

# INFLUENCE OF INTEGRITY, CAREER DEVELOPMENT AND THE PROVISION OF ADDITIONAL EMPLOYEE INCOME ON THE WORK PRODUCTIVITY OF EMPLOYEES IN THE REGIONAL SECRETARIAT OF PASAMAN REGENCY

Padrison<sup>1\*</sup>

Magister Administrasi Publik, Universitas Negeri Padang, Padang, Indonesia,  
[padrisonlublay@gmail.com](mailto:padrisonlublay@gmail.com)

\*Corresponding author

Syamsir<sup>2</sup>

Magister Administrasi Publik, Universitas Negeri Padang, Padang, Indonesia,  
[Samsirsaili@yahoo.com](mailto:Samsirsaili@yahoo.com)

## Abstract

**Background** – Work productivity is a real result (product) created by individuals or groups. In this situation, the more products produced in less time, the more valuable the productivity level. Work productivity in the organization is one of the goals that must be achieved by every organization. Thus the low productivity of employees will affect the goals of the organization. In the study the low work productivity of employees at the Regional Secretariat of Pasaman Regency.

**Purpose** – The aims of this research are analyze the effect of integrity, career development and the provision of additional employee income on the work productivity of employees at the Pasaman Regency Secretariat. Work productivity is often used by private organizations with the aim of measuring inputs and outputs within the organization. But in this article work productivity is measured in government agencies.

**Design/ Methodology/ Approach** - This research was conducted at the Regional Secretariat of Pasaman Regency. The sampling technique used in this study is total sampling. The total population in this study amounted to 117 respondents. Analysis of research data using multiple linear regression analysis with the help of the IBM SPSS Statistics 26 program as statistical data processing

**Finding** – The results showed that (1) There is an influence of integrity on the work productivity of employees in the Regional Secretariat of Pasaman Regency (2) There is an effect of career development on the work productivity of employees in the Regional Secretariat of Pasaman Regency. (3) There is an effect of providing additional employee income (TPP) on the work productivity of employees in the Regional Secretariat of Pasaman Regency. (4) There is an influence of integrity, career development and the provision of additional employee income (TPP) on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

**Conclusion** - The leadership of the Pasaman Regency Regional Secretariat must be able to provide encouragement through integrity and career development and be able to provide additional employee income based on the quantity and quality of employee work. Thus the work productivity of employees will be achieved in accordance with the objectives set by the agency.

<b>Diterima</b> : 01 Agustus 2022
<b>Direview</b> : 10 Agustus 2022
<b>Direvisi</b> : 05 September 2022
<b>Disetujui</b> : 14 September 2022



**Research Implication** – *To get good employee integrity at the Regional Secretariat of Pasaman Regency, it is necessary to improve and foster the integrity of good employees. Furthermore, the greater and better career development given at the Regional Secretariat of Pasaman Regency, the greater the work productivity of employees. As well as means that the bigger and better the additional employee income provided, the greater the employee's work productivity.*

**Limitations** – *The scope of this research is limited to one particular agency, so it cannot reflect the situation of other institutions in the same area regarding integrity, career development and additional employee income.*

**Keyword:** Integrity, Career, Development, Employee, Income, Productivity

### Abstrak

**Latar Belakang** - Produktivitas kerja adalah hasil nyata (produk) yang diciptakan oleh individu atau kelompok. Dalam situasi ini, semakin banyak produk yang dihasilkan dalam waktu yang lebih singkat, semakin berharga tingkat produktivitasnya. Produktivitas kerja dalam organisasi merupakan salah satu tujuan yang harus dicapai oleh setiap organisasi. Rendahnya produktivitas karyawan akan mempengaruhi tujuan organisasi. Dalam kajian tersebut rendahnya produktivitas kerja karyawan di Sekretariat Daerah Kabupaten Pasaman.

**Tujuan** - Tujuan dari penelitian ini adalah menganalisis pengaruh integritas, pengembangan karir dan pemberian tambahan pendapatan karyawan terhadap produktivitas kerja karyawan di Sekretariat Kabupaten Pasaman. Produktivitas kerja sering digunakan oleh organisasi swasta dengan tujuan mengukur input dan output dalam organisasi. Namun dalam artikel ini produktivitas kerja diukur di instansi pemerintah.

**Desain/ Metodologi/ Pendekatan** - Penelitian ini dilakukan di Sekretariat Daerah Kabupaten Pasaman. Teknik sampling yang digunakan dalam penelitian ini adalah total sampling. Total populasi dalam penelitian ini berjumlah 117 responden. Analisis data penelitian menggunakan analisis regresi linier berganda dengan bantuan program IBM SPSS Statistik 26 sebagai pengolahan data statistik.

**Hasil dan Pembahasan** - Hasil penelitian menunjukkan bahwa (1) Terdapat pengaruh integritas terhadap produktivitas kerja pegawai di Sekretariat Daerah Kabupaten Pasaman (2) Pengaruh pengembangan karir terhadap produktivitas kerja pegawai di Sekretariat Daerah Kabupaten Pasaman. (3) Pengaruh pemberian tambahan penghasilan pegawai (TPP) terhadap produktivitas kerja pegawai di Sekretariat Daerah Kabupaten Pasaman. (4) Terdapat pengaruh integritas, pengembangan karir dan pemberian penghasilan tambahan pegawai (TPP) terhadap produktivitas kerja pegawai di Sekretariat Daerah Kabupaten Pasaman.

**Kesimpulan** - Pimpinan Sekretariat Daerah Kabupaten Pasaman harus mampu memberikan dorongan melalui integritas dan pengembangan karir serta mampu memberikan tambahan pendapatan pegawai berdasarkan kuantitas dan kualitas kerja pegawai. Produktivitas kerja pegawai akan tercapai sesuai dengan tujuan yang telah ditetapkan oleh instansi.

**Implikasi Penelitian** - Untuk mendapatkan integritas karyawan yang baik di Sekretariat Daerah Kabupaten Pasaman, perlu ditingkatkan dan menumbuhkan integritas karyawan yang baik. Selanjutnya, semakin besar dan semakin baik pengembangan karir yang diberikan di Sekretariat Daerah Kabupaten Pasaman, semakin besar pula produktivitas kerja karyawan. Serta berarti semakin besar dan baik tambahan penghasilan karyawan yang diberikan, maka semakin besar pula produktivitas kerja karyawan

**Batasan Penelitian** - Ruang lingkup penelitian ini terbatas pada satu instansi tertentu, sehingga tidak dapat mencerminkan situasi lembaga lain di bidang yang sama mengenai integritas, pengembangan karir dan tambahan pendapatan karyawan.

**Kata Kunci:** Integritas, Karier, Pengembangan, Penghasilan, Pegawai, Produktivitas



## INTRODUCTION

Government agencies today are faced with various problems, both internal and external. Human resources are needed to ensure the smooth implementation of the organization. Human resources are critical to the success of any government agency (Andriani dan Syamsir, 2020). Each established institution has a specific purpose and its purpose is to achieve those goals while maximizing the use of available resources. Human resources are one of the available resources, and their availability has a significant impact on the achievement of goals. All of these prospective human resources have an impact on the institution's efforts to meet its objectives. Regardless of how modern the technology is, the development of information, cash and inventory are appropriate (Akbar, 2018).

The Regional Secretariat of Pasaman Regency is an institution tasked with assisting the Regent in carrying out his government responsibilities as a government administration, including administrative tasks, organizational management, and providing administrative services to all regional apparatus of Pasaman Regency. Employees at the Regional Secretariat of Pasaman Regency as the main source play an important role in determining the performance of government administration and development which are important components in carrying out government obligations. The management of human resources needs to be carried out within the

agency and organization, the development of the agency greatly affects the productivity of the employees in it. The productivity of the Regional Secretariat of Pasaman Regency plays a very important role in determining the development and progress of the organization. This implies that an increase in work productivity also improves the well-being and quality of the organization. Therefore, it is necessary to take measurements at the Regional Secretariat of Pasaman Regency to determine the results of work productivity which are the basis for future planning efforts to increase work productivity.

Based on data obtained by researchers, the productivity of employees at the Regional Secretariat of Pasaman Regency has not been optimal, for example in making a letter Number of Documents for the Annual Report on the Implementation of Regional Government SPM and Making the number of documents for regional device planning and the number of cooperation creations between the Pasaman Regional Government and other parties and third parties (MoU). Furthermore, for the problem of employee work productivity, namely the number of implementations of Coordination, Synchronization and Evaluation of BUMD Establishment Policies, there is no work productivity produced.

This work productivity data is proof that the quantity of employee work in completing work is still lacking. So based on this, the



researcher conducted research on the Effect of Integrity, Career Development and Provision of Additional Employee Income (TPP) on Employee Work Productivity at the Regional Secretariat of Pasaman Regency.

## **LITERATURE REVIEW**

### **Work Productivity**

Work Productivity as defined by Marwansyah, (2016) can be interpreted as a real result (product) created by an individual or group, especially in terms of quantity. In this situation, the more products produced in a shorter period of time, the more valuable the level of productivity will be. In addition, Siagian (2016) that work productivity refers to the ability of employees to produce goods or services through the use of various resources and abilities. In addition, as defined by Siagian, (20016) work productivity is the ability to make the most of existing facilities and infrastructure by producing the maximum possible output. Based on the experts cited above, work productivity is a person's ability to carry out his work to obtain satisfactory results, both in quality and quantity. An agency must establish an increase in productivity in each function as a unit of each field that exists in the organization (Dachlan, 2009).

### **Indicators of Measuring Work Productivity**

Productivity is very important for employees or employees in any organization. With work productivity, it is expected that work can be completed efficiently and effectively, which is

very important in achieving the goals that have been set. According to Hasbullah (2021) the indicators of the work productivity criteria are as follows:

1. Labor discipline refers to the individual's compliance with the established norms governing work in an organization.
2. Overtime is work done by employees outside of normal working hours.
3. The quality of work is determined based on the skills, accuracy and success of the work.
4. The quantity of work is the number of corresponding works completed in a certain period of time, taking into account how quickly the work is completed.

### **Employee Integrity**

Integrity can be translated as consistency and firmness between actions and values and principles. According to Zahra (2011) Integrity is a commitment to do everything according to correct and ethical principles, and there is consistency to maintain that commitment in every situation without seeing any opportunity or coercion to get out of principle. Integrity is something that is directly related to individuals, not Gea groups or organizations. According to Zebua and Email (2019), integrity is an attitude that comes from within an individual who adheres to the values of honesty and perseverance in carrying out job responsibilities, so that the individual will give everything for the benefit of the organization.

### **Career Development**

Each employee should have the possibility to advance in his career, if it only serves as a motivator for better work. A career is the entire position or position that a person may hold in an organization during his career, while a career goal is the highest position a person can hold in an organization.

According to Mangkunegara, (2016) career development is a staffing activity that helps employees in planning their future careers within the organization so that the organization and employees grow optimally. Meanwhile Tasrif (2021) Career development is a structured process that organizations use to ensure that people with appropriate qualifications and experience are accessible when needed. In addition Marwansyah, (2012), career development activities are activities carried out by the individual to achieve his personal professional plan. Based on experts, a conclusion can be drawn that development is a process in improving and increasing the ability of an employee to achieve his career goals and objectives in the organization. Career development is the responsibility of an organization that prepares its employees with certain qualifications and experiences, so that at the time needed the organization already has employees with certain qualifications.

### **Provision of Additional Employee Income**

The term TPP is generally used to describe additional employee payments that are directly related to the performance standards of civil servants set by the government. In addition, the term additional employee income (TPP) is a new thing among Civil Servants. a term that most civil servants often use is incentive. The provision of incentives is intended to meet the needs of employees and their families.

According to Hasibuan, (2014) incentives are additional rewards that are paid to certain employees for exceeding regular performance. This incentive is a mechanism used by proponents of the fair principle to compensate individuals. In addition, according to Mangkunegara, (2016) incentives are a kind of motivation that is communicated financially in exchange for superior performance and also serves as a sense of recognition by the business for the performance of employees and their contribution to the organization. Based on the thoughts of the experts above, the incentive is to motivate a person to be willing to work well and be able to achieve a greater level of performance in order to encourage employee readiness to work and motivation to produce quality work in accordance with organizational goals.

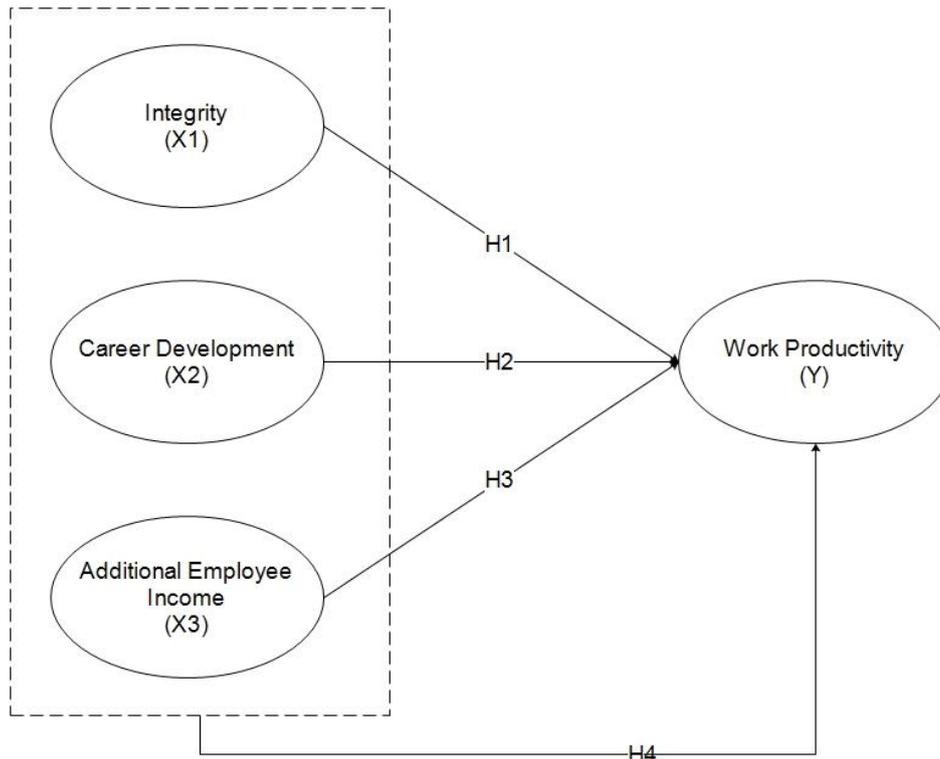


Figure 1. Research Framework

## RESEARCH METHODS

This research is quantitative associative, because quantitative approach is used to explain phenomena by using numerical data. This research was conducted at the Regional Secretariat of Pasaman Regency. The sampling technique used in this research is total sampling. The total population in this study amounted to 117 respondents. Analysis of research data using multiple linear regression analysis with the help of the IBM SPSS Statistics 26 program as statistical data processing (Ghazali, 2011).

## RESULTS AND DISCUSSION

### Normality Test

The Normality Test aims to test whether in the regression model the bound variables and

the free variables both have a normal distribution or not. A good regression model is to have a normal or near-normal distribution of data. In principle normality can be detected by looking at the spread of data, on the diagonal axis on the graph or by looking at the spread of data, on the diagonal axis on the graph or by looking at the histogram of its residual. To test whether the data is normally distributed or not, a statistical test of the Kolmogorov-Smirnov Test is carried out. Residual is normally distributed if it has a significance value of  $> 0.05$  (Ghozali (2011)).

Based on the table 1, it can be seen that the integrity variable ( $X_1$ ) is 0.200, the career development variable ( $X_2$ ) is 0.200, the additional employee income variable ( $X_3$ ) is

0.200 and for the work productivity variable (Y) is 0.200. From the results of testing the normality data above, it can be concluded that the data in this study are normally distributed because of the Sig value. above 0.05.

### **Linearity Test**

Linearity is a condition in which the relationship between a dependent variable and an independent variable is true. The linearity test aims to find out whether two variables have a linear relationship or not significantly. This test is usually used as a prerequisite in correlation analysis or linear regression. Furthermore, the linearity test in this study was carried out using the *statistical programme for social science* (SPSS). Two variables have a linear relationship if the significance level of  $>$  of 0.05 shown at table 2.

Based on the above linearity tests that have been carried out, it can be seen that the magnitude of 0.05 mean this regression model has met the linearity requirements. This shows that integrity, career development and additional employee income are linearly patterned towards work productivity.

### **Multicollinearity test**

A multicollinearity test is a condition under which two or more free variables correlate with each other. According to Ghozali (2011) the multicollinearity test aims to test whether the regression model found a correlation between free (independent) variables. To test multicollinearity by looking at the VIF value

of each independent variable, if the VIF value  $<$  10, then it can be concluded that the data are free of symptoms of multicollinearity, as shown in table 3.

From the data, it can be seen that the integrity variable ( $X_1$ ), with VIF of 1.084 and a tolerance value of 0.922, career development ( $X_2$ ) VIF of 1.072 and a tolerance value of 0.933 and additional employee income ( $X_3$ ) VIF of 1.032 and a tolerance value of 0.969. Thus, in the regression model shows the VIF value  $<$  10 and the tolerance value  $>$  0.10. So it can be concluded that the variables in this study did not occur symptoms of multicollinearity.

### **Heteroskedasticity Test**

Heteroskedasticity is an assumption in regression where residual variance is not the same for one observation to another. In regression, one of the assumptions that must be met is that the residual variance from one observation to another does not have a certain pattern. The Heteroskedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another. The basis for decision making with is that if the significance value of the  $>$  0.05 then it can be concluded that there is no problem of heteroskedasticity, as shown in table 4 Ghozali, (2011).

Based on data on the predictor integrity value ( $X_1$ ) of 0.069, career development ( $X_2$ ) of 0.171 and for additional employee income ( $X_3$ ) of 0.857. So it can be said that the

regression model obtained is free from cases of heteroskedasticity of a large significant value of 0.05. Thus it can be concluded that

integrity, career development and additional income of employees do not occur cases of heteroskedasticity.

Table 1  
 Normality Test

No	Variable	Sig.	Alpha	Distribution
1	Integrity	0,200	0,05	Normal
2	Career Development	0,200	0,05	Normal
3	Additional Employee Income	0,200	0,05	Normal
4	Work Productivity	0,200	0,05	Normal

Source : Research data, 2022

Table 2  
 Results of The Linearity Test of Research Variables

No	Variable	Sig.	Alpha	Conclusion
1	Integrity	0,651	0,05	Linear
2	Career Development	0,740	0,05	Linear
3	Additional Employee Income	0,116	0,05	Linear

Source : Research data, 2022

Table 3  
 Multicollinearity Test Results

No	Variable	Tolerance	VIF	Conclusion
1	Integrity	0,922	1,084	No Multicoloniaritas Occur
2	Career Development	0,933	1,072	No Multicoloniaritas Occur
3	Additional Employee Income	0,969	1,032	No Multicoloniaritas Occur

Source : Research data, 2022

Table 4  
 Results of Heteroskedasticity Test

No	Variable	Alpha	Sig.	Conclusion
1	Integrity	0,05	0,069	No Heteroskedasticity Occurs
2	Career Development	0,05	0,171	No Heteroskedasticity Occurs
3	Additional Employee Income	0,05	0,857	No Heteroskedasticity Occurs

Source : Research data, 2022

### Hypothesis Test

To test the four hypotheses, this study will use regression statistical methods. For hypotheses 1, 2, and 3, a T Test will be carried out using a simple linear regression,

while to test hypothesis 4, an F test will be carried out using multiple regression.

### The first hypothesis, the effect of integrity on work productivity

Based on the table 5 of linear regression preparations, it can be understood that the

significance value of variable integrity is 0.000. So it can be concluded that the integrity variable has a significant influence on the work productivity of employees in the Regional Secretariat of Pasaman district with a level of trust reaching 100%. The amount of influence of the integrity variable on the employee work productivity variable can be seen in the *adjusted r square* value, which is 0.219, which means that the integrity variable has an influence of 21.9% on employee work productivity at the Pasaman Regency Regional Secretariat. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between integrity variables on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

#### **The second hypothesis, the influence of career development on work productivity**

Based on the table 6 of linear regression preparations, it can be understood that the significance value of career development is 0.000. So it can be concluded that the career development variable has a significant influence on the work productivity of employees in the Regional Secretariat of Pasaman district with a level of trust reaching 100%. The amount of influence of the career development variable on the employee work productivity variable can be seen in the *adjusted r square* value of 0.181, which means that the career development variable has an influence of 18.1% on the work productivity of employees in the District

Secretariat. Pasaman. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between career development variables on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

#### **The third hypothesis, the effect of additional employee income on work productivity**

Based on the table 7 of linear regression preparations, it can be understood that the value of the additional significance of employee income is 0.000. So it can be concluded that the variable of additional employee income has a significant influence on the work productivity of employees in the Regional Secretariat of Pasaman district with a level of trust reaching 100%. The amount of influence of the additional employee income variable on the employee work productivity variable can be seen in the *adjusted r square* value of 0.100, which means that the additional employee income variable has an influence of 10% on the work productivity of employees in the District Secretariat. Pasaman. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between the variables of additional employee income on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

#### **The Fourth Hypothesis, the Effect of Integrity, Career Development and Additional Employee Income on Work Productivity**

Based on the results of multiple linear regression preparations, it can be understood that the value of the significance of integrity, career development and additional employee income is 0.000. So it can be concluded that the variables of integrity, career development and additional employee income have a significant influence on the work productivity of employees in the Regional Secretariat of Pasaman district with a level of trust reaching 100%. The amount of influence of the variables of integrity, career development and additional employee income on the

variables of employee work productivity can be seen in the *adjusted r square* value of 0.415, which means that the variables of integrity, career development and additional employee income have an influence of 41.5% on work productivity of employees in the Regional Secretariat of Pasaman Regency. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between the variables of integrity, career development and additional employee income on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

Table 5  
 Results of Linear Regression of Integrity to Work Productivity

Variable	Sig.	R Square	Adjusted R square	Sig.
Integrity	0,05	0,226	0,219	0.000

Source : Research data, 2022

Table 6  
 Results of Linear Regression of Career Development Against Work Productivity

Variable	Sig.	R Square	Adjusted R square	Sig.
Career development	0,05	0,188	0,181	0.000

Source : Research data, 2022

Table 7  
 Result of Linear Regression Results of Additional Employee Income to Work Productivity

Variable	Sig.	R Square	Adjusted R square	Sig.
Additional Employee Income	0,05	0,107	0,100	0.000

Source : Research data, 2022

Table 8  
 Results of Multiple Linear Regression of Integrity, Career Development And Additional Employee Income On Work Productivity

Variabel	Sig.	R Square	Adjusted R square	Sig.
Integrity, career development and additional employee income	0,05	0,430	0,415	0.000

Source : Research data, 2022

## DISCUSSION

### **The effect of integrity on employee work productivity**

The amount of influence of the integrity variable on the employee work productivity variable can be seen in the *adjusted r square* value of 0.219, which means that the integrity variable has an influence of 21.9% on the work productivity of employees at the Pasaman Regency Regional Secretariat. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between integrity variables on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

The results of this study are in line with the theory of Becker et al, (2010) integrity as something related to a person's trust and honesty to increase productivity. Thus the attitude of integrity is very important affecting work productivity for individuals. Furthermore, Zahra (2011), integrity is the commitment to do everything according to correct and ethical principles, in accordance with values and norms, and there is consistency to continue to carry out such commitments in every situation without seeing any opportunity or coercion to get out of principle.

The results of this study are in line with the research of Racmawati, (2020) stated that Integrity has a significant effect on the work productivity of Civil Servants in North Padang District, with all variables having a significance value smaller than 0.05.

Furthermore, the results of Ardaimon, (2021) stated that the influence of integrity on the work productivity of employees in the Padang City Transportation Office had a significant effect with a contribution of 0.601%.

### **The Effect of Career Development on Work Productivity**

The amount of influence of the career development variable on the employee work productivity variable can be seen in the *adjusted r square* value of 0.181, which means that the career development variable has an influence of 18.1% on the work productivity of employees in the District Secretariat. Pasaman. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between career development variables on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

The results of this study, in accordance with the theory presented by John et al., (1991) Employee work productivity is influenced by management's attention to employee needs, one of which is by obtaining job positions that are in accordance with their talents, interests and abilities. With career development, it will encourage employees to increase their work productivity with their abilities and skills, so that employees can complete work well. Whether employees are good or not in developing their careers will have an impact on their work productivity.

The results of this study are in line with research conducted by Rachmawati, (2020) stated that career development has an influence of 49.56% on work productivity. Furthermore, research conducted by Rachmawati, (2020) stated that career development has an influence of 49.56% on work productivity.

### **The Effect of Additional Employee Income on Work Productivity**

Thus, it can be understood that the variable of additional employee income has a very significant influence on the work productivity of employees in the Regional Secretariat of Pasaman district with a level of trust reaching 100%. The amount of influence of the additional employee income variable on the employee work productivity variable can be seen in the *adjusted r square* value of 0.100, which means that the additional employee income variable has an influence of 10% on the work productivity of employees in the District Secretariat. Pasaman. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between the variables of additional employee income on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

The results of this study are in line with the statements of Akbar 2018 and Harsusetiyati (2019), that factors that affect work productivity include the influence of providing incentives. Incentives are a certain amount of money that is added to the basic wages given by a company to employees with

the aim that employees work harder and the results of their work are more optimal. Furthermore, the results of this study are also in line with the theory (Mangkunegara, 2016) suggesting that incentives are a form of motivation expressed in the form of money on the basis of high work productivity and are also a sense of recognition on the part of the organization towards employee performance and contribution to the organization.

The results of this study are in line with research conducted by Osvaldo W, (2017) stated that the provision of wages has a positive and significant effect on the work productivity of office employees of the Regional Disaster Management Agency of North Sulawesi Province. The results of zebua & Email, (2019) stated that partially, the variables of providing incentives have a positive and significant influence on work productivity. This can be seen from the calculated t value > the table t ( $8.262 > 1.668$ ) with a significant value of  $0.00 < 0.05$ .

### **The Effect of Integrity, Career Development and Additional Employee Income on Work Productivity**

The variables of integrity, career development and additional employee income have a very significant influence on the work productivity of employees in the Regional Secretariat of Pasaman district with a level of trust reaching 100%. The amount of influence of the variables of integrity, career development and additional employee income on the

variables of employee work productivity can be seen in the *adjusted r square* value of 0.415, which means that the variables of integrity, career development and additional employee income have an influence of 41.5% on work productivity of employees in the Regional Secretariat of Pasaman Regency. Thus, it can be stated that the hypothesis is accepted, namely that there is an influence between the variables of integrity, career development and additional employee income on the work productivity of employees in the Regional Secretariat of Pasaman Regency.

According to the theory of Becker et al, (2010) integrity as something related to a person's trust and honesty to increase productivity. Thus the attitude of integrity is very important to work productivity for individuals. The results of this study are in line with research conducted by Wua et al., (2022) stated that hasil testing hypotheses (H2) partially showed that work integrity has a positive effect on employee work productivity at PT Sumber Energi Jaya where  $t$  count is greater than  $t$  table.

## CONCLUSION

From the results of data processing and discussion as described, it can be concluded that: There is an influence of integrity, career development and the provision of additional employee income (TPP) on employee work productivity at the Regional Secretariat of Pasaman Regency. For this reason, the

leadership of the Pasaman Regency Regional Secretariat must be able to provide encouragement through integrity and career development and be able to provide additional employee income based on the quantity and quality of employee work. Thus the work productivity of employees will be achieved in accordance with the objectives set by the agency.

## RESEARCH IMPLICATION

Integrity has a positive and significant effect on work productivity. To get good employee integrity at the Regional Secretariat of Pasaman Regency, it is necessary to improve and foster the integrity of good employees. Furthermore, career development variables have a positive and significant effect on work productivity. Thus, the greater and better career development given at the Regional Secretariat of Pasaman Regency, the greater the work productivity of employees. As for the additional variables of employee income, it has a positive and significant effect on work productivity. This means that the bigger and better the additional employee income provided, the greater the employee's work productivity.

## ACKNOWLEDGEMENT

The author would like to thank those who helped with the research from the beginning of the study to the completion of this research



## REFERENCE

- A Andriani, D., Dan Syamsir. (2020). Pengaruh Integritas dan Komitmen Kerja terhadap Produktivitas Kerja Pegawai Negeri Sipil (PNS) pada Organisasi Perangkat Daerah (OPD) Dinas di Kota Sungai Penuh. *Jurnal Kajian Sosiologi dan Pendidikan*. Vol. 3, No.1. Tahun 2020
- Akbar, J. (2018). Pengaruh Pendidikan Dan Pelatihan (Diklat), Kedisiplinan Pegawai, Dan Pengembangan Karier Terhadap Produktivitas Kerja Pegawai Pada Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kabupaten Soppeng The. *YUME : Journal of Management*, 1(3).
- Ardaimon, A. (2021). Pengaruh Integritas Dan Motivasi Kerja Terhadap Produktivitas Pegawai Dinas Perhubungan Kota Padang. *Jurnal Ilmu Sosial Dan Pendidikan (JISIP)*, 5(4), 766–773. <https://doi.org/10.36312/jisip.v5i4.2276/http>
- Becker, N., Petric, D. (2010). *Mosquitoes and Their Controls (Vol. II)*. Berlin: Springer-Verlag Berlin Heidelberg
- Dachlan. (2009). *Perilaku Organisasi: Teori, Aplikasi, dan Kasus*. Bandung: Alfabeta.
- Ghozali, Imam. (2011). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*: Semarang Badan Penerbit Universitas Diponegoro
- Hasibuan, Malayu S.P, (2014). *Manajemen Sumber Daya Manusia Edisi Revisi*. Jakarta: PT. Bumi Aksara
- Hasbullah. (2021). Pengaruh budaya kerja, disiplin dan motivasi terhadap produktivitas kerja pegawai. *inovasi*, 4(9), 83–93. <https://doi.org/10.33019/society.v9i1.290>
- Hersusetiyati. (2019). Pengaruh Pengembangan Karier Terhadap Produktivitas Tenaga Kerja (Studi Kasus Pada Departemen Produksi PT. Perusahaan Logam Bima Bandung Tahun 2019) Hersusetiyati. *JURNAL DIMMENS*, 1(1), 49–56.
- John. L. Holland, Gary D. Gottfredson, (1991). *Human Resource Management*. Singapre: Mc Graw Hill
- Mangkunegara, A.P. (2016). *Manajemen Sumber Daya Manusia*. Bandung : PT. Remaja Rosdakarya.
- Marwansyah. (2016). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Oswaldo W, K. (2017). Pengaruh Pemberian Upah Dan Insentif Terhadap Produktivitas Kerja Pegawai Kantor Badan Penanggulangan Bencana Daerah Provinsi Sulawesi Utara. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 5(3), 3008–3017.
- Rachmawati, I. (2020). pengaruh pengembangan karier terhadap produktivitas kerja universitas telkom effect of carier development toward employee productivity. *Jurnal Ilmiah, Manajemen Sumber Daya Manusia JENIUS*, 7(2), 4059–4065.
- Siagian, Sondang. P. (2016). *Manajemen Sumber Daya Manusia*. Cetakan ke-24. Jakarta: Bumi Aksara.
- Tasrif, M. J. (2021). Pengaruh Pengembangan Karier dan Lingkungan Kerja Terhadap Kepuasan Kerja dan Dampaknya Terhadap Produktivitas Karyawan PT Prima Sejahtera Indonesia. *JURNAL MANAJEMEN FE-UB*, 9(2), 92–101.

- Wua, K. R., Nelwan, O. S., Lumantow, R. Y., Integritas, P., Dan, K., Kerja, S., & Lumantow, R. Y. (2022). Pengaruh Integritas, Komitmen Dan Semangat Kerja Terhadap Produktivitas Kerja Karyawan Di Pt Sumber Energi Jaya. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 10(1), 29–38.
- Zebua, Y., & Email. (2019). Pengaruh Pemberian Insentif Dan Tingkat Ketidakhadiran Terhadap Produktivitas Kerja Pegawai Di Rsud Rantauprapat Kabupaten Labuhanbatu. *Akuntansi Dan Manajemen PEMBNAS*, 5(1), 76–82.
- Zahra. (2011). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana