

The Effect of Professionalism, Work Discipline and Work Environment on Performance Members of the Air Force Soldiers in the Air Force Base Cilangka Jakarta



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ABSTRACT: The purpose of this study was to analyze the influence of professionalism, work discipline and work environment on the performance of members of the Air Force Disopsl or Mabasau Cilangkap Jakarta, either simultaneously or partially. This study also wants to analyze which variables of professionalism, work discipline and work environment have a dominant influence on the performance of the members of the Air Force Disopsl or Mabasau Cilangkap Jakarta. This type of research is explanatory research. The research population consisted of 40 members of the first officer of the Indonesian Air Force in the sub-district headquarters in Cilangkap, Jakarta. Considering that the population was not too large, a census study was used, namely all members of the first officer at the Disopsl or Mabasau Cilangkap Jakarta would be research respondents. The analysis method uses multiple linear regression and hypothesis testing. The results showed that professionalism, work discipline and work environment on the performance of members of the first officer of the Indonesian Air Force were employed or Headquarters in Cilangkap Jakarta, either simultaneously or partially. Furthermore, this study identifies that professionalism has a dominant effect on the performance of members of the Indonesian Air Force in the Disopsl or Cilangkap Jakarta Headquarters.

KEYWORDS: Professionalism, Work Discipline, Work Environment and Performance

I. INTRODUCTION

The Indonesian Air Force is one part of the national army which is the core force (main component) of air defense which is required to always be ready to guarantee the enforcement of the sovereignty and territorial integrity of the unitary state of the Republic of Indonesia and protect the honor and safety of the nation along with other core defense forces. The Indonesian Air Force as the main component of the national defense tool in the field of air dimensions has always put itself in the forefront in supporting the national army's duties in military operations of war (OMP) and military operations other than war (OMSP) together with reserve and supporting components. The demand for the readiness of the Air Force in supporting the national army's duties is contained in article 7 paragraph (2) point b.12 of Law No. 34 concerning the National Army concerning the main duties of the national army, one of which is implementing the mission to carry out natural disaster relief operations, evacuation and the provision of humanitarian assistance. The role of the Indonesian Air Force in carrying out natural disaster relief operations is more in the support of air operations to support evacuation and the provision of humanitarian assistance.

Based on this explanation, in essence, every member of the Indonesian Air Force in particular has needs that must be met, both material and non-material. Therefore, members need reciprocity as remuneration or compensation for the work that has been done. An organization, agency or agency is closely related to the human resources in it. Where human resources play an important role for all aspects of the organization. According to M. Devita (2017), human resources is a process of planning, organizing, directing and supervising the activities of procuring, developing, maintaining, and deploying human resources in order to achieve various individual, organizational and societal goals. According to M. Devita (2017), human resource management is a management activity that includes utilization, development, research, provision of service limits for humans as individual members of organizations or business institutions. Furthermore, according to Nawa and Kempa (2017), human resources are the integrated abilities of the individual's thinking and physical abilities.

Professionalism has an influence on performance (Alfianto & Suryandari, 2015). Monique and Nasution (2020) also mentioned the concept of professionalism is a tool that can be used to measure how professionals see their profession which is reflected in attitudes and behavior. Professional is also related to the norms and standards that apply to the profession. This is reinforced by

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the results of Junaidi's research (2010) which states that the professionalism of teachers and employees has an influence on employee performance. In more detail, the results of research conducted by Ni'amah (2012) stated that professionalism has an influence on performance. The results of the analysis reveal that professionalism does affect performance.

According to Sidanti (2015), states that the notion of performance is the willingness of a person or group of people to carry out an activity and perfect it in accordance with their responsibilities with the expected results. According to Marifa N (2018), performance is real behavior displayed by everyone as work performance produced by members according to their role in the agency. From the expert opinion, it can be concluded that performance is a result or achievement of someone who has done it with predetermined standards.

Performance can be affected by work discipline. Work discipline is an internal factor that needs to be considered in efforts to improve member performance. Work discipline according to Kalsum et al. (2018), discipline as an ideal condition in supporting the implementation of tasks according to the rules in order to support work optimization. According to Suryani and Irawan (2018), work discipline is a person's ability to work regularly, diligently continuously and work according to predetermined rules. Factors that can affect performance are professionalism, competence, leadership and work environment (Erri et al., 2021). According to Sri Wahyuni (2013) factors that influence performance include: work professionalism, ability, work environment, work discipline, leadership and personality. Raziq and Maulabakhsh (2015) stated that a good work environment has a positive impact on member job satisfaction, a bad work environment can inhibit the abilities and potential of members, so it is important for agencies to be able to create a good work environment. Members who are satisfied with the work they are doing will tend to prefer their workplace and the work they do, besides that they will also be proud of their workplace. Members who feel job satisfaction in the organization will have a positive attitude such as doing their job well, giving good performance and even exceeding their duties.

II. LITERATURE REVIEW

1. Performance

A. Definition of Performance

According to Afandi (2018) Performance is the result of work that can be achieved by a person or group of people in an agency in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, does not violate the law and does not conflict with morals and ethics. According to Kartika and Sugiarto (2016) employee performance is the ability of employees to do something specific expertise. Jufrizen and Sitorus (2021) Performance refers to achieving employee goals for the tasks assigned to them.

Rukmini et al. (2022) that performance is defined as the result of an evaluation of the work done by individuals compared to the criteria that have been set together. According to Mangkunegara (2017) The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out tasks that are in accordance with the responsibilities given to him. According to Sapitri and Pancasila (2022) Performance is the level of success of employees in completing their work. Member performance is one of the success factors in determining individual task attainment which can lead to determining organizational performance (Sugiono and Tobing, 2021).

According to Mangkunegara (2008) the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person). The definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him Mangkunegara (2008). Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements (Sapitri and Pancasasti, 2022). According to Mangkunegara (2008) that the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person), namely the work results in quality and quantity achieved by a member in carrying out their duties in accordance with the responsibilities given to him.

According to Sapitri and Pancasila (2022) performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements. Bariqi (2018) also argues that the term performance comes from the word job performance or actual performance (work achievement or actual achievement), namely the actual work result. Muslims et al. (2019) explains that, performance is the result of work that has been achieved by a person from his work behavior in carrying out work activities. Performance itself refers to the level of achievement of tasks that make up a member's job. According to Muslims et al. (2019) performance is a person's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks assigned to him as well as the quantity, quality and time spent on tasks.

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According to Sapitri and Pancasila (2022) Performance is important for an organization because an organization is formed to achieve a certain goal. Organizational work results are obtained from a series of activities carried out by the organization. Organizational activities can be in the form of managing organizational resources or the process of implementing work needed to achieve organizational goals. Ferawati (2017) said Performance is the quantity and or quality of the work of individuals or groups within the organization in carrying out the main tasks and functions that are guided by the norms, standard operating procedures, criteria and measures that have been established or that apply in the organization.

B. Factors Affecting Performance

According to Priansa (2017) the factors that can affect member performance are as follows:

1. Individual abilities include talents, interests, and personality factors. Skill level is a raw material possessed by a person in the form of knowledge, understanding, ability, intrapersonal skills, and technical skills. Thus it is possible for a member to have good performance, if the performance of the member has a good skill level, the member will produce good results too
2. The effort expended is when working, attendance, motivation. The level of effort is a picture of the motivation shown by members to complete the job well. Therefore, if a member has the skill level to do the job he or she will not perform well with little effort. This relates to the difference between the level of skill and the level of effort, the level of skill is a reflection of the ability to do while the level of effort is a reflection of something done.
3. Organizational environment. In an organizational environment, agencies/agencies provide facilities for members which include training and development, equipment, technology and management.

Anwar Prabu Mangkunegara (2016) states that: "Factors that influence performance achievement are ability factors and motivational factors. Meanwhile, according to Mangkunegara (2016) it is formulated that the factors that can affect performance are:

Human Performance = Ability + Motivation

Motivation = Attitude + Situation

Ability = Knowledge + Skill

From this statement, it is clear that to get a picture of a person's performance, a special assessment of abilities and motivation is needed. Among the several factors that affect a person's performance, it turns out that what can be intervened or treated through education and training is the capability factor that can be developed. The high or low performance of a member is of course determined by the factors that influence it either directly or indirectly.

C. Performance Indicators

Measuring the results of the work on the tasks that have been given to members, there must be an assessment of these members. Melliana et al. (2013) are as follows :

1. Quality of work. Demonstrate neatness, accuracy, relevance of work results without ignoring the volume of work. Good quality work can avoid error rates in completing work which can be beneficial for the progress of the agency. The indicators are neatness, ability, and success.
2. Working quantity. Shows the large number of types of work carried out at one time so that efficiency and effectiveness can be carried out in accordance with agency goals. The indicators are speed and satisfaction.
3. Responsibility. Shows how big the members are in receiving and carrying out their work, being accountable for work results and the facilities and infrastructure used and their work behavior every day. The indicators are work results, decision making, facilities and infrastructure.
4. Cooperation. Willingness of members to participate with other members vertically and horizontally both inside and outside of work so that work results will be better. The indicators are cohesiveness and good relations with colleagues and superiors.
5. Initiative from within members of the agency to carry out work and nature of work without waiting for orders from superiors or showing responsibility in work that is already the responsibility of a member. The indicator is independence.

2. Professionalism

A. Definition of Professionalism

Wirjayanti (2014) says that: Professionals are people who are relied upon and trusted because they are experts, skilled, knowledgeable, responsible, diligent, full of discipline, and serious in carrying out their job duties. All of that makes the term professionalism synonymous with ability, knowledge or education and independence. Meanwhile according to Darman (2019) Professionalism is the attitude and behavior shown by a person towards his profession that can motivate, cooperate and interact professionally with co-workers.

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From some of the definitions above, it can be concluded that professionalism is a responsible attitude in carrying out work that requires expertise, abilities and skills in carrying out tasks according to their respective levels. So that it is carried out with high quality, at the right time, and carefully. Therefore professionalism is an important means to achieve goals, then the development of professionalism is a very important part of management. Every management requires professionalism from every member of the organization.

B. Characteristics of Professionalism

According to Mertin Jr. (in Fitri Wirjayanti, 2014), the characteristics of professionalism in accordance with the demands of good governance include:

1. Equality is equal treatment of the services provided. This is based on the type of rational bureaucratic behavior that consistently provides quality services to all parties regardless of political affiliation and social status.
2. Justice is that equal treatment of society is not enough, apart from that it is also fair treatment. For a pluralistic society sometimes it requires fair treatment and equal treatment.
3. Loyalty is loyalty to the legal constitution, leaders, subordinates, and colleagues. The various types of loyalty are bound to each other and no absolute loyalty is given to one particular type of loyalty ignoring the others.
4. Accountability in such a form that every government apparatus must be ready to accept responsibility for whatever is done.

C. Way Towards Professionalism

The building of a culture of professionalism, namely first through the "educational process". In the education process, there are several elements (educational subsystems) that need attention:

1. Understanding (through campaigns, upgrading, etc.),
2. The system approach (in stages) in the process of understanding above,
3. How to carry out ethical "activities" in accordance with the spirit of "Pancasila"
4. The development of "professionalism ethics", if it has been formulated, needs to be socialized from an early age,
5. Implementation through the application of sanctions by the established "Professional Association",
6. Everything needs to be supported by government policies in the education system which will be developed to prepare Indonesian human resources to face global competition
7. Exemplary in an effort to build a value system to become a rule, example is the key to success. examining the external-internal factors that affect/are affected by the problems that arise, propose several hypotheses to the conclusion of a systematic and methodical problem solving. This applies and is ingrained in every approach taken by a professional in solving problems in work/profession.

3. Work Discipline

A. Definition of Work Discipline

Hasibuan (2016) states that work discipline is an attitude of willingness and willingness of a person to comply with and comply with applicable regulatory norms. Hasibuan continued that discipline is a person's awareness and willingness to comply with all applicable agency regulations and social norms. Meanwhile, Sinambela (2017) states that work discipline is an activity carried out by someone who gets positive value from his activity, and also the willingness of the person who arises with his own awareness to follow the rules that apply in an organization or agency.

The goals of work discipline include the following below according to Sutrisno (2016):

1. The members' high sense of concern for the achievement of agency goals
2. The high enthusiasm and enthusiasm for work and the initiative of the members to carry out the work
3. Great sense of responsibility to members to carry out their duties as well as possible
4. The development of a sense of belonging and a high sense of solidarity among members
5. Increased work efficiency and productivity of members

Based on the purpose of work discipline, the work discipline of members must be upheld in an organization. Without good work discipline, it is difficult for an organization to realize its goals.

B. Indicators of Work Discipline

Sinambela (2017) describes the dimensions and indicators in work discipline, namely:

1. Goals and abilities influence the level of discipline of members.
2. The role model of the leader plays a very important role in determining the discipline of members because the leader is used as an example and role model by his subordinates.

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3. Remuneration (salary and welfare) also influences member discipline because remuneration will give members satisfaction and love for the institution.
4. Justice contributes to the realization of member discipline because ego and human nature always feel that they are important and ask to be treated the same as other humans.
5. Waskat (attached supervision) is the real and most effective action in realizing the discipline of agency members.
6. Legal sanctions play an important role in maintaining member discipline.
7. The firmness of the leadership in taking action will affect the discipline of agency members.
8. Harmonious human relations among members help create good discipline in an institution.

C. Factors Influencing Discipline

Sutrisno (2016) suggests the factors that influence work discipline are:

1. The size of the compensation. Members will comply with all applicable regulations, if they feel that they are guaranteed remuneration commensurate with their efforts that have been contributed to the agency.
2. Whether there is exemplary leadership in the agency. Exemplary leadership is very important because in an organizational environment, all members will always pay attention to how leaders can uphold self-discipline and how they can control themselves from words, actions and attitudes that can harm the disciplinary rules that have been established.
3. Whether there are definite rules that can be used as a guide. Discipline development will not be carried out in agencies, if there are no definite written rules to be used as a common guide.
4. Courage of leaders in taking action. With action against disciplinary violations, in accordance with existing sanctions, all members will feel protected, and in their hearts promise not to do the same thing.
5. Whether there is leadership oversight. In every activity carried out by the agency there needs to be supervision, which will direct members so that they can carry out the work properly and in accordance with what has been determined.
6. Whether there is attention to the members. Members are human beings who have different characters from one another. A member is not only satisfied with receiving high compensation, challenging work, but also they still need great attention from their own leadership.
7. Creating positive habits that support the establishment of discipline.

4. Work Environment

A. Definition of Work Environment

According to Saleh and Utomo (2018) that the work environment is everything that surrounds the workers and which can affect him in carrying out the tasks assigned. Whereas Arianto (2013); Haryanto et al. (2018) mentioning the work environment is something that exists in the environment of workers who can influence themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and adequate at least work equipment. The work environment is everything that is around the workers/members that can affect the job satisfaction of members in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support members in completing tasks assigned to members to improve work members in an agency. The work environment is divided into two types, namely the physical work environment and the psychological work environment.

B. Factors Affecting the Work Environment

According to Irawan (2017) things that can affect the formation of working environment conditions that are associated with the abilities of members, include the following:

- 1) Color. To increase the work efficiency of the members of the color is one of the important factors, especially the color that can affect their mental state. The joy and peace of the members at work will always be maintained when the room or work environment uses the right wall color and tools.
- 2) Cleanliness of the Work Environment. Indirectly the work environment can affect someone at work. Members will feel more comfortable doing their jobs if the work environment can be kept clean.
- 3) Information. The lighting in question is not only lighting that comes from lamps or electricity at night. But also lighting from the sun during the day.
- 4) Air Exchange. Members' physical fitness will increase when the room provides enough air exchange. The health of members will be guaranteed if the room is sufficiently ventilated.
- 5) Assurance Against Security. The existence of security guarantees for members is enough to give members peace of mind at work.
- 6) Noise. The concentration of members will be disrupted if the work environment is very noisy.
- 7) Spatial Planning. A good room arrangement will further encourage the comfort of members in working.

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III. RESEARCH METHODS

A. Research Design

The research design is quantitative research, namely research that has a hypothesis, which requires statistical tools to prove the hypothesis. This type of research is causal comparative using three independent variables and one dependent variable. The results of the influence between the variables studied will be explained in more depth so that this type of research is explanatory / explanation.

According to Haryanto et al. (2018) explanatory research is research that aims to find out and explain the relationship between two or more variables, looking for the effect of a causal relationship between the independent variables (variables that influence) and the dependent variable (variables that are influenced) through hypotheses.

B. Research variables

1. Variable Classification

In this study there are independent variables and dependent variables. As for these variables:

- a. Dependent variable : Performance (Y)
- b. Free Variables : Professionalism (X1)
Work Discipline (X2)
Work Environment (X3)

2. Conceptual Variables

a. Performance (Y)

Anwar Prabu Mangkunegara (2008), that the performance of member organizations greatly determines the achievement of agency goals through existing human resources. With organizational performance indicators of quality of work, quantity of work, responsibility, cooperation and initiative of each member, these indicators also measure the organizational performance of the agency.

b. Professionalism (X1)

According to Darman (2019) Professionalism is the attitude and behavior shown by a person towards his profession that can motivate, cooperate and interact professionally with co-workers.

c. Work Discipline (X2)

According to Sinambela (2017) states that work discipline is an activity carried out by someone who gets positive value from his activity, and also the willingness of the person who arises with his own awareness to follow the regulations that apply in an organization or agency.

d. Work Environment (X3)

According to Nitisemito (2018) the work environment is everything that surrounds workers and that can affect them in carrying out the tasks assigned.

2. Test Research Instruments

a. Validity test

The instrument is said to be valid if the instrument is able to measure what is desired and can capture data from the variables that are written correctly. The level of instrument validity indicates the extent to which the data collected does not deviate from the description of what is intended (Arikunto, 2010). In this study, the validity test was carried out using the Pearson's product moment correlation approach, namely correlating the item scores of $\alpha = 0.05$ (5%), meaning that the questionnaire has high validity or validity, namely the questions in the questionnaire can measure the measuring function as desired by Ghozali (2011).

To measure the validity using product moment correlation analysis (pearson correlation). The validity of research questions can be tested by looking for the significance of the correlation coefficient (r) of each question item to the total questions as a whole compared to the degree of confidence at the level $\alpha = 0.05$

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{n(\sum x^2) - (\sum x)^2} \sqrt{n(\sum Y^2) - (\sum y)^2}}$$

Where:

- r = Product moment correlation coefficient
- X = Item score
- Y = Totalscore
- n = Number of respondents

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If the sig. (2-tailed) $r < 0.05$ or r count $\geq r$ table means that the research question items are able to measure company problems/valid. The r table value with an error rate of 5% and the number of observations of 40 units of analysis is 0.304

b. Reliability Test

The reliability test is used to test the extent to which the instrument can give relatively similar results and can be re-measured on the same subject. A good measuring tool does not vary in measurement, meaning that even if this tool is used many times it will give almost the same results (Arikunto, 2010). In this study, the reliability test was carried out using the Alpha Cronbach approach. The criterion is if Cronbach's Alpha value > 0.60 it is said that the questionnaire has high reliability Ghozali (2011).

A measuring instrument is called reliable if the respondent is consistent in filling out the measuring instrument or the list of questions asked. Reliability indicates the extent to which measurement results remain consistent. Furthermore, to measure or test whether the questionnaire used to collect research data can be trusted or reliable, a reliability test is used using the Cronbach Alpha reliability coefficient.

$$r = \frac{k}{k-1} \left(\frac{1 - \sum \sigma_i^2}{\sigma^2} \right)$$

r = reliability coefficient

K = Number of questions

σ_i^2 = Variant of the number of item scores

σ^2 = Variants of total item scores

If the Cronbach's Alpha value is > 0.6 , then the research question items are still reliable.

3. Classical Assumptions

The regression coefficient in the regression model will be estimated using the Ordinary Least Square (OLS) method. The best estimate will be obtained if the average value of the estimation results will be the same as the actual value, that is, the estimation results are unbiased. Gujarati (2005) states that the best estimation results will be obtained if they are BLUE (Best Linear Unbiased Estimation). Examination or testing whether the results of the estimated regression coefficient have obtained the best results is carried out by examining and testing some of the classical assumptions required in the OLS. In this study, the classical assumption test will be measured based on multicollinearity, heteroscedasticity, autocorrelation, and normality tests (Ghozali, 2011). The description of each test is as follows:

a. Multicollinearity Test

Multicollinearity test according to Ghozali (2011) was conducted to test whether the regression model found a correlation between independent variables. A good model should not have a correlation between the independent variables. To find out whether there is multicollinearity is to look at the VIF (Variance Inflation Factor) value. If the value is < 10.0 , it means that there is no multicollinearity (Ghozali, 2011).

b. Heteroscedasticity Test

The heteroscedasticity test according to Ghozali (2011) was carried out to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. A good model should not have heteroscedasticity, that is, the variance from one residual observation to another is different. To determine whether there is heteroscedasticity, the scatterplot method is used (Ghozali, 2011). If the plot graph shows irregularity, then there is no heteroscedasticity.

c. Autocorrelation Test

The autocorrelation test according to Ghozali (2011) was carried out to find out whether there is a correlation between the confounding errors in the t period and the interfering errors in the $t-1$ period. To detect it, the Durbin Watson method is used, where if the value is between $+2$ and -2 , there is no autocorrelation.

d. Normality test

The normality test according to Ghozali (2011) aims to test whether in the regression model, the confounding or residual variables have a normal distribution. A good regression model is having normal or close to normal data distribution. One way to test whether the data distribution is normal or not is by looking at the normal probability plot which compares the cumulative distributive of the actual data with the cumulative distribution of the normal distribution. If the data distribution is normal, then the data that describes the actual data will follow the diagonal line. (Ghozali, 2011).

IV. RESEARCH RESULTS AND DISCUSSION

1. Evaluation of the Validity and Reliability of Research Instruments

The statement items that have been answered by the respondent need to be tested, with the intention to find out whether it is true that the respondent understands the item asked by the researcher. To determine the level of understanding / validity of the

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respondent on the questionnaire items, a validity test is carried out. In addition, researchers also want to know the level of consistency of respondents' answers to what has been asked. To find out the consistency of the respondents in answering the questionnaire items, a reliability test was carried out. Below are the results of testing the validity and reliability using the SPSS 25.0 program, summarized in the following table?

a. Validity Test Results

The results of the validity test on the 14 statement items that measure the variables of knowledge, abilities, information technology and organizational performance are as follows:

Table 1. Validity Test Results

Variable	Items	Correlation coefficient	r. Table	Sig.	Information
Professionalism (X1)	X1.1	.778**	0.223	.000	VALID
	X1.2	.811**	0.223	.000	VALID
	X1.3	.774**	0.223	.000	VALID
	X1.4	.774**	0.223	.000	VALID
Work discipline (X2)	X2.1	.470**	0.223	.000	VALID
	X2.2	.510**	0.223	.000	VALID
	X2.3	.709**	0.223	.000	VALID
Work environment(X3)	X3.1	.795**	0.223	.000	VALID
	X3.2	.807**	0.223	.000	VALID
Performance (Y)	Y1.1	.812**	0.223	.000	VALID
	Y1.2	.414**	0.223	.000	VALID
	Y1.3	.577**	0.223	.000	VALID
	Y1.4	.387**	0.223	.000	VALID
	Y1.5	.806**	0.223	.000	VALID

Source: data processed in 2022

The test results above show that the r-count value for the 14 statement items obtains a value below the r-table value (0.233) or the probability value (sig. 2-tailed) for the 14 questionnaire items produces a probability value below the number 0.05. The comparison shows that the respondents understand the 14 items in the questionnaire submitted by the researcher. Thus all the questionnaire items in this study were declared valid.

b. Reliability Test Results

In addition to the validity test, each item of the research questionnaire/instrument for each variable is expected to be answered consistently/reliably. A variable is said to be reliable if the Cronbach's Alpha value obtained from the calculation results exceeds or is greater than the specified cut-off of 0.6

Table 2. Reliability Test Results

Variable	Alpha Cronbach	R table	information
Professionalism (X1)	0.820	0.6	Reliable
Work discipline (X2)	0.724	0.6	Reliable
Work environment (X3)	0.736	0.6	Reliable
Member Performance (Y)	0.737	0.6	Reliable

Source: data processed in 2022

The test results above show that Cronbach's Alpha values for the four variables studied which represent the 18 items in the research questionnaire produce values that are still below the cut-off number (0.6). This comparison shows that the respondents were consistent in answering the 14 questionnaire items submitted by the researcher. Thus all the items in the questionnaire in this study were declared reliable.

2. Analysis of Research Results

a. Multicollinearity Test Results

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Multicollinearity is a condition where in a regression equation there is a very high correlation between independent variables. To find out the symptoms of multicollinearity, it can be seen from the VIF value. The VIF value must be less than 10 to be said to be free of multicollinearity symptoms.

Table 3. Variance Inflation Factor Value

Free/Independent Variable		Collinearity Statistics	
		tolerance	VIF
1	X1- Professionalism	.272	3,670
2	X2 – Work discipline	.236	4,229
3	X3 – Work environment	.733	1,365

Source: data processed in 2022

Based on the VIF calculation above, it can be seen that all independent variables, namely knowledge, abilities and information technology, have a value below 10 so that there are no symptoms of multicollinearity.

b. Autocorrelation Test Results

Autocorrelation in a regression model can be determined by serial correlation test models using the Durbin Watson (DW) method. A regression model equation can be said to have no autocorrelation symptoms if the Durbin Watson value is between -2 and 2 or $-2 < DW < 2$. Based on the calculation results it can be seen that the Durbin Watson value is 1.709 so that it is greater than -2 and smaller of 2. It means that it can be concluded that there is no autocorrelation in the regression model.

c. Heteroscedasticity Test Results

The heteroscedasticity test can be shown by looking at the results of the scatterplot, if the distribution of the scatterplot is spread out, it means that the regression equation is free of heteroscedasticity.

3. Discussion of Research Results

Fitri Wirjayanti, 2014 defines work professionalism, namely professionalism is needed in the organization and requires professional human resources, will create good skills and commitment from the people who work in the organization while at the same time fostering the image of the organization. According to the respondents' perceptions, it was found that the professionalism of members can affect performance. The results of the analysis of the description of professionalism found that the professionalism of members of the Disopslatau Mabasau Cilangkap Jakarta affects the performance of members, so professionalism is needed with other fellow members. The results of the study are similar to Ina's research (2019) concerning the effect of Work Motivation and Discipline on the Performance of Members of PDAM Tirtanadi, Tuasan Medan Branch, shows simultaneously that there is a positive and significant influence jointly between work motivation and work discipline on member performance. The results of the study show that there is a positive and significant influence simultaneously between work motivation and work discipline on member performance.

According to Singodimejo and Edy Sutrisno (2016: 94) describe the dimensions of work discipline regarding what rules may and what may not be done by members in agencies. This research is measured by obeying the rules of time, obeying agency regulations and obeying the rules of behavior at work. According to Retno (2016) the research results show that motivation and work discipline have a positive and significant effect on the performance of members at the Office of the South Sulawesi Provincial Education Office in Makassar City. The results of the analysis of the description of work discipline found that the work discipline of members of the Disopsl or Mabasau Cilangkap Jakarta affects the performance of members so that they are not disturbed while on duty. According to Ferawati (2017) factors that influence the work environment are physical environmental factors and psychological environmental factors. The results of the analysis of the description of the work environment found that the work environment of members of the Disopsl or Mabasau Cilangkap Jakarta affects the performance of members in the work environment. Rido (2018) research results that the work environment greatly influences the performance of members. As the working environment of members increases, it can produce very good performance. Some explanations about the results of this study compared with the results of previous studies can be concluded that members who have roles and functions carry out service work, especially services to the community, quality, quantity, responsibility and initiative of members are needed in carrying out their duties.

CONCLUSIONS

This study explains the influence of professionalism, work discipline and work environment on the performance of members of the Disopsl or Mabasau Cilangkap Jakarta, where the results of the research conclusions are presented below:

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1. Work professionalism is well received by members of the Disopsl or Mabasau Cilangkap Jakarta, the respondents respond positively. The work discipline of members obeying the rules of time found that the accuracy of working hours can lead to work discipline. The work environment of members can be found that physical and physical environmental factors can improve the work environment of members at work. The performance of members of the Disopslatau Mabasau Cilangkap Jakarta found that the quality of work and quantity of work were able to complete the work on time in accordance with the rules and regulations in force. 2. The results of the study show that professionalism, work discipline, and work environment affect the performance of members of the Disopsl or Mabasau Cilangkap Jakarta. Professionalism, 3. The professionalism of members' work is the most dominant measured symptom and has the most influence on member performance. Thus the increase in the performance of members of the Disopsl or Mabasau Cilangkap Jakarta is greatly influenced by the quality of work, the quantity of work and the work environment.

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