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Development of Hard Skills, Soft Skills and Organizational Commitments as Intervening Variables Towards Professionalism Performance of Bumdes, Anculai Eco Tourism, Teluk Sebong District, Bintan District

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Abstract

This study aims to determine the effect of partial, simultaneous and direct and indirect effects on the development of hard skills and soft skills on the professionalism of BUMDes Village in Ekang Anculai through organizational commitment as an intervening variable. This research is categorized as quantitative research because it uses a questionnaire as a research instrument which is the primary data in this study. The sample used in this study amounted to 30 respondents. The collected data was tested and analyzed using the IBM SPSS Statistics 25 program. Based on the results of this study note that hard skills partially significantly influence organizational commitment, soft skills partially significantly influence organizational commitment, hard skills and soft skills simultaneously influence organizational commitment, hard skills have a partial effect on performance professionalism, hard skills have an effect partially on the professionalism of performance, hard skills and soft skills simultaneously influence the performance professionalism, and the path analysis test explains that organizational commitment cannot be a variable mediating between hard skills on performance professionalism and organizational commitment cannot be a variable mediating between hard skills towards professionalism in performance.

***Keywords:** Hard Skill, Soft Skill, Organizational Commitment, Performance Professionalism.*

1. Introduction

Quality human resources will affect the improvement of an organization's progress. With the potential human resources, it will increase high competitiveness in competing to advance the organization. Human resources are the resources that most determine the success of an organization. An organization must have more value than other organizations. An organization is said to be successful if it can draw attention to its advantages compared to other organizations.

In the performance of the manager and the community, Ekang Anculai has not been able to manage tourism optimally. Due to the low level of education, namely 105 people who never went to school, 146 people did not finish elementary school and there is a lack of cooperation between managers and the community. In the performance of BUMDes Ekang Anculai, the writer analyzes there are deficiencies in managing Ekang Anculai tourism, namely that there are some things that BUMDes do not know that the importance of hard skills, soft skills and organizational commitment.

Based on the theory and results of previous research as well as the above background, the authors are interested in conducting research with the title: Development of Hard Skills, Soft Skills, and Organizational Commitment as Intervening Variables on the Professionalism of the Performance of BUMDes in Bintan Regency. (A Case Study of Ekang Anculai Tourism, Teluk Sebong District).

2. Literature Review

Hard Skill

Hard skills are abilities that are more technical in nature, such as the ability to master foreign languages, technology, and academic abilities. Kaswan (2015: 4) Hard skills refer to technical abilities and factual knowledge needed to do work. Hard skills are technical skills that are inherent or required for certain professions. Based on the opinions of several experts, the researchers used the hard skill measurement proposed by Nurhidayanti in Wahyuni (2016) as follows:
1. Technical skills
2. Science
3. Science technology

Soft Skill

Soft skills are attributes and personality traits of a person that affect interpersonal relationships in the workplace. Soft skills possessed by each person with different numbers and levels are influenced by the habit of thinking, saying, acting and behaving according to Aji in the journal Wahyuni (2016). Soft skills are someone's skills in dealing with other people (including oneself). Based on the opinions of several experts, the researchers used the soft skill measurement proposed by Sharma in Wahyuni (2016), there are five indicators to measure soft skills:
1. Communication skills
2. Emotional intelligence
3. Thinking skills
4. Ethics
5. Leadership skills

Organizational Commitment

Organizational commitment is an identification of the feeling, involvement, and loyalty that a person shows towards the organization that is a place to serve and work. According to Griffin in Samsuddin (2018: 62), organizational commitment is an attitude that reflects the degree to which an individual knows and is tied to his organization. According to Aller and Mayer in Samsuddin (2018: 72) and used in Sapitri (2016) research proposes three models of organizational commitment and is reflected in three main points, namely:
1. Effective Commitment
2. Continuance Commitment
3. Normative Commitment

Performance Professionalism

Professionalism is a skill that is owned by someone related to the knowledge and skills they have. An individual who holds a certain position or position is required to have high professionalism so that the implementation of his job can run effectively. According to Moorhead and Chung in Samsuddin, (2018: 79) performance indicators and also used in Sapitri (2016) research, there are seven dimensions of performance appraisal that are of concern:

1. Quality of Work
2. Quantity (Quantity of Work)
3. Job Knowledge
4. Teamwork (Teamwork)
5. Creativity
6. Innovation,
7. Initiative (Initiative),

3. Methodology

The research method is basically a scientific way to get data with specific purposes and uses Sugiyono (2018: 2) with data collection procedures and techniques in accordance with the approach or method, which is meant by a quantitative approach. Furthermore, this research will be analyzed using statistical tests with the help of the SPSS 25 application (Statistics package social sciences).

Method of Collecting Data

According to Sugiyono (2018: 213) data collection can be done in various settings, various sources and various ways. When viewed from the settings, data can be collected in natural settings, in laboratories with experimental methods, at home with various respondents, at a seminar, discussion, on the road and so on. When viewed from the data source, data collection can use primary and secondary sources. Furthermore, when viewed in terms of methods or techniques of data collection, data collection techniques can be done by interview (interview), questionnaire (questionnaire), observation (observation) and a combination of the three.

Population and Sample Determination Techniques

A. Population

According to Sugiyono (2018: 130) population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics that are determined by researchers to be studied and then drawn conclusions. The population used in this study were the managers of BUMDes Ekang Anculai as many as 30 people.

B. Sample

According to Sugiyono (2018: 131) the sample is part of the number and characteristics of the population. The sample used is a saturated sample, a saturated sample is a sample which, if added in number, will not increase representation so that it will not affect the value of the information obtained. Saturated sample is also often defined as the maximum sample, because adding any amount will not change the population representation. The sample used in this study was the manager of BUMDes Ekang Anculai as many as 30 people.

Method of Analysis

Research data analysis is part of the data testing process after the data selection and collection stage. A study requires a data analysis which is expected to be able to provide solutions to research questions to form the basis of research.

A. Data Quality Test

1. Validity Test

Research data analysis is part of the data testing process after the data selection and collection stage. A study requires a data analysis which is expected to be able to provide solutions to research questions to form the basis of research. The validity test is done by comparing the calculated r value with the r table for the 5 percent significance level of the degree of freedom (df) = n-2, in this case n is the number of samples. If r count> r table then the question or indicator is declared valid, and vice versa if r count <r table then the question or indicator is declared invalid.

2. Reliability Test

According to Ghozali (2016: 48), reliability testing is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if someone's answer to a question is consistent or stable over time.

If Cronbach's Alpha> 0.70, then the construct or variable is declared reliable

If Cronbach's Alpha <0.70, then the construct or variable is declared unreliable

B. Classic Assumption Test

1. Normality Test

According to Ghozali (2016: 154), the normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution or not. This test is done by looking at the distribution of data (points) on the diagonal axis of the graph or by looking at the histogram of the residuals. A good regression model is normally distributed. If significant> 0, 05 then the variables are normally distributed and vice versa.

2. Multicollinearity Test

According to Ghozali (2016: 103), the multicollinearity test aims to test whether the existing regression model finds correlation between independent variables. A good regression model should not have a correlation between the independent variables. By making a decision, if there are independent variables that have a tolerance value> 0.10 or VIF <10, it can be concluded that there is no multicollinearity between the independent variables in the regression model.

3. Heteroscedasticity Test

According to Ghozali 2016: 134), the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from residuals or observations to other observations. If the residual variance from one observation to another is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity. If the test results are above the significant level (> 0, 05) it means that heteroscedasticity does not occur, and vice versa.

C. Path Analysis

According to Sugiyono (2018: 67) path analysis is an extension of multiple linear regression analysis to estimate the quality relationship between variables that have been previously determined based on theory.

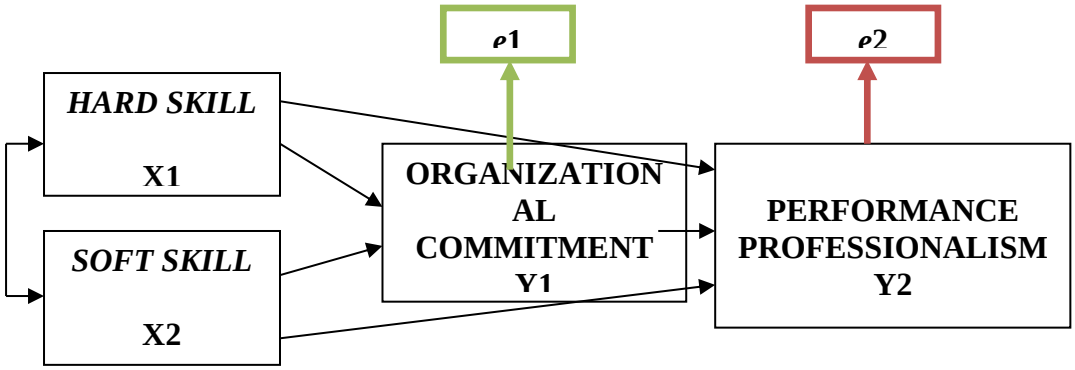

Figure 1. Variable Paradigm

The equation in this model consists of 3 stages, namely:
Y1 = α + b1X1 + b2X2 + e .... (1)
Y2 = α + b4X1 + b5X2 + e .... (2)
Y2 = α + b7Y1 + e .... (3)

Information:
X1 = Hard Skill
X2 = Soft Skill
Y1 = Organizational Commitment
Y2 = professionalism of performance
α = Constant
e = Error Rate
b = Beta value or Regression Coefficient

D. Hypothesis Testing

1. Partial Hypothesis Test (t test)

According to Ghozali (2016: 97), the t test basically shows how far the influence of one explanatory or independent variable individually in explaining the variation of the dependent variable. By comparing the value of t count with t table
If t table> t count, then H0 is accepted and H1 is rejected
If t table <t count, then H0 is rejected and H1 is accepted

2. Simultaneous Hypothesis Test (Test F)

According to Ghozali (2016: 99) the F test is a test of the significance of the equation used to find out how much influence the independent variables (X1 and X2) together have on the Intervening Variable (Y1), namely organizational commitment and knowing how much influence the independent variables (X1 and X2) Against (Y2) namely professionalism of performance.
By making the following decisions:
By comparing the value of F count with F table
If F table> F counts, then H0 is accepted and H1 is rejected
If F table <F count, then H0 is rejected and H1 is accepted

3. The coefficient of determination (R2)

The coefficient of determination (R2) in essence measures how far the model's ability to explain variations in the dependent variable Ghozali (2016: 95). The coefficient of determination is between zero and one. A small R2 value means the ability of the independent variables (hard skills

and soft skills) and the intervening variable (organizational commitment) in explaining the variation of the dependent variable, namely performance professionalism.

4. Results and Discussion

Validity and Reliability Test

Confidence level = 95%, with an error level of α = 5%, for n = 30, then the r table is 0.3494. This is based on the r table, if rcount> r table then the validity test is valid, because r count is greater than r table and the valid instrument items will be used in the study, if the question item is invalid then it is not used in this study. Reliability test is intended to determine whether the questionnaire can provide a constant size or not. The technique used is the Cronbach Alpha coefficient technique. A construct or variable is said to be reliable if it gives a Cronbach Alpha (α) value> 0.60. Cronbach Alpha Hard skill 0.846, Cronbach Alpha Soft Skill 0.717, Cronbach Alpha Organizational Commitment 0.732, and Cronbach Alpha Performance Proferisonalism 0.796.

Classic Assumption Test

1. Data Normality Test

The data normality test in this study was carried out using the Kolmogorov-Smirnov with a confidence level of 5% or 0.05. The Kolmogorov-Smirnov test is seen from the symp.Sig value, with the following test criteria: If Asymp.Sig. > 0.05 then the data follows a normal distribution If Asymp.Sig. <0.05, the data follows an abnormal distribution.

Table 1. Results of the One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.47650145
Most Extreme Differences	Absolute	.106
	Positive	.071
	Negative	-.106
Test Statistic		.106
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

From table 1, it can be seen that the Asymp.Sig value is 0.200> 0.05, it can be concluded that the data in this study follow a normal distribution.

2. Multicolonierity Test

According to Ghozali (2016: 103) the multicolonierity test aims to test whether the regression model found a correlation between independent variables (independent). Multicolonierity test can be seen from the Tolerance value or the VIF value. A model is said to be free from multicolonierity if the tolerance value is more than 0.10 or the VIF value is smaller than 10.00.

Table 2. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	.014	1.223		.011	.991		
	HARD_SKILL	.427	.082	.410	5.185	.000	.196	5.114
	SOFT_SKILL	.485	.101	.367	4.826	.000	.211	4.746
	ORGANIZATIONAL_COMMITMENT	.339	.093	.258	3.652	.001	.245	4.089

a. Dependent Variable: P_PERFORMANCE

From table 2, it can be seen that the tolerance value of all independent variables is> 0.10 and the VIF value of all independent variables is <10.00, it can be concluded that there is no multicolonierity between independent variables in the regression model in this study.

3. Heteroscedasticity Test

According to Ghozali (2016: 134) the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. Heteroscedasticity test can be seen from the significance value. If the Sig. > 0.05, then there is no heteroscedasticity in the regression model.

Table 3. Heteroscedasticity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	-.219	.708		-.310	.759
	HARD_SKILL	.091	.048	.768	1.905	.068
	SOFT_SKILL	-.101	.058	-.676	-1.740	.094
	ORGANIZATIONAL_COMMITMENT	.016	.054	.106	.294	.771

a. Dependent Variable: ABS_RES

From the table above, it can be seen that none of the independent variables statistically significant affect the dependent variable ABS_RES. This can be seen from the significance probability above the 5% confidence level, it can be concluded that the regression model does not contain heteroscedasticity.

Hypothesis Test Results

Regression Analysis Model 1

1. Partial Test (t test)

According to Ghozali (2016: 97) the t statistical test basically shows how much influence one independent variable individually has in explaining the variation of the dependent variable. The t test criteria are as follows:

Table 4. Test of Statistical Significance t (t test)

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	7.562	2.079		3.638	.001
	HARD_SKILL	.396	.153	.499	2.593	.015
	SOFT_SKILL	.401	.194	.399	2.073	.048

a. Dependent Variable: ORGANIZATIONAL_COMMITMENT

Hypothesis 1: Hard Skill Development on Organizational Commitment

H0: Partially hard skills have no effect on Organizational Commitment

H1: Hard Skill partially affects Organizational Commitment

Hard skill variable with a sig value of 0.015 and a tcount of 2.593. This means that the sig value is smaller than the significance level of 0.05 (<0.05). And based on the comparison of t count with t table, it is found that t count> t table (2.5930> 2.05183). So in this case, H1 is accepted and H0 is rejected, so that partially hard skills have a significant effect on Organizational Commitment.

Hypothesis 2: Soft skill development towards organizational commitment

H0: Soft Skill partially has no effect on organizational commitment

H2: Soft Skill partially affects Organizational Commitment

Soft skill variable with a sig value of 0.048 and a tcount of 2.073. This means that the sig value is greater than the significance level of 0.05 (> 0.05). And based on the comparison of t count with t table, it is found that t count> t table (2.073> 2.05183). So in this case, H0 is rejected and H2 is accepted, so that soft skills partially have a significant effect on organizational commitment.

2. Simultaneous Test (Test F)

This F test is used to determine the effect of all independent variables included in the regression model together on the dependent variable tested at a significant level of 0.05. The significant level is 5% with degree of freedom (df) = 27 so that Ftable = 3.35.

Table 5. F Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	90.881	2	45.441	41.705	.000[b]
	Residual	29.419	27	1.090		
	Total	120.300	29			

a. Dependent Variable: ORGANIZATIONAL_COMMITMENT
b. Predictors: (Constant), SOFT_SKILL, HARD_SKILL

Hypothesis 3: Hard Skill and Soft Skill Development Against Organizational Commitment
H0: Hard skills and soft skills simultaneously have no effect on Organizational Commitment.
H3: Hard skills and soft skills simultaneously affect organizational commitment

Based on the table above, it can be concluded that the significance value is 0.000 and the F value is calculated as 41.705. This means that the sig value is less than 0.05 (0.000 <0.05). And based on the comparison of F count with F table (F table α = 0.05, df = 27), it is found that F counts 41,705 is greater than F table, namely 3.35 (41.705> 3.35). So in this case H3 is accepted and H0 is rejected which indicates that hard skills and soft skills simultaneously affect Organizational Commitment.

3. Determination Coefficient Test (Adjusted R2)

Table 6. Result of Determination Coefficient Test (Adjusted R2)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.869[a]	.755	.737	1.044

a. Predictors: (Constant), SOFT_SKILL, HARD_SKILL

Based on Table 6 above, it can be seen that the results of the SPSS model summary analysis show that the adjusted R Square (R2) is 0.737 or 73.7%.

Regression Analysis Model 2

1. Partial Test (t test)

In this study the t test was carried out to determine the effect of each variable partially hard skill (X1) and soft skill (X2) on performance professionalism (Y2) at BUMDes Ekang Anculai Village. The results of the t test statistical analysis can be seen in the table below:

Table 7. Test of Statistical Significance t (t test)

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	2.576	1.210		2.129	.042
	HARD_SKILL	.561	.089	.539	6.311	.000
	SOFT_SKILL	.621	.113	.470	5.512	.000

a. Dependent Variable: : P_PERFORMANCE

Hypothesis 4: Hard Skill Development on Performance Professionalism
H0: Partially hard skills have no effect on professional performance
H4: Hard Skill partially affects Performance Professionalism

Hard skill variable with a sig value of 0.000 and a tcount of 6.311. This means that the sig value is smaller than the significance level of 0.05 (<0.05). And based on the comparison of t count with t table, it is found that t count> t table (6.311> 2.05183). So in this case, H4 is accepted and H0 is rejected, so that partially hard skills have a significant effect on Performance Professionalism.

Hypothesis 5: Soft Skills Development on Performance Professionalism
H0: Partially Soft Skill has no effect on professional performance
H5: Soft Skill partially affects Performance Professionalism

Soft skill variable with a sig value of 0.000 and a tcount of 5,512. This means that the sig value is greater than the significance level of 0.05 (> 0.05). And based on the comparison of t count with t table, it is found that t count> t table (5.512> 2.05183). So in this case, H0 is rejected and H5 is accepted, so that partially soft skills have a significant effect on performance professionalism.

2. Simultaneous Significance Test (Test F)

This F test is used to determine the effect of all independent variables included in the regression model together on the dependent variable tested at a significant level of 0.05. The significant level is 5% with degree of freedom (df) = 27 so that Ftable = 3.35. This test is carried out by comparing the significant F count with the F table with the following conditions:
The results of the F test can be seen in the following table:

Table 8. F Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	197.405	2	98.703	267.532	.000[b]
	Residual	9.961	27	.369		
	Total	207.367	29			

a. Dependent Variable: P_PERFORMANCE

b. Predictors: (Constant), SOFT_SKILL, HARD_SKILL

Hypothesis 6: Hard Skill and Soft Skill Development on Performance Professionalism
H0: Hard skills and soft skills simultaneously have no effect on performance professionalism.
H6: Hard skills and soft skills simultaneously affect Performance Professionalism.

Based on the table above, it can be concluded that the significance value is 0.000 and the F value is calculated as 267.532. This means that the sig value is less than 0.05 (0.000 <0.05). And based on the comparison of F count with F table (F table α = 0.05, df = 27) obtained F count 267,532 is greater than F table, namely 3.35 (267,532> 3.35). So in this case H3 is accepted and H0 is rejected, which indicates that hard skills and soft skills simultaneously affect Performance Professionalism.

3. Determination Coefficient Test (Adjusted R2)

Table 9. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.976[a]	.952	.948	.607

a. Predictors: (Constant), SOFT_SKILL, HARD_SKILL

Based on Table 9 above, it can be seen that the results of the SPSS model summary analysis show that the adjusted R Square (R2) is 0.948 or 94.8%.

Regression Analysis Model 3

Regression analysis model 3 (three) was used to partially determine the strength of the relationship between the independent variable and the dependent variable. The equation in regression analysis model 3 (three) is as follows:

1. Individual Parameter Signification Test (t test)

Partial test is used to test organizational commitment to performance professionalism partially. In this study the t test was conducted to determine the effect of the organizational commitment variable partially on performance professionalism (Y2) at BUMDes Ekang Anculai Village. The results of the t test statistical analysis can be seen in the table below.

Table 10. Test of Statistical Significance t (t test)

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	-1.226	2.698		-.454	.653
	ORGANIZATIONAL_COMMITMENT	1.196	.102	.911	11.695	.000

a. Dependent Variable: : P_PERFORMANCE

Hypothesis 7: Development of Organizational Commitment to Performance Professionalism

H0: Organizational commitment partially has no effect on professional performance

H7: Organizational Commitment partially affects Performance Professionalism

Organizational commitment variable with a sig value of 0.000 and a tcount of 11.695. This means that the sig value is smaller than the significance level of 0.05 (<0.05). And based on the comparison of t count with t table, it is found that t count> t table (11,695> 2,04841). So in this case, H7 is accepted and H0 is rejected, so that organizational commitment partially has a significant effect on Performance Professionalism.

Determination Coefficient Test (Adjusted R2)

Table 11. Result of Determination Coefficient Test (Adjusted R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.911[a]	.830	.824	1.122

a. Predictors: (Constant), ORGANIZATIONAL_COMMITMENT

Based on Table 11 above, it can be seen that the results of the SPSS model summary analysis show that the adjusted R Square (R2) is 0.824 or 82.4%.

Path Analysis Results

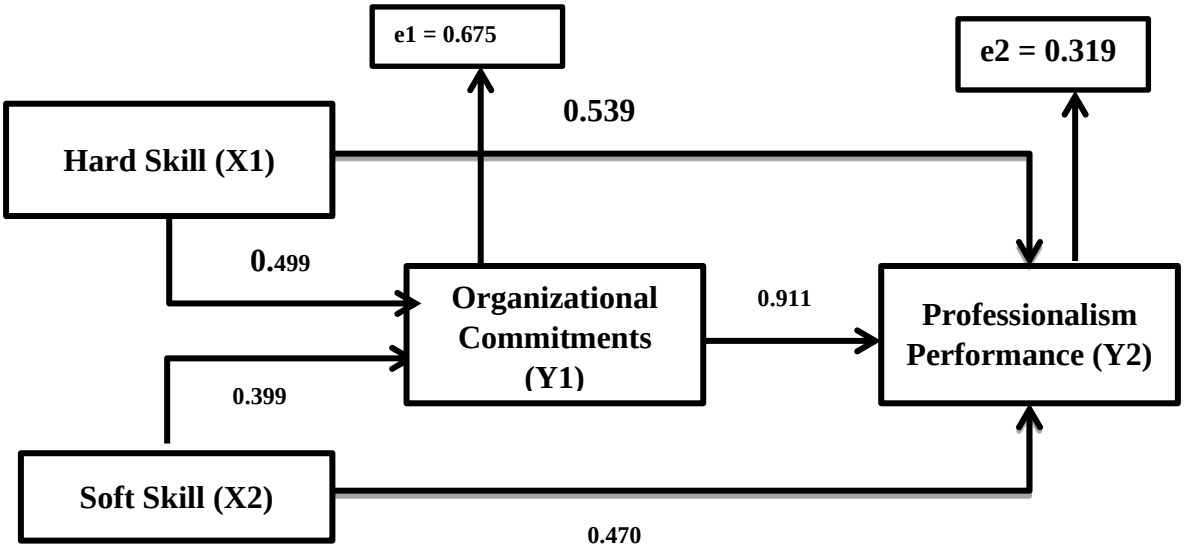

Figure 2. Analysis of Intervening Hard Skills and Soft Skills Against Professional Performance through Organizational Commitment

The amount of error value in each of the effects of the independent variable on the dependent variable is obtained through the following calculations:

e1 = √ (1 - 0.737) 2 = 0.675

e2 = √ (1 - 0.948) 2 = 0.319

In the trimming theory, testing the validity of the research model is observed through the calculation of the total coefficient of determination R2 as follows:

R2m = 1 - P2 e1. P2 e2

= 1 - (0.675) 2 (0.319) 2

= 1 - (0.456) (0.102)

= 0.953

= 0.953 × 100% = 95.3%

Direct and Indirect Influence

1. Direct Influence

The direct effect is the effect of the independent variable on the dependent variable without any moderating role by other variables. The following are some of these direct effects:

a. The influence of the Hard Skill variable on Organizational Commitment
   X1 - Y1 = 0.499
b. The influence of the Soft Skill variable on Organizational Commitment
   X2 - Y1 = 0.399
c. The influence of the Hard Skill variable on Performance Professionalism
   X1 - Y2 = 0.539
d. The Influence of Soft Skill variables on Performance Professionalism
   X2 - Y2 = 0.470
e. The influence of the Organizational Commitment variable on Performance Professionalism
   Y1 - Y2 = 0.911

2. Indirect Influence

a. Effect of Hard Skill variables on Performance Professionalism through Organizational Commitment
   X1 - Y1 - Y2 = 0.499 x 0.911 = 0.454

b. The Influence of Soft Skill variables on Performance Professionalism through Organizational Commitment

X2 - Y1 - Y2 = 0.399 x 0.911 = 0.363

A summary of the calculation of the direct and indirect effects of the Hard Skill (X1), Soft Skill (X2) variables on Organizational Commitment (Y2), through Performance Professionalism (Y1) as follows:

Table 12. Results of Path Coefficient Analysis

Variable	Direct	Indirect	Total	Criteria
X1 - Y1- Y2	0.539	0.454	0.993	Direct effect > Indirect effect
X2 - Y1- Y2	0.470	0.363	0.883	Direct effect > Indirect effect

H8: Hard Skill Development on Performance Professionalism through Organizational Commitment as an Intervening Variable

H0: Hard Skill has no effect on Performance Professionalism through Organizational Commitment

H8: Hard Skill affects performance professionalism through Organizational Commitment

This is indicated by the value of the indirect effect of the hard skill variable on performance professionalism through organizational commitment of 0.454, while the value of the direct effect of the hard skill variable on performance professionalism is 0.539.

H9: The Influence of Soft Skills on Performance Professionalism through Organizational Commitment as an Intervening Variable

H0: Soft Skill has no effect on Performance Professionalism through Organizational Commitment

H9: Soft Skill affects performance professionalism through Organizational Commitment

Based on the table description of the results of the direct and indirect effect analysis, it can be concluded that hypothesis 9 (H9) cannot be accepted or rejected because the indirect effect of soft skill on professionalism through organizational commitment is smaller than the direct influence of soft skills on performance professionalism.

5. Conclusion

Partially Hard Skill has a significant influence on the organizational commitment of the BUMDes Desa Ekang Anculai.

Partially Soft Skill has a significant influence on the organizational commitment of the Ekang Anculai Village BUMDes.

Hard skills and soft skills simultaneously have an influence on the organizational commitment of the BUMDes Ekang Anculai Village.

Partially Hard Skill has a significant influence on the professionalism of the performance of BUMDes Ekang Anculai Village.

Partially, Soft Skill has a significant influence on the professionalism of the BUMDes Desa Ekang Anculai performance.

Hard skills and soft skills simultaneously have an influence on the professionalism of the performance of BUMDes in Ekang Anculai Village.

Organizational commitment partially has a significant influence on the professionalism of the performance of BUMDes Ekang Anculai Village.

Hard skills have a direct effect on the professionalism of BUMDes Desa Ekang Anculai performance without going through organizational commitment as an intervening variable. So it can be concluded that organizational commitment is not a variable that mediates between the hard skill variable on performance professionalism.

Soft skills have a direct effect on the professionalism of BUMDes Desa Ekang Anculai performance without going through organizational commitment as an intervening variable. So it can be concluded that organizational commitment is not a variable that mediates between soft skills and performance professionalism.

BUMDes Ekang Anculai Village can maintain hard skills in good tourism management organizational commitment, such as updating regulations in accordance with organizational development and community needs so that optimal performance can be achieved.

The BUMDes of Ekang Anculai Village can maintain Soft Skills in a well-committed tourism management organization, such as having good interactions among superiors and colleagues.

BUMDes in Ekang Anculai Village can be expected to have a good commitment by using hard skills and soft skills to achieve a conducive performance.

BUMDes Desa Ekang Anculai has the ability to apply hard skills because these techniques are needed by workers in order to carry out a series of main tasks to achieve job goals.

BUMDes Desa Ekang Anculai can apply soft skills as a person's ability to motivate themselves and use their initiatives, have an understanding of what is needed to be done and can be done well.

The BUMDes of Ekang Anculai Village are expected to apply hard skills and soft skills because they are two complementary things. Both are essential to success in the work environment.

It is better if the Ekang Anculai BUMDes Manager can try to create good organizational commitment within the organization. A good organizational commitment is not only to convey information or messages correctly but can maintain conduciveness within the organization, organizational commitment must also further enhance cooperation between teams or communities.

The management of BUMDes Ekang Anculai to improve performance optimally, such as continuing to develop and having targets that must be achieved, so that a goal is achieved and in accordance with the expected vision and mission.

The management of BUMDes Desa Ekang Anculai can improve performance by applying soft skills and commitment as supporters to get more maximum performance.

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