

INFLUENCE INTEGRITY, SYNERGY AND COMMITMENT ORGANIZATION TO PERFORMANCE EMPLOYEE OF THE NATIONAL NARCOTICS AGENCY OF NORTH SUMATRA PROVINCE

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Abstract: The research conducted analyzed the effect of integrity on employee performance, the effect of synergy on employee performance and to determine the effect of organizational commitment on employee performance at the National Narcotics Agency of North Sumatra Province. The population in this study were all employees of the National Narcotics Agency of North Sumatra Province, totaling 142 people. Sampling used a random sampling technique and to determine the number of samples used the Slovin formula so that a total sample of 59 employees was obtained. Data collection techniques used in this study were questionnaires (questionnaires), interviews and documentation. The analysis technique used in this research is SmartPLS (Partial Least Square) starting from model measurement (outer model), model structure (inner model) and hypothesis testing. The results showed that integrity affects employee performance, synergy affects employee performance and organizational commitment affects employee performance at the National Narcotics Agency of North Sumatra Province

Keywords: Work Discipline, Work Motivation, Employee Performance, OCB

Introduction

Source Power man is key the main thing is to do it noticed with all his needs . Every organization sued can optimizing source Power humans and how source Power man can managed with Good . Management source Power man No free from expected employees can achievement as good as possible for the sake of achieving objective organization government or company (Happy et al., 2018) . In A company , consisting from group mutual individuals work together to advance company . Employee for every company very important his role in every development business company . For that is necessary skilled employees in field , behave Good in operate his task as well as capable compete with employee other . For reach success company , every employee must own high motivation with thereby capable give good performance for company .

Success A organization business or company as well as industry depending on performance Work the employees he has . Source Power man is factor important in realize objective company , so planning development source Power man become necessary parts noticed in reach objective the . Achievement level objective company and capabilities compete will depending on the development program source Power people in the company.

Basically every employee will pour out all ability and power his mind For increase performance they . In frame realize task employees , of course needed something company in structured development in accordance plan , but absolute need keep up with the times increasingly modern with do adjustment based on theory or knowledge management as well as more instruments up to date with meaning , so that employees can Work in accordance ongoing demands of the times experience change (Siregar, 2021) . Therefore That in answer challenge in effectiveness work required authoritative employee in face the problem that arises challenge in arrangement company order time can achieve the desired target .

The result Of course will show more abilities good and effort achievement objective good organization . If company truly can carry out matter that , then No impossible company will capable face global competition . Achievement Work in the implementation of duties and administration in company , affected by attitude , responsibility responsibility , initiative and management time good employee and of course possible motivation optimizing role and function civil servants , then matter This naturally is implementation of corporate governance the good one will materialized (Yekti, 2017) .

Performance is results end from A activity . Carry out obligation Work as efficiently and effectively as possible perhaps , performance is what is produced from activity (Robbins , 2015:201) performance very important in A company , if performance employee low can lower level quality and productivity Work employees , the end will impact on decline income company .

One of factor reason performance employee based on expert on can seen from integrity, integrity is qualities , traits , and circumstances that describe unified whole , so own potential and abilities emit authority and honesty . Possessed integrity a employee will grow employee loyalty too, because according to (Hendarjanto & Rahardja, 2016) own element base employees must hold firm principles , behavior dear that is with avoid self from all fraud and violating practices applicable regulations and codes of ethics , honesty , ownership courage For do disclosure and taking necessary action action based on belief will his knowledge No careless and not Act with obey weather his lust without notice applicable principles and regulations .

From the elements on so in a way No direct employees who work together sincere and intentional For worship will in a way automatic become loyal to his job , because employee the get comfort from work that originates from element base when Already doing work with integrity .

Besides integrity , synergy can also be done influence performance from employee , where? Synergy can interpreted as A activity or action together . Synergy currently built and confirmed beneficial partnerships and partnerships that can intertwine connection with holder interest in getting it produce quality work (Herujito , 2016) . So that in synergize can cultivate taste. If synergy or synergy the applied in company to employee so that employees anyway the can do synergy his together with employee else , then synergy or synergy is factor main in company .

But inside something company No exists synergy or synergy in company , then will give rise to dispute between employees who can result A order less work effective . If company the exists synergy between employee will make productivity company will maximum and will reach an appropriate target with company (Burhanuddin, 2015)

Commitment Organization is also one of the factors that also influences performance employee . Organizational commitment is a psychological bond between employees and an organization which is characterized by strong trust and acceptance of the organization's goals

and values, a willingness to strive to achieve organizational interests and a strong desire to maintaining one's position as a member of the organization. According to (Yusuf & Syarif, 2018) organizational commitment is an attitude of employee loyalty towards the organization, by remaining in the organization, helping to achieve organizational goals and not having the desire to leave the organization for any reason. Commitment is a form of identification, loyalty and involvement expressed by employees towards the organization. Employees who are committed to the organization will show positive behavior and attitudes towards their organization, so that they feel happy at work, employees will carry out their duties and obligations well which ultimately is expected to provide service and satisfaction to external consumers.

Narcotics Agency (abbreviated as BNN) is an Indonesian Non-Ministerial Government Institution (LPNK) which has task carry out task government in the field prevention, eradication misuse and distribution dark narcotics, psychotropics, precursors and substances addictive other except material addictive For tobacco and alcohol. BNN is led by one head in charge answer direct to President. Moment this, BNN has own representative regions in 33 Provinces. Meanwhile at level districts and cities, BNN has has 100 BNNK/City. The National Narcotics Agency (BNN) office will do it I make it place study that is is at on Jl. Williem Iskandar Pasar V Barat I No. 1-A Medan Estate.

Literature Review

Performance

The factors that influence the work results/work performance of a person or group consist of internal and external factors. Internal factors that influence employee /group performance consist of intelligence, skills, emotional stability, motivation, role perception, family conditions, a person's physical condition, work group characteristics, and so on. Meanwhile, external influences include employment regulations, customer desires, competitors, social values, labor unions, economic conditions, changes in work location, and market conditions.

According to (M. Muis, 2013) performance is something consisting actions on a number of element and not instant results just. Performance seen as a process. According to (Nawawi, 2017) stated that performance is function results existing work / activities in companies that are influenced by internal and external factors organization in reach set goals during period time certain.

According to (Robbins, 2015) states performance is results end from A activity. Carry out obligation Work as efficiently and effectively as possible perhaps, performance is what is produced from activity the.

According to (Mangkunegara, 2019), performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to (Hasibuan, 2017) stated that employee performance is a work result achieved by a person in carrying out the tasks given to him which is based on skills, experience, seriousness and time.

From the definition above, it can be concluded that performance is a comparison of the work results achieved by employees with predetermined standards. The performance of an organization will be largely determined by the elements of its employees, therefore, in measuring the performance of an organization, it is best to measure it in terms of the work performance of its employees.

According to (Nawawi, 2017) that: Performance measurement is a management tool used to improve the quality of decision making. According to (Rahmawanti, Swasto, &

Prasetya, 2014) states the top level from structure organization need quality information performance with characteristics viz

1. Measurement quality
2. Measurement quantity
3. Measurement accuracy time

Whereas measurement general performance according to (Robbins, 2015) is as following:

1. Productivity
2. Effectiveness
3. Rating industry and companies .

According to (Wijaya, 2017) the factors that influence performance are three factors, which include:

1. Individual ability to do work the . Employee individual abilities This covers talents , interests and factors personality . The level of individual ability is material raw materials you have a employee like knowledge , understanding , abilities , interpersonal skills , and skills technical . With So , it's a possibility a employee will own good performance is If employee the own sufficient individual abilities
2. Level of effort expended Effort from employee for company is ethics work , attendance and motivation . Level of effort is description demonstrated motivation employee For finish Good job . Therefore that , though employee own individual ability to do work , but No will Work without level outpouring low effort .
3. Support organization In support organizational It means facility what company provide for employee can form training , development , equipment technology , and management

As for indicator from performance employee according to (Robbins, 2015) is as following :

1. Quality Work
2. Quantity Work
3. Punctuality
4. Effectiveness
5. Independence

Integrity

Integrity is the character that underlies its emergence confession professional . (Mulyadi, 2014) integrity is people's ability to realize what has be spoken or promised by the person to be something reality. According to (Arianti, Sujana, & Putra, 2014) integrity is A action where it is Act according to his heart , hold firm honesty in condition whatever when carry out work . According to (Sihombing & Triyanto, 2019) Integrity is underlying quality public trust and is benchmark for member in test all decisions taken . Somebody required For uphold tall integrity value .

Based on definition integrity the so withdrawn conclusion , that integrity is consistency between believed action somebody . Express his intentions , ideas and feelings in a way open and direct also appreciate the openness and honesty of others, even in situation difficult even though .

According to (Hendarjanto & Rahardja, 2016) stated that things following This relate with attitudes that become element integrity according to your view general :

1. Must hold firm principle .
2. Behave dear that is with avoid it self from all fraud and abusive practices regulations and codes applicable ethics.
3. Honest .

4. Own courage For do disclosure and taking necessary action .
5. Do action based on belief will his knowledge is not careless .
6. No Act with obey weather his lust or justify philosophy without notice applicable principles and regulations

According to (Single, 2016) integrity , that is regarding with honesty , courage, wisdom , attitude responsible answer So in study this , the integrity variable can be measured with indicator as following :

1. Honest , meaningful behave What exists in accordance with what happened .
2. Be brave , officer internal supervisors do not can be intimidated by others and submissive Because pressure from others.
3. Be wise , officers internal government watchdog must always considering the problem as well as the consequences that will arise .
4. Responsible Answer, meaning No dodge or blame others.

Synergy

Synergy or synergy originate from Language English , Synergy, which means as activity For do operation combined . Synergy or synergy is the same thing . Hampden-Turner in Irwanda state that activity synergy is something involving actions all activity , activity the will side by side together so that create something new (Firmansyah, 2016) .

According to Najiyati in (Rahmawati, Noor, & Wanusmawatie, 2014) synergy interpreted as combination element or the producing part achievements outer more good and more big. According to (Herujito, 2016) Synergy related with draft base management , because of the concept base management is universally defined with use framework think science , includes its rules and principles .

According to (Nugraha, 2017) Synergy between employee is matter important For achieve targets in the company . No there is difference with knowledge administration considered public as collaboration carried out between two people or more For reach objective .

Based on definition integrity the so withdrawn conclusion , that synergy interpreted as activity group or different individuals background behind For adapt performance to achieve objective

Objective from synergy is For influence behavior individual communicate with group , through dialogue with everyone 's groups , views , attitudes , and opinions they about success . Synergy is also mutual complement and be equipped For get A achieved objectives per section . According to (Nugraha, 2017) objective draft the collaboration including, among others following :

1. Oriented to positive things
2. As alternative from paradigm complement
3. Each other work together to reach objective .
4. Get maximum result .

Synergy is factor key in reach objective organization . There are also other factors that can influence synergy , like clear tasks , support organization , and capabilities member team (Zaky, 2023) . Whereas according to (Wang, Jin, Chen, & Cao, 2021) as for factors can influence synergy like communication , leadership , and trust between member team.

There is indicator in implementation synergy For reach guarantee health universe , with synergy , then the relationship between actor in reach interest together can realized . According to (Silalahi, 2016) there is two method For reach synergy , namely ; communication and coordination :

1. Communication , as explained that communication there is two section , sourced communication with initially state that activity Where a in a way truly move stimulants To use get response .
2. Coordination , as for reach synergy needed in coordination between actor .

Organizational Commitment

Organizational commitment is the nature of the relationship between an individual and the work organization, where the individual has self-confidence in the values and goals of the work organization, is willing to use his efforts seriously for the benefit of the work organization and has a strong desire to remain part of the work organization. . In this case, the individual identifies himself with a particular organization where the individual works and gradually becomes a member of the work organization in order to help realize the goals of the work organization.

Porter et.al in (Darmawan, 2017) stated: "Organizational commitment is the strength of a person's recognition and involvement in a particular organization. According to (Umam , 2018) organizational commitment is an individual's strong acceptance of the company's goals and values so that the individual will try and work and have a strong desire to remain in the company .

According to (Sudarmanto, 2015) organizational commitment is a high willingness to work for the organization and a certain belief in acceptance of organizational values. Commitment to the organization also discusses employee closeness, reflecting the strength of employee involvement and loyalty to the organization.

According to (Robbins, 2015) , commitment to an organization is defined as a situation where an employee sides with a particular organization and its goals, and intends to maintain membership in that organization. High commitment can mean that employee loyalty (loyalty) to the organization that employs them is high

From the definitions above, it can be concluded that organizational commitment explains the relative strength of an individual's identification with involvement in an organization. Commitment represents something beyond mere loyalty to an organization. In addition, it involves an active relationship with the organization in which individuals are willing to give something of themselves to help the organization's success and prosperity.

The role of organizational commitment has a very good impact on employee performance in the company. Therefore, organizational commitment can have a positive impact that can support the achievement of goals within the organization. As stated by Hunt and Morgan in (Sopiah & Sangadji, 2018) an important role in organizational commitment can be concluded as being marked by:

1. Strong belief and acceptance of the organization's goals and values
2. Willingness to strive to achieve organizational interests
3. Strong desire to maintain position as a member of the organization.

According to (Utaminingsih, 2014) the factors that influence organizational commitment are as follows:

1. Organizational culture
2. Leadership style
3. Human resource practices relate to rewards.
4. Career prospects.
5. And the possibility to continue the level of education.

According to (Suwandewi & Sintaasih, 2016) indicators of organizational commitment are as follows:

1. Affective commitment
2. Continuous commitment in this case is related to the basis of employees who will experience losses if they have to leave the organization.
3. Normative commitment

Conceptual Framework

The Influence of Integrity on Performance Employee

Possessed integrity a employee will grow employee loyalty too, because according to Hendarjatno and Budi Rahardja (2016) have element base employees must hold firm principles , behavior dear that is with avoid self from all fraud and violating practices applicable regulations and codes of ethics , honesty , ownership courage For do disclosure and taking necessary action action based on belief will his knowledge No careless and not Act with obey weather his lust without notice applicable principles and regulations . From the elements on so in a way No direct employees who work together sincere and intentional For worship will in a way automatic become loyal to his job , because employee the get comfort from work that originates from element base when Already doing work with integrity .

According to (Sujiyanto, 2017) that integrity and loyalty own influence which is significant in increase performance employee . More carry on said by (Rani, Lambey, & Pinatik, 2018) that Integrity influential to employee performance form enhancement productivity Work . (Pradana & Nugraheni, 2015) say that the more tall level loyalty Work employee at Bank Indonesia Semarang City, then performance employee will more increasing Because employee own level high responsibility towards his job . Therefore That's a very loyal attitude needed and important for employee For increase performance in company .

The Effect of Synergy on Performance Employee

Synergy can interpreted as A activity or action together . Synergy currently built and confirmed beneficial partnerships and partnerships that can intertwine connection with holder interest in getting it produce quality work . So that in synergize can foster a sense of solidarity between fellow . If synergy or synergy the applied in company to employee so that employees anyway the can do synergy his together with employee else , then synergy or synergy is factor main in company .

But inside something company No exists synergy or synergy in company , then will give rise to dispute between employees who can result A order less work effective . If company the exists synergy between employee will make productivity company will maximum achieve appropriate targets with company (Burhanuddin, 2015)

According to (Wirawan, 2015) Internal factors employee synergize with factors internal environment organization and factors environment external organization . Synergy This influence behavior Work employee which then influence performance employee . Performance employees later determine performance organization . From third type these factors , factors that can controlled and conditioned by managers is factor the organization's internal environment and internal factors employee. Company capable optimizing potential of employees in frame increase its performance For contribute Good to company (Efendy & Lesmana, 2018) .

Influence Commitment Organization on Performance Employee

Organizational commitment is an employee's attitude of loyalty to the organization, by remaining in the organization, helping to achieve organizational goals and not having the desire to leave the organization for any reason. According to (Putrana et al., 2016) organizational commitment is the degree to which an employee sides with a particular organization and its goals, and intends to maintain employee membership and loyalty to the organization, willingness and willingness to try to be part of the organization, and the desire to survive. within the organization.

According to (Umam , 2018) "commitment in an organization is a psychological construct which is a characteristic of the relationship between organizational members and their organization and has implications for the individual's decision to continue their membership in the organization. Research results (Sapitri, 2016) ; (Muis, Jufrizen, et al., 2018) ; (Jufrizen, Lumbanraja, Salim, & Gultom, 2017) ; (Daulay, Kurnia, & Maulana, 2019) , shows that Organizational Commitment influences employee performance. Based on theory from opinion experts and research previous ones that have been outlined previously by researchers , then can framework conceptual study is as following :

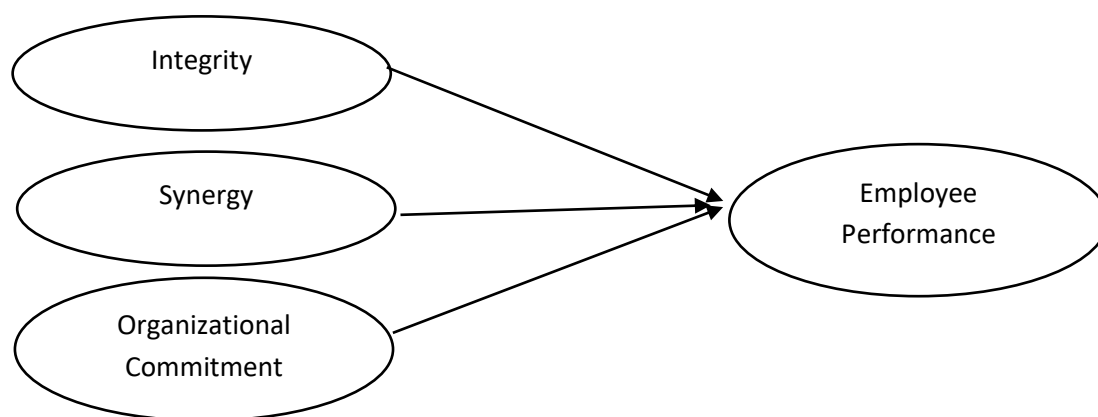


Figure 1. Conceptual Framework

Hypothesis Study

Hypothesis is answer temporary to formulation problems in research . So from results study on writer interesting conclusion temporary that :

1. There is influence integrity to performance employee of the National Narcotics Agency of North Sumatra Province .
2. There is influence synergy to performance Work employee of the National Narcotics Agency of North Sumatra Province
3. There is influence commitment organization to performance Work employee of the National Narcotics Agency of North Sumatra Province .

Method

Study This use type study associative that is study For know relationship between two variable (or more) mentioned . Where is the relationship between variable in research will analyzed with use sizes statistics which is relevant on this data For test hypothesis . Study associative according to (Sugiyono, 2017) is purposeful research For know connection between two variable or more ." Study This use approach study explanatory , which aims For

explain connection because consequence between variable research and hypothesis testing (Nasution, Fahmi, Jufrizen, Muslih, & Prayogi, 2020) .

According to (Sugiyono, 2017) say population is the area of generalization that consists from object / subject that has qualities and characteristics certain conditions determined by the researcher For studied and then withdrawn the conclusion . Population used in study is employee The National Narcotics Agency of North Sumatra Province , numbering 142 people . The sampling technique used was accidental sampling . The number of samples used in this research was 142 permanent employees who worked at the National Narcotics Agency of North Sumatra Province . With use formula above , amount population as many as 142 employees fixed and $e^2 = 10\%$, then can be measured sample to 59 employees .

Data collection techniques used in study This is Questionnaires, Interviews and Documentation . Deep analysis techniques study use SmartPLS (Partial Least Square) start from model measurement (outer model), model structure (inner model) and testing hypothesis

Result and Discussion

Structural Model Analysis (Inner Model)

R-Square

R-Square is size proportion variation mark influenced (endogenous) variables that can explained by influencing (exogenous) variables (Juliandi, 2018) . This useful For predict is the model good or bad . As for the criteria is as following :

- 1) If R^2 value = 0.75 -> model is substance (strong)
- 2) If R^2 value = 0.50 -> model is moderate (medium)
- 3) If R^2 value = 0.25 -> model is weak (bad)

Table 1. R-Square

	R-Square	R-Square Adjusted
Performance Employee (Y)	0.721	0.705

Source : Processing Results SmartPLS 3

Conclusion on testing mark R- Square is 0.721 which means variable capabilities integrity, synergy and organizational commitment within influence Performance Employees are amounting to 72.1% which is where the model is classified in category medium , while the rest influenced other variables do not researched .

1. F-Square

F-square is size used For evaluate impact relatively from something influencing variables to variables that are influenced . Criteria F-square according to Cohen (Juliandi, Irfan, & Manurung, 2014) :

- 1) If mark f- squar = 0.02 then small effect from influencing variables to influenced variables
- 2) If mark f-square = 0.15 then moderate / moderate effect from influencing variables to influenced variables
- 3) If mark f-square = 0.35 then great effect from influencing variables to influenced variables

Table 2. F-Square

	X ₁	X ₂	X ₃	Y
X ₁				0.167
X ₂				0.127
X ₃				0.124
Y				

Source : Processing Results SmartPLS 3

Based on the F-square table above so following is conclusion from F-square table values :

- Variable X₁ that is integrity delivers impactyang moderate / moderate for variable Y, namely performance employee
- Variable X₂ that is synergy provides impactyang small for variable Y, namely performance employee
- Variable X₃ that is organizational commitment provides impactyang small to variable Y, namely performance employee

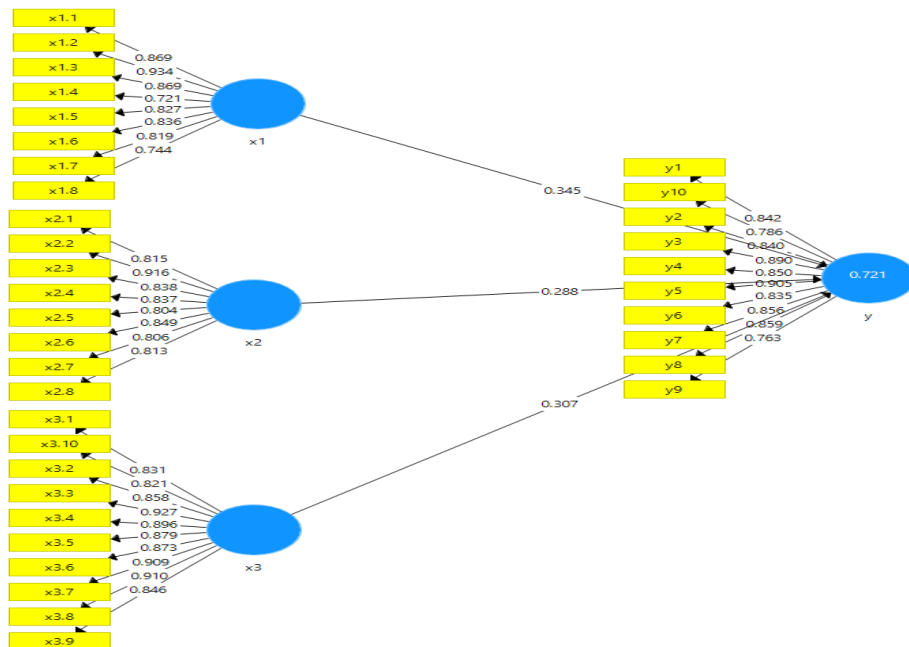


Figure 2. Structural Equation Analysis Model

From the picture above it can be seen that all variables are connected and get valid values between integrity to employee performance, synergy to employee performance and organizational commitment to employee performance. It can be said to be valid because the results of the analysis are more than outer loading. or loading factors .

Something indicator stated fulfil convergent validity > 0.5 . And can seen in the picture For the outer loading result is > 0.5 .

Hypothesis test

There is a significant measure of hypothesis support that can be used by comparing the T-table and T-statistic values . If the T-statistic is higher than the T-table value , it means the hypothesis is supported or accepted. In this study, for a confidence level of 95% (alpha 95%) the T-table value for the one -tailed hypothesis is 1.96. The PLS (Partial Least Square) analysis used in this research was carried out using the SmartPLS version 3.0 m3 program run on computer media.

Table 3. Total Effect

	Original Sample	T-statistic (O/STERR)	P-Values
$X_1 \rightarrow Y$	0.345	2,780	0.0 06
$X_2 \rightarrow Y$	0.288	2,533	0.012
$X_3 \rightarrow Y$	0.3 07	2,080	0.038

Source : Processing Results SmartPLS 3

In PLS, statistical testing of each hypothesized relationship is carried out using simulation. In this case, the bootstrap method is carried out on the sample. Bootstrap testing is also intended to minimize the problem of non-normality of research data.

The results of hypothesis testing show that the relationship between the integrity variable and employee performance shows a coefficient value of 0.345 with a t value of 2.780 . This value is greater than the T-table 2.003. These results indicate that integrity has a positive and significant influence on employee performance , which means that it is in accordance with the Ha hypothesis that was given at the beginning. This means that the H0 hypothesis is rejected and the Ha hypothesis is accepted.

The results of hypothesis testing show that the relationship between the synergy variable and employee performance shows a coefficient value of 0.288 with a t value of 2.533 . This value is greater than the T-table 2.003. These results indicate that synergy has a positive and significant influence on employee performance , which means that it is in accordance with the Ha hypothesis that was given at the beginning. This means that the H0 hypothesis is rejected and the Ha hypothesis is accepted.

The results of hypothesis testing show that the relationship between the organizational commitment variable and employee performance shows a coefficient value of 0.307 with a t value of 2.080 . This value is greater than the T-table 2.003. These results indicate that organizational commitment has a positive and significant influence on employee performance , which means that it is in accordance with the Ha hypothesis that was given at the beginning. This means that the H0 hypothesis is rejected and the Ha hypothesis is accepted.

Discussion

Discussion in study This explained based on results hypothesis from study . Based on analysis of existing data done previously so results analysis and testing the can explained as following :

Influence Integrity on Performance Employee

Integrity influential to performance Agency employees National Narcotics of North Sumatra Province , that is showed with mark coefficient value of 0.345 , with The calculated t value is 2.780 . $> t_{table} 2,003$ values significant as big as $0.006 < 0.05$. From the results study the show that integrity influential to performance Agency employees National Narcotics of North Sumatra Province .

Possessed integrity a employee will grow employee loyalty too, because according to Hendarjatno and Budi Rahardja (2016) have element base employees must hold firm principles , behavior dear that is with avoid self from all fraud and abusive practices applicable regulations and codes of ethics , honesty , ownership courage For do disclosure and taking necessary action action based on belief will his knowledge No careless and not Act with obey weather his lust without notice applicable principles and regulations . From the elements on so in a way No direct employees who work together sincere and intentional For worship will in a way automatic become loyal to his job , because employee the get comfort from work that originates from element base when Already do work with integrity .

Based on my research do it at the Narcotics Agency national province Sumatra north , some employee Still some have n't own integrity for example employee only Work just Work No have love to his company and in Work No have a sense of responsibility answer to his job . Should agency more notice every employee in all field with implement a sense of belonging and love to company so that with walking matter That so integrity employee will increase in a way at the same time as performance employee .

According to (Sujiyanto, 2017) that integrity and loyalty own influence which is significant in increase performance employee . More carry on said by (Rani, Lambey, & Pinatik, 2018) that Integrity influential to performance employee form enhancement productivity Work . (Pradana & Nugraheni, 2015) say that the more tall level loyalty Work employee at Bank Indonesia Semarang City, then performance employee more increasing Because employee own level high responsibility towards his job . Therefore That's a very loyal attitude needed and important for employee For increase performance in agency

Influence Synergy to Performance Employee

Synergy has an effect to performance Agency employees National Narcotics of North Sumatra Province , that is showed with mark coefficient value of 0.288 , with The calculated t value is 2.533 . $> t_{table} 2,003$ values significant as big as $0.012 < 0.05$. From the results study the show that influential synergy to performance Agency employees National Narcotics of North Sumatra Province .

Synergy can interpreted as A activity or action together . Synergy currently built and confirmed beneficial partnerships and partnerships that can intertwine connection with holder interest in getting it produce quality work . So that in synergize can foster a sense of solidarity between fellow . If synergy or synergy the applied in agency to employee so that employees anyway the can do synergy his together with employee else , then synergy or synergy is factor main in agency .

According to (Wirawan, 2015) Internal employee factors synergize with factors internal environment organization and factors environment external organization . Synergy This influence behavior Work later employees influence performance employees. Performance employee Then determine performance organization . From third type these factors , factors that can controlled and conditioned by managers is factor the organization's internal environment and internal factors employee

But inside something agency No exists synergy or synergy in agency , then will give rise to dispute between employees who can result A order less work effective . If agency the exists synergy between employee will make productivity agency will maximum achieve appropriate targets with agency (Burhanuddin, 2015)

And based on study writer The synergy that occurs in the National Narcotics Agency of North Sumatra Province is lacking exists synergy between One field with field other like often between colleague Work with different fields No do coordination so that frequent miscommunication , lacking exists trust between colleague Work with different fields .

agency must more Can directing employees For each other communicate and build trust to fellow employee although from different fields For each other communicate and collaborate to create synergy with creation synergy so performance employee Can increase .

Research results (Sitompul, 2022) show that Synergy influences employee performance .

Influence Commitment Organization on Performance Employee

Commitment influential organizations to performance Agency employees National Narcotics of North Sumatra Province , that is showed with mark coefficient value of 0.307 , with The calculated t value is 2.080 . > t table 2,003 values significant as big as $0.038 < 0.05$. From the results study the show that commitment influential organizations to performance Agency employees National Narcotics of North Sumatra Province .

Organizational commitment is an attitude of employee loyalty towards the organization, by remaining in the organization, helping to achieve organizational goals and not having the desire to leave the organization for any reason. According to (Umam, 2018) "commitment in an organization is a psychological construct which is a characteristic of the relationship between organizational members and their organization and has implications for the individual's decision to continue their membership in the organization more Again, according to (Putrana, Fathoni, & Warso, 2016) organizational commitment is the degree to which an employee sides with a particular organization and its goals, and intends to maintain employee membership and loyalty to the organization, willingness and willingness to try to be part of the organization, and the desire to survive in the organization.

And based on study writer commitment organization that occurs at the National Narcotics Agency of North Sumatra Province is still exists employee who No own attitude high loyalty Because a number of employee Still consider Work only Because salary given Enough high , and there are also those who feel it working at the agency This Because agency This under shade

government and known society. Preferably agency Can embed meaning important commitment organization to employees and also agencies so employee Can increase loyalty his to agency . so that objective company Can achieved with fast realization commitment organization so in a way simultaneously performance employee will experience enhancement .

Research results (Sapitri, 2016) ; (Muis, Jufrizen, et al., 2018) ; (Jufrizen, Lumbanraja, Salim, & Gultom, 2017) , shows that Organizational Commitment influences employee performance

Conclusion

Based on results research and discussion about The Influence of Integrity, Synergy and Organizational Commitment to Performance Employees of the National Narcotics Agency of North Sumatra Province , then you can concluded as following :

1. Integrity matters to performance employee of the National Narcotics Agency of North Sumatra Province .
2. Synergy influential to performance employee of the National Narcotics Agency of North Sumatra Province .
3. Organizational commitment influential to performance employee of the National Narcotics Agency of North Sumatra Province.

Suggestion

Based on results research that has been done , then suggestions in study This is as following :

1. Employee must increase motivation to achievement , recognition , responsibility answer , nature jobs and growth personal . This matter signify that employee must more increase effort in audit assignments , mutually give motivation with fellow auditors, both personal and team , the auditor must embed high confidence that occupation will assessed by other parties for the sake of safeguarding integrity as accountant public .
2. Based on results study s inergy , employees must more own awareness self in cooperate Good individual nor fellow work team .
3. Commitment organization established at the National Narcotics Agency of North Sumatra Province spelled out Still low , p This caused Still many current employees own desire For go out from the work he does , because that , it should be did it approach emotional to employee For grow commitment organization employee For still operate the work goes on and on endure or committed in the his job .

Study Limitations

As for who became limitations to the research This is as following :

1. Influencing factors performance employee in study This only consists from three variable , ie integrity, synergy and organizational commitment . while , still Lots other factors can influence performance employee .
2. In study this is the resulting data only from instrument questionnaires based on statements from respondents . So , the conclusion is obtained only based on the data collected through use instrument questionnaire in a way written without be equipped .

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