



**EXPLORING MOTIVATION, TRAINING, AND WORK EXPERIENCE IMPACT ON
EMPLOYEE PROFESSIONALISM**

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh motivasi, pelatihan, dan pengalaman kerja terhadap profesionalisme pegawai. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan sampel jenuh seluruh petugas pengamanan pada Lembaga Pemasyarakatan Narkotika Kelas II A Pamekasan yang berjumlah 41 orang. Hasil kuesioner yang disebar melalui google form diolah menggunakan program SPSS 25.0. Hasil penelitian sebagai berikut: pengalaman kerja berpengaruh signifikan terhadap profesionalisme pegawai sedangkan motivasi dan pelatihan berpengaruh tidak signifikan. Dan secara simultan motivasi, pelatihan, dan pengalaman kerja berpengaruh signifikan terhadap profesionalisme pegawai. Penelitian ini bertujuan untuk mengisi kesenjangan dengan mengkaji hubungan antara motivasi, pelatihan, dan pengalaman kerja dengan profesionalisme pegawai di Lembaga Pemasyarakatan. Dengan demikian, penelitian ini diharapkan dapat memberikan pemahaman yang lebih komprehensif tentang faktor-faktor yang memengaruhi profesionalisme pegawai di Lembaga Pemasyarakatan dan memberikan kontribusi yang signifikan pada pengembangan pengetahuan dalam bidang manajemen sumber daya manusia.

Kata Kunci: Lembaga Pemasyarakatan, Motivasi, Pelatihan, Pengalaman Kerja, Profesionalisme

INTRODUCTION

Employee professionalism is one of the key factors in determining the performance and effectiveness of an organization. In the era of globalization and increasingly fierce competition, organizations are required to have employees who are professional in carrying out their duties and responsibilities. In an era where changes in technology, policies and market demands can occur rapidly, employee professionalism becomes increasingly important to maintain the adaptability and quality of organizational services.

Factors that influence employee professionalism have become a major concern in various human resource management research. Among these factors, motivation, training, and work experience have been known

to have a significant influence. However, there is still a knowledge gap or research gap in the literature regarding the relationship between these three factors and employee professionalism, especially in the context of dynamic and complex modern organizations.

Pamekasan Class II A Narcotics Correctional Institution, East Java, Indonesia has an important role in law enforcement efforts and rehabilitation of narcotics-related prisoners. The professionalism of employees at this institution is key in ensuring effectiveness and efficiency in carrying out their duties. Factors such as motivation, training and work experience are seen as having a significant influence on the professionalism of employees in these correctional institutions.



Motivation is an important factor in influencing a person's work behavior. Motivation theory in this context refers to internal or external drives that encourage individuals to act. According to Maslow's hierarchy of needs theory, individuals have a hierarchy of needs that must be met, starting from physiological needs to self-actualization needs. When these needs are met, individuals tend to be more motivated in achieving their work goals [1].

Motivation is an internal or external drive that encourages individuals to achieve certain goals [2]. Motivational theories such as [1]'s hierarchy of needs theory and expectancy-based motivation theory [3] have been the basis for much research on motivation in the workplace. However, how motivation specifically influences employees' levels of professionalism, especially in the fast-paced and changing context of modern organizations, still needs more research.

Apart from motivation, training also plays an important role in increasing employee professionalism. Appropriate training can improve employee knowledge, skills and work attitudes. Albert Bandura's social learning theory emphasizes the importance of observation, imitation, and reinforcement in a person's learning process [4]. Thus, effective training not only provides new knowledge, but also provides examples of desired behavior and provides positive reinforcement for that behavior.

Training is a systematic effort to improve employees' knowledge, skills and attitudes in order to improve their performance in a particular job [5]. Effective training has been proven to increase employee professionalism by providing them with the knowledge and skills necessary to carry out their duties better. However, not many studies have explored in depth the relationship between certain types of training and the level of employee professionalism in modern organizations.

Work experience also has a significant impact on employee professionalism. Through work experience, individuals gain the knowledge and skills necessary to perform tasks better. The theory of learning through experience or experiential learning emphasizes that experience is the most effective source of learning [6]. Thus, extensive work experience can increase employees' adaptation and problem-solving abilities in dealing with various work situations.

Work experience also has a significant role in shaping employee professionalism. Through work experience, individuals gain the knowledge, skills, and insight necessary to complete tasks effectively [6]. However, in an era where change occurs rapidly, questions arise about how past work experiences can influence employee professionalism in facing new challenges and tasks that may differ significantly from previous experiences.

The professionalism of employees at the Class II A Pamekasan Narcotics Correctional Institution faces several challenges. Firstly, there is a lack of motivation due to the harsh work environment and high security risks. Second, inadequate training in handling narcotics-related cases. Third, limited work experience in dealing with special situations related to law enforcement and rehabilitation of narcotics prisoners.

Although motivation, training, and work experience are recognized as having a significant influence on employee professionalism, there is still a gap in research that examines the influence of these three factors simultaneously on employee professionalism in narcotics correctional institutions. Previous research tends to focus more on one factor, so it does not provide a complete picture of how the interaction between these three factors influences employee professionalism. Therefore, this research aims to fill this gap by investigating the influence of motivation, training and work experience simultaneously on the



professionalism of employees at the Pamekasan Class II A Narcotics Correctional Institution.

In the context of narcotics correctional institutions, studying the factors that influence employee professionalism is very important considering the complexity of the tasks they carry out, including law enforcement and rehabilitation of narcotics-related prisoners. By better understanding the factors that influence the professionalism of employees in narcotics correctional institutions, it is hoped that more effective policy recommendations can be produced in improving the performance and quality of services in these institutions.

Through this research, it is hoped that it can make a significant contribution to the literature on human resource management, especially in the context of correctional institutions. It is also hoped that the findings from this research can become a basis for developing better human resource management theory and practice in the context of correctional institutions, especially in increasing employee professionalism. Apart from that, it is also hoped that this research can contribute to policy makers in designing more effective employee training and development programs in narcotics correctional institutions.

LITERATURE REVIEW

Human Resource Management (HRM) is a systematic management approach or process for human resources in an organization. The main focus of HRM is optimizing the contribution of individuals in achieving organizational goals while paying attention to employee needs and satisfaction. HRM includes various activities such as recruitment, selection, training, development, performance appraisal, compensation, and labor relations management.

HRM aims to create a healthy, productive work environment and motivate employees to contribute optimally. This approach also emphasizes the importance of treating

employees as valuable assets and investing in their development and well-being.

In the context of HRM, organizations are expected to be able to implement policies and practices that support employee growth and development, while ensuring that organizational goals are achieved. An effective HRM approach can increase employee retention, productivity, and job satisfaction, all of which have a positive impact on an organization's overall performance.

In the context of a narcotic's correctional institution such as Class II A Pamekasan, HRM has a very important role in ensuring that employees have the motivation, skills and experience necessary to carry out their duties professionally.

Motivation

Motivation is a fundamental concept in psychology and management, referring to internal or external forces that encourage individuals to act or behave in a certain way. It is the driving force that drives a person to achieve certain goals, pursue satisfaction, or satisfy needs. Motivation plays a key role in understanding human behavior in various contexts, including at work, in education, in interpersonal relationships, and in achieving personal goals. Organizations design motivation systems to encourage employees to work in the most effective way and attract potential candidates [7]. Employees who have strong work motivation will try to carry out their duties as well as possible [8].

Maslow's Hierarchy of Needs Theory is still quite relevant to study, where the indicators are as follows:

- Physiological Needs: This motivation indicator includes the drive to seek sufficient income and job security.
- Security Needs: Employees who feel safe in their work environment will be more motivated to demonstrate professionalism in their tasks.



- Social Needs: A sense of belonging and participating in a solid work environment is a motivator for employees to increase their professionalism.
- Need for Recognition: Recognition of good performance or achievements in work can be a strong motivating factor to increase professionalism.
- Self-Actualization Needs: Opportunities to develop and advance in their careers, as well as feeling that they are doing meaningful work, can be strong intrinsic motivation for employees.

Training

Training is a process designed to improve an individual's knowledge, skills and attitudes in achieving certain goals. This is done through a series of systematic activities designed to strengthen and develop employees at various levels of the organization. In the modern era that continues to develop, training has become a necessity for organizations that want to ensure that their human resources are ready to face the challenges and changes that occur in the work environment.

Training is not just a process to improve technical skills, but also a strategic investment in human resource development. It enables organizations to empower their employees with the knowledge, skills, and attitudes necessary to achieve organizational goals and face emerging challenges. By providing effective training, organizations can increase productivity, service quality, innovation and employee satisfaction.

The indicators that can be derived from these theories provide useful guidance in designing, implementing and evaluating training programs at the Pamekasan Class II A Narcotics Correctional Institution. Here are some indicators that can be used:

- Social Learning Indicators [4]:

- Level of participation in observation and behavior modeling activities that are considered positive.
 - Frequency of interaction between employees to share best practices and experiences in handling narcotics situations.
 - Level of adoption and implementation of best practices learned from colleagues or senior officers.
- Collaborative Learning Indicators [9]:
- Level of involvement in group discussion sessions, brainstorming sessions, or team projects to solve narcotics-related problems.
 - Number of creative ideas or innovative solutions produced through collaboration between employees.
 - Ability to identify and apply knowledge gained through collaborative learning in everyday work contexts.
- Training Transfer Indicator [10]:
- The level of ability to apply the skills and knowledge gained from training in real work situations.
 - Frequency of using new practices or strategies obtained from training in handling narcotics cases.
 - Degree of success in integrating training concepts and skills into daily work routines.

Work experience

In Work experience, in the context of human resource management (HR), is a collection of activities, tasks and responsibilities carried out by individuals while working in an organization or certain work environment. This concept covers various aspects, including knowledge acquired, skills developed, as well as results and achievements achieved during a certain work period.

Work experience is not only limited to the accumulation of time spent at work, but also includes various interactions, challenges and



learning experienced by individuals while on duty. Over time, work experiences shape a person's identity and skills, and influence their views and attitudes towards work and the organization.

Work experience indicators that can be used as research instruments are as follows:

- Job Satisfaction: Measures the level of employee satisfaction with their job, work environment, and organizational culture. This indicator can be measured using a Likert scale which measures the level of agreement with statements related to job satisfaction [11].
- Level of Participation in Training and Development: Measures the extent to which employees are involved in training programs, workshops, or other development activities offered by the organization. This indicator can be measured by calculating the frequency and duration of employee participation in these activities [12].
- Achievements and Accomplishments: Measuring the achievements or accomplishments that employees have achieved while on duty, such as awards, certificates, or significant performance results. This indicator can be measured through performance evaluations or employee achievement records [12].
- Involvement in Projects or Initiatives: Measures employee participation in special projects, company initiatives, or volunteer activities that can expand their knowledge and skills. This indicator can be measured by counting the number of projects or initiatives participated in by employees [13].
- Sense of Ownership of Work: Measures the level of employee ownership or identification with their work and responsibilities. This indicator can be measured using a Likert scale which

assesses the extent to which employees feel responsible for their work [11].

- Career Development Level: Measures the extent to which employees' work experience has contributed to their career development. This indicator can be measured by comparing the current level of skills, knowledge and experience with the employee's desired career goals [14].
- Reflection and Learning: Measures employees' ability to reflect on their work experiences, identify lessons learned, and integrate those learnings into their new work practices. This indicator can be measured through self-assessment or evaluation by superiors [15].
- Quality of Work Relationships: Measures how well employees interact and collaborate with coworkers, superiors, and clients. This indicator can be measured using a Likert scale which assesses the quality of work relationships experienced by employees [16].

Employee professionalism

Employee professionalism is a concept that involves a series of attitudes, behaviors and standards that demonstrate a high level of expertise, dedication, integrity and responsibility in carrying out their job duties. This involves a commitment to maintaining high ethical and quality standards in all aspects of work, both in terms of technical knowledge and skills and interpersonal aspects and organizational engagement.

The importance of employee professionalism is not only limited to individual performance, but also has a significant impact on the organization as a whole. Organizations that have a strong culture of professionalism tend to achieve higher levels of productivity, retain better employees, and have a better



reputation in the eyes of customers and other stakeholders [17].

In the context of globalization and rapid changes in the world of work, employee professionalism is becoming increasingly important. The pressure to adapt to changing technology, changing organizational structures, and fluctuating market demands emphasizes the importance of having employees who are professional, flexible, and ready to learn and develop [18].

Through a holistic approach that includes developing technical competencies, establishing strong ethical values, developing interpersonal skills, and emphasizing continuous learning, organizations can create a sustainable and adaptive culture of professionalism that will support long-term growth and success.

Indicators of employee professionalism that can be used as research instruments in the context of the influence of motivation, training and work experience on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution are as follows:

- **Compliance with Work Ethics:** This indicator measures the extent to which employees comply with the code of ethics and norms applicable in the institution, including integrity, honesty, responsibility and fairness in carrying out work tasks [19].
- **Commitment to the Organization:** This indicator reflects the level of emotional attachment and loyalty of employees towards the Class II A Pamekasan Narcotics Correctional Institution. High levels of commitment are usually associated with more professional behavior [20].
- **Learning and Adaptability:** This indicator measures the extent to which employees are able to learn from work experience, adapt best practices, and

implement necessary changes to improve their performance [15].

- **Leadership Influence:** This indicator covers the leadership style and behavior of leaders at the Pamekasan Class II A Narcotics Correctional Institution. Leadership that is supportive, inspiring, and provides a good example tends to motivate employees to demonstrate more professional behavior [21].
- **Reward and Recognition:** This indicator measures how often and to what extent rewards and recognition are given to employees for good performance. Appropriate rewards can encourage employees to demonstrate more professional behavior [22].
- **Level of Engagement in Training:** This indicator reflects the level of employee participation in training programs offered by the institution. High participation is usually related to increased employee professionalism [23].
- **Work Experience and Problem Solving:** This indicator measures the extent of employees' work experience and their ability to face challenges and resolve problems that arise in the context of their work tasks.

METHODOLOGY

Based on the objective to be achieved in this research, namely explaining the influence between variables, the type of research used is explanatory research with quantitative methods and using questionnaires as a data collection tool. The independent variables in this research are motivation, training, and work experience. The dependent variable is employee professionalism.

Sample selection in this study was carried out using saturated sampling. Where the sample in this study is the same as the population, namely all security officers at the Pamekasan



Class II A Narcotics Correctional Institution, totaling 41 people.

The data in this research are primary data, namely data obtained directly from the source and secondary data, namely those obtained from other published sources. Primary data is data obtained from distributing questionnaires to a sample of security officers at the Pamekasan Class II A Narcotics Correctional Institution. Secondary data includes employee administrative data.

The research instrument used to measure employee motivation, training, work experience and professionalism is to use a questionnaire based on a Likert scale rating system. This method is a scaling of attitude statements that uses response distribution as the basis for determining scale values. There are 5 types of alternative answers on a Likert scale (strongly agree with a score of 5, agree with a score of 4, neutral with a score of 3, disagree with a score of 2, strongly disagree with a score of 1). Next, the collected data was processed using SPSS version 25.

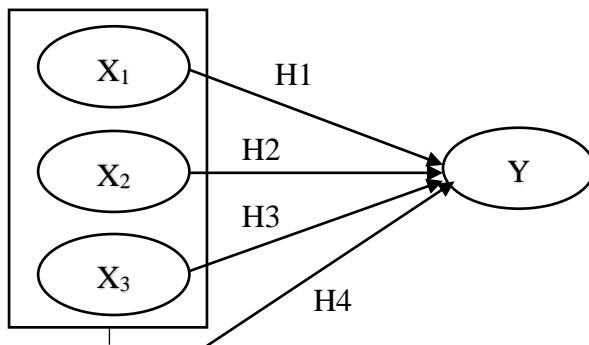


Figure 1 Conceptual Framework

Information:

X1 = Motivation

X2 = Training

X3 = Work experience

Y = Employee professionalism

RESULTS AND DISCUSSION

Respondent Characteristics

The following are the characteristics of the respondents, namely security officers at the Pamekasan Class II A Narcotics Correctional Institution, totaling 41 people.

Table 1 Respondent Characteristics

Description	Frequency	Percentage
Age (year)		
20-25	7	17%
26-30	15	37%
31-35	11	27%
36-40	4	10%
>40	4	10%
Gender		
Male	41	100%
Female	0	0%
Education background		
High school	25	61%
S1	13	32%
Others	3	7%
Service year		
< 5	0	0%
5-10	30	73%
11-15	3	7%
16-20	7	17%
>20	1	2%

From table above, it is known that the characteristics of the majority of respondents are between the ages of 26-30 years as much as 37%, all of them are men, the majority have high school education as much as 61% and the majority have worked for 5-10 years as much as 73%.

Validity Test

Validity testing is carried out to determine the validity of each statement item in the questionnaire. In this research, validity was tested using SPSS 25.0 software, then the results of the r-calculation were compared with the r-table. The r-table value of a total of n of 41 people obtained a value of degrees of freedom (df) = n-2= 39 and by using α (alpha) = 0.05 or 5%, the r-table value was 0.3081. The condition for an indicator to be said to be valid

is that the value of $r\text{-count} > r\text{-table}$ means the indicator is said to be valid. The following is a table of summarized research results.

Table 2 Validity Test Results

Indicator	Item	Coefficient Correlation (r-count)	Remark
X1 Motivation	X1.1	0.747	Valid
	X1.2	0.616	Valid
	X1.3	0.827	Valid
	X1.4	0.756	Valid
	X1.5	0.901	Valid
X2 Training	X2.1	0.688	Valid
	X2.2	0.829	Valid
	X2.3	0.728	Valid
	X2.4	0.812	Valid
	X2.5	0.762	Valid
	X2.6	0.795	Valid
	X2.7	0.832	Valid
	X2.8	0.823	Valid
	X2.9	0.809	Valid
X3 Work experience	X3.1	0.891	Valid
	X3.2	0.786	Valid
	X3.3	0.847	Valid
	X3.4	0.890	Valid
	X3.5	0.867	Valid

	X3.6	0.650	Valid
	X3.7	0.688	Valid
	X3.8	0.882	Valid
Y Employee professionalism	Y1	0.810	Valid
	Y2	0.701	Valid
	Y3	0.762	Valid
	Y4	0.761	Valid
	Y5	0.748	Valid
	Y6	0.803	Valid
	Y7	0.784	Valid
	Y8	0.746	Valid

Table 2 above shows the results of calculations using SPSS 25.0 software resulting in the calculated r-value for each research indicator being above the r-table value of 0.3081. In other words, all indicators of each variable can be used as valid measuring tools.

Reliability Test

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

Table 3 Reliability Test Results

Variable	Cronbach Alpha	Remark
Motivation (X1)	0.832	Reliable
Training (X2)	0.922	Reliable
Work experience (X3)	0.921	Reliable



Employee professionalism (Y)	0.896	Reliable
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Table 3 shows that all variables in this study have Cronbach Alpha values above 0.6. So, it can be said that all the variables in this study are reliable.

Classic assumption test

Normality Test

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

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

Table 4 Kolmogorov smirnov test result

		Unstandardized Residual	
N		41	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	1.52886760	
Most Extreme Differences	Absolute	.199	
	Positive	.199	
	Negative	-.155	
Test Statistic		.199	
Asymp. Sig. (2-tailed)		.000 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	.070 ^d	
	99% Confidence Interval	Lower Bound	.064
		Upper Bound	.077

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Based on 10000 sampled tables with starting seed 2000000.

From table 4 above, it shows that the Sig value is greater than 0.05, namely 0.070, which means the data used is normally distributed.

Multicollinearity Test

Whether or not there is a significant relationship between the independent variables or variable X in a regression model can be determined using the multicollinearity test. In the multicollinearity test, the difference

inflation factor value, or VIF, must be smaller than 10 and the tolerability value must be greater than 0.01. Variables do not show symptoms of multicollinearity if the regression model meets these conditions

Table 5 Multicollinearity Test Results

Model	Coefficients ^a				Collinearity Statistics			
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Tolerance	VIF
1 (Constant)	8.631	3.085			2.798	.008		
X1	.048	.221	.028	.216	.830	.409	.349	2.869
X2	.296	.168	.353	1.759	.087	.149	.149	6.691
X3	.410	.130	.531	3.154	.003	.212	.212	4.728

a. Dependent Variable: Y

From Table 5 above, the tolerance values obtained for the three independent variables are 0.349, 0.149, 0.212 > 0.10 and the VIF values for the three independent variables are 2.869, 6.691, 4.728 < 10, so it can be concluded that there is no multicollinearity.

Heteroscedasticity Test

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

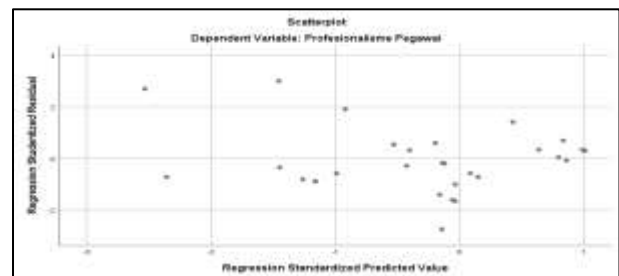


Figure 2 SPSS Scatter Plot output

From Figure 2 above, it can be seen that the points are spread out and do not form a particular pattern, and are above and below the value 0 on the Y axis. So, it can be concluded

that there are no symptoms of heteroscedasticity in this research data.

Hypothesis testing

t test

The t test was carried out to determine how the dependent variable Y (employee professionalism) was partially influenced by variable X1 (motivation), variable X2 (training), and variable X3 (work experience), with a significance level of 0.05 or 5%. The degree of freedom (df) value is calculated using the formula, $df = n - k - 1$, where the n value is the number of respondents and the k value is the number of independent variables. The t-table values are obtained using this formula. Next, the value $df = 37$ is found through this formula. Based on the T table, if the df value = 37 then the t-table value = $t(\alpha/2; n - k - 1) = t(0.05/2; 41 - 3 - 1) = t(0.025; 37)$ is 2.026. The results of the t test carried out using the SPSS 25 program are shown below

Table 6 Result of t test

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized	t	Sig.	
	B	Std. Error	Coefficients Beta			
1	(Constant)	8.631	3.085		2.798	.00
	X1	.048	.221	.028	.216	.83
	X2	.296	.168	.353	1.759	.08
	X3	.410	.130	.531	3.154	.00

a. Dependent Variable: Y

The basis for decision making for the t test is:

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

So, in table 6 above it can be concluded:

a. The calculated t-value of variable X1 is 0.216, which is smaller than the t-table value (0.216 < 2.026) and the sig value. greater

than 0.05 (0.830 > 0.05). This indicates that motivation (x1) partially has an insignificant effect on employee professionalism (Y). So, Ho was accepted.

b. The t-calculated value of the variable greater than 0.05 (0.087 > 0.05). This indicates that training (X2) partially has an insignificant effect on employee professionalism (Y). So, Ho was accepted.

c. The t-calculated value of the variable smaller than 0.05 (0.003 < 0.05). This indicates that work experience (X3) partially has a significant effect on employee professionalism (Y). So, Ho was rejected.

F test

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

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

$$Df\ 2 = n - k - 1 = 37$$

Where the n value is the number of respondents, and the k value is the number of independent variables. So, the value of $df\ 1 = 2$ and the value of $df\ 2 = 37$ are obtained. So, the F-table value obtained is 3.25. The following are the results of the F-test using SPSS 25.0 software.

Table 7 Result of F test

Model	ANOVA ^a					
	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	327.381	3	109.127	43.185	.000 ^b
	Residual	93.497	37	2.527		
	Total	420.878	40			

a. Dependent Variable: Y

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



The basis for making F test decisions is as follows:

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

In table 7 above, the F-calculated value of 43,185 is greater than the F-table (43,185 > 3.25) with a Sig value smaller than 0.05 (0.000 < 0.05). On this basis it can be said that Ho is rejected and Ha is accepted, in other words variables X1 (motivation), X2 (training) and X3 (work experience) simultaneously have a significant effect on variable Y (employee professionalism).

Coefficient of Determination

This coefficient of determination test was carried out to measure the model's ability to explain how much influence the independent variables together (simultaneously) influence the dependent variable, which can be shown by the adjusted R-Squared value [24].

Table 8 Result of Coefficient of Determination

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.882 ^a	.778	.760	1.58964

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

b. Dependent Variable: Y

In table 8 above, it can be seen that the adjusted coefficient of determination (R^2) is 0.760, meaning that the variation of the independent variables (X1, X2, X3) used in the model is able to explain 76% of the variation in the dependent variable (Y), the remaining 24% is influenced or explained by other variables not included in this research model.

Discussion

1. *The relationship between motivation and employee professionalism.*

Motivation has no significant effect on employee professionalism at the Class II A Pamekasan Narcotics Correctional Institution with P Values 0.830 > 0.05. This indicates that in the context of this institution, motivational factors do not significantly influence employee professionalism.

Where in the motivation variable, the statement 'The opportunity to get recognition or appreciation for good performance is one of the important factors that influence my motivation at work' gets the lowest score (weakness), indicating that the opportunity to get recognition or appreciation has little influence on employee motivation in the institution This. This could be due to a lack of an effective reward system or a lack of adequate recognition of good performance. While the statement 'Feeling safe in my work environment gives me additional encouragement to show professionalism in my tasks' received the highest score (strength), this shows the importance of creating a safe and supportive work environment for employees, because this can influence motivation and their performance positively.

Besides that, in the employee professionalism variable, the statement 'I have the skills and knowledge needed to complete my work tasks well' received the lowest score (weakness), this shows that there is potential to improve employees' skills and knowledge so they can be more effective in their work. complete their work tasks. While the statement 'I believe adhering to a high work ethic contributes to the performance and positive reputation of this institution' received the highest score (strength), this shows the importance of building a work culture that encourages a high work ethic in this institution, because this can have a positive impact on overall performance and reputation of the institution.

From the results of this research, there are several implications that can be drawn. First, there needs to be more attention to effective



reward and recognition systems to motivate employees. This can be done by developing reward programs that are more structured and provide clear recognition of good performance. Second, the importance of creating a safe and supportive work environment for employees to increase their motivation and performance. Third, efforts need to be made to improve employees' skills and knowledge so that they can be more effective in completing their work tasks. And finally, the importance of building a work culture that encourages high work ethics as part of a strategy to improve the institution's overall performance and reputation.

By paying attention to these findings and taking appropriate action, it is hoped that the motivation and performance of employees at the Class II A Pamekasan Narcotics Correctional Institution can be increased, so that this institution can achieve its goals more effectively and efficiently.

2. *The relationship between training and employee professionalism.*

Training has no significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution with P Values $0.087 > 0.05$. This shows that in the context of this institution, training does not significantly influence employee professionalism.

Where in the training variable, the statement 'I am able to integrate the new knowledge I have acquired through collaborative learning into my daily work practices smoothly' gets the lowest score (weakness), indicating that the integration of new knowledge into work practices is still a challenge for some employees after attending training. This can be caused by a lack of support or opportunities to implement this new knowledge in daily work. Meanwhile, the statement 'I feel the training I received gave me relevant skills and knowledge to handle real situations' and the statement 'I feel the integration of concepts and skills from the

training has helped me increase efficiency and effectiveness in my daily work' received the highest score (strength), shows that training provides significant benefits in improving employees' skills and knowledge to handle real work tasks, as well as helping to increase efficiency and effectiveness in their work.

Apart from that, in the employee professionalism variable, the statement 'I have the skills and knowledge needed to complete my work tasks well' received the lowest score (weakness), this shows that there are areas where employees still feel the need to improve their skills and knowledge to complete work tasks well. Meanwhile, the statement 'I believe adhering to a high work ethic contributes to the positive performance and reputation of this institution' received the highest score (strength), indicating that a high work ethic is an important factor in improving employee professionalism. This shows the importance of building a work culture that encourages high work ethics in this institution, because this can have a positive impact on the performance and reputation of the institution as a whole.

From the results of this research, there are several implications that can be drawn. First, there needs to be more attention to support and opportunities for employees to integrate new knowledge and skills obtained from training into daily work practices. This can be done by providing a work environment that supports the implementation of new knowledge, as well as providing opportunities for employees to practice it in real situations. Second, it is necessary to evaluate the type of training provided to ensure that the training provides relevant and significant benefits for employee professionalism. This can be done by identifying specific training needs and designing training programs that suit those needs. Third, it is necessary to continue to encourage a work culture that promotes high work ethics, because this can have a positive impact on the performance and reputation of the institution. This includes setting an example



and providing rewards or recognition for behavior that is consistent with the desired work ethic values.

By paying attention to these findings and taking appropriate action, it is hoped that we can increase the benefits of training for employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution, as well as strengthen a work culture that supports better overall performance.

3. The relationship between work experience and employee professionalism

Work experience has a significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution with P Values $0.003 < 0.05$. This indicates that work experience significantly influences employee professionalism in the context of this institution.

Where in the work experience variable, the statement 'I am actively involved in special projects initiated by the company' received the lowest score (weakness), indicating that the level of involvement in special projects is still a weakness for some employees. This may be due to a lack of opportunities or incentives to engage in such projects. Meanwhile, the statement 'I consider training and development programs as an opportunity to improve my skills and knowledge' received the highest score (strength), indicating that experience in training and development programs makes a positive contribution in improving employee skills and knowledge. This shows the importance of investing in training and development programs to improve the quality of employees and their performance.

Besides that, in the employee professionalism variable, the statement 'I have the skills and knowledge needed to complete my work tasks well' received the lowest score (weakness), this shows that although work experience has a significant effect, there are still areas where employees feel need to improve their skills and knowledge to complete job tasks

well. Meanwhile, the statement 'I believe adhering to a high work ethic contributes to the positive performance and reputation of this institution' received the highest score (strength), indicating that a high work ethic is an important factor in improving employee professionalism. This shows the importance of building a work culture that encourages high work ethics in this institution, because this can have a positive impact on the performance and reputation of the institution as a whole.

From the results of this research, there are several implications that can be drawn. First, efforts need to be made to increase employee involvement in special projects initiated by the company as part of developing their work experience. This can be done by providing wider opportunities for employees to be involved in these projects and providing incentives that motivate them to participate. Second, it is necessary to continue to encourage employee participation in training and development programs as an effort to continue to improve their skills and knowledge. These programs can be specifically designed to address identified weaknesses in an employee's work experience. Third, it is necessary to continue to strengthen a work culture that promotes high work ethics as part of a strategy to improve the performance and reputation of the institution. This includes setting an example and providing rewards or recognition for behavior that is consistent with the desired work ethic values.

By paying attention to these findings and taking appropriate action, it is hoped that we can continue to increase the contribution of work experience to employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution, as well as strengthening the work culture that supports better overall performance.

4. Simultaneous relationship between motivation, training and work experience on employee professionalism



Motivation, training and work experience simultaneously have a significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution with P Values $0.000 < 0.005$. This shows that these three factors interact with each other and contribute positively to employee professionalism in the context of this institution.

However, there are differences in the influence of these factors individually. Motivation and training apparently do not have a significant influence on employee professionalism. This shows that although motivation and training are important, their influence on employee professionalism in this institution is not statistically significant.

First, in terms of motivation, although the effect is not significant, the results of the responses to the questionnaire show the need for more attention to an effective reward and recognition system to motivate employees. This includes developing reward programs that are more structured and provide clear recognition of good performance. With an effective reward system, it is hoped that employees will feel appreciated and motivated to continue to improve their performance.

Second, in terms of training, although the effect is not significant, the results of the responses to the questionnaire show the need to create a safe and supportive work environment for employees to increase their motivation and performance. Evaluation of the type of training provided is also important to ensure that the training provides relevant and significant benefits for employee professionalism.

Third, in terms of work experience, efforts need to be made to increase employee involvement in special projects initiated by the company as part of developing their work experience. This can be done by providing wider opportunities for employees to get involved in these projects and providing incentives that motivate them to participate.

By paying attention to these findings and taking appropriate action, it is hoped that employee professionalism at the Class II A Pamekasan Narcotics Correctional Institution can continue to improve. It is also hoped that this will help the institution achieve its goals more effectively and efficiently, as well as strengthen the institution's overall reputation

CONCLUSION AND RECOMMENDATION

Conclusion

From the research results it can be concluded as follows:

1. Motivation has no significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution
2. Training has no significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution.
3. Work experience has a significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution.
4. Motivation, training and work experience simultaneously have a significant effect on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution.

Recommendation

Based on the significant findings from this research regarding the influence of motivation, training and work experience on employee professionalism at the Pamekasan Class II A Narcotics Correctional Institution, there are several suggestions that can be taken to improve employee professionalism:

1. There needs to be more attention to effective reward and recognition systems. This includes developing reward programs that are more structured and provide clear recognition of good performance. With an effective reward system, it is hoped that employees will feel appreciated and motivated to continue to improve their performance.
2. It is important to create a safe and supportive work environment for employees. This will



help increase their motivation and performance. Evaluation of the type of training provided is also important to ensure that the training provides relevant and significant benefits for employee professionalism.

3. Efforts need to be made to increase employee involvement in special projects initiated by the company as part of developing their work experience. This can be done by providing wider opportunities for employees to get involved in these projects and providing incentives that motivate them to participate.
4. Strengthening a work culture that promotes high work ethics is very important. This factor can be one of the main drivers in improving employee professionalism. Setting an example and providing rewards or recognition for behavior that is in line with the desired work ethic values will strengthen this culture.
5. It is important to continue to evaluate the training and development programs provided to employees. This evaluation will help ensure that the training provided provides significant benefits to employee professionalism and is relevant to their needs.

By implementing these suggestions, it is hoped that we can continue to improve the performance of employees at the Class II A Pamekasan Narcotics Correctional Institution. This will also help the agency achieve its goals more effectively and efficiently, as well as strengthen the agency's overall reputation.

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