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The influence of the use of information technology and professionalism on employee performance mediated by work productivity

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ABSTRACT

One of the companies in the Indonesian cement industry is PT Semen Padang (Persero) Tbk. With the entry of new companies, the Indonesian cement industry will improve the quality of its products amidst intense industrial competition. The aim of this research is to discover, analyze and measure the direct impact that employee performance has on the use of information technology, training and productivity. This research method is quantitative using inferential statistics (parametrik). The quantitative research was conducted using the structural equation modeling (SEM) model analysis with a few exogenous and endogenous variables. The data needed for this study are derived from two primary sources: 1) data primer (data primer) and 2) data sekunder (data sekunder). The primary data comes from the questionnaire's daftar, which is sent to the PT Semen Padang clerk. Semen padang.co.id and the Badan Pusat Statistik (BPS) Sumatera Barat are the sources of the second-hand data. The number of samples that met the research criteria was 296 employees of PT Semen Padang (Persero) Tbk. The results of data processing show that the use of information technology has a positive and significant effect on employee performance, professionalism has a positive and significant effect on employee information performance, the use of technology has a positive and significant effect on work productivity, professionalism has a positive and significant effect on work productivity, productivity has a positive and significant effect on employee performance, the use of technology has a positive and significant effect on employee performance, mediated by work productivity and professionalism has a positive and significant effect on employee performance, mediated by work productivity at PT cement Padang (Persero) Tbk.



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Introduction

Increasingly tight business competition in the era of globalization and 4.0 means all companies in the world are competing to design the right strategy in order to have a competitive advantage. Companies that want to succeed and maintain their position in the market need to carry out strategic planning and resource optimization (Ahlvik et al., 2016) states that without intellectual capital, organizations will not be able to

improve their performance, so that people are the most important resource that allows organizations to improve financial/non-financial performance. Humans as employees are an important resource for every organization, and adequate HR management can help an organization achieve its goals and objectives (Rahmi & Aziz, 2017) When the cement industry is faced with conditions of tight competition and oversupply.

The Company continues to carry out efficiency both in operational and financial terms through total cost transformation, optimizing production facility utilization, efficient use of raw materials, and ensuring optimal supply chain process management. The company, which is part of the PT Semen Indonesia (Persero), Tbk Holding, focuses on perfecting synergies within the group so that it continues to have a competitive advantage compared to other players. The Company also faces problems and challenges that are not much different from those experienced by other national cement producing companies. The Company's performance will also influence the performance of the national cement industry in general. Even though competition in the cement industry is getting tighter, the Company is able to show improved performance compared to the previous period through the strategic steps of the Total Cost Transformation program which have been implemented since 2017, and in accordance with the direction of the Holding PT Semen Indonesia (Persero), Tbk, the Company will continue to collaborate with state-owned construction companies. This collaboration is important so that the Company can become the main cement supplier for government infrastructure projects, especially in the Sumatra region.

Companies' attention to employee performance has recently increased along with the increasing importance of this factor in influencing employee success. This thinking arises because companies believe that employees with high levels of work productivity will produce better levels of performance, more accurate work, fewer absences and higher loyalty than employees with low levels of satisfaction. Companies with good productivity will experience development as indicated by increasing income, in line with the increasing welfare of employees. PT Semen Padang is the oldest cement factory in Indonesia which was founded by a Dutch private party on March 18 1910 with the name NV Nederlhandsch Indische Portland Cement Maatschappij (NV NIPCM). PT Semen Padang has several subsidiaries and affiliates. APLP & A is a subsidiary of supporting institutions and affiliates owned by PT Semen Padang, including PT Igarar, PT Yasiga Sarana Utama, Semen Padang Family Cooperative, PT Pasoka Sumber Karya, Semen Padang Pension Fund and the Igarar Foundation which has many employees. APLP&A This supports company performance.

Each APLP&A has employees who really support the smooth running of the APLP&A business process. Managing human resources in an organization is not easy because it involves various elements in an organization, namely employees, leaders, and the system itself. It is hoped that these three elements work together in synergy to create a conducive work atmosphere so that employees can work optimally. The maximum impact of work carried out by employees can improve employee performance. Employee performance itself has quite a big influence on individual and organizational productivity. Having many quality employees really determines the company's performance, such as productivity which increases with the number of employee skills. However, companies cannot only demand good employee productivity but must pay attention to internal satisfaction, namely employee satisfaction (Nolandari et al., 2016).

Information technology, according to (Kadir & Triwahyuni, 2013), is a fusion of computer and telecommunications technology. Computer technology includes devices like printers, CD ROMs, and other computer-related devices. Information is created by processing data through computers. Technology used in long-distance communication, such as radio, television, and the telephone, is referred to as communication technology. According to (Candra, 2019), information technology is a term to describe technologies that enable humans to record, store, process, retrieve, transmit, and receive (receive) information. The use of information technology can be used by organizations to achieve competitive advantage, particularly in terms of improving organizational productivity and raising the standard of information. For employees, technology is useful in automating manual processes, making work more effective and efficient. Examples of this include reducing labor costs associated with overtime, remuneration for travel, office supplies, and other expenses. According to Muhammad Sbrio et al., (2017:1), information technology is the study of using technology as a medium for information dissemination. Information providers that use information technology to provide the public with information. The advantages of computer use can help users perform better both personally and professionally. Information technology can be used to remove barriers that affect data accuracy, information quality, and the efficiency of an agency's operations.

The word "professional" derives from the word "profession," which designates a line of work centered on particular competencies. Professionalism is associated with a particular profession and necessitates specialized skills to execute. The traits, behaviors, and attributes that define a profession or a professional individual are known as professionalism. The traits, practices, and demeanor that define a profession are called professionalism. If a person's work satisfies the ethical or technical requirements of a profession, they are

considered professionals (O. Ali & Bradburn, 2018). The attitude of a person who is competent at their job and has sufficient knowledge to perform their duties in line with their field is known as professionalism (Syahsudarmi, 2022).

Productivity is one of the components that a company must have if it wants to achieve the goals set by the company. In its activities, the company must be able to increase its productivity from time to time because it concerns the company's production. Improving quality, efficiency and effectiveness does not only depend on modern machine technology, sufficient capital and the presence of quality raw materials. However, all these factors will not happen without the support of good human resources who can develop their abilities and expertise and can show it in employee work productivity graphs. Indonesia, with its large population, already has resource capital, all that remains is to ensure that such a large population can be mobilized to become a productive resource. The level of education, social security and training are needed to encourage and increase employee productivity as a driving factor to increase their work potential. One of the themes in the field of employment is the level of work productivity of workers or employees.

Table 1. Cement Production (Tons) 2016-2020

Information	Realization 2016	Realization 2017	Realization 2018	Realization 2019	Realization 2020
Indarung I	21.907	8.642	12.175	2.778	0
Indarung II	705.009	626.500	417.890	677.617	361.918
Indarung III	792.906	752.291	353.955	632.801	367.857
Indarung IV	1.782.568	1.660.638	1.548.978	1.514.728	1.302.947
Indarung V	2.618.376	2.705.069	2.361.176	1.928.981	2.322.539
Indarung VI	0	1.193.518	1.886.354	1.088.252	601.122
CM Dumai	535.293	497.485	633.783	655.969	455.409

Source: PT Semen Padang

From table 1.1 above, it can be seen that the level of cement production (tons) experienced fluctuations from 2016 to 2020. In 2020 it can be seen that there was 1 factory that did not produce cement, namely the Indarung 1 factory, and in 2020 all factories experienced a decline in cement production. The following table discusses employee work productivity in 2016-2020 as follows.

Table 2. Employee productivity 2016-2020

Company Name	2016	2017	2018	2019	2020
Company	3.549	4.581	4.654	5.427	4.681

Source: PT Semen Padang

Based on table 1.3 data taken from the performance report source of PT Semen Padang, it can be seen that the average level of employee productivity in 2016 increased up to 2019. The Company's employee productivity level was 4,681 tons/employee, down compared to 2019 which was 5,427 tons/employee. This study presents a novel research methodology, one of which is the use of an a priori algorithm technique to determine research variables. The appropriate variables in this study are determined by analyzing the findings of a pre-survey conducted in the field through employee interviews that were used as samples for the a priori algorithm.

Method

The data needed in this research comes from two main sources, namely 1) primary data and 2) secondary data. Primary data comes from a list of questions (Questioner) directed to PT Semen Padang employees. Secondary data was obtained through semen field.co.id and the West Sumatra Central Statistics Agency (BPS). This type of research is causal research. (Tjiptono, 2015) states that causal design is useful for analyzing how one variable influences other variables, and is also useful in experimental research where exogenous variables are treated in a controlled manner by researchers to see their impact on endogenous variables directly. This research approach is quantitative with inferential statistics (parametric), the quantitative approach is based on the Structural Equation Modeling (SEM) analysis model with several exogenous variables and endogenous variables.

A questionnaire that the researcher created was the research tool used in this study. A research instrument is defined as "a data collection tool used to measure observed natural and social phenomena" (Sugiono, 2014).

Therefore, the purpose of using research instruments is to find out as much as possible about a problem, a natural phenomenon, or a social phenomenon. Using a Likert scale, the instrument used in this study aims to generate accurate data. Researchers employ an instrument akin to a questionnaire, assigning the following scores: Table for Likert Measurement Assessment

Table 3. Cement Production (Tons) 2016-2020

Code	Respond to the requirements	For Mark
SS	Firmly concur	5
S	Accept	4
N	Indifferent	3
TS	I disagree	2
STS	vehemently disagree	1

Source: PT Semen Padang

The following are the stages of SEM PLS data analysis (Ali & Limakrisna, 2013) In building a path model as shown in the figure below, it is important to distinguish between the location of the constructs and the relationships between each construct (F. Hair Jr et al., 2014).

Evaluation of the Measurement Model (Outer Model)

Evaluation of the measurement model aims to determine the validity and reliability of each item in reflecting the construct

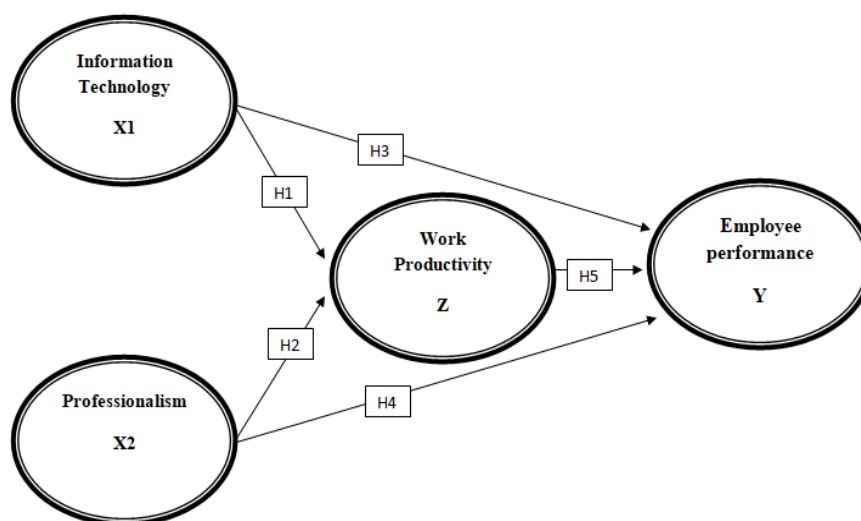


Figure 1. Framework of Thought

A questionnaire's validity is evaluated using the validity test. If the questions in a questionnaire can provide information about what the questionnaire is intended to measure, then the questionnaire is considered valid. Accordingly, validity aims to assess whether the items in the questionnaire we have developed are indeed capable of measuring the things we have intended to measure (Ghozali, 2016). The Pearson Correlation is the used validity test. The Pearson correlation used in this study has a significance level of 0.05. According to a question item is considered valid if its significance value is less than 0.05, and invalid if it exceeds that threshold. (Ghozali, 2016) defines reliability as a method of measuring a questionnaire that serves as a construct or variable indicator. When a respondent's responses to a questionnaire remain constant or steady over time, it's considered dependable. One Shot, also known as one-time measurement, is the reliability test used in this study.

The results are compared to other questions or the correlation between question answers is measured after the measurement is completed just once. The statistical test known as Cronbach Alpha is used to gauge reliability. If a construct or variable yields a Cronbach Alpha value greater than 0.70, it is considered reliable. Determining the number of samples in this research was carried out using statistical calculations, namely by using the Slovin formula (Sulaeman et al., 2019) This formula is used to determine the sample size from the known population, namely 1,150 PT employees. Semen Padang and 296 samples were obtained. Based on the results of calculating the number of samples, the sample size was then calculated for each employee of PT Semen Padang who was the object of data collection as shown in Table 4.

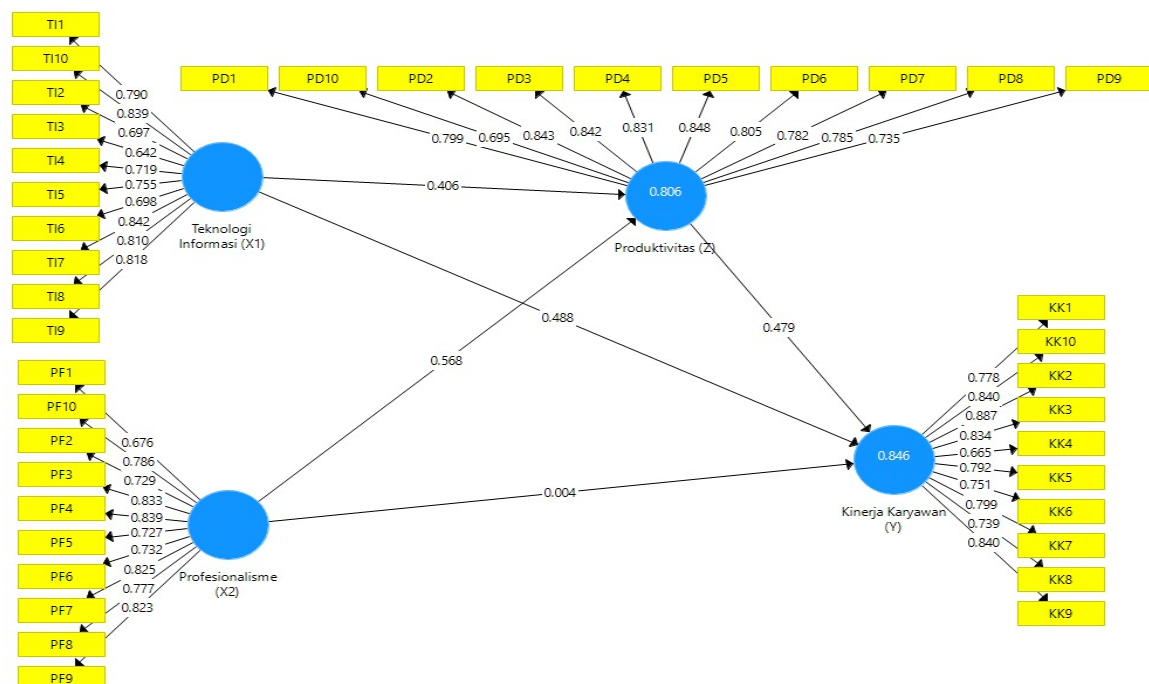
Table 4. Sample Sizes for Each Office in PT Semen Padang Production Department

Manufacturer's Name	Employees Compared to Total Population (%)	Calculating the Sample Size	Sample Amount
Indarung IV	$115/1.150 \times 100 = 10\%$	$10\% \times 296 = 29,6$	30
Indarung V	$345/1.150 \times 100 = 30\%$	$30\% \times 296 = 88,8$	89
Indarung VI	$690/1.150 \times 100 = 60\%$	$60\% \times 296 = 177,6$	177
Total Sampel			296

With a total of 296 samples, each sample is divided according to the criteria for the Indarung IV, Indarung V, and Indarung VI factories, as shown in the above table. Relationships or influences can be obtained using the bootstrap procedure, with criteria (Hapzi Ali. Nandan Lima Krisna., 2013). Influential/Not influential: (1) If the t-value (t-value) > t-table (1.96), then the hypothesis has an effect, (2) If the t-value (t-value) < t-table (1.96), then the hypothesis has no effect. Significant/insignificant: (1) If the significance level $\alpha < 5\%$ (0.05), then the hypothesis is significant. (2) If the significance level α is > 5% (0.05), then the hypothesis is not significant. Based on the research conceptual framework explained in the previous chapter, it shows the influence of exogenous variables on endogenous variables (Sutiksno et al., 2017).

Results and Discussions

In this research entitled Determining Employee Performance Through Work Productivity: Information Technology and Professionalism, an outer model assessment was carried out with the aim of assessing the correlation between item or indicator scores and construct scores which indicate the level of validity of a statement (Havidz et al., 2017). Outer model testing was carried out based on the results of questionnaire trials that had been carried out on all research variables (Widodo et al., 2017). There are three criteria for using data analysis techniques to assess the outer model, namely Convergent Validity, Discriminant Validity, and Composite Reliability. (Desfiandi et al., 2017) An item or statement item is said to be valid if it has a correlation value or convergent validity value above 0.7, but according to (Saputro & Siagian, 2017). in the development stage, a correlation of 0.5 to 0.6 is considered sufficient or still acceptable. In this study, the convergent validity value limit was above 0.5 as seen in Figure 2.

**Figure 2.** External Loading

Structural model assessment is part of SEM analysis which is used to test the relationship between latent variables to ensure that the latent variables are valid and reliable. Establish Reliability and Validity of required tests. A construct is said to be valid and reliable if it meets the rhoA criteria of 0.7 or Average Variance Extracted (AVE) 0.5. The results of reliability and construct validity are presented in Table 3.

Table 5. Constructs of Reliability and Validity

Variables	Cronbach	Rho_A	Composite	Average Variance Extracted
Employee performance (Y)	0.934	0.936	0.943	0.632
Teknologi Informasi (X1)	0.942	0.933	0.953	0.583
Profesionalisme (X2)	0.936	0.938	0.946	0.636
Productivity (Z)	0.926	0.930	0.938	0.632

Source: Primary Data processed with SmartPLS 3

Based on the Smart PLS output in Table 3 above, the Composite Reliability value and Cronbach Alpha value for each construct or variable are 0.70. Thus, it can also be concluded that the level of data reliability is good or reliable. Furthermore, as previously explained, the inner model assessment is evaluated through the R-Squared value, to assess the influence of certain exogenous latent constructs on whether the endogenous latent constructs have a substantive influence. The following is the R-Square estimate in Table 4.

Table 6. Evaluation of R Square Values

Variable	R Square	R Square Adjusted
Productivity	0.806	0.805
Employee performance	0.846	0.845

Source: Primary Data Processed by SmartPLS 3

In Table 4, it can be seen that the R-Square value of the Productivity construct is 0.806 or 80.6%, which shows the amount of influence that the Productivity construct receives from the Information Technology and Professionalism construct or is a simultaneous influence from the Productivity construct. Information Technology and Professionalism rest on Productivity. Meanwhile, the R-Square value of the employee performance construct is 0.846 or 84.6%, indicating the large influence of Information Technology, Professionalism and Productivity in explaining or influencing employee performance. The higher the R-Square value, the greater the ability of the exogenous construct to explain endogenous variables so that the structural equations formed are better. (Prayetno & Ali, 2017).

Table 5. Results For Inner Weights

	Original Sample (O)	Standard Deviation (STDEV)	T Statistics (O/STD EV)	P Values	Decision
Information Technology -> Employee performance	0.488	0.494	9.449	0,000	Hypothesis Accepted
Information Technology -> Productivity	0.406	0.411	8.917	0,000	Hypothesis Accepted
Productivity -> Employee performance	0.479	0.476	7.033	0,000	Hypothesis Accepted
Professionalism-> Employee performance	0.004	0.000	0.070	0.944	Hypothesis Not accepted
Professionalism -> Productivity	0.568	0.563	12.640	0,000	Hypothesis Accepted

Sumber : Data Primer yang diolah dengan SmartPLS 3

The results of the SmartPLS 3.0 test in table 6 can be seen from the results of research hypothesis testing starting from the first hypothesis to the fifth hypothesis, namely that there is a direct influence of the construct of Information Technology and Professionalism on Productivity, the influence of the construct of Information Technology and Professionalism on employee performance. Following are the results of testing and discussion of each hypothesis:

The Influence of Information Technology on Employee Performance

This hypothesis testing aims to determine the extent to which Information Technology influences employee performance at PT Semen Padang Tbk. It can be seen that the Information Technology value is 0.448, which is the magnitude of the influence that the Information Technology construct has on employee performance at

PT Semen Padang Tbk. Where the standard error value of 0.498 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 9,449 To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value $>$ t-table 1.96 at alpha 5% or $9,449 > 1.96$ therefore H_0 is rejected and H_1 is accepted, in other words there is no influence of Information Technology on employee performance at PT Semen Padang Tbk. The results of this study are in line with research conducted by research (Cahyadi et al., 2023), (Sugiyanto & Santoso, 2018).

The Influence of Information Technology on Work Productivity

Based on the results of data testing using the SmartPLS 3.0 program tools as presented in Table 5, it can be seen that the Information Technology value is 0.488, which is the magnitude of the influence that the Information Technology construct has on productivity at PT Semen Padang Tbk. Where the standard error value of 0.065 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 9.446

To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value $>$ t-table 1.96 at alpha 5% or $9.446 < 1.96$ therefore H_0 is rejected and H_1 is accepted, in other words there is an insignificant positive influence of Information Technology on Productivity at PT Semen Padang Tbk. The results of this study are at odds with several previous studies, including: Malikhah et al., (2023), (Tumiwa et al., 2017), (Paledeng, 2017) and (Suhartani & Dewi, 2019)

The influence of productivity on employee performance

Based on the results of data testing using the SmartPLS 3.0 program tool as presented in Table 5, it can be seen that the Productivity value is 0.479, which is the magnitude of the influence that the Productivity construct has on Employee Performance at PT Semen Padang Tbk. Where the standard error value of 0.476 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 7.043 To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value $>$ t-table 1.96 at alpha 5% or $7.043 > 1.96$ therefore H_0 is rejected and H_1 is accepted, in other words there is an insignificant positive influence of Information Technology on Productivity at PT Semen Padang Tbk.

The influence of professionalism on employee performance

Based on the results of data testing using the SmartPLS 3.0 program tool as presented in Table 5, it can be seen that the Professionalism value is 0.004, which is the magnitude of the influence that the Professionalism construct has on employee performance at PT Semen Padang Tbk. Where the standard error value of 0.000 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 0.070 To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value $>$ t-table 1.96 at alpha 5% or $0.070 < 1.96$ therefore H_0 is accepted and H_4 is rejected, in other words there is no influence of professionalism on employee performance at PT Semen Padang Tbk.

It is evident from the test results that employee performance is not significantly impacted by professionalism. However, PT Semen Padang must take the following actions and pay attention if the parties involved wish to enhance employee performance through professionalism: 1) Skills: possess the capacity for effective communication; 2) Knowledge: possess abilities in line with my level of expertise; 3) Work volume: possess technical know-how to operate production equipment and similar devices while working; 4) Time: at certain times, able to work for extended periods of time; 5) Task completion: making an effort to finish assignments accurately and on schedule. The study's findings clarify and demonstrate that professionalism has little bearing on an employee's output. This may be the result of workers not focusing too much on performance during production tasks, which leaves room for improvement in other areas without sacrificing professionalism. The results of this research are in line with research conducted by research (Muzakki et al., 2016) and (Yusman & Suwarsi, 2019) (SriYanthiYosepha, 2019),

The Influence of Professionalism on Productivity

Based on the results of data testing using the SmartPLS 3.0 program tool as presented in Table 5, it can be seen that the Professionalism value is 0.568, which is the magnitude of the influence that the Professionalism construct has on Productivity at PT Semen Padang Tbk. Where the standard error value of 0.563 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 7.043. To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value $>$ t-table 1.96 at alpha 5% or $7.043 > 1.96$ therefore

H0 is rejected and H1 is accepted, in other words there is an insignificant positive influence of Information Technology on Productivity at PT Semen Padang Tbk.

The results of this research are in line with research conducted by (Rani et al., 2018), (Rani et al., 2018) and (Muayyad, 2017).

The influence of Information Technology on employee performance is mediated by work productivity

This hypothesis testing aims to determine the extent to which Information Technology influences employee performance through productivity at PT Semen Padang Tbk. The following are the SmartPLS 3.0 test results which are presented in Table 6

Table 6. Test Results Which Are Presented

Description			Original Sample	Standar deviation	T Statistic	Information
Information Technology -> Productivity -> Employee Performance			0,195	0,035	5,557	Mediated

Based on the results of data testing using the Smart PLS program tools as in Table 5.2, it can be seen that the Information Technology value is 0.195, which is the magnitude of the influence that the Information Technology construct has on employee performance through productivity at PT Semen Padang Tbk. Where the standard error value of 0.035 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 5.557. To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value > t-table 1.96 at alpha 5% or 5.557 > 1.96 therefore it can be concluded that H6 is mediated, in other words there is no influence of Information Technology on employee performance through Productivity at PT Semen Padang Tbk

The influence of professionalism on employee performance, mediated by work productivity

This hypothesis testing aims to determine the extent to which Information Technology influences employee performance through productivity at PT Semen Padang Tbk. The following are the SmartPLS 3.0 test results which are presented in Table 7.

Description			Original Sample	Standar Deviation	T Statistic	Information
Professionalism-> Productivity -> Employee Performance			0,272	0,046	5,945	Mediated

Based on the results of data testing using the Smart PLS program tool as in Table 5.2, it can be seen that the Professionalism value is 0.272, which is the magnitude of the influence that the Professionalism construct has on employee performance through Productivity at PT Semen Padang Tbk. Where the standard error value of 0.046 is the level of estimation error that cannot be explained by this construct and with a t-statistic or t-count value of 5.945. To find out whether this hypothesis is accepted or rejected, a comparison of the t-statistic or t-count value with the t-table is 1.96 at an alpha of 5%. Where the t-statistic value > t-table 1.96 at alpha 5% or 5.594 > 1.96 therefore it can be concluded that H6 is mediated, in other words there is no influence of professionalism on employee performance through productivity at PT Semen Padang Tbk.

The study's findings clarify and demonstrate that there is no discernible relationship between information technology use and worker performance. This may be the result of workers not focusing too much on their own performance during production tasks, which leaves room for improvement in other areas without sacrificing the use of information technology. The findings of this study contradict those of a number of earlier investigations, such as those conducted by Nugroho (2016), Shintia & Riduwan (2021), and Muzkki et al. (2016), which found a substantial relationship between information technology use and worker performance. Nonetheless, this study is pertinent to a number of other earlier investigations, including those by Sarwani et al. (2020), Hamta & Putri (2019), and H. Ali et al. (2018).

It is evident from the test results above that employee performance is not significantly impacted by professionalism. However, PT Semen Padang must take the following actions and pay attention if the parties involved wish to enhance employee performance through professionalism: 1) Skills: possess the capacity for effective communication; 2) Knowledge: possess abilities in line with my level of expertise; 3) Work volume: possess technical know-how to operate production equipment and similar devices while working; 4) Time: at certain times, able to work for extended periods of time; 5) Task completion: making an effort to finish

assignments accurately and on schedule. In this manner, if the pertinent parties are able to apply and implement professionalism indicators, it will affect: 1) Qualities: able to collaborate in a group; 2) Quantity: Make few errors; 3) Punctuality: completing tasks within the allotted time (on time); 4) Effectiveness: making a significant contribution to the company with great effectiveness; 5) Independence: Possess a wealth of knowledge that can assist fellow workers in decision-making. The study's findings clarify and demonstrate that professionalism has little bearing on an employee's output. This may be the result of workers not focusing too much on performance during production tasks, which leaves room for improvement in other areas without sacrificing professionalism. This demonstrates how crucial it is to implement professionalism in a business or organization. It should come as no surprise that businesses need workers who perform their jobs with professionalism if they want to boost output and improve PT Semen Padang employees' performance. The findings of this study are consistent with those of studies by Nur Cahyani (2010) and A. S. Yani & Istiqomah (2016), which found a significant correlation between professionalism and employee performance, indicating that professionalism has a marginally positive impact on performance.

Conclusions

Based on the discussion in this research, there are several conclusions regarding the performance of PT Semen Padang employees, namely that there is a direct influence. There is a positive and significant influence of the information technology variable, Professionalism on work productivity. For employee performance, information technology and work productivity have a positive and significant influence on employee performance, while professionalism has no influence on employee performance.

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