The influence of human resource competence and work ethic on the professionalism of employees at the Large Drug and Food Inspection Center in Palembang

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Abstract
Purpose: This study aimed to determine the effect of human resource competence and work ethic, both partially and simultaneously, on the professionalism of employees at the Palembang Food and Drug Administration.

Methodology/approach: The population consisted of 106 employees, including 83 Civil Servants (PNS) and 23 Non-Civil Servants (PPNPN). The sample comprised 83 Civil Servants (PNS) selected using purposive sampling. Data were analyzed using SPSS version 20 with validity, reliability, normality, heteroscedasticity, multicollinearity tests, multiple linear regression analysis, coefficient of determination (R2), t-test, and F-test.

Results: The t-test results show that human resource competence has a positive and significant effect on professionalism, while work ethic has a less significant negative effect. The F-test indicates that both human resource competence and work ethic significantly affect employee professionalism at the Palembang Food and Drug Examination Center.

Conclusions: Human resource competence positively influences employee professionalism, whereas work ethics have a less significant negative effect. Together, these two factors significantly contribute to professionalism at the center.

Limitations: The study was limited to Civil Servants (PNS) at the Palembang Food and Drug Administration and may not apply to other institutions or employee types.

Contribution: This study contributes to the understanding of how human resource competence and work ethic influence employee professionalism, particularly in public sector institutions such as the Food and Drug Administration.

Keywords: *Human Resources Competence, Professionalism, Work Ethic*

1. Introduction

The pharmaceutical, food, cosmetics, and medical device industries are undergoing rapid and significant changes owing to technological advances. Today, these industries can use modern technology to produce a wide range of products on a large scale. In short, they have the potential to reach various countries and disciplines through an extensive distribution network. Indonesia has an

effective and efficient pharmaceutical and food management system that can detect, prevent, and monitor these products to ensure the safety, security, and health of domestic consumers and protect foreign consumers. It must have a surveillance system (SisPOM) in place (Aziz, 2020). For this purpose, a BPOM was established. The BPOM's National and International Testing Center for Drugs and Food has a national and international network and professional and reliable law-enforcement personnel.

Competence is a skill that enables an individual to produce good results. Not everyone who holds authority is automatically competent in their field. Only employees, leaders, and officials who demonstrate high performance are considered competent (Altin & Triandani, 2024). A hardworking attitude is a set of positive behaviors and principles that combine inspiring motivations, foundational qualities, essential spirit, essential reflection, a set of rules, moral codes, ethical codes, perspectives, goals, beliefs, standards, and norms (Darojat, 2015). Currently, the greatest challenge that the Drug and Food Research Center in Palembang may face is how to introduce capable government officials who possess a strong work ethic, are on top of their game, and have the ability to uphold moral standards while carrying out their duties. The duty and work of fulfilling regional objectives to be free from collusion, corruption, and nepotism are also included. This challenge is reasonable, considering that people in the region believe that government authorities must fulfill their duties to offer the best assistance to the local area. Specifically, the BPOM in Palembang must be able to quickly identify problems related to the supervision and eradication of locally distributed drugs and food that do not meet distribution criteria so that they can be resolved, as it is not impossible that the community will unknowingly use and consume these products if they are not handled quickly.

Professionals are individuals who understand the scope of their duties and responsibilities, possess knowledge, competence, and experience, and have a strong desire to continuously innovate for progress and self-reliance. Professionalism is demonstrated by an increasing interest in learning and growth and a sense of responsibility. This attitude is not easily satisfied and instead creates a constant thirst for knowledge and understanding (Sedarmayanti & Haryanto, 2017). In line with the indicators presented by Amelia and Islamy (2022) which explain that in order to improve employee professionalism, the following are required: skills, knowledge, adequate work quality, time, efficient costs, and the ability to complete tasks well, as well as the courage and willingness to take risks in carrying out the work. The professionalism of Indonesian human resources must be reflected in the form of instinct, innovation, and creativity in creating improvements to systems and technology so that the organization can always be at the forefront of leading organizations (Sutrisno, Suhariadi, Wijoyo, & Aldhi, 2023).

In a previous study conducted by Sunandar (2021), titled The Influence of Integrated Competency Training on the Improvement of Professionalism of Employees at the Class 1 Correctional Facility (BAPAS) Cirebon, the research results showed that the implementation of integrated competency-based training significantly influenced employee professionalism. with an influence value of 43.06%, while the remaining 56.94% was influenced by other variables outside the integrated competency-based training implementation variables that were not included. In another study by Wahyuni (2004), titled The Influence of Work Ethic on the Professionalism of Financial Institution Managers at BMT Bina Isnani Pringapus, Semarang Regency, the research findings indicate that the performance of BMT Bina Isnani is still very low. Based on the author's observations, the phenomenon occurring among employees at the Palembang Food and Drug Surveillance Agency is still not fully optimal in terms of job mastery, as evidenced by the level of service professionalism, including work effectiveness and quality. Furthermore, in terms of competence, human resources can be seen from their expertise and attitude at work, and work ethic can be seen from the level of hard, smart, and sincere work. This study aims to determine the influence of human resource competence and work ethic, both partially and simultaneously, on the professionalism of employees at the Food and Drug Monitoring Agency in Palembang.

2. Literature Review
2.1. Professionalism and Ethical Values in Human Resources
The development of human resources in Indonesia not only requires technical and functional competence but must also be grounded in strong ethical and professional values. According to Syah

(2023), they revealed that the extraordinary skills of entertainers in associations in Indonesia must demonstrate the mentality and behavior as portrayed in "Serat Darmowasito." Indonesian human resources must have drive, development, and creativity, accompanied by standards of moral and social ethics in accordance with religious views, including authenticity and acceptance of public interest. According to Harmawati, Nurdin, Taqwa, Santaria, and Masruddin (2021), a professional is someone who has mastered various tasks and responsibilities, possesses knowledge, competence, and experience, and has a strong desire to continuously innovate towards progress and independence. The professional nature of this organization reflects a growing and continuous curiosity, responsible attitude, and refusal to be complacent (Harahap & Novita, 2022). Regulation Number 43 of 1999 concerning Amendments to Regulation Number 8 of 1974 concerning Business Standards, in Article 17, paragraph 2, regulates the placement of civil servants in a position by taking into account impressive competence in accordance with their abilities, work performance, and the rank specified for the position and other objective requirements without regard to orientation, identity, religion, or class.

2.2. Human Resource Competence

Human Resource Competence refers to the capabilities possessed by individuals in an organization to carry out their roles effectively and contribute to achieving organizational goals. In the context of Human Resource Management (HRM), competence plays a pivotal role as it encompasses not only skills but also attitudes and behaviors that influence employee performance (Hotimah & Ma'ruf, 2023). HRM itself is a system designed to develop and manage people within an organization to optimize their contribution through improved behavior and performance. Siswantoro (2020) competence includes the knowledge, skills, and ability of an individual to carry out tasks efficiently and effectively. It is not limited to technical expertise but also involves behavioral attributes such as initiative, responsibility, and adaptability that are essential for achieving superior work outcomes. Competence is, therefore, a multidimensional construct that integrates cognitive (knowledge), affective (attitudes), and psychomotor (skills) domains (Adawiyah, Kamilasari, & Sulaeman, 2024). It ensures that human resources are aligned with the strategic objectives of the organization by fostering continuous improvement, professional growth, and value creation. High human resource competence leads to increased organizational productivity, innovation, and competitiveness (Yudiana, 2025).

2.3. Work Ethic

Work ethic is a crucial factor that influences the success of organizations in achieving their goals (Suse, Putu, Reta Siska, & Sindy Surya, 2025). Beyond organizational structure, policies, or infrastructure, it is the hard-working attitude of employees that significantly determines performance outcomes. The effectiveness of human resources becomes a central focus for management, as strong individual work ethics contribute directly to achieving high-quality results (Alamsyah, Komar, Sujana, Ramadhani, & Mustajam, 2023). The results of an organization, association, or company in achieving its goals do not only depend on satisfactory advice and foundations but must also be accompanied by a hard-working attitude. The importance of human resources in an organization makes it necessary for executives to focus on the characteristics of human resources that are required because good human resources will create decent work results (Salasiah, Jamil, Jubaidi, & Ghufron, 2023).

Prasasti (2018) states that etymologically, hard work originates from the Greek word ethos, which means character, nature, personality (basic nature), willpower, conventionality, and customs. As indicated by Munawarah, Utari, and Prasetyo (2022), one of the factors influencing work efficiency is a hard-working attitude. If there is a match between a hardworking attitude or work mentality and the task being completed, it will promote dominant work efficiency. Strong work ethic also supports organizational values, fosters professional integrity, and encourages a culture of accountability (Addisalem & Zerihun, 2023). In today's competitive and dynamic work environment, employees with a high work ethic are viewed as valuable assets due to their reliability, perseverance, and commitment to excellence.

2.4. Conceptual Framework

The conceptual framework used in this study is the influence of human resource competence and work ethic on the professionalism of BPOM employees in Palembang, Indonesia. The following is an overview of the conceptual framework used in this study.
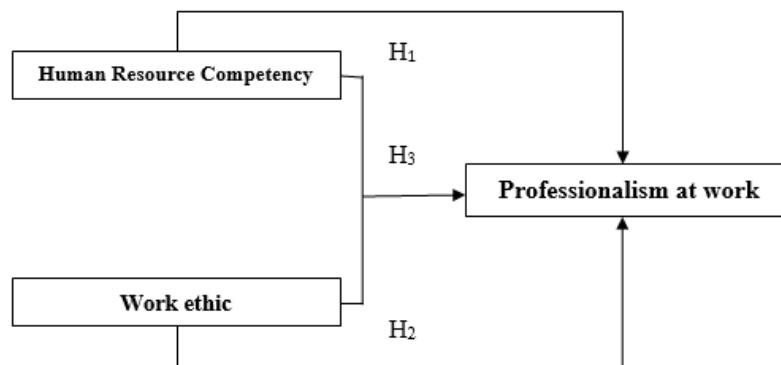

Figure 1. Conceptual Framework
Source: Writer (2025)

3. Methodology

The research subjects were staff members of the Palembang Food and Drug Monitoring Agency, located at Jalan Pangeran Ratu, 5 Ulu, Seberang Ulu 1 District, Palembang City, South Sumatra 30254. The research method is a logistical method for obtaining information for specific reasons and purposes. In this exploration, strategic quantitative methods were used because the inspection information consisted of numbers, and the investigation could be measured.

According to (Sugiyono, 2017), research variables are essentially everything that is not entirely determined by experts to be concentrated so that the data obtained can be drawn at the end. X2) The dependent variable (Y) in this study was work professionalism. The population in this study consisted of 106 BPOM employees in Palembang, including civil servants/ASN and non-civil servant government employees (PPNPN). In determining the sample for this study, the researcher focused on BPOM employees in Palembang registered as civil servants/ASN, totaling 83.

As stated by Mbondji et al. (2014), information/data sources are the subjects from which data are obtained. The data used in this study were significant and discretionary. Significant data are those that can be obtained directly from the place or object of investigation in relation to the association that is the object of investigation. Essential information sources are the results of meetings/surveys with respondents, and information sources are information that has been previously handled. Additional information sources include diaries, books, government distributions, and other supporting sources. According to Pramanik (2020), the data collection procedure/information sorting system is the main step in research, with the main reason for this research being to obtain data. Without data monitoring to maintain the system, researchers will not obtain information that meets the specified data rules. The data collection techniques related to this test were questionnaires and documentation. Before proceeding to the next stage, the information must be tested. Legitimacy implies the level of precision and accuracy of an instrument in completing its estimates (Sihombing, Nasution, & Sadalia, 2021).

Unwavering quality is used to determine the consistency of survey estimation instruments. The types of classical assumption tests performed include: 1). The regularity of information is an essential requirement that must be met in parametric testing. 2). Multicollinearity to break down different recurrences consisting of several independent or autonomous factors; and 3). Heteroscedasticity test for the perception of relapse factors. Good regression should not result in heteroscedasticity. In addition, for information investigation methods, there are many direct recurrences to decide whether there is a small or simultaneous impact between at least two independent drivers on one profit variable. To address these speculations, several tests are required, including a t-test (partially) to determine whether independent variables influence the dependent variable. Furthermore, a Concurrent F Test was used to

determine whether independent variables simultaneously and essentially influence the dependent variable (Utama, Sastrodiharjo, & Mukti, 2023).

4. Result and Discussion

4.1. Result

Respondent data were summarized to support the research results and are presented in the following table:

Table 1. Respondent Characteristics Based on Gender, Age, Education Level, Employment

No	JK	Frek	%
Respondent Characteristics Based on Gender			
1	Man	22	27%
2	Woman	61	73%
Total		83	100%
Respondent Characteristics Based on Age			
No	TU	Frek	%
1	20 - 30	14	17%
2	31 - 40	31	37%
3	> 41	38	46%
Total		83	100%
Respondent Characteristics Based on Education Level			
No	TP	Frek	%
1	Highschool	8	10 %
2	Degree 3	15	18%
3	Bachelor	51	61 %
4	Master's degree	9	11%
5	PhD S3	0	0 %
Total		83	100 %
Respondent Characteristics Based on Length of Employment			
No	MK	Frek	%
1	1 - 5 Year	10	12%
2	6 - 10 Year	15	18%
3	11-15 Year	13	16%
4	16 – 20 Year	11	13%
5	>21 Year	34	41%
Total		83	100%

Source: Processed data by writer (2025)

All data in the table above show that female employees dominate the sample (73%). Employees aged over 41 years account for 46% of the total employees. Employees with a bachelor's degree (61%) and those with more than 21 years of work experience accounted for 41%.

4.1.1. Instrument Test Results

Table 2. Table of Results of Competency Variable Validity Test of Human Resources (X1)

Item	Sig. (2 – tailed)	α	Description
$X_1.1$	0, 001	< 0, 005	Valid
$X_1.2$	0, 000	< 0, 005	Valid
$X_1.3$	0, 000	< 0, 005	Valid
$X_1.4$	0, 007	< 0, 005	Valid
$X_1.5$	0, 007	< 0, 005	Valid
$X_1.6$	0, 001	< 0, 005	Valid
$X_1.7$	0, 000	< 0, 005	Valid
$X_1.8$	0, 000	< 0, 005	Valid

Source: Processed data by writer (2025)

The table above shows that all statements used in the items of the Human Resource Competency Variable (X_1) have a Sig $\alpha < 0.05$; therefore, the questions in the questionnaire items are valid.

Table 3. Table of Validity Test Results Work Ethic Variable (X2)

Item	Sig. (2 – tailed)	α	Description
X_2. 1	0, 033	< 0, 005	Valid
X_2. 2	0, 000	< 0, 005	Valid
X_2. 3	0, 002	< 0, 005	Valid
X_2. 4	0, 000	< 0, 005	Valid
X_2. 5	0, 000	< 0, 005	Valid
X_2. 6	0, 000	< 0, 005	Valid
X_2. 7	0, 000	< 0, 005	Valid
X_2. 8	0, 000	< 0, 005	Valid
X_2. 9	0, 000	< 0, 005	Valid

Source: Processed data by writer (2025)

As seen from the table above, the overall statements used in the items of the Work Ethic Variable (X2) show a sig < 0.05, so the statements in the questionnaire items are valid.

Table 4. Table of Validity Test Results ofProfessionalism Variable (Y)

Item	Sig. (2 – tailed)	α	Description
Y. 1	0, 010	< 0, 005	Valid
Y. 2	0, 003	< 0, 005	Valid
Y. 3	0, 004	< 0, 005	Valid
Y. 4	0, 001	< 0, 005	Valid
Y. 5	0, 029	< 0, 005	Valid
Y. 6	0, 010	< 0, 005	Valid
Y. 7	0, 000	< 0, 005	Valid
Y. 8	0, 019	< 0, 005	Valid
Y. 9	0, 015	< 0, 005	Valid
Y. 10	0, 005	< 0, 005	Valid
Y. 11	0, 008	< 0, 005	Valid
Y. 12	0, 010	< 0, 005	Valid
Y. 13	0, 011	< 0, 005	Valid
Y. 14	0, 001	< 0, 005	Valid
Y. 15	0, 000	< 0, 005	Valid
Y. 16	0, 039	< 0, 005	Valid

Source: Processed data by writer (2025)

The table above shows that all statements used in the Professionalism Variable (Y) items indicate a sig < 0.05, so the statements in the questionnaire items are deemed valid.

Table 5. Table of Reliability Test of Human Resource Competency (X1)

Variable	Cronbach's Alpha	Deflection standard	Description
Competences	0, 628	> 60	Reliabel

Source: Processed data by writer (2025)

As shown in Table 5, Cronbach's alpha is $0.628 > 0.60$, so the Human Resource Competence (X_1) variable in this case can be declared reliable.

Table 6. Table of Reliability Test of Work Ethic Variables (X2)

Variable	Cronbach's Alpha	Deflection standard	Description
Etos Kerja	0, 628	> 60	Reliabel

Source: Processed data by writer (2025)

As seen from the table above, Cronbach's alpha is 0.628 > 0.60, so the Work Ethic (X2) variable in this case can be declared reliable.

Table 7. Reliability Test of Professionalism (Y)

Variable	Cronbach's Alpha	Deflection standard	Description
Professionalism	0, 612	> 60	Reliabel

Source: Processed data by writer (2025)

4.1.2. Results of Classical Assumption Tests
4.1.2.1. Normality Test

Table 8. Table Normality Test One - Sample Kolmogorov – Smirnov Test

Variable	$\alpha = 0,05$	Sig	Description
Human Resources Competence (X_1)	0, 05	0, 556	Normal
Work Ethic (X_2)	0, 05	0, 190	Normal
Professionalism (Y)	0, 05	0, 741	Normal

Source: Processed data by writer (2025)

This means that it is > 0.05 for variable X_2 of 0.190, which means > 0.05, and for variable Y of 0.741. Based on the explanation above, it can be concluded that this problem has met the significant variable level set, so it can be confirmed that the regression variables meet the data normality.

4.1.2.2. Multicollinearity Test
Table 9. Table Multicollinearity Test

Variable	Tolerance	VIF
Human Resources Competence (X1)	0,918	1.089
Work Ethic (X2)	0,918	1.089

Source: Processed data by writer (2025)

Based on the multicollinearity test in the table above, all variables used in this study have a VIF value < 10 and a tolerance value > 0.01; therefore, it can be concluded that the variables used in this study do not exhibit multicollinearity.

4.1.2.3. Heteroscedasticity Test

Table 10. Table Heteroscedasticity Test

	Variable	$\alpha = 0,05$	Sig	Description
1	Human Resources Competence (X1)	0, 05	0, 979	No Heteroscedasticity
	Work Ethic (X2)	0, 05	0, 055	No Heteroscedasticity

Source: Processed data by writer (2025)

Based on the results of the heteroscedasticity test above, all variables used in this study have a value for the Human Resource Competence Variable (X1) of 0.979 > 0.05 and for the Work Ethics Variable (X2) of 0.055 > 0.005. Therefore, it can be concluded that the variables used in this study do not exhibit heteroscedasticity.

4.1.3. Data Analysis Results
4.1.3.1. Multiple Linear Regression Analysis
Multiple linear regression analysis was used to determine the regression between the variables of Human Resource competence (X_1) and Work Ethic (X_2) on the professionalism of employees at BPOM in Palembang.

Table 11. Multiple Linear Regression Analysis Table

Variable	Value
Human Resources Competence (X1)	0, 447
Work Ethic (X2)	0, 285

Source: Processed data by writer (2025)

Based on the table above, it can be arranged into a multiple linear regression equation as follows:

$$Y = 25.798 + 0.447 \, X_1 + 0.285 \, X_2$$

The constant value of 25.798 indicates that if the variables Human Resource Competence (X1) and Work Ethic (X2) are absent or equal to zero, then Professionalism at the BPOM in Palembang will remain constant or equal to 25.798. The coefficient value of variable (X1) is 0.447, indicating that an increase in Human Resource Competence (X1) will increase the Professionalism variable by 44.7%. The coefficient value of Work Ethic (X_2) is 0.285, indicating that an increase in the Work Ethic (X_2) variable will increase the Professionalism value by 28.5%.

4.1.3.2. Determination Coefficient Analysis
The determination coefficient aims to determine the contribution of the independent variable, Human Resource Competence (X1), to the Professionalism of BPOM Palembang City employees. The test results are as follows.

Table 12. Table Test Coefficient Determination

Variable	R	R Square	Adjusted R Square	Std. Error of The Estimate
Human Resources Competence (X1)	0 , 385	0 , 148	0 , 126	0 , 4749
Work Ethic (X2)				

Source: Processed data by writer (2025)

Based on the calculations in the table above, the R Square value (Coefficient of Determination) is 0.148 or 14.8%. This means that the variables of Human Resource Competence (X1) and Work Ethics (X2) can contribute to changes in the level of professionalism of employees at BPOM in Palembang. With a contribution of 14.8%, the remaining 100% - 14.8%, which is 85.2%, is explained by variables not included in this study.

4.1.4. Hypothesis Test Results
4.1.4.1. t Test (Partial)
This t-test aims to test independent variables partially/individually against dependent variables, with the following results:

Table 13. t-test table

Variable	α = 0,05	Sig	Description
Human Resources Competence (X1)	0, 05	0, 013	Significant
Work Ethic (X2)	0, 05	0, 063	Not significant

Source: Processed data by writer (2025)

Based on the table above, where the sig value of Human Resource Competence (X_1) is 0.013 < 0.05 and for the Work Ethic variable (X_2) is 0.063 < 0.05, it can be concluded that:
H_1: The sig value of the Human Resource Competence (X_1) variable is 0.013 < 5%, therefore it can be concluded that there is an influence of the Human Resource Competence (X_1) variable on Professionalism (Y).
H2: The sig value for the Work Ethic variable (X2) is 0.063 > 5%, therefore it can be concluded that there is no influence of the Work Ethic variable (X2) on Professionalism (Y).

4.1.4.2. Simultaneous F-test

The F-test is intended to test independent variables simultaneously against a dependent variable, with the following results:

Table 14. Simultaneous F-test

Variable	α = 0,05	Sig	Description
Human Resources Competence (X1) Work Ethic (X2)	0, 05	0, 002	Significant

Source: Processed data by writer (2025)

Based on the table above, it can be seen that the sig value is 0.002 < 0.05, so it can be concluded that there is a simultaneous influence of the Human Resource Competence (X_1) and Work Ethic (X_2) variables on Professionalism (Y).

4.2. Discussion

4.2.1. The Influence of Human Resource Competence on Employee Professionalism at the BLarge Drug and Food Inspection Agency in Palembang

Based on the results of multiple linear regression analysis, it is known that Human Resource Competence (X1) has an effect of 0.447, indicating that an increase in the Human Resource Competence (X1) variable will increase the Professionalism variable. This is proven by partial hypothesis testing, which shows that the sig value of the Human Resource Competence (X1) variable is 0.013 < 5%, thus concluding that there is an influence of the Human Resource Competence (X1) variable on professionalism (Y) variable. Employees of BPOM Palembang. This proves that there is a positive linear or direct relationship between the Human Resource Competency (X1) variable and professionalism (Y). Thus, it can be concluded that the better the Human Resource Competency possessed by employees, the better their level of professionalism.

This is in line with previous research conducted by Sunandar (2021) entitled: "The Effect of Integrated Training on the Improvement of Professionalism of Employees at the Class 1 Correctional Institution (BAPAS) in Cirebon." The results indicate that the implementation of competency-based training has a significant effect on employee professionalism, with an effect value of 43.06%. Human resource competencies are certainly one of the basic assets that every employee must have because a professional attitude at work will grow and develop well if the employee has good competency.

4.2.2. The Influence of Work Ethic on Employee Professionalism at BPOM in Palembang

Based on the results of multiple linear regression analysis, it was found that Work Ethic (X2) has an influence of 0.285, indicating that an increase in the Work Ethic variable (X2) will increase the professionalism variable. This is proven by partial hypothesis testing, which shows that the sig value of the Work Ethic variable (X2) is 0.063 > 5%, it can be concluded that the partial influence of the Work Ethic variable (X2) on professionalism (Y) is not significant. Therefore, it can be concluded that the Work Ethic variable over time, if studied repeatedly on different research objects, depends on the conditions of the company being studied. This means that the lower the work ethic of employees, the lower the level of professionalism of employees, even though work ethic is a factor of professionalism. The causes of insignificant variables include education or work experience, length of service, way of thinking, perceptions, and work attitudes. This study is inconsistent with the previous research conducted by Wahyuni (2004) stated that work ethic has a significant effect on professionalism.

4.2.3. The Influence of Human Resource Competence and Work Ethic on Employee Professionalism at the Central Drug and Food Inspection Agency in Palembang

Based on the results of simultaneous hypothesis testing, which showed a significance value of 0.002 < 0.05, it can be concluded that there is a simultaneous influence of the variables Human Resource Competence (X1) and Work Ethic (X2) on Professionalism (Y). This applies to the staff of Palembang BPOM. This proves that there is a positive or direct relationship between the variables of Human Resource competence (X1), Work Ethic (X2), and professionalism (Y). This is also proven by the results of the Determination Coefficient test, which shows an R Square (Determination Coefficient)

value of 0.148 or 14.8%. This means that the variables of Human Resource Competence (X1) and Work Ethics (X2) can contribute to changes in the level of professionalism of employees at the Palembang BPOM. The magnitude of the contribution was 14.8%, while the remaining 100% - 14.8% was 85.2%. This can be explained by other variables not included in this study.

This aligns with previous research conducted by Sunandar (2021) titled: "The Influence of Integrated Competency Training on the Improvement of Professionalism Among Employees at the Class 1 Correctional Institution in Cirebon (BAPAS)." The study found that the implementation of integrated competency-based training significantly influenced employee professionalism, with an influence value of 43.06. In fostering professional attitudes, the variables of Human Resource Competency (X1) and Work Ethic (X2) are essential because an employee with good professional attitude in their work must possess adequate competencies and pay attention to work behavior.

5. Conclusion
5.1. Conclusion
Based on the research findings and discussion, it can be concluded that Human Resource competence has a positive and significant impact on the professionalism of employees at the BPOM in Palembang, proving that H1 is valid. However, work ethic does not significantly affect the professionalism of employees at the BPOM in Palembang. Furthermore, Human Resource Competence positively and significantly influenced work ethic, which in turn affected the professionalism of employees at the BPOM in Palembang, thereby confirming that H3 is valid.

5.2. Limitation
No study is without limitations, and this research is no exception to this. One limitation of this study is its focus solely on Civil Servants (PNS) at the BPOM in Palembang, which may limit the generalizability of the findings to other types of employees or institutions. Additionally, this study did not explore other potential factors that could influence employee professionalism, such as organizational culture or external factors such as market conditions. Furthermore, the study used a purposive sampling method, which may have introduced bias and limited the diversity of perspectives considered.

5.3. Suggestion
Based on the findings and limitations of this study, future research should consider including a broader range of employees, such as Non-Civil Servants (PPNPN) or employees from other government institutions, to enhance the generalizability of the results. Additionally, it would be valuable to explore other factors that may affect employee professionalism, such as organizational culture, leadership style, and external environmental influences. Further studies should consider using a random sampling method to reduce bias and provide a more comprehensive understanding of the topic.

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