

## The Influence of e-Performance, Discipline, and Additional Employee Income on the Loyalty of Regional Inspectorate Employees of North Sulawesi Province

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### ABSTRACT

Employee loyalty is a key element in the success and sustainability of every organization, including government organizations such as the Regional Inspectorate of North Sulawesi Province. Data collection in this study involved employees at the Regional Social Service of North Sulawesi Province with a sample of 100 people from a population of 1 49 employees whereas Where sample only focused on the whole Number of Auditors and Supervisors maintenance Affairs Government. Study This aims to Analyze the influence of e-performance, discipline, and additional Income Employees (TPP) towards Loyalty Employee Inspectorate North Sulawesi Province Region. The results of this research are (1) e-performance has a positive and significant effect on the Loyalty of North Sulawesi Province Regional Inspectorate Employees (2) discipline has a positive and significant effect on the Loyalty of North Sulawesi Province Regional Inspectorate Employees (3) Additional Employee Income (TPP) has a positive effect and significant to the Loyalty of North Sulawesi Province Regional Inspectorate Employees (4) e-performance, discipline, and Additional Employee Income (TPP) together have a significant effect on the Loyalty of North Sulawesi Province Regional Inspectorate Employees.

**Keywords:** e-performance, discipline, TPP, Loyalty employee Inspectorate

## INTRODUCTION

North Sulawesi Province, such as other regions in Indonesia, faces various challenges in the effort to increase the quality of service public. One of element keys to increasing the effectiveness and efficiency organization's government is its own Loyal, dedicated, and high-performing employees. Employee loyalty is factor important in guarding stability and continuity in an organization, as well as increasing productivity and quality services provided to the public. In general, loyalty is influenced by the length of service, ie how long the employee working at the company. Years of service are calculated when start employee joins a company (according to agreement Work). Since the employee lifted becomes an employee stay in a company, then start calculating the length of service (Widowati, 2017).

Furthermore draft organization according to the (Andini, 2020) theory can be explained in five parts that are First Context Organization Where The Regional Inspectorate is an institution in the government that owns its role in supervising and ensuring obedience to regulations and standards in use source Power public. Therefore that is, sustainability performance organization relies heavily on the loyalty and dedication of employees. The second enhancement is quality service public Where loyal employees impact straight to the quality service public information provided by the Inspectorate. Loyal employees tend to be give more good service, more efficient, and more responsive to need public. The third stability organization is more loyal employees tend to endure in an organization For period longer time. This contributes to the stability organization, reduces the cost rotation of employees, and ensures continuity in implementation duties and responsibilities. Fourth motivation and well-being of employees are Where Loyalty employees are often related to their level of motivation and satisfaction Work. Employees who feel loyal tend to be more motivated to work hard and contribute in a way positive to the achievement of an objective organization.

Furthermore, it enhancement productivity loyalty employees can increase productivity in a way Because they tend to work more effectively and more zealous for the sake of the interest organization's government, like the Regional Inspectorate, Loyal employees are important For reaching goals governance, transparency, accountability, and prevention corruption. Further Where changes in the environment Work including the development of technology and policy, can influence the loyalty of employees. Therefore that is necessary done study To How factors, such as e-performance, discipline, and additional income, can influence loyalty among employees in the face of change.

Background strong rear about loyalty to employees is important because helps explain Why studying influence factors, such as e-performance, discipline, and additional income, is necessary done for understand and improve the loyalty of employees at the Regional Inspectorate of North Sulawesi Province. Loyalty to employees is an element key to success and sustainability in every organization, including organization governments like the North Sulawesi Province Regional Inspectorate. Loyalty employee refers to the level of loyalty, commitment, and desire of the employee to still work in the same organization for a period long. Loyalty This covers various aspects, like loyalty to the mission and vision organization, boss, colleagues' work, and systems of government as an institution. Loyalty employees also reflect a level of satisfaction, trust, and identification of employees to the organization place they Work. Quality Work will increase If intertwined connection Good between employees and

leaders (Sinambela, 2018). Based on personnel data, the number of State Civil Apparatus (ASN) at the Regional Inspectorate of North Sulawesi Province as of June 2023 was 149 people). See Tables 1 and 2.

**Table 1.** 1Profile of North Sulawesi Province Regional Inspectorate Employees based on age

<i>source: Sequence 2023</i>	No	Age	Amount	<i>List Rank Year</i>
	1	25-34	7 people	
	2	35-44	55 people	
	3	45-54	30 people	
	4	>54	57 people	

**Table 2.** Employee North Sulawesi Province Regional Inspectorate based on length of service Profile

No	Age	Amount
1	1-5 years	5 people
2	6-10 years	21 people
3	11-15 years	54 people
4	>15 years	69 people

source: Sequence List Rank Year 2023

From Tables 1 and 2 you can see the profile of employees at the North Sulawesi Regional Inspectorate, where in terms of age and length of service, most of them are experienced and mature.

Discipline is one of the functions of HR management viz function operative, which is a function most important Because performance Work can be seen from good/bad discipline employee. Discipline can reflect big not quite enough answer somebody to the tasks given to her. This matter will push Spirit to work and the realization of objective company employees and the community (Sinambela, 2018). From observation, researchers are people who are loyal and have been Working for a long time at the Regional Inspectorate Office of North Sulawesi Province were very disciplined, especially in the method of getting dressed and finishing tasks with responsible answers.

Implementation of e-performance in the ASN environment based on results observation researcher makes it difficult for ASNs who have worked for a long time Because adjustment from side absence and use technology at the moment reporting is very difficult they whereas in a way discipline they tall If seen in a way daily there, e-performance This more toward For makes it easier ASN assessment through technology namely the smartphone inside attendance, reporting assignments, and also input file digitally.

There are several theories that low civil servant loyalty is caused by low wages. Therefore, it is interesting to study when the TPP is applied to civil servants, especially provincial governments. This research tries to discuss further how the implementation of TPP can increase employee loyalty and discipline. We must understand that actually in development research there is not only the concept of economic development but also the development of productivity and work discipline. Developing good

loyalty will be associated with motivation and work discipline. Effective development will have a positive impact on institutional development, regional development, and even national development. Likewise, several employees who have worked for a long time consider rules for getting dressed. No. The important thing is to be loyal to the boss, so sometimes inside the office. Not too disciplined in getting dressed.

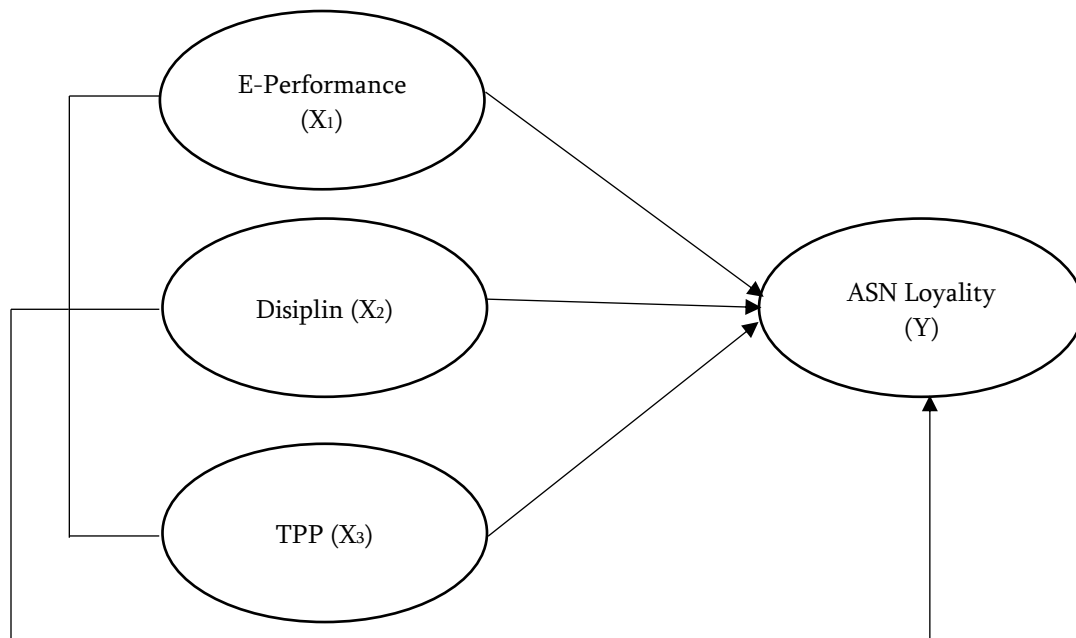
Minister of Home Affairs Regulation Number 59 of 2007 concerning Regional Financial Management, especially as stated in article 39, which states that regional governments can provide additional income to civil servants based on objective considerations, taking into account regional financial capabilities and obtaining approval from the DPRD. Based on research conducted by Susanto (2020) regarding the implementation of the additional employee income policy (TPP) in Bengkulu Province, it was concluded that providing additional income to employee performance within the Bengkulu Provincial Government affected the time to complete work. For those who work longer hours, employees receive more TTP than those from new employees, but in terms of loyalty in new jobs, new employees show better performance, especially in filling out e-performance on time.

Based on the background above, the problem in the research question is formulated, namely: 1) is the implementation of e-performance, giving additional income employees (TPP), and discipline influential to loyalty employees at the Regional Inspectorate of North Sulawesi Province? 2) Does the implementation of e-performance have an impact on loyalty employees at the Regional Inspectorate of North Sulawesi Province? 3) is discipline employees influential to loyalty employees at the Regional Inspectorate of North Sulawesi Province? 4) is giving additional income employees (TPP) influential to loyalty employees at the Regional Inspectorate of North Sulawesi Province? Based on the background and formulation of the problem stated above, research objectives can be determined, namely: 1) Analyze influence in a way together between the Implementation of e-Kinerja, providing additional employee income (TPP), and discipline towards employee loyalty at the Regional Inspectorate of North Sulawesi Province; 2) Analyze the effect of implementing e -Kinerja on employee loyalty at the Regional Inspectorate of North Sulawesi Province; 3) Analyze influence discipline towards employee loyalty at the Regional Inspectorate of North Sulawesi Province. 4) Analyze The effect of providing additional employee income (TPP) employee loyalty at the Regional Inspectorate of North Sulawesi Province.

## METHODS

### *Research Model*

The limitation of the scope of research is more directed towards problems related to the nature of work for humans. This writing aims to provide a detailed discourse regarding issues related to the Influence of e-Performance, Discipline, and TPP Provisions on Loyalty. The framework for this research is shown in the following figure 1.



**Figure 1.** conceptual framework

### ***Hypothesis Study***

Hypothesis in study This is:

- H<sub>1</sub>: Suspected there is influence implementation of e-performance to loyalty employee North Sulawesi Province Regional Inspectorate;
- H<sub>2</sub>: Suspected there is influence giving addition income employee (TPP) against loyalty employee Provincial Regional Inspectorate North Sulawesi;
- H<sub>3</sub>: Suspected there is influence discipline Work towards loyalty employee North Sulawesi Province Regional Inspectorate;
- H<sub>4</sub>: Suspected there is an influence Implementation of E-Performance, Discipline, and Additions Income Employees (TPP) towards loyalty employee Inspectorate North Sulawesi Province Region.

### ***Research design***

The type of study used in this research is descriptive research with a quantitative analysis approach where the research results, especially those obtained from questionnaire results, are processed with statistical data in the form of single tables and percentages of respondents' answer modes, then the results of this research are analyzed and explained about the relationship between the application of e-Performance, Discipline Work and Provision of TPP to employee loyalty to the Regional Inspectorate of North Sulawesi Province coupled with the results of interviews with key informants.

The approach in this research is to use an associative approach. The associative approach is an approach to finding out that there is a relationship or influence between two variables, namely the independent variable variable and the dependent variable variables.

### **Research Objects and Time**

This research was carried out at the Regional Inspectorate of North Sulawesi Province with the consideration of field control and data availability, as well as the consideration that the Regional Inspectorate of North Sulawesi Province had never researched this previously. As for time study held month October until November 2023.

### ***Population and Sample***

#### ***Population***

Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The research population is the entire research object to be studied. The sample is part of the number and characteristics of the population (Sugiyono, 2019). In this research, the population is all employees at the Regional Inspectorate of North Sulawesi Province.

#### ***Sample***

A sample is a part of the population that is considered to represent the population to be used as a source of information or data source for research. The sampling method used in this research is non-probability, namely convenience sampling. Sampling with convenience sampling is sampling carried out by selecting samples freely as the researcher wishes (Hartono, 2018). The choice of convenience sampling method was taken based on the availability of elements and the ease of obtaining them, in other words, the sample was taken because the sample was available at the right place and time. Revealed the weaknesses and strengths of the convenience sampling method. In terms of cost and time required, this sampling technique is the cheapest and most time-saving method (Sugiarto et al, 2019). It can be seen that the sampling units (respondents) are accessible, easy to measure, and usually very helpful and willing to cooperate.

Despite the convenience and advantages of this sampling technique, there are several limitations. This is because the selection of sample units using this method can be done by taking anyone the researcher can find so that if no further selection is carried out in the process, the results obtained can give rise to decision-making. For the sample only focus on the whole Number of Auditors and Supervisors maintenance Affairs Government namely 100 people.

### ***Method Data collection***

To collect data in this research, the following technique was used: List of Questions (Questionnaire) Create a list of questions (questionnaire) and distribute it to respondents who have been determined based on the number of samples scale used is Likert. According to Sugiyono (2019), This scale is used to measure attitudes, opinions, and perceptions of somebody or a group of people about social phenomenon. Next with an interview (interview). The interviews were aimed at key

informants who understand the conditions related to ASN in the rank-and-file work units North Sulawesi Provincial Government Regional Inspectorate. Data Documentation Study in the form of reports and publications at the North Sulawesi Province Regional Inspectorate office related to research.

### ***Instrument Scale Study***

In this section, questionnaires are tools used in data collection techniques, especially surveys. In this research, a questionnaire is a research instrument that creates questions to obtain information regarding research variables X and Y. Apart from using a questionnaire, interview techniques are also used with respondents directly, to obtain information that supports the research results. The worksheet given to respondents who were the research sample, namely employees of the Regional Inspectorate of North Sulawesi Province, was given a Likert consisting of five questions ranging from "strongly agree to disagree" and each answer was given a weighted value. See Table 3.

**Table 3.** Likert Scale

Question	Weight
Strongly agree (SS)	5
Agree (S)	4
Disagree (KS)	3
Disagree (TS)	2
Strongly Disagree (STS)	1

### ***Data analysis technique***

The answers you got from the questionnaire were further processed in Microsoft Excel and Then processed in a form table entered in the SPSS 22.0 application which will be analyzed with the method of multiple linear regression. Data analysis in this research includes descriptive analysis, quantitative analysis, validity test, reliability test, multicollinearity test, heteroscedasticity test, normality test, R<sup>2</sup> test, F test, and t-test. Multiple linear regression analysis according to Sugiono (2019 ) is an analysis used by researchers if they intend to predict what the condition will be (up and down) of the dependent variable (criterium) if two or more independent variables as predictor factors are manipulated (increasing and decreasing their values).

### ***Instrument Test***

#### ***Validity test***

To find out the results of the questionnaire distributed. Several formulas will be used in the test, namely:

1. Validity test, namely to determine feasibility, namely to determine the suitability of the instrument from the questionnaire/questionnaire used. Validity test, namely to determine whether the questionnaire instrument used for research is suitable enough to be used so that it can produce accurate data according to the purpose of its measurement. How to find mark

validity is with se SPSS 22.0 application with do steps as following, namely: analyze →scale  
→validity analysis.

2. The criteria for acceptance/rejection of the hypothesis are as follows:

- Reject  $H_0$  if the correlation value is negative and/or the calculated probability  $\geq$  the probability value set at 0.05 (2-tailed Sig  $\geq \alpha 0.05$ )
- Accept  $H_0$  if the correlation value is positive and the calculated probability is  $\leq$  the probability value set at 0.05 (2-tailed Sig  $\leq \alpha 0.05$ ). The hypothesis is:
  - $H_0: p = 0$  [no significant correlation between item scores and total score (invalid)]
  - $H_1: p \neq 0$  [there is a significant correlation between item scores and total score (valid)]

Testing the validity of each instrument is free by correlating each question item. The minimum requirement to fulfill the requirements is whether each question is valid or invalid by comparing rcount against rtable = 0.259 (see table r), where rcount  $\geq$  rtable.

The validity test is used to measure whether a questionnaire is valid or not. An instrument or questionnaire is said to be valid if the questions on the instrument or questionnaire can reveal something that the questionnaire will measure (Ghozali, 2018). The significance test is carried out by comparing the calculated r-value with the table r-value. In determining whether an item is suitable or not to be used, a correlation coefficient significance test is usually carried out at a significance level of 0.05, which means that an item is considered valid if it is significantly correlated with the total score. If the calculated r is greater than the table r and the value is positive then the item question or variable is declared valid. Conversely, if the calculated r is smaller than the r table, then the item question or variable is declared invalid.

### *Reliability test*

Reliability test (reliability) means exists accuracy of data obtained at time all the time. Reliability regarding with level of reliability of something instrument study. According to Imam Ghozali (2005) testing reliability is done using (Cronbach alpha), which says reliable when the alpha result is  $\geq 0.6$ . In looking for reliability in this research the author used the Cronbach technique Alpha to test reliability. With the decision-making criteria as stated by Ghozali (2018), namely if the Cronbach coefficient Alpha  $> 0.70$  means the question is declared reliable or a construct or variable is declared reliable. Conversely, if the Cronbach coefficient Alpha  $< 0.70$  then the question is declared unreliable. Calculation of the reliability of Cronbach's formulation This alpha was carried out with the help of the IBM SPSS 22 program. If made in table form it will look like this in Table 4.

**Table 4.** Reliability Level

Reliability Coefficient	Criteria
$> 0.9$	Very Reliable
$0.7 - 0.9$	Reliable
$0.4 - 0.7$	Quite Reliable
$0.2 - 0.4$	Less Reliable
$< 0.2$	Unreliable



### ***Test Assumptions Classic***

The classic assumption test is a test that aims to ensure that the data obtained can be analyzed using the multiple linear regression analysis method. The classical assumption test consists of the Normality Test, Multicollinearity Test, and Heteroscedasticity Test.

#### ***Normality test According to Ghozali (2018)***

The normality test aims to test whether, in the regression model, the confounding or residual variables have a normal distribution. There are two ways to detect whether it is residual normally distributed or not, namely by graphic analysis and statistical tests.

1. Graphic Analysis In principle, normality can be detected by looking at the distribution of data (points) on the diagonal axis of the graph or by looking at the histogram from the residual (Ghozali, 2018). The basis for making decisions using graphic analysis is:
  - a. If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution pattern, then the regression model meets the normality assumption.
  - b. If the data spreads far from the diagonal or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the assumption of normality.
2. Kolmogorof-Smirnov Test This test is based on Kolmogorof-Smirnov Test the model being tested. The Kolmogorov-Smirnov test is carried out by making a hypothesis:  
H<sub>0</sub>: residual data is normally distributed if sig. 2-tailed >  $\alpha + 0.05$   
H<sub>a</sub>: residual data is not normally distributed if sig. 2-tailed <  $\alpha + 0.05$

### ***Multicollinearity Test***

According to Ghozali (2018), the multicollinearity test aims to test whether the regression model finds a correlation between independent variables. If independent variables are correlated with each other, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables is equal to zero. To test whether there are multicollinearity, tolerance, or variance values, inflation factor (VIF). A low tolerance value is the same as a high VIF value (because  $VIF = 1 / \text{Tolerance}$ ). The cutoff value that is commonly used to indicate the presence of multicollinearity is a Tolerance value  $\leq 0.10$  or the same as a VIF value  $\geq 10$ . If the tolerance value is  $> 0.10$  or the VIF value is  $< 10$  then this indicates that multicollinearity is not occurring.

- a. Tolerance value  $\leq 0.10$  and  $VIF \geq 10$ , then there are symptoms of multicollinearity
- b. Tolerance value  $\geq 0.10$  and  $VIF \leq 10$ , then there are no symptoms of multicollinearity.

### ***Heteroscedasticity Test***

According to Ghozali (2018), the heteroscedasticity test aims to find out whether, in the regression model, there is inequality variance from the residuals of one observation to another

observation. If the variance from the residual from one observation to another is constant, it is called homoscedasticity and if it is different, it is called heteroscedasticity. A good regression model is homoscedastic or does not have heteroscedasticity. To detect whether there is heteroscedasticity is done by looking at whether there is a certain pattern in the graph plot between the predicted value of the dependent variable, namely ZPRED, and the residual SRESID. Detection of the presence or absence of heteroscedasticity can be done by looking at whether there is a certain pattern in the scatterplot graph between SRESID and ZPRED where the Y axis is the Y that has been predicted, and the X axis is the residual (predicted Y – actual Y) that has been studentized. Based on the following analysis:

- a. If there is a certain pattern, such as the points forming a certain regular pattern (wavy, widening then narrowing), then this indicates that heteroscedasticity has occurred.
- b. If there is no clear pattern, and the points spread above and below the number 0 on the Y axis, then heteroscedasticity does not occur.

### ***Data analysis***

#### ***Linear Regression Analysis***

Multiple linear regression analysis is a linear relationship between two or more independent variables and the dependent variable. To prove the truth of the influence of independent variables and dependent variables, regression analysis is used where the independent variables are e-performance ( $X_1$ ), TPP ( $X_2$ ), and discipline ( $X_3$ ), and the dependent variable (Y) is loyalty. The multiple linear regression model is as follows:

$$AJ = \alpha + \beta_1 KT + \beta_2 TK + \beta_3 PA + e$$

Information:

Y = Audit Judgment

$\alpha$  = Constants

$\beta_1, \beta_2, \beta_3$  = Regression Coefficient

KT = Task Complexity

TK = Obedience Pressure

PA = Auditor Knowledge

e = Standard Error

### ***Hypothesis testing***

#### ***Determination Coefficient Test ( $R^2$ )***

The coefficient of determination test (Test  $R^2$ ) aims to measure the extent to which the independent variable can explain variations in the dependent variable, either partially or simultaneously. According to Ghozali (2018), the coefficient of determination is used to test the goodness fit of the regression model. The value of this coefficient of determination is between zero and one ( $0 < R^2 < 1$ ). A small value squared means that the ability of the independent variables to explain variations in the dependent variable is very limited. However, if the value is close to one, then the independent variables provide almost all the information needed to predict variations in the dependent variable.

### *Simultaneous Effect Test (F Test)*

The joint influence test is used to find out whether the independent variables jointly influence the dependent variable. The F statistical test in this study uses a significance level or confidence level of 0.05. If in the research there is a significance level of less than 0.05 or the calculated F is stated to be greater than the F table, then all independent variables simultaneously have a significant effect on the dependent variable. So it can be explained as follows:

- a. If the significance probability value is  $< 0.05$ , and  $f \text{ count} > f \text{ table}$ , then all independent variables affect the dependent variable.
- b. If the significance probability value is  $> 0.05$ , and  $f \text{ count} < f \text{ table}$ , then all independent variables do not affect the dependent variable.

### *Partial Test (t-Test)*

According to Ghozali (2018), the partial test (t-test) is used to determine the effect of each independent variable on the dependent variable. The partial test in this research data uses a significance level of 0.05. With a significance level of 5%, the test criteria are as follows: a. If the significant value is  $< 0.05$  and  $t \text{ count} > t \text{ table}$ , it means that there is a significant influence between the independent variable and the dependent variable. b. If the significance value is  $> 0.05$  and  $t \text{ count} < t \text{ table}$ , it means that there is no significant influence between the independent variable and the dependent variable.

## RESULTS AND DISCUSSION

### *Validity Test Results*

Results of the validity test of the research instrument with the use of *software in a statistical program for social science* (SPSS 25) using 100 respondents' sample from a population of 149 employees Where For sample only focuses on the whole Number of Auditors and Supervisors maintenance Affairs Government namely 100 people gathered in table 5.

**Table 5.** Validity Test Results

Variable	Statement	<i>Person Correlation</i>	Sig	Alpha	Status
e-Performance (X <sub>1</sub> )	X1.1	0.909	0,000	0.05	Valid
	X1.2	0.900	0,000	0.05	Valid
	X1.3	0.914	0,000	0.05	Valid
Discipline (X <sub>2</sub> )	X2.1	0.816	0,000	0.05	Valid
	X2.2	0.914	0,000	0.05	Valid

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	X2.3	0.895	0,000	0.05	Valid
	X2.4	0.856	0,000	0.05	Valid
Additional Employee Income (TPP) (X <sub>3</sub> )	X3.1	0.893	0,000	0.05	Valid
	X3.2	0.939	0,000	0.05	Valid
Employee Loyalty (Y)	Y.1	0.960	0,000	0.05	Valid
	Y.2	0.932	0,000	0.05	Valid
	Y.3	0.913	0,000	0.05	Valid
	Y.4	0.942	0,000	0.05	Valid

*Data Source Processed SPSS 25 (2023)*

Based on Table 5, the results of the validity test questionnaire to 144 respondents are explained as follows:

1. The e-performance variable (X1) from 3 statement items (X1.1-X1.3) was obtained. The lowest correlation value for item X1.2 = 0.900 with a significance value = 0,000.
2. The Discipline Variable (X2) from the 4 statement items (X2.1 – X2.4) obtained a value. The lowest correlation is on item X2. 1 = 0.8 1 6 with a significance value = 0.000.
3. Additional Variable Employee Income (TPP) (X3) from 2 statement items (X3.1 – X3.2) obtained a value. The lowest correlation is on item X3. 1 = 0.893 with a significance value = 0.000.
4. The Employee Loyalty variable (Y) from 4 question items (Y.1 – Y.4) was obtained. The lowest correlation value is for item Y.3 = 0.913 with a significance value = 0.000

Based on the results This gets it is concluded that all question items from every variable in a questionnaire are valid because mark the correlation is > 0.1966 on  $r_{table}$  and n 100 and also value significance <0.05.

### ***Reliability Test Results***

Furthermore, Testing reliability is done using the SPSS program based on value *Cronbach's Alpha*. The questionnaire can said *Reliable* when its coefficient reliability of *Cronbach's Alpha* is 0.6 or more. Test result reliability to all variable items is shown in Table 6.

**Table 6.** Reliability Results

Variable	<i>Cronbach's Alpha</i>	Information
X <sub>1</sub>	0.758	Reliable
X <sub>2</sub>	0.782	Reliable
X <sub>3</sub>	0.817	Reliable
Y	0.755	Reliable

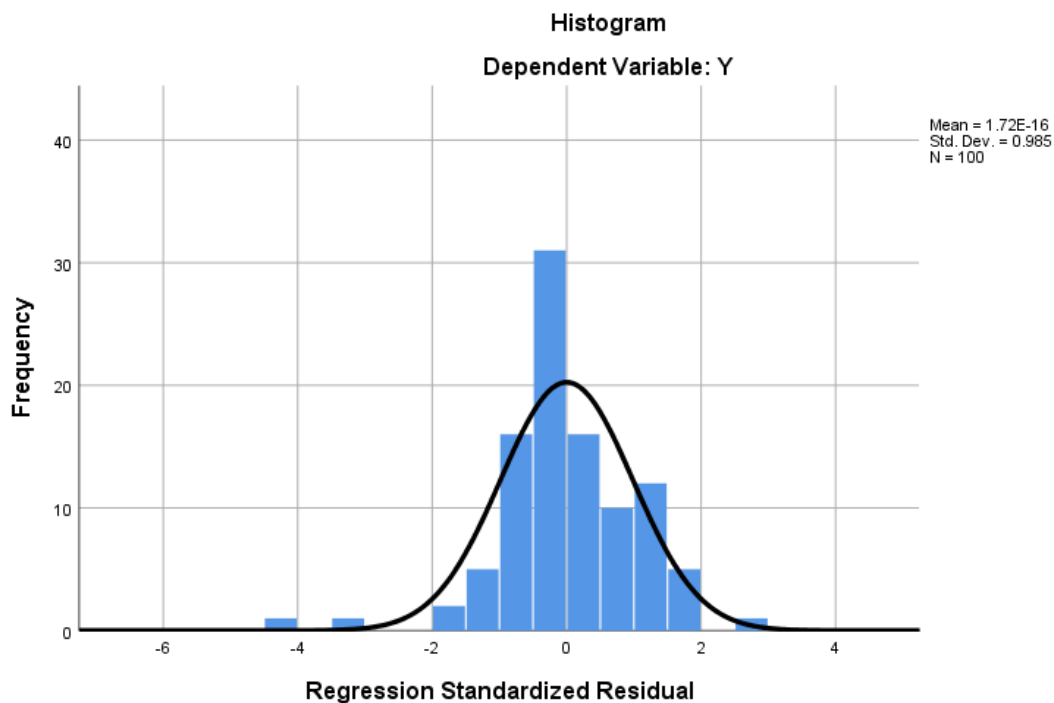
*Source processed SPSS 25 (2023)*

Based on the results testing the reliability in Table 5.2 is known that all instrument items have marked *Cronbach' Alpha* more than 0.6 This means all items are reliable. Therefore whole statement (questionnaire) can used for the study.

### ***Classic assumption test***

#### ***Normality Test Results***

The normality test aim for the test is in the regression model, variables dependent and independent have normal distribution or No. In the study This is the normality test used is histogram graphs, one-sample *Kolmogorov- Smirnov Test*, and deep *Normal probability plots* study This can be seen in Figure 2.



**Figure 2.** Histogram Normality Test Results Graph

*Source.* Data processed SPSS 25 (2023)

Figure 2 shows chart-shaped bells and no incline to left or incline to right so that data with a pattern like a bell the showing that the data in the research This normally distributed. Statistical analysis used for test hypothesis study This uses analytical techniques product-moment correlation and multiple linear regression. Fulfill analytical test requirements used. The method used in the normality test uses the Kolmogorov *Smirnov* using the SPSS version 25 program with The Sample formula Kolmogrof - Smirnov Test as following Table 7.

**Table 7.** Normality Test Results Using Kolmogorov-Smirnov Analysis Test

#### **One- Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		100
Normal Parameters <sup>a, b</sup>	Mean	.0000000
	Std . Deviation	2.86537488
Most Extreme Differences	Absolute	.117
	Positive	.093
	Negative	-.117
Test Statistic		.117
Asymp. Sig. (2-tailed)		.102 <sup>c</sup>

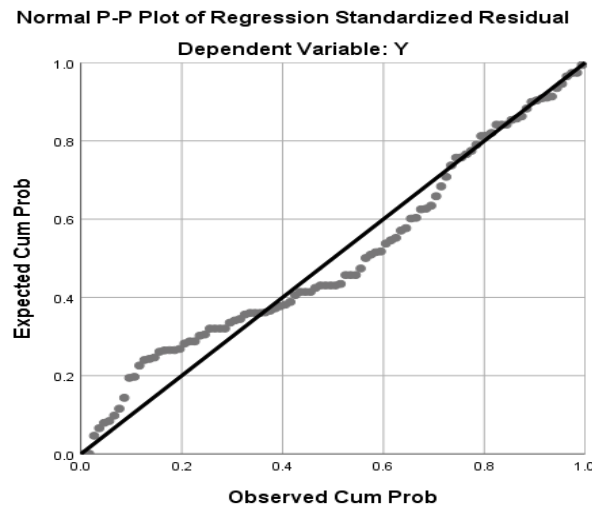
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

*Sumber:* Data diolah SPSS 25 (2023)

Criteria tests were taken based on mark probability with the IMB SPSS Statistics 25 application. If the value significance (sig) > 0.05, then the research data is normally distributed. On the contrary If the mark significance (sig) < 0.05, then research data is not normally distributed. The significance value (sig) shows 0.102 > 0.05 then matter This means that distribution frequency originates from a normally distributed population. Normality test results can also be seen from the Normal P-plot in Figure 3.



**Figure 3.** PP Normal Graph Plot Normality Test Results

*Source.* Data processed SPSS 25 (2023)

Remember that assumption normality in question in assumption classic The Standardized Residual Regression approach is residual (data) formed by a linear regression model that is normally distributed, right? normally distributed or Not with a Normal PP Plot approach can be done by seeing

spread points in the image. If the spread dot, dot, dot the away from the line then it is not normally distributed (Imam Ghazali, 2011) Regression model said Normally distributed if the plotting data (dots) depict the actual data following a diagonal line.

Describes spread of data around the diagonal line and its spread following the direction of the graph's diagonal line. So, the regression mode is used in the study This fulfills the assumption of Normality. The Chart shows that there is a clear pattern and dots spread above and below the number 0 on the Y axis, then no there is heteroscedasticity.

### ***Multicollinearity Test Results***

Imam Ghazali (2018) explains that no happen symptom multicollinearity If the tolerance value is  $< 1.00$  and the VIF value  $< 10.00$ . The taller the VIF value the more serious problem of multicollinearity. See Table 8.

**Table 8.** Multicollinearity Test Results

Model	Coefficients <sup>a</sup>	Collinearity Statistics	
		Tolerance	VIF
1	( Constant )		
	X1	,525	1,904
	X2	,510	1,963
	X3	,590	1,695

a. Dependent Variable : Y

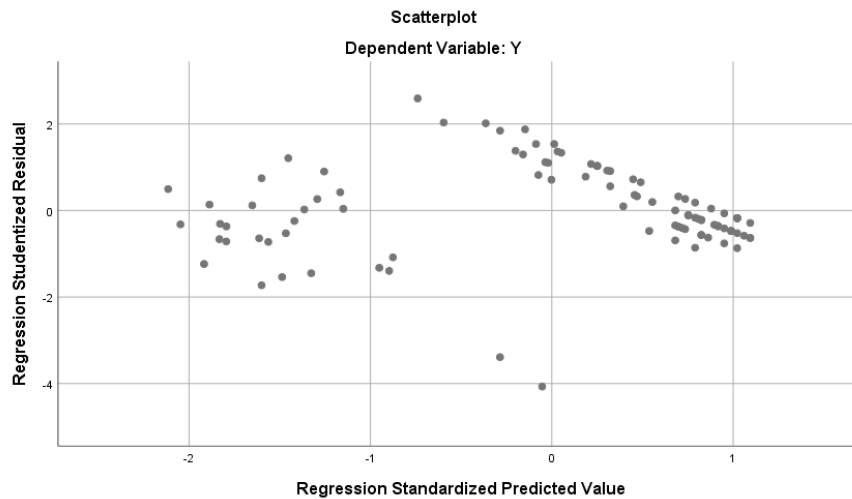
Source: Data processed by SPSS 25 (2023)

The results in Table 8, are known in the multicollinearity test as follows:

- 1) The E-Performance variable ( $X_1$ ) has a *Tolerance value* of 0.525 and a VIF value of 1.904, which means the tolerance value is  $< 1.00$  and the VIF value is  $< 10.00$ , so it is stated that there are no symptoms of multicollinearity.
- 2) The Discipline variable ( $X_2$ ) has a Tolerance value of 0.510 and a VIF value of 1.963, which means the Tolerance value is  $< 1.00$  and the VIF value is  $< 10.00$ , so it is stated that there are no symptoms of multicollinearity.
- 3) The Additional Employee Income (TPP) variable ( $X_3$ ) has a Tolerance value of 0.590 and a VIF value of 1.695, which means the Tolerance value is  $< 1.00$  and the VIF value is  $< 10.00$ , so it is stated that there are no symptoms of multicollinearity.

### ***Heteroscedasticity Test Results***

Imam Ghazali (2011) No happen Heteroscedasticity, if No There is a Clear pattern (wavy, widened, later narrowed) in the scatterplot image as well dot, dot, dot spread above and below number 0 on the Y axis. See Figure 4.



**Figure 4.** Heteroscedasticity Test Results  
*Source: Data processed by SPSS 25 (2023)*

Figure 4, heteroscedasticity test results show that scatterplot image, regression standardized predicted value is visible that No There is a clear pattern as well as dot, dot, dot the spread above and below number 0 on the Y axis. p This shows that in the study This No happen heteroscedasticity.

### ***Multiple Linear Regression Analysis***

Based on from results Processed data regression with using the SPSS version 25 program obtained results as following Table 9.

**Table 9.** Results of Multiple Linear Regression Analysis

Coefficients <sup>a</sup>			
		Unstandardized Coefficients	
Model		B	Std. Error
1	(Constant)	-.196	1.507
	X <sub>1</sub>	.878	.112
	X <sub>2</sub>	.318	.088
	X <sub>3</sub>	.150	.224

a. Dependent Variable: Y

*Sumber: Data diolah SPSS 25 (2023)*

Based on results from Table 5.5 can is known equality regression is formed

$$Y = -0,196 + 0,878 X_1 + 0,318 X_2 + 0,150X_3 + e$$

1. -0.196, meaning that if the independent variables, namely X<sub>1</sub>,



2. The regression coefficient value of the E-performance variable ( $X_1$ ) is 0.878, which means that for every increase in e-performance by 1, there will be an increase in ASN Loyalty to the Regional Inspectorate of North Sulawesi Province with a value of 0.878 assuming the other variables are constant.
3. The regression coefficient value for the Discipline variable ( $X_2$ ) is 0.318, which means that for every increase in Discipline by 1, there will be an increase in ASN Loyalty to the Regional Inspectorate of North Sulawesi Province with a value of 0.318, assuming the other variables are constant.
4. The regression coefficient value of the variable Additional Employee Income (TPP) ( $X_3$ ) is 0.150, which means that for every increase in Discipline by 1, there will be an increase in ASN Loyalty at the Regional Inspectorate of North Sulawesi Province with a value of 0.150, assuming the other variables are constant.

### ***Correlation and Determination Coefficient Results***

**Table 10.** Determination Results

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.840 <sup>a</sup>	.705	.696	2.910

a. Predictors: (Constant),  $X_3$ ,  $X_1$ ,  $X_2$

b. Dependent Variable: Y

Sumber: Data diolah SPSS 25 (2023)

Based on results table 10, with SPSS version 25 program help, then can is known that connection or correlation between  $X_1$ ,  $X_2$ , and  $X_3$  against Y, you can see through coefficient correlation. Coefficient results correlation or R of 0.840, p This show that connection between  $X_1$ ,  $X_2$ , and  $X_3$  against Y in Loyalty the Regional Inspectorate of North Sulawesi Province has connection that is as big as 84.0%, and can is known that mark coefficient determination found in the Adjusted R Square value of 0.696.

Coefficient value determination This means that ability variable free in explain variable bound is as big as 69.6% the rest 30.4% explained by other variables that are not discussed in study. Can the results are also known Coefficient Determination or R square is 0.705 which shows that 70.5% Loyalty Employee influenced by temporary variables  $X_1$ ,  $X_2$ , and  $X_3$  the rest as big as 29.5% influenced by other variables that are not thorough in study.

### ***Hypothesis Testing Results***

Test result hypothesis in a way simultaneous (F Test) can seen in table 11.

**Table 11.** Simultaneous Test Results (F Test)

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig .
1	Regression	1943.133	3	647.711	76.499	.000 <sup>b</sup>
	Residual	812.827	96	8.467		
	Total	2755.960	99			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Sumber: Data diolah SPSS 25 (2023)

Based on the results of the test in table 11, can views on  $F_{hitung}$  76,499 with a value  $F_{tabel}$  of 2,698 so that mark  $F_{hitung} > F_{tabel}$  or  $76,499 > 2,698$  and level significant  $0.000 < 0.05$  than can concluded that variables X1, X2, and X3 respectively simultaneous influential significant against Y at the Regional Inspectorate of North Sulawesi Province, so Hypothesis H4 can be accepted. Test result hypothesis (t-test). Partial can be seen in Table 12.

**Table 12.** Significance Test Results (t-Test)

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig .
	B	Std. Error	Beta		
1	(Constant)	-.196	1.507	-.130	.897
	X <sub>1</sub>	.878	.112	7.814	.000
	X <sub>2</sub>	.318	.088	3.617	.000
	X <sub>3</sub>	.150	.224	3.671	.004

a. Dependent Variable: Y

Source: Data processed by SPSS 25 (2023)

1. Degree value of freedom (df) using the formula ( $df = n - k$ ). From the existing data, the value  $df = 100 - 4 = 96$  can be obtained. So, the value.  $Df = 96$ . In the *coefficients table* the significant value of X<sub>1</sub> obtained is a value  $t_{count}$  of 7,814  $> t_{table}$  1.66071, so it can be concluded that H<sub>1</sub> is accepted, which means there is a positive and significant influence of X<sub>1</sub> on Y of the Regional Inspectorate of North Sulawesi Province, so Hypothesis H<sub>1</sub> can be accepted.
2. In the coefficients table 12, the significant  $t_{table}$  value  $t_{count}$  of Regional Inspectorate, So Hypothesis H<sub>2</sub> can be accepted.
3. In the coefficients table 12, the significant  $t_{table}$  value of  $t_{count}$  North Sulawesi Province Regional Inspectorate, So Hypothesis H<sub>3</sub> can be accepted.

## CONCLUSION

Research conducted at the Regional Inspectorate of North Sulawesi Province. To analyze e-Performance, Discipline, and Additional Influences Income Employees (TPP) against Loyalty Employees. So can take the conclusion as follows: Partially, E-performance has a positive and significant effect on Employee Loyalty at the Regional Inspectorate of North Sulawesi Province. Partially Discipline has a positive and significant effect on Employee Loyalty at the Regional Inspectorate of North Sulawesi Province. Partially, Additional Employee Income (TPP) has a positive and significant effect on Employee Loyalty at the Regional Inspectorate of North Sulawesi Province. e-Performance, Discipline, and Additional Employee Income (TPP) together have a significant effect on Employee Loyalty at the Regional Inspectorate of North Sulawesi Province.

### *Suggestion*

Based on the results discussion and existing problems, then can put forward the suggestions as follows:

- 1) For the Head of the North Sulawesi Province Regional Inspectorate, it is recommended to ensure that the e-performance system implemented is truly effective and follows the needs of the Regional Inspectorate. Ensure that the system is easy to use, provides meaningful feedback, and provides added value in monitoring and measuring performance. Then adequate training and support can be provided for employees in using the e-performance system. Proper use of this technology will increase efficiency and provide a positive experience for employees.
- 2) For the Regional Inspectorate of North Sulawesi Province, in increasing loyalty for good employees, it is recommended to strengthen disciplinary policies by implementing clear sanctions to combat disciplinary violations. On the other hand, also consider giving rewards or awards to employees who show a high level of discipline. This can create a positive balance and encourage desired behavior.
- 3) The Regional Inspectorate of North Sulawesi Province is advised to pay attention to factors that influence loyalty. employees, especially in ensuring transparency in the payroll system and TPP provision. Employees must clearly understand the criteria and procedures for granting TPP so that they feel that the process is fair and objective. This openness can build trust and reduce uncertainty.
- 4) Future researchers are advised to conduct research by paying attention to other variables such as work motivation, work culture, work facilities, organizational culture, and so on. So that we can see the factors that influence employee loyalty from another point of view and can be used as material for comparison and increase insight into problems related to employee loyalty in the future.

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