



Determinants of State Civil Apparatus Performance with Work Environment as an Intervening Variable in the Regional Apparatus of Central Aceh District

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Abstract:

The decline in employee performance is largely caused by various internal and external factors of an organization. So that it causes losses to an organization itself. Therefore, this study will test the determinants of the performance of the State Civil Apparatus (ASN) with the work environment as an intervening variable. Data collection using quantitative methods and processing using Smart PLS. The study was conducted on 372 respondents who worked in the regional apparatus organization of Central Aceh Regency. The results of the study showed that work professionalism and Competence have an influence on the work environment. Furthermore, work professionalism and Competence also affect employee performance. In the indirect variable, professionalism and competence also affect performance which is intervening by the work environment. So, it is concluded that all variables have an influence in improving employee performance in Central Aceh Regency.

1. Introduction

Factors that cause a decline in ASN performance include work behavior, especially in several Regional Apparatus Organizations (OPD) in Central Aceh Regency, such as lack of commitment to the work being handled, lack of work initiative, and lack of teamwork. A good work environment is needed, especially adequate facilities and infrastructure, but some OPDs do not have it. Work quality, work quantity, and punctuality are three ways to measure performance [1]. This performance planning is carried out by each employee for one year, and the results will be assessed quantitatively by the Central Aceh Regency Office.

Furthermore, two indicators of achieving the predicates that are considered very good are work professionalism and competence. According to Parameswari et al. work professionalism can be defined as a person's ability and skills to perform certain tasks in related fields and levels [2]. The suitability between bureaucratic capabilities and task requirements is the basis of professionalism; the

formation of a professional apparatus depends on this suitability.

The work environment is an important factor that affects employee performance. This is due to the fact that many employees complain about their less-than-ideal work environment. The work environment is one of the factors that can affect employee performance. The absence of a good work environment can reduce employee performance. According to Chong and Ma, the work environment includes all things related to work and that can affect how an employee does his job [3]. These things include service, working conditions, and relationships between employees in the institution concerned. Workplace facilities have a significant influence in creating a positive and pleasant work environment.

The working environment conditions in the existing services in Central Aceh Regency are seen from the facilities are quite good but still need improvement and repair in several parts. Based on data found through direct observation, it was found that there were work facilities that did not meet the standards,

especially those directly related to public services. From the description of the background of the problem above, the author conducted a study to examine in more depth the Determinants of State Civil Apparatus (ASN) Performance as an Intervening Variable in Central Aceh Regency.

2. Literature Review

2.1 Employee Performance

Performance that can be achieved by individuals or groups of people in an organization in accordance with their authority and responsibility to achieve organizational goals legally, without violating the law, and in accordance with morals and ethics is known as employee performance. Performance is usually defined as a person's success in completing tasks resulting from their actions. Performance is defined as the level of success in meeting job requirements. Employee performance is also the result of evaluating employee work compared to standards that have been set together. Thus, this study will investigate how the performance of ASN employees in Central Aceh Regency.

According to Pawirosumarto et al. performance is defined as the results of work in terms of quality and quantity achieved by a person in carrying out their functions according to their responsibilities [4]. Performance is a person's overall ability to work so that they can achieve work goals and various goals that have been set with a smaller sacrifice in ratio compared to the results achieved. Performance, according to Utin and Yosepha, is the result achieved by a person or group of people in an organization according to their responsibilities [5,6]. Based on the definition of performance mentioned above, the researcher emphasizes that employee performance is the result of employee work that can be carried out by an organization according to the authority and responsibility given to them, without violating the law or violating morals or ethics.

2.2 Work Professionalism

One of the important elements needed for good and clean governance, including public services, is the element of work professionalism of the apparatus and organizers of government and public services. Central to realizing a good government bureaucracy through an ideal public service model is professionalism in the work of the State Civil Apparatus (ASN). Thus, this study will evaluate the competence of employees in Central Aceh district. A professional apparatus must have the ability and expertise to understand the tasks given or can be considered an expert in their field, so that they are not only suitable for their place of duty but can also

provide good and fair service. Professionalism is reliability and expertise in carrying out tasks with high quality, at the right time, carefully, and with procedures that are easy to understand [7].

Each job has certain rules. Performance, which is a comparison between actual work results and established work standards, can be used to measure this. According to Sukmana & Hakim, professionalism is an attitude or state in doing work that requires expertise through certain education and training and is carried out as a job that generates money. The ability to identify community needs, create agendas, prioritize services, and develop service programs according to the needs and aspirations of the community is called apparatus professionalism. Professionalism refers to the match between bureaucratic capabilities and task requirements, which is a requirement for the formation of a professional apparatus. In carrying out their duties and functions, a person who is said to be professional is basically someone who has reliable human resources with well-programmed work [8-10].

2.3 Competence

The State Civil Apparatus (ASN) is a component of human resources that is responsible for driving the government bureaucracy and must continue to improve its quality to achieve organizational goals and targets. Competency development can be used to improve the quality of human resources. Spencer and Spencer, quoted by Oppong & Zhau [11], said that competence is a person's main attribute related to the effectiveness of their performance in their workplace or a person's basic nature that is directly correlated or as a result of the standards used as a reference. effective or performing well or superiorly in the workplace or in certain situations.

From the explanation above, it can be concluded that the competence of ASN employees in Aceh Regency consists of basic traits that are possessed or parts of a person's deep personality and are inherent in a person and predictable behavior in various situations and work tasks, which encourage them to excel and strive to complete tasks effectively. Limited performers differ from superior performers because of the mismatch in these competencies. In other words, competence is the mastery of a collection of knowledge, skills, values, and attitudes that drive performance and are reflected in the way a person thinks and acts according to their work [12]. Therefore, competence shows knowledge or skills demonstrated by professionalism in a particular field as the most important. Competence as a characteristic of a person is related to effective performance in a job or situation.

2.4 Work environment

According to Al-Omari and Okasheh [13], every condition around the workplace, including the physical work environment, will affect employees either directly or indirectly. According to Turnipseed [14], the work environment is an important part of how workers perform their duties. According to Wijayanto [15], internal authorities are groups or individuals who are not explicitly involved in the organizational environment. However, managers are responsible for their interests because they are members of the organization.

The work environment of a company greatly influences its success. In other words, the work environment is everything that is physically related to the organization of the office or company. A good work environment will greatly affect worker productivity, increase their enthusiasm for work, and ultimately increase output [16]. There are two types of company environment coverage: physical work environment and non-physical environment. The physical work environment includes all physical things around the workplace that can affect employees directly or indirectly. The non-physical environment includes everything related to work relationships, such as relationships with superiors, coworkers, and superiors.

3. Methodology

The type of research used is the quantitative approach explanation method. In this quantitative approach, the researcher will use a questionnaire. The research will test the independent variables, namely: Work Professionalism (X1), Competence (X2), one Intervening variable, namely Work Environment (Z) and one dependent variable, namely ASN Performance (Y). Data collection in this study used a questionnaire. Data analysis using Partial Least Squares Structural Equation Modeling (Sem-PLS).

This research design, according to John W. Creswell [17], quantitative research is a method for testing certain theories by examining the relationship between variables. These variables are measured by

research instruments that are analyzed based on statistical procedures. The research population is all State Civil Apparatus (ASN) from all Regional Apparatus Organizations (OPD) of Central Aceh Regency totaling 5,364 people. Sampling using the Slovin formula with a selectable level of significance, whether to use 0.05 (5%) or 0.01 (1%). From the calculation above, the number of samples used in this study was 372 respondents.

3.1 Hypothesis

The hypotheses of the research to be conducted are:

1. There is a positive influence of work professionalism on the work environment of ASN in Central Aceh Regency.
2. There is a positive influence of employee competence on the work environment of ASN in Central Aceh Regency.
3. There is a positive influence of work professionalism on the performance of ASN in Central Aceh Regency.
4. There is a positive influence of employee competence on the performance of ASN in Central Aceh Regency.
5. There is a positive influence of the work environment on the performance of ASN in Central Aceh Regency.
6. There is a positive influence of work professionalism on performance with the work environment of ASN in Central Aceh Regency as an intervening variable.
7. There is a positive influence of employee competence on performance with the work environment of ASN in Central Aceh Regency as an intervening variable.

4. Result

4.1 Descriptive Analysis

Description of the variables in the study, namely all variables studied, namely ASN Performance, Work Environment, Work Professionalism, and Competence variables.

Table 1. Description of ASN Performance Variables

Question	5	4	3	2	1	Total				
	f	f	f	F	f	F	Skor	TCR	Mean	Category
1	113	102	92	41	24	372	1355	0,73	3,64	Good/Moderate
2	92	73	151	32	23	372	1295	0,70	3,48	Good/Moderate
3	101	132	91	27	21	372	1381	0,74	3,71	Good/Moderate

Question	5	4	3	2	1	Total				
	f	f	f	F	f	F	Skor	TCR	Mean	Category
4	41	61	142	81	47	372	1084	0,58	2,91	Enough
5	192	123	51	4	2	372	1615	0,87	4,34	Very Good/High
6	112	131	91	23	15	372	1418	0,76	3,81	Good/Moderate
7	161	121	71	16	3	372	1537	0,83	4,13	Very Good/High
8	114	182	51	24	1	372	1500	0,81	4,03	Very Good/High
Average	116	116	93	31	17	372	1398,1	0,76	3,76	Good/Moderate

Source: Managed by researchers (2024)

Based on the data distribution above, it can be seen that the instrument questions 5, 7 and 8 are the biggest contributors to the performance of ASN in Central Aceh Regency. The fifth contribution, namely Loyal and obedient to Pancasila, UUD1945, State, Government and prioritizing state interests over personal interests is the basis of the loyal nature of an ASN is included in the Loyalty indicator, and the employee work behavior dimension. The seventh and eighth instruments are included in the category of employee personal quality dimensions, where the highest contributing indicators are the insight indicator and the cooperation indicator. ASN realize

the importance of having broad insight and cooperation that is built to collaborate between units/departments in creating good service and a good integrated system.

The lowest contribution is in the fourth question instrument, namely Initiative is very much needed, especially in a fast-paced and competitive work environment or included in the initiative indicator and included in the work behavior dimension. This is a habit that occurs in the field, that ASN do not dare to take initiative actions, generally ASN move with orders and supervision from superiors.

Table 2. Description of Work Environment Variables

Question	5	4	3	2	1	Total				
	f	f	F	F	f	F	Skor	TCR	Mean	Category
1	201	132	31	5	3	372	1639	0,88	4,405	Very Good/High
2	87	91	102	51	41	372	1248	0,670	3,350	Good/Moderate
3	210	112	42	7	1	372	1639	0,881	4,405	Very Good/High
4	73	69	171	36	23	372	1249	0,671	3,357	Good/Moderate
5	87	95	132	51	7	372	1320	0,709	3,548	Good/Moderate
6	63	66	121	67	55	372	1131	0,608	3,040	Good/Moderate
Average	120	94	100	36	22	372	1371	0,737	3,685	Good/Moderate

Source: Managed by researchers (2024)

In the work environment variable, the largest contribution is in instruments 1 and 3. The first instrument, namely I have work equipment provided by the state according to daily work needs to carry out state duties this instrument is included in the equipment indicator and the third instrument, namely I can apply technology easily because there are fast internet network facilities, qualified laptops, information system technology that is easy to work on is included in the Technology indicator where

these two instruments, namely one and three, both are included in the Physical Work Environment dimension. In the Non-physical work environment, all are still in the good/moderate category but need improvement such as in the sixth instrument, namely To improve cooperation between superiors and subordinates, it is necessary to build open and honest communication between the two parties, superiors need to listen to the views and opinions of subordinates, and subordinates must feel

comfortable expressing their ideas. This condition occurs in my work environment which is included in

the superior-subordinate relationship indicator is the lowest contribution to this variable.

Table 3. Description of Work Professionalism Variables

Question	5	4	3	2	1	Total				
	f	f	f	f	f	F	Skor	TCR	Mean	Category
1	139	127	72	21	13	372	1474	0,792	3,962	Good/Moderate
2	227	128	17	0	0	372	1698	0,912	4,564	Very Good/High
3	163	142	41	23	3	372	1555	0,836	4,181	Very Good/High
4	93	114	121	31	13	372	1359	0,730	3,653	Good/Moderate
5	230	142	0	0	0	372	1718	0,923	4,611	Very Good/High
6	61	82	152	71	6	372	1237	0,6650	3,325	Good/Moderate
7	51	42	210	66	3	372	1188	0,638	3,193	Good/Moderate
8	61	75	232	4	0	372	1309	0,703	3,517	Good/Moderate
Average	128	106	105	27	4,75	372	1442	0,775	3,877	Good/Moderate

Source: Managed by researchers (2024)

In the work professionalism variable, the largest contribution is found in instruments 2, 3, and 5. In the second instrument, namely All my work activities are carried out according to the applicable SOP, as well as in providing services to the community must follow the existing SOP regardless of social strata this instrument is included in the indicator that all people are treated equally according to the SOP, which refers to the equality dimension. In the third instrument, namely As a civil servant, I also feel that I am part of society itself that has rights

and obligations, so I feel that civil servants and the community have each other, one fate, one responsibility this instrument is included in the indicator that society and civil servants feel they have each other, which refers to the equity dimension. In the fifth instrument, namely I submit to and obey the applicable state regulations set for civil servants in carrying out their duties this instrument is included in the indicator that civil servants obey state regulations, which refers to the loyalty dimension.

Table 4. Description of Competency Variables

Question	5	4	3	2	1	Total				
	f	f	f	f	f	F	Skor	TCR	Mean	Category
1	171	188	13	0	0	372	1646	0,887	4,424	Very Good/High
2	71	73	172	42	14	372	1261	0,677	3,389	Good/Moderate
3	61	72	156	51	32	372	1195	0,642	3,212	Good/Moderate
4	117	172	51	32	0	372	1490	0,801	4,005	Very Good/High
5	73	61	143	51	44	372	1184	0,636	3,182	Good/Moderate
Average	98,6	113,2	107	35,2	18	372	1355	0,728	3,643	Good/Moderate

Source: Managed by researchers (2024)

In the competency variable, there are two instruments that contribute the most, namely the first and fourth instruments. The first instrument is I have the skills to carry out the tasks given to me, as evidenced by my trustworthiness in carrying out

tasks this instrument is included in the dimension of competency in carrying out tasks. In the fourth instrument, namely I am skilled in working with my superiors, colleagues and subordinates, as evidenced by the establishment of harmonious conditions in my

work team this instrument is included in the dimension of work relationship skills. In addition to this competency, there is a competency that is of concern, especially in the fifth instrument, namely that ASN have difficulty adapting to very rapid and changing changes in a relatively short time.

4.2 Structure Equation Model

4.2.1 Outer Model Testing

This outer model test is similar to the validity and reliability test conducted in the ordinal least square (OLS) analysis method. It is important to conduct tests on each instrument used in this study to ensure that the test results are beyond doubt.

A. Convergent Validity Testing

This convergent validity test is conducted to determine the suitability or truth of the instrument used to measure the research construct variables. A tool with a high validity value is the right one to use to measure its construct variables. The load factor of each instrument on the construct variable is used to conduct the first convergent validity test. This tool works well to evaluate its construct variables if the load value is greater than 0.6 [18].

1. Convergent Validity on ASN Performance Variables

The question instrument on the ASN performance variable consists of eight. Based on the results of data analysis, convergent validity was obtained through the loading factor in the table below :

Table 5. Convergent Validity

Indicator	Loading Factor	Information
Y.1	0.766	Valid
Y.2	0.801	Valid
Y.3	0.785	Valid
Y.4	0.743	Valid
Y.5	0.714	Valid
Y.6	0.804	Valid
Y.7	0.767	Valid
Y.8	0.791	Valid

Source: Managed by researchers (2024)

All ASN performance variable instruments have a loading factor value of more than 0.6, meaning that all instruments can be declared valid.

2. Convergent Validity on ASN Work Environment Variables

The question instruments on the ASN Work Environment variable are six. Based on the results of

data analysis, convergent validity is obtained through the loading factor in the table below:

Table 6. Convergent Validity on Environmental Variables

Indicator	Loading Factor	Information
Z.1	0.754	Valid
Z.2	0.840	Valid
Z.3	0.821	Valid
Z.4	0.795	Valid
Z.5	0.838	Valid
Z.6	0.801	Valid

Source: Managed by researchers (2024)

All ASN Work Environment variable instruments have a loading factor value of more than 0.6, meaning that all instruments can be declared valid.

3. Convergent Validity on ASN Work Professional Variables

There are eight question instruments on the ASN Work Environment variable. Based on the results of data analysis, convergent validity is obtained through the loading factor in the table below:

Table 7. Convergent Validity on Professional Work Variables

Indicator	Loading Factor	Information
X1.1	0.772	Valid
X1.2	0.777	Valid
X1.3	0.727	Valid
X1.4	0.752	Valid
X1.5	0.725	Valid
X1.6	0.776	Valid
X1.7	0.769	Valid
X1.8	0.771	Valid

Source: Managed by researchers (2024)

All ASN Professional Work variable instruments have a loading factor value of more than 0.6, meaning that all instruments can be declared valid.

4. Convergent Validity on ASN Work Competency Variables

There are five question instruments on the ASN Work Competency variable. Based on the results of data analysis, convergent validity was obtained through the loading factor in the table below:

Table 8. Convergent Validity on Work Competency Variables

Indicator	Loading Factor	Information
X2.1	0.748	Valid
X2.2	0.769	Valid
X2.3	0.826	Valid
X2.4	0.829	Valid
X2.5	0.720	Valid

Source: Managed by researchers (2024)

All ASN Work Competency variable instruments have a loading factor value of more than 0.6, meaning that all instruments can be declared valid.

b. Discriminant Validity

Discriminate validity is used to measure the extent to which a latent construction differs from other constructions. A high value of discriminant validity indicates that construction is unique and can explain the phenomena being measured.

1. Average Variance Extracted (AVE)

The total AVE value of the variables should be greater than 0.5. This value indicates adequate convergent validity, meaning that one latent variable can explain more than half of its indicator's daily average.

Table 9. Average Variance Extracted (AVE)

Variable	Average Variance Extracted (AVE)
ASN Performance	0,711
ASN Work Environment	0,721
Work Professionalism	0,842
Work Competence	0,757

Source: Managed by researchers (2024)

Based on the table above, the results show that the average variant extracted value of the ASN Performance (0.711), Work Environment (0.721), Work Professionalism (0.842) and Work Competence (0.757) variables is greater than 0.5, so it can be concluded that all instruments for each variable meet the requirements and conditions of discriminant validity.

2. Reliability Testing

The purpose of this reliability test is to determine how consistent the constructing variable instrument is in measuring the variable itself; this study uses two approaches, Cronbach alpha and composite reliability testing. The reliability value of a construct that has rules must be greater than 0.7–0.6 to be considered a variable that has instructions.

Table 10. Cronbach Alpha dan Composite Reliability

Variable	Cronbach Alpha	Composite Reliability	Conclusion
ASN Performance	0,911	0,915	Reliabel
ASN Work Environment	0,877	0,897	Reliabel
Work Professionalism	0,839	0,843	Reliabel
Work Competence	0,988	0,946	Reliabel

Source: Managed by researchers (2024)

Based on the test results in the table above, the test results above are greater than 0.70. So it can be concluded that all instruments in each research variable have met the reliability assumption in the Cronbach Alpha test.

4.2.2 Inner Model

This sub-chapter will display the inner model test which aims to test the feasibility of the research model through the R Square, Chi Square (Qsquare), Goodness of Fit (GoF), and F Square tests.

1. Q Square

This test is conducted to measure how good the observation value (observation) and parameter estimation produced by this research model. Observation and parameter estimation are said to be good if the Q Square value is greater than 0 ($Q^2 > 0$) as follows:

Table 11. Q Square

	SSE/SSO
ASN Performance	0.651

Source: Managed by researchers (2024)

The image above shows that the value of Q^2 is greater than 0, namely $0.651 > 0$. So, it can be concluded that the observations and parameter estimate in each model formed are quite good.

Table 12. Goodness of Model

	Saturated Model	Estimated Model
SrMR	0.0082	0.082

It is known in the image above the results of the goodness fit of the SRMR model test, namely $0.082 < 0.1$. So it can be concluded that the model is fit.

2. Discriminant Correlation Test

Table 13. R-Square

	R Square
ASN Performance (Y)	0.771
Work Environment (Z)	0.684

Source: Managed by researchers (2024)

It is known that the R-Square value of ASN Performance (Y) is 0.771, which means that Work Professionalism (X1), Competence (X2), and Work Environment (Z) are able to explain ASN Performance (Y) by 77.1%. While the remaining value is explained by other variables outside this variable. Furthermore, it is known that the R-Square value of Work Environment (Y) is 0.684, which

means that Work Professionalism (X1), Competence (X2) are able to explain Work Environment (Z) by 68.4%. While the remaining value is explained by other variables outside this variable.

4.3 Hypothesis Testing

Table 14. Direct and Indirect Hypothesis

	Original Sample (O)	T Statistics(O/STDEV)	P Values
Work Professionalism -> Work Environment	0,365	4,427	0,000
Competence -> Work Environment	0,057	2,018	0,005
Work Professionalism -> ASN Performance	0,357	4,236	0.000
Competence -> ASN Performance	0,097	2,017	0.002
Work Environment -> ASN Performance	0,282	3,426	0,008
Work Professionalism -> Work Environment -> ASN Performance	0,276	2,318	0,005
Competence -> Work Environment -> ASN Performance	0,115	2,072	0,000

Source: Managed by researchers (2024)

Based on the results of the direct influence hypothesis test above, it can be concluded that the influence of each equation is as follows:

1. The influence of Work Professionalism (X1) on the Work Environment (Z) has an influence and is significant because the t-statistic value is more than 1.969, which is 4.427, and the P-Values are less than 0.05, which is 0.000.
2. The influence of Competence (X2) on the Work Environment (Z) has an influence and is significant because the t-statistic value is greater than 1.969, which is 2.018, and the P-Values are more than 0.05, which is 0.005.
3. The influence of Work Professionalism (X1) on ASN Performance (Y) has an influence and is significant because the t-statistic value is more than 1.969, which is 4.236, and the P-Values are less than 0.05, which is 0.000.
4. The influence of Competence (X2) on ASN Performance (Y) has an influence and is significant because the t-statistic value is more than 1.969, which is 2.017, and the P-Values value is less than 0.05, which is 0.002.
5. The influence of the Work Environment (Z) on ASN Performance (Y) has an influence and is significant because the t-statistic value is more than 1.969, which is 3.426, and the P-Values value is less than 0.05, which is 0.008.
6. The influence of Work Professionalism (X1) on ASN Performance (Y) through the Work

Environment (Z) has an influence and is significant because the t-statistic value is more than 1.969, which is 4.427, and the P-Values value is less than 0.05, which is 0.000.

7. The influence of Competence (X2) on ASN Performance (Y) through the Work Environment (Z) has an influence and is significant because the t-statistic value is more than 1.969, namely 2.072, and the P-Value is less than 0.05, namely 0.000.

5. Discussion

1. The positive influence of work professionalism on the work environment of ASN in Central Aceh Regency.

Research shows that professionalism affects the ASN workplace in Central Aceh Regency. This is due to the fact that good performance will result from professional employees. According to Asgaruddin [19], professionalism is the basis that will make the bureaucracy an effective government machine and show how well the apparatus works. Competence, efficiency, and responsibility are measures of professionalism. ASN employees in Central Aceh will prove their capacity with expertise, skills, knowledge, responsibility, discipline, perseverance, and seriousness in carrying out their duties.

Regardless of the educational background of employees, their work in the workplace is certainly not affected. Thus, professionalism is more likely to be associated with independence, ability, or education. The abilities of ASN employees in Central Aceh include the ability to see economic growth opportunities and make the right decisions based on the goals to be achieved. Every ASN employee must have the ability to drive community progress. Habibi stated that professional apparatus carries out tasks consistently and with quality [20-22]. As a result, the test data of this study shows that work professionalism affects the work environment in Central Aceh Regency.

2. The positive influence of employee competence on the work environment of ASN in Central Aceh Regency.

The results of the study show that employee competence affects the ASN work environment in Central Aceh Regency. This is because employee abilities will greatly encourage them to create a calm and comfortable work environment. Competence is a behavioral aspect that determines competent performance, according to Riwukore & Habaora [23]. To explain how people behave when they do their jobs well, it is often called behavioral competence.

The ability to complete any type of task in the workplace is the basis of employee competence. Competence is a person's attribute that is related to effective and/or superior performance in a particular work situation. Competence is considered a basic characteristic because it is a deep and inherent part of a person's personality that can be used to predict a particular work situation. Furthermore, competence is considered related to behavior and performance because competence causes or can predict performance. Arifin [24] stated that competence is the knowledge, ability, and quality that a person must achieve success in their workplace. A person's ability to produce at a satisfactory level in the workplace is also considered a competence. Thus, this study concludes that employee competence is very important to create a good work environment.

3. The influence of work professionalism on ASN performance

This study found that the level of professionalism in the workplace affects the ability of state civil servants (ASN). The results of the data test showed a significant effect. The t-statistic value, 4.236, is greater than 1.969, and the P-value is less than 0.05, 0.000. This is due to the fact that work professionalism is defined as perseverance and expertise in carrying out assigned tasks. Each job

has its own standards. These standards can be measured in terms of performance, which is a comparison between actual work results and established performance standards [25,26].

Although Risambessy [27], stated that professionalism refers to the match between bureaucratic capabilities and task requirements, the requirement for the formation of professional ASN is the fulfillment of capabilities that are in accordance with task requirements. Mayasari & Gustinya [28] stated that the professionalism of the apparatus must include two principles: the professionalism of the apparatus based on education and rational specialization. Duties and responsibilities that must be directed to the public interest. So, this study shows that professionalism affects the performance of ASN in Central Aceh Regency.

4. The influence of employee competence on ASN performance

The results of the data test show that employee competence has an effect on employee performance; this shows that employee competence is very important for good performance in an organization. Competence, according to Asfani et al. [29] is an important trait possessed by a person that influences or can predict excellent performance. Competence is defined as a concept that combines individual abilities and knowledge.

The Aceh Tengah personnel office will have consistent performance because each employee has adequate abilities or competencies. According to Violin [30], competence is an ability based on skills and knowledge supported by work attitudes and applied in carrying out tasks and work in the workplace that refers to the established work requirements. So, this study found that employee competence affects the performance of the State Civil Apparatus in Central Aceh.

5. The influence of the environment on the performance of State Civil Apparatus ASN

The study shows that the work environment significantly affects employee performance. The results of the data test show that the t-statistic value is greater than 1.969, which is 3.426, and the P value is less than 0.05, which is 0.008. A good work environment is very important to improve employee performance in Central Aceh Regency. An ideal work environment allows employees to carry out their tasks calmly. According to Jaskiewicz and Tulenko [31], the work environment is what is around workers and can affect how they perform their assigned tasks. This includes things like

cleanliness, air temperature, work safety, lighting, and others.

Improving the performance of ASN in Central Aceh Regency will be greatly assisted by a conducive work environment. Because the environment is where all work is done. According to Sleutel [32], the work environment is everything around workers that can affect the way they work. This includes regulating lighting, maintaining workplace cleanliness, controlling noise, and ensuring workplace safety. So, the work environment affects the performance of ASN in Central Aceh Regency.

6. The positive influence of work professionalism on performance with the work environment of ASN in Central Aceh Regency as an intervening variable.

According to the indirect variables of the study, professionalism has an impact on performance influenced by the work environment. The results of the study showed that Work Professionalism (X1) affects ASN Performance (Y) through the Work Environment (Z) with a t-statistic value of more than 1.969, or 4.427, and a P-value of less than 0.05, or 0.000. This shows that professionalism is very important to achieve good performance, and that ASN must provide a positive work environment to support that performance.

To create a pleasant work environment, employee professionalism is very important. ASN employees in Central Aceh will experience negative impacts from a challenging work environment. Every professional employee will contribute to the formation of a comfortable work environment. Everyone will easily adapt to the work environment if they are professional when accepting new employees. According to Purnamayanti & Indiani [33], professionalism is the ability to adapt to a rapidly changing environment and carry out tasks and functions in accordance with the vision and values of the organization. Kasl [34] said that the work environment is all aspects of a company's social, psychological, and physical life that affect how workers do their jobs. Therefore, the performance of ASN in Central Aceh Regency is influenced by the indirect variable of professionalism.

7. The positive influence of employee competence on performance with the work environment of ASN in Central Aceh Regency as an intervening variable.

Furthermore, indirect variables indicate that the work environment affects employee performance. This is indicated by the results of the data test: the t-statistic value is more than 1.969, or 2.072, and the

P-value is less than 0.05, or 0.000. The results of this test indicate that staff competence is needed to perform tasks related to their respective fields. In addition, to achieve good performance, employees must have a good work environment. This is because if the work environment is not good, employee competence will not be maximized. The work environment, according to Tracey [35], is a condition in which the workplace, both physically and non-physically, can create a pleasant, secure, calming, and comfortable working atmosphere.

Since an organization will not be successful if its employees do not have the right skills, competence is very important. According to Dennison et al. [36], competence is the ability that is based on skills and knowledge supported by work attitudes and applied in carrying out tasks and responsibilities related to the work carried out in the workplace. Competence also refers to the requirements set for the job. With a good work environment in all aspects, work ability will increase. According to Chan and Huak [37], the work environment includes all physical aspects of work as well as productivity achievements. Thus, this study shows that competence plays an important role in improving ASN performance in the work environment in Central Aceh Regency.

6. Conclusion

Based on the results of the research test, several conclusions were obtained that work professionalism and Competence have an influence on the work environment. Furthermore, it was also concluded that work professionalism and Competence also have an influence on employee performance. In the indirect variable, professionalism and competence also have an influence on performance that is intervened by the work environment. So it can be said that to produce optimal performance, an ASN must have professionalism, have Competence and be in a good environment.

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- **Ethical approval:** The conducted research is not related to either human or animal use.
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