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The influence of competency, professionalism, good organizational communication, and team work on individual performance

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ABSTRACT

This study examines the influence of competency, professionalism, good organizational communication, and teamwork on employee performance among private company employees in Jakarta. Data were collected through questionnaires distributed via Google Forms. Using the Lamshow formula, the required sample size was 96.04 and rounded to 97 respondents. An initial validity and reliability test on 30 samples showed all items were valid ($r > 0.312$) and reliable (Cronbach's alpha > 0.60). Classical assumption tests indicated that the data were normally distributed, with no multicollinearity (VIF < 10 ; tolerance $> 10\%$) and no heteroscedasticity based on scatterplot results. Simple and multiple regression analyses revealed that competency, professionalism, good organizational communication, and teamwork partially and simultaneously have positive and significant effects on employee performance. The coefficients of determination showed that competency contributed 46.8%, professionalism 50.6%, organizational communication 33.9%, teamwork 56.4%, and all variables simultaneously 70.1% to employee performance.

Keywords: competency; professionalism; good organizational communication; teamwork; and employee performance.

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1. INTRODUCTION

Performance is the activity that is influenced by several of employee to this organization. [Nawawi \(2006;63\)](#) said that performance is includes aspect of result quantity, result quality, and efficiency which are completed appropriately and accurately by all members of the organization. [Titisari \(2014;73\)](#) said that performance is a person's activity in carrying out his responsibilities and authority in their job description both in term of quality and quantity which based on skills, experience, honesty, and punctuality.

In the context of human resource management, competency plays a fundamental role in shaping employee performance. Competency reflects the combination of knowledge, skills, and abilities that enable individuals to perform effectively ([Spencer & Spencer, 1993](#)). In addition, professionalism demonstrates an employee's commitment to ethical standards, responsibility, and work quality. Effective organizational communication also facilitates coordination, reduces misunderstandings, and supports goal alignment among members ([Robbins & Judge, 2017](#)). Furthermore, teamwork strengthens collaboration and synergy within work units, which ultimately enhances collective and individual performance ([Katzenbach & Smith, 1993](#)).

Based on these theoretical considerations, it can be understood that competency, professionalism, good organizational communication, and teamwork are key determinants of employee performance. Therefore, this study aims to analyze the influence of these variables, both partially and simultaneously, on employee performance in order to provide empirical evidence and managerial implications for improving organizational effectiveness.

2. LITERATURE REVIEW

2.1. Competence

The success of a company in running its business depends on how much attention they pay to human resources. Human resources play a crucial role in creating quality products and delivering result that meet planned targets. Employees are said to be competent if they carry out their tasks and responsibilities according to plan, according to time targets and their capacity, and understand standard operational procedure. This can be achieved if employees have the competencies required for their position. [Bachrum \(2011;18\)](#) said that competency is a basic characteristic including knowledge, skill, and behaviour that a person must have so that work tasks can be completed to obtain the best results. [Palan \(2008;6\)](#) says that competency refers to the characteristics, self-concept, values, knowledge or skills that a person brings to a superior performance in the workplace. [Asmini et al. in Utami and Armaniah \(2025\)](#) said that competency includes everything in individual including knowledge, skill, and other internal aspects so that the work can be carried out. Furthermore, R. Palan (2018;20-21) classifies the competencies into: (1) core competencies, which are competencies at the organizational level; (2) functional competencies, which are competencies that describe tasks and outputs; (3) behavioural competencies, which are basic characteristics required to performance a job; (4) role competencies, which are competencies related to position level and refer to the role that must be played with at the team.

2.2. Professionalism

Professionalism is fundamentally related to a person's competency in carrying out their work duties. According to [Sukoco and Widiastuti \(2021;1.20\)](#) said professionalism is defined as a mental attitude expressed in the form of a commitment by members of a profession to continuously realize and improve their professional qualities. Professionalism is a combination of competence and character that demonstrates moral responsibility. Professionalism employee process high intellectual abilities based on mastery of their field of work. According to [Eggleston in Suyatno et al. \(2023;5\)](#) The concept of the professionalism is used to representative to individual competency and expertise, and the quality of work performed. Then [Nawawi \(2006;172\)](#) divides professionalism is a field of work position into three

factors, as follows: First, master skills acquired through special education and training programs. Second, have the ability to change for the better/improve the special mastered in accordance with developments and advances in science and technology in their field, so that their skills/specification are always up to date. Third, rewarded with appropriate income is a professional reward for payment for his work based on the specialized expertise mastered. Sukoco and Widiastuti (2021;1.24) outlines the qualities a professional must process: (1) Having a good attitude, for example, having a high sense of responsibility and integrity towards one's profession; (2) Paying attention to language, meaning always speaking well and using refined spelling, and maintaining harmony between body language and spoken language when communicating; (3) Paying attention to appearance, for example maintaining one's appearance by wearing a matching uniform, as appearance is an integral part of communication; (4) Punctuality: a professional, wherever and under any circumstances, must keep promises on time; (5) Separating work from personal matters, as mixing interests can sometimes lead to loss of focus and less than optimal performance.

2.3. Good Organizational Communication

Organization is the achievement of goals through the human resources management. The organizational is also often interpreted as a social unit consisting more than two people, that are coordinated, and function on relatively continuous basis to achieve corporate goals. Sumartias (2023;1.33) states that within an organization, two interest exist: the goals of the members and the organizational goals. These two different goals will be effective if they create a productive synergy. Productive synergy was created when communication between individuals in an organization runs effectively when communication between individuals within the organization is effective. Communication is crucial in organizations because it serves as a bridge between individuals and work units. Good communication will produce positive results. Simon in Asri (2019;51) said that without communication, it is impossible for an organization to exist. Schement in Asri (2019;49) says that organizational communication is a process that involves people in forming, managing, and interpreting verbal or non-verbal behavior or symbols, both intentionally and unintentionally through interactions between members of the organization. This describes the practice of coordination within an organization, whether between individuals, colleagues, or between superiors and subordinates, or vice versa. Some characteristics of communication within an organization are: (1) Organizational communication is a process; (2) Organizational communication is structured activity; (3) Organizational communication has a clear purpose; (4) Organizational communication occurs at multiple levels within different frameworks.

The practice of coordinating various individuals and work groups within an organizational communication function. Thayer in Asri (2019;52) divides organizational communication into four functions: (1) Informative function, which provides work-related information, such as organizational goals, operational standards, applicable regulations, organizational culture, etc.; (2) Regulatory function, which regulates and controls the company. For example, work orders and work reports; (3) Persuasive function, which facilitates interaction between employees within the organization. This function is carried out through line of authority and positions within a hierarchical structure. Through this function, this organization can control employee information and behaviour through regulations, norms, and responsibilities; (4) Integration function, which enable each member of the organization member of the operate as a whole and integrated. This function harmonizes relationships among organizational members as they work together ang agree to achieve organizational goals.

2.4. Teamwork

As we know, an organization is a collection of people who work together to achieve goals. Nuradiman in Kusumadewi (2022) defines cooperation as a work process in a group with a leadership that provides opportunities for employees to actively participate in every decision making process, responsibility of all employees, equalize perception, intense communication, future focus, focus on the

task, talented, and agile to achieve organizational goals. According to Sari (2025) teamwork is the ability to work together so that work is completed quickly and to encourage workers to achieve better goals. West in Sari (2025) said that outlined the following indicators of teamwork: (1) collective responsibility for completing work, enabling people to work together effectively by delegating responsibilities; (2) mutual contribution, fostering collaboration through the sharing of ideas and energy; (3) there is work that has been completed the best of one’s ability can optimize both individual and group strengths, creating a positive collaborative work environment.

2.5. Performance

Widodo (2015;130) said that performance is the result of an evaluation of a person’s level of performance compared to predetermined performance standards as consideration in determining compensation, promotions, transfers, human resources capacity development, and employee dismissal. Indicators of a person’s performance in carrying out their work in an organizational environment include, among other things, the quantity of result achieved, the quality of work results, the ability to work together, and the time for completing work. Kaswan (2012;187) convey the main criteria in assessing someone’s performance, include a quantity, quality, timeliness, cost effectiveness, and need for supervision. These indicators can be described as follows: (1) Quantity, by looking at number of work results; (2) Quality, by looking at the good or bad results of the work (perfect/there are defect); (3) Punctuality, measured by looking at the timeliness of work complete from the planned time target; (4) Cost efficiency, seen from the use of recourses: including material, capital resources, human resources, and machine or technology used in completing the product; (5) Need for supervision is a factor in knowledge and skills a person possesses to complete their work. This indicates whether or not instructions and supervision are necessary at work.

3. METHODOLOGY

In this opportunity, the researcher will develop the results of previous research related to employee performance. A several previous research concluded See Table 1

Table 1. Research Variable

| Number | Writer | Year | Research variable | Relevant conclusion to this research |
|--------|--|------|--|---|
| 1 | 1. Saribulan 2. Hernawan 3. Rachim | 2024 | Y Variable: Employee Performance X1 Variable: Competency Work Discipline X2 variable: Work Facilities | The t-test on the research model conducted by Saribulan et al. stated that performance was significantly unfluenced by competency, discipline, and work facilities. |
| 2 | 1. Emil 2. Almaududi 3. Sihombing | 2024 | Y variable: Employee Performance X variable: Work Professionalism | Researchers concluded that high levels of work professionanism partially influences on employee performance. |
| 3 | 1. Gunawan 2. Zulkhaida | 2022 | Y variable: Employee Performance X variable: Organizational Communication | The conclusion of research by Gunawan and Zulkhaida, the organizational communication variable partially had a positive ad significant influence to employee performance variables. |
| 4 | Kusumadewi | 2022 | Y variable: Employee Performance X1 variable: | The research by Kusumadewi, it concluded that the teamwork variable has a positive and significant influence on employee performance. |

| | | | | |
|--|--|--|--|--|
| | | | Teamwork X2 variable: Communication | |
|--|--|--|--|--|

Taking into account previous research, Researcher chose the theme of The Influence of Competency, Professionalism, Good Organizational Communication, and Teamwork on Employee Performance. This research theme can be further described in the following research framework (See Figure 1)

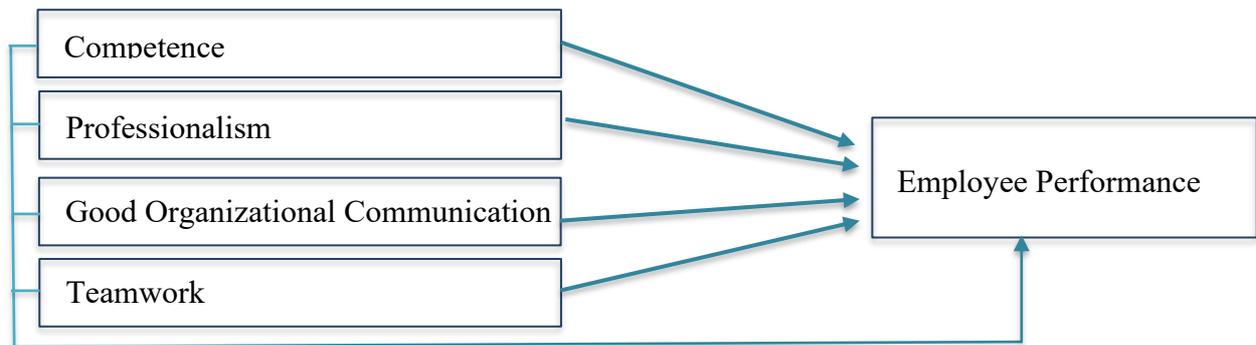


Figure 1. Framework of thinking

4. RESEARCH METHOD

On this occasion, Researcher used descriptive research with a quantitative approach, and used the assistance of the SPSS program to conduct the research. [Sudaryono \(2018;82\)](#) states that descriptive research is research activity into current factual problems of a population, the activities of which include assessments of individual attitudes, organizations, condition, or process. This research is conducted through correlational and trend research. In order to collect data and facts, researcher conducts data collection to obtain materials, information, facts, and other information for the research. To obtain this data, researcher collects respondent through questionnaire distribution techniques via Google-form. The questionnaire method, by [Narbuko and Achmadi \(2018;76\)](#) is defined as a list containing a series of questions regarding a problem or field to be researched. Further, the ordinal data collected is quantified for further processing. As stated by [Sujarwani \(2016;2\)](#), say to conclude that is meant by quantitative research is research that produces findings through statistical procedures or other quantification and measurement methods. Respondent in this research activity were carried out by taking samples from the research subjects. The research subjects were employees of private companies domiciled in Jakarta. With an unknown number of potential respondent, the researcher used Lameshow’s theory, that is: $n = Z^2 - 1 - \alpha / 2p (1 - p) / d^2$

$n =$ Number of samples

$Z^2 - 1 / 2 =$ 95% degree of trust ($\alpha = 0.05$), so $Z = 1.96$

$p =$ Estimated proportion 50%

$d =$ sampling error = 10%

Therefore, using the Lamshow formula above, we can obtain 97 potential respondents.

$$n = Z^2 - 1 - \alpha / 2p (1 - p) / d^2$$

$$n = 1.96^2 \times 0.5 (1-0.5) / 0.1^2$$

$$n = 3.8416 \times (0.5 \times 0.5) / 0.01$$

$$n = 3.8416 \times 0.25 / 0.01$$

$$n = 0.9604 / 0.01$$

$$n = 96.64$$

$$n = 97 \text{ respondents}$$

5. DISCUSSION

To process our research data, we used IBM SPSS statistics software. This software provides quantitative research tools that transform survey results into accurate research findings. Some analysis that can be presented include validity and reliability test, classical assumption test (normality test, multicollinearity test, heteroscedasticity test, and regression analysis). In order to analyst the relationship between variables partially, his conducted a determination test.

5.1. The Validity Tests

Sunyoto (2009;72) states that validity tests are useful for measuring whether a statement in a questionnaire is valid or invalid. It's explained that a questionnaire distributed to respondents is declared valid if the questions in the questionnaire reveal something that the questionnaire will measure. In order to determine the level of significance, Researcher compare the calculated r with the table r to degree freedom = $n - k$ in this case $30 - 2$ or $df = 28$ and one test area with the alpha 0.05 with table r 0.361.

The research results are valid if the calculated r is > 0.361 . The validity test result for 30 research samples on the Effect of Competency, Professionalism, Good Organizational Communication, and Teamwork on Employee Performance are follows see Table 2, Table 3, Table 4, Table 5, Table 6:

Table 2. Competency Variables

| Statement | Calculated r | Table r | Conclusion |
|-----------|--------------|---------|------------|
| 1 | 0.552 | 0.361 | Valid |
| 2 | 0.869 | 0.361 | Valid |
| 3 | 0.806 | 0.361 | Valid |
| 4 | 0.891 | 0.361 | Valid |
| 5 | 0.690 | 0.361 | Valid |

Table 3. Professionalism Variables

| Statement | Calculated r | Table r | Conclusion |
|-----------|--------------|---------|------------|
| 1 | 0.898 | 0.361 | Valid |
| 2 | 0.786 | 0.361 | Valid |
| 3 | 0.836 | 0.361 | Valid |
| 4 | 0.882 | 0.361 | Valid |
| 5 | 0.808 | 0.361 | Valid |

Table 4. Good Organizational Communication

| Statement | Calculated r | Table r | Conclusion |
|-----------|--------------|---------|------------|
| 1 | 0.905 | 0.361 | Valid |
| 2 | 0.917 | 0.361 | Valid |
| 3 | 0.947 | 0.361 | Valid |
| 4 | 0.888 | 0.361 | Valid |
| 5 | 0.925 | 0.361 | Valid |

Table 5. Teamwork Variables

| Statement | Calculated r | Table r | Conclusion |
|-----------|--------------|---------|------------|
| 1 | 0.829 | 0.361 | Valid |
| 2 | 0.873 | 0.361 | Valid |
| 3 | 0.895 | 0.361 | Valid |
| 4 | 0.927 | 0.361 | Valid |
| 5 | 0.782 | 0.361 | Valid |

Table 6. Employee Performance Variables

| Statement | Calculated r | Table r | Conclusion |
|-----------|--------------|---------|------------|
| 1 | 0.889 | 0.361 | Valid |
| 2 | 0.874 | 0.361 | Valid |

| | | | |
|---|-------|-------|-------|
| 3 | 0.790 | 0.361 | Valid |
| 4 | 0.721 | 0.361 | Valid |
| 5 | 0.800 | 0.361 | Valid |

5.2. The Reliability Tests

Sunyoto (2009;67) said that in a study, reliability is used measure whether the questionnaire that is stated as valid is a reliable variable indicator or not. The sample tested in the reliability test was $df = 30 - 2$ or $df = 28$.

The reliability of the questionnaire items was measured by distributing the questionnaire to respondents once, and then measuring the correlation between the scores. Questions were considered reliable if their Cronbach’s alpha value was > 0.60

The results of this research sample See Table 7

Table 7. Reliability Test

| Variables | Data Processing results | Cronbach Alpha | Conclusion |
|--|-------------------------|----------------|------------|
| Competence | 0,795 | 0,60 | Reliable |
| Professionalism | 0,814 | 0,60 | Reliable |
| Good Organizational Communication | 0,828 | 0,60 | Reliable |
| Teamwork | 0,819 | 0,60 | Reliable |
| Employee Performance | 0,810 | 0,60 | Reliable |

5.3. Classic Assumption Tests

5.3.1. Normality Tests

This test is useful for determining whether the independent variable data and dependent variable data in the resulting regression equation are distributed normally or not normally. Sunyoto (2009;91) conveys that the data is normally distributed if normal probability plots show points that follow the diagonal line.

The results of data processing used to test normality are as follows (See Figure 2):

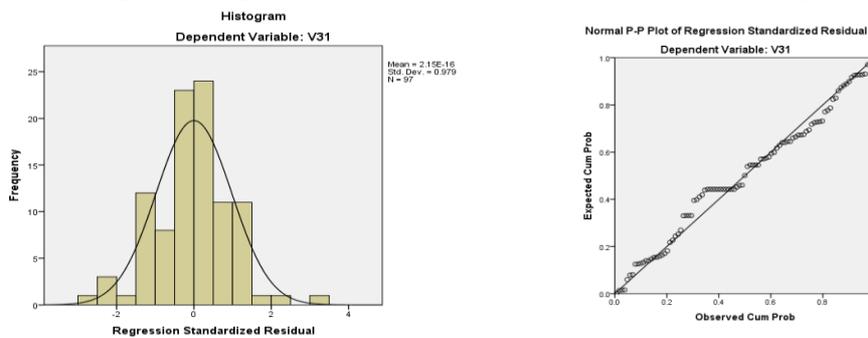


Figure 2. Normality Index

Histogram image above, a normal curve line show of the data being studied is normally distributed. This is also clearly visible in normal probability plots. The image shows the data being normally distributed, as evidenced by the points following the diagonal line.

5.3.2. Multicollinearity Tests

The multicollinearity test is useful for determining whether there are independent variables that are similar to other independent variables in a research model. Sujarweni (2016;231) that a model is said to haven’t multicollinearity if the variance inflation factor (VIF) on the results of the classical assumption test it is still between 1-10.

Table 8. Coefficients Index

| Coefficients | | | |
|----------------------------|-----|-------------------------|-------|
| Model | | Collinearity Statistics | |
| | | Tolerance | VIF |
| 1 | V7 | .601 | 1.664 |
| | V13 | .478 | 2.091 |
| | V19 | .341 | 2.936 |
| | V25 | .304 | 3.294 |
| a. Dependent Variable: V31 | | | |

Based on [Table 8](#) The test result on collected data using by Statistical Package Social Science (SPSS) program, it show on the variance inflation factor (VIF) is above 1 and bellow 10. Therefore, it is concluded that this research construct doesn't multicollinearity.

5.3.3. Heteroscedasticity Tests

The heteroscedasticity test examines the differences in residual variance from one observation period to another. [Sujarweni \(2016;232\)](#) states that a regression doesn't experience heteroscedasticity if: (1) The data points are spread above and below the value around the number 0; (2) The dots don't collect only at the top or bottom; (3) he distribution of data points should not from a wavy pattern that widens, then narrows, and widens again.

In the research we conducted, the results of the heteroscedasticity test were as follows (See [Figure 3](#))

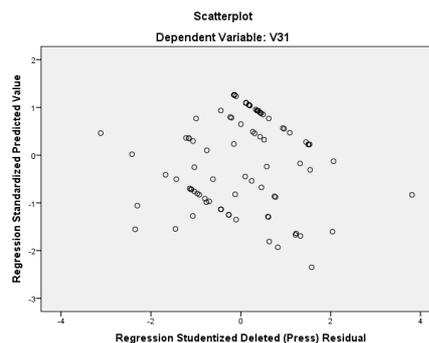


Figure 3. Heteroscedasticity Index

Research data processing produces a research model that is carried out doesn't exhibit heteroscedasticity. This is evident in the scatterplots, which show points spread above and the Y-axis and do have not a regular pattern, either narrowing widening, or wavy.

5.4. Regression Analysis

[Sunyoto \(2009;9\)](#) defines regression analysis is a tool that measures the extent of influence of independent variables on dependent variables. Regression analysis is used to measure one independent variable against one dependent variable. The formula is $Y = a + bX$ where the value of "a" is a constant and the value of "b" is the regression coefficient for variable X. Meanwhile to measure something that involves more than one independent variable against one dependent variable, the formula is $Y = a + b1X1 + b2X2 + + bnXn$.

5.4.1 Simple Regression

Table 9 Competence variable to employee performance

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.826 | 1.857 | | 3.137 | .002 |
| | V7 | .750 | .082 | .684 | 9.147 | .000 |

a. Dependent Variable: V31

Based on Table 9:

$$Y = a + bX$$

$$Y = 5,826 + 0,750X$$

First, constant value of a = 5.826 this means that the competency variable has value of 0, the value of the employee performance variable is 5.826.

Second, the regression coefficient value is 0.750, this means that the competency variable up to 1 point, then the employee performance will increase by 0.750.

Table 10 Professionalism variable to employee performance

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.325 | 1.675 | | 3.777 | .000 |
| | V13 | .725 | .074 | .711 | 9.850 | .000 |

a. Dependent Variable: V31

Based on Table 10 (1) constant value of a = 6.325 this means that the Professionalism variable has value 0, then the employee performance value is 6.325; (2) the regression coefficient value is 0.725, this means that the Professionalism variable up to 1 point, then the employee performance will increase by 0.725

Table 11. Good organizational communication to employee performance

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 13.363 | 1.354 | | 9.870 | .000 |
| | V19 | .433 | .062 | .583 | 6.996 | .000 |

a. Dependent Variable: V31

Based on Table 11: (1) constant value of a = 13.363 this means that a Good Organizational Communication variable has value 0, then the Employee Performance value is 13,363; (2) the regression coefficient value is 0.433, this means a Good Organizational Communication up to 1 point, then the Employee Performance will increase by 0.433.

Table 12. Teamwork to employee performance

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 9.632 | 1.193 | | 8.073 | .000 |
| | V25 | .600 | .054 | .751 | 11.082 | .000 |

a. Dependent Variable: V31

Based on [Table 12](#): (1) Constant value of a = 9.632, this means that the Teamwork variable value 0, then the Employee Performance value is 9.632; (2) The regression coefficient value is 0.600, this means the Teamwork variable up to 1 point, then the Employee Performance will increase by 0.600

5.4.2. Multiple Regression

Sugiyono (2012;275) states that multiple regression analysis is used by researchers when they intend to predict the condition (rise and fall) of a dependent variable (criterion), when two or more independent variables as predictor factor are manipulated (rise and fall).

This study measures the variables of Competence, Professionalism, Good organizational Communication, and Teamwork on Employee Performance collectively. The results of data processing using the SPSS program are as follows See [Table 13](#)

Table 13. Coefficients index

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.009 | 1.503 | | 1.337 | .185 |
| | V7 | .323 | .079 | .295 | 4.094 | .000 |
| | V13 | .296 | .082 | .290 | 3.599 | .001 |
| | V19 | -.108 | .071 | -.145 | -1.517 | .133 |
| | V25 | .416 | .081 | .520 | 5.137 | .000 |

a. Dependent Variable: V31

This Formula, $Y = a + b1X1 + b2X2 + b3X3 + b4X4$
 $Y = 2.009 + 0.323X1 + 0.296X2 - 0.108X3 + 0.416X4$

First, constant value of a = 2.009 this meaning if Competence variable, Professionalism variable, Good Organizational Communication variable, and Teamwork variable has value 0, then Employee Performance variable value is 2.009. Second, b1 is regression coefficient value of 0.323 this meaning if Competence variable up to 1 point and professionalism variable, Good Organizational Communication variable, and Teamwork variable have value 0, then Employee Performance variable will increase by 0.323. Third, b2 is regression coefficient value 0.296 this meaning the Professionalism variable up to 1 point and Competence variable, Good Organizational Communication variable, and Teamwork variable value 0, then Employee Performance will increase by 0.296 Fourth, b3 is regression coefficient value - 0.108 this meaning if Good Organizational Communication variable up to 1 point and Competence variable, Professionalism, and Teamwork variable value 0, then Employee Performance will increase will increase by -0.108 Fifth, b4 regression coefficient of 0.416 this meaning Teamwork variable up to 1 point and Competence variable, Professionalism, and Good Organizational Communication is value 0, then Employee Performance will increase by 0.416

5.4.3. F-tests

[Indartini and Mutmainah \(2024;43\)](#) said that F tests use to see the simultaneous influence of the regression model. It from data analysis using by Statistical Package Social Science (SPSS) program, the following ANOVA results were obtained see [Table 14](#)

Table 14. ANOVA index

| ANOVA ^a | | | | | | |
|--|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 358.729 | 4 | 89.682 | 57.366 | .000 ^b |
| | Residual | 143.827 | 92 | 1.563 | | |
| | Total | 502.557 | 96 | | | |
| a. Dependent Variable: V31 | | | | | | |
| b. Predictors: (Constant), V25, V7, V13, V19 | | | | | | |

Result of data processing in this study can be explained that the p value (Sig.) is $0.000 < 0.05$, this means that Competency variable, Professionalism variable, Good Organizational Communication variable, and Teamwork variable have a significant influence on Employee Performance.

5.4.4. Determination Tests

Put forward by Indartini and Mutmainah (2024;45) that the determination (R square) test is coefficient determination which explains how far dependent data can be explained by independent data. By using Statistical Package Social Science (SPSS) using software (SPSS), researchers obtained results from the following data See Table 15

Table 15. Determination index

| Model Summary ^b | | | | |
|--|-------------------|----------|-------------------|----------------------------|
| Mode | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .845 ^a | .714 | .701 | 1.250 |
| a. Predictors: (Constant), V25, V7, V13, V19 | | | | |
| b. Dependent Variable: V31 | | | | |

The coefficient determination of 0.701 or 70.1% means that the variables Competence, Professionalism, Good Organizational Communication, and Teamwork are able to influence Employee Performance by 70.1% while the remaining 29.9% is influenced by other variables that are not included in the construct.

6. CONCLUSION

6.1. Conclusion

The results of data processing in this research data, were concluded by the researcher as follows: (1) Competency has a positive and significant effect on employee performance. The magnitude of the influence of the competence variable on employee performance is 46.8%; (2) Professionalism has a positive and significant effect on employee performance. The magnitude of the influence of the professionalism variable on employee performance is 50.6%; (3) A Good Organizational Communication has a positive and significant effect on employee performance. The magnitude of influence of the good organizational communication variable on employee performance is 33.9%; (4) Teamwork has a positive and significant effect on employee performance. The magnitude of influence of a teamwork variable on employee performance is 56,4%; (5) Competency, professionalism, good organizational communication, and teamwork have a positive influence on employee performance. The magnitude of influence of competence, professionalism, good organizational communication, and teamwork variables on employee performance are 70.1%.

6.2. Suggestion

After knowing the effect of the variables in this research model, furthermore the researcher suggests that further research be conducted with analysis units of government employees and/or employees of state-owned business entity. This is to strengthen that the theory being researched is truly applicable.

Ethical approval

This study was conducted in accordance with the ethical principles outlined in the Declaration of Helsinki.

Informed consent statement

Not applicable.

Authors' contributions

Not applicable.

Disclosure statement

No potential conflict of interest was reported by the author(s).

Data availability statement

The data presented in this study are available on request from the corresponding author due to privacy reasons.

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Notes on Contributors

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