influence contribution of 55.6% on employee work productivity, while other factors outside the study influence the remaining 44.4%. To determine the significance of the effect of the integrity variable on employee work productivity (t-test), the t-value is 7.332. Then this value is compared with the t-table value for an error of 5% by using a two-sided test where  $dk = n - k$ ;  $45 - 2 = 43$ , the t-table value is = 2.021.

Based on the results above, it can be stated that t-count falls in the rejection area of  $H_0$ , so it can be concluded that the null hypothesis ( $H_0$ ), which states there is no positive and significant effect between integrity on employee productivity, is "rejected" and the alternative hypothesis ( $H_a$ ) which states that there is a positive and significant influence between integrity on employee work productivity is "accepted."

To determine the direction of the relationship between the integrity variable and the employee productivity variable, whether positive or negative, and to predict the value of the employee productivity variable if the value of the integrity variable increases or decreases based on the results of the regression equation as follows:

$$Y = a + bX_1$$

$$Y = 10.519 + 0.735X_1$$

These figures can be interpreted as follows:

- A constant of 10,519; means that if the value of integrity ( $X_1$ ) is 0, then the employee's work productivity ( $Y$ ) is positive, which is 10.519.
- The regression coefficient of the integrity variable ( $X_1$ ) is 0.735; This means that if the integrity ( $X_1$ ) increases by 1 unit, then the employee's work productivity ( $Y$ ) will increase by 0.735 units. The positive coefficient means that there is a unidirectional relationship between integrity and employee productivity, the higher the integrity, the higher the employee's work productivity.

#### **2) Effect of Professionalism (X2) on Employee Work Productivity (Y)**

To calculate the correlation value between professionalism and work productivity of employees at the Bekasi District Education and Training Personnel Agency, the calculation results obtained a correlation coefficient of 0.657. This shows that the variable of professionalism positively and strongly influences

employee productivity. To determine the influence of the professionalism variable on work productivity, it is known that the professionalism variable has a 43.2% influence on employee work productivity. In comparison, the remaining 56.8% is influenced by other factors outside the study.

To determine the significance of the effect of the professionalism variable on employee work productivity (t-test) the t-value is 5.722. Then this value is compared with the t-table value for an error of 5% by using a two-sided test where  $dk = n - k$ ;  $45 - 2 = 43$ , the t-table value is = 2.021.

Based on the results above, it can be stated that t-count falls in the rejection area of  $H_0$ , so it can be concluded that the null hypothesis ( $H_0$ ), which states that there is no positive and significant effect between professionalism on employee productivity, is "rejected," and the alternative hypothesis ( $H_a$ ) which states that there is a positive and significant influence between professionalism on employee work productivity is "accepted."

To determine the direction of the relationship between the professionalism variable and the employee productivity variable, whether it is positive or negative and to predict the value of the employee productivity variable if the value of the professionalism variable increases or decreases from the regression equation, it is as follows:

$$Y = a + b X_2$$

$$Y = 16,427 + 0,591X_2$$

These figures can be interpreted as follows:

- A constant of 16,427; it means that if the value of professionalism ( $X_2$ ) is 0, then the employee's work productivity ( $Y$ ) is positive, which is 16.427.
- The regression coefficient of the professionalism variable ( $X_2$ ) is 0.591; it means that if professionalism ( $X_2$ ) has increased by 1 unit, then the work productivity of employees ( $Y$ ) will increase by 0.591 units. The positive coefficient means that there is a unidirectional relationship between professionalism and employee work productivity. The higher the professionalism, the employee's work productivity will increase.

### **3) Effect of Integrity ( $X_1$ ) and Professionalism ( $X_2$ ) together on Employee Work Productivity ( $Y$ )**

To calculate the correlation value between integrity and professionalism on the work productivity of employees at the Bekasi Regency Education and Training Personnel Agency, the calculation results obtained a correlation coefficient of 0.766. This shows that the variables of integrity and professionalism together have a positive and strong influence on employee productivity. To determine the contribution of the influence of the variables of integrity and professionalism together on employee work productivity, it is obtained that the variables of integrity and professionalism together have an influence contribution of 58.7% on employee work productivity, while other factors influence the remaining 41.3% in outside of research. To find out the significance of the effect of the variables of integrity and professionalism together on employee productivity (Test F) the F-count value is 29.899, this value is then consulted with F-table, for  $dk$  in the numerator = 2 and  $dk$  in the denominator =  $(45-2-1) = 42$  obtained the value of  $F_{table}$  at the set error level is 5% = 3.23. In this case, the provisions apply if F-count is greater than  $F_{table}$ , then the multiple correlation coefficient tested is significant, that is, it can apply to the entire population. From the above calculation, it turns out that  $F\text{-count} > F\text{-table}$  ( $29.899 > 3.23$ ) shows that the multiple correlations is strong, positive and significant and can be applied where the sample is taken.

To find out the direction of the relationship between the integrity and professionalism variables together with the employee productivity variable, whether positive or negative, and to predict the value of the employee productivity variable if the integrity and professionalism variable values increase or decrease, it can be seen in the multiple linear regression equation obtained:

$$a = 8,400$$

$$b_1 = 0.556$$

$$b_2 = 0.229$$

From the value of the constant  $a$  and the regression coefficients  $b_1$  and  $b_2$  above, the regression equation can then be made, namely:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 8.400 + 0.556 X_1 + 0.229 X_2$$

This means that the regression equation predicts employees' high and low Productivity of employees due to integrity and professionalism. Based on integrity and professionalism score data, the highest score is 50 ( $5 \times 10$ ). 5 is the highest score for each answer and 10 is the number of question items.

These figures can be interpreted as follows:

$$Y = 8.400 + 0.556 + 0.229$$

$$Y = 8,400 + 39,239$$

$$Y = 47,638$$

From the results of these calculations, if the integrity and professionalism variables are increased to 50 units, then the employee's work productivity increases from 8,400 units to 47,638 units. This means that the higher the integrity and professionalism, the higher the work productivity of employees at the Bekasi Regency Education and Training Personnel Board.

### **III. Discussion**

1. Based on the results of the study, the integrity variable (X1) has a positive, strong, and significant influence on employee work productivity with a correlation coefficient value of 0.745 and a coefficient of determination ( $r^2$ ) of 0.556, meaning that the integrity variable contributes 55.6% to employee productivity variable. The results of the significance test of the integrity variable on employee work productivity or t count are 7.332 and are more significant than the t table of 2.021. The result of a simple linear regression equation is  $= 10.519 + 0.735X_1$ , meaning that if the integrity increases by 1 unit, then the employee's work productivity will increase by 0.735 units.
2. Based on the results of the study, the professionalism variable (X2) has a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.657 and a coefficient of determination ( $r^2$ ) of 0.432, meaning that the professionalism variable contributes 43.2% to employee productivity variable. The significance test results of the professionalism variable on employee work productivity or t count are 5.722 and greater than the t table of 2.021. The result of a simple linear regression equation is  $= 16,427 + 0,591X_2$ , meaning that if professionalism increases by 1 unit, employee productivity will increase by 0,591 units.
3. Based on the study results, the variables of integrity and professionalism together have a positive, strong and significant effect on employee work productivity. It can be seen from the correlation coefficient value of 0.766 and the coefficient of determination ( $R^2$ ) of 0.587, meaning that the variables of integrity and professionalism contribute 58.7% to the variable of employee productivity. The results of the significance test of the integrity and professionalism variables on employee work productivity or F count is 29.899 and greater than the F table of 3.23. The multiple linear regression equation results are  $= 8,400 + 0,556X_1 + 0,229X_2$ , meaning that if the integrity and professionalism variables are increased to 50 units, the employee's work productivity will increase from 8,400 units to 47,638 units. Identifying the variables of integrity and professionalism, it will affect employee productivity. Based on the above thinking, the hypothesis, which states that integrity and professionalism have an influence on the work productivity of employees at the Bekasi District Education and Training Personnel Agency, can be accepted. The magnitude of the impact of the two independent variables with the dependent variable shows the reality of how to implement and increase employee work productivity optimally, this fact has been answered with high employee integrity and professionalism. Practically, the two variables go together, meaning that integrity and professionalism can become variables or factors that determine whether employee productivity is high or low. If the integrity and professionalism of employees are maximized, then the employee's work productivity will automatically increase. In this discussion, the author concludes that the two independent variables above show a very significant influence, meaning that without high integrity and professionalism, the work productivity of employees at the Bekasi District Education and Training Personnel Agency cannot be increased or achieved optimally.

### **IV. Conclusions and Suggestion**

#### **Conclusion**

Based on the results of research that has been carried out to test hypotheses and answers to the proposed problem formulation, the authors can draw the following conclusions:

1. From the results of the study, it was found that the integrity variable (X1) has a positive, strong, and significant influence on employee work productivity with a correlation coefficient value of 0.745 and a coefficient of determination ( $r^2$ ) of 0.556, meaning that the integrity variable contributes 55.6% on the variable of employee work productivity. The results of the significance test of the integrity variable on employee work productivity or t count are 7.332 and are greater than the t table of 2.021. The result of a simple linear regression equation is  $= 10.519 + 0.735X_1$ , meaning that if the integrity increases by 1 unit, then the employee's work productivity will increase by 0.735 units.
2. From the results of the study, it was found that the professionalism variable (X2) had a positive, strong and significant influence on employee work productivity with a correlation coefficient value of 0.657 and a coefficient of determination ( $r^2$ ) of 0.432, meaning that the professionalism variable contributed 43.2% on the variable of employee work productivity. The significance test results of the professionalism variable on employee work productivity or t count are 5.722 and greater than t table of 2.021. The result of a simple linear regression equation is  $= 16,427 + 0,591X_2$ , meaning that if professionalism increases by 1 unit, then employee productivity will increase by 0,591 units.

3. From the results of the study, it was found that the variables of integrity and professionalism together have a positive, strong and significant effect on employee work productivity. For example, it can be seen from the correlation coefficient value of 0.766 and the coefficient of determination (R<sup>2</sup>) of 0.587, meaning that the variables of integrity and professionalism contribute 58.7% to the variable of employee productivity. The results of the significance test of the integrity and professionalism variables on employee work productivity or F count is 29.899 and greater than the F table of 3.23. The multiple linear regression equation results are =  $8,400 + 0,556X_1 + 0,229X_2$ , meaning that if the integrity and professionalism variables are increased to 50 units, the employee's work productivity will increase from 8,400 units to 47,638 units.

## V. Suggestion

Based on the results of research and discussion, the authors put forward suggestions that can be followed up as follows:

1. Integrity is the compatibility between the values held, the habit of the compatibility between words and deeds, and the compatibility between expressions and feelings. Efforts to improve integrity at the Bekasi Regency Education and Training Personnel Board need to be carried out by providing an understanding to every employee about the importance of integrity which is manifested in the form of attitudes and behavior in the office, such as consistency between speech and behavior, obeying principles, carrying out obligations diligently, able to control actions and thoughts and behave according to the values and norms that apply.
2. Efforts to improve employees' professionalism at the Bekasi Regency Education and Training Personnel Agency need to be done by providing job training for employees. It is intended that the provision of training will improve and add more knowledge and abilities to create better employee professionalism.
3. To increase employee productivity at the Bekasi Regency Education and Training Personnel Agency by creating a comfortable work environment, providing good work facilities for all employees, and conducting supervision consisting of direct supervisor supervision and management control systems. This strategy must be done so that every employee carrying out his work can be known and monitored easily and quickly. So that if there is a deviation from the goals or targets that have been determined, repairs can be made immediately.

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