

THE INFLUENCE OF WORK ACHIEVEMENT, EDUCATION, LOYALTY, AND HONESTY ON POSITION PROMOTION AT PT. SEGARA

Evi Sasmita^{*1}, Faitullah², Nurul Mardiyah³, Muhammad Furqon⁴

Mulia Darma Pratama College of Economics^{*1, 2, 3, 4}

Evisasmita241@gmail.com^{*1}, anang.faitullah@gmail.com², tiwikpratiwi661@gmail.com³,
furqon.muhammad1897@gmail.com⁴

Abstract: Promotion means moving from one position to another with a higher status and responsibility. That usually a move to a higher position is accompanied by an increase in salary or other wages, although this is not always the case. The factors that influence promotion in this research are work performance, education, loyalty and honesty. The purpose of this study was to determine the effect of work performance, education, loyalty, honesty partially and simultaneously on promotion at PT. SEGARA. this research is quantitative. The data collection instrument used a questionnaire. Sources of data used are primary data and secondary data. The results partially show that work performance (X_1) has a significant effect on job promotion (Y), education (X_2) has no significant effect on job promotion (Y), loyalty (X_3) has no significant effect on job promotion (Y), honesty (X_4) has a significant effect on promotion (Y). The results of the study simultaneously obtained F count of 11,395. Thus it can be concluded that F count > F table or ($11.395 > 2.72$) with a significant level of 0.000 because the significant level is <0.05, then H_0 is rejected and H_a has been accepted meaning work performance (X_1), education (X_2), loyalty (X_3) and honesty (X_4) has a positive and significant effect simultaneously on the variable of promotion (Y) at PT. SEGARA. Recommendations or suggestions for further research using other factors outside of this research, namely skills, discipline, leadership, cooperation, and communicativeness.

Keywords: Education; Honesty; Loyalty; Promotion; Work Performance

INTRODUCTION

In today's era of globalization, competition is getting tighter and wider every day because human resources are one of the important aspects of an organization or company, humans always play an active and dominant role in every organization because humans are the planners, actors and determinants of the realization of organizational goals (AA. Anwar King Mangkunegara, 2013:2).

Human resource management is an important part and is fully responsible for managing human resources in the company. In addition, human resources are also a factor that greatly influences the company's operations, especially when recruiting employees. The high cost of recruitment has an important role for companies in maintaining human resources. One way to maintain employees is a promotion within the company/organization(Nitisemito, 2010:51).

According to Hasibuan (2019:108) defines that promotion means moving from one position to another with higher status and responsibility. that usually a move to a higher position is accompanied by an increase in salary or other benefits, although this is not always the case.

According to Al (2014:2) stated that by retaining skilled and qualified employees, promotion is one way that can be chosen by the organization. Developing human resources within the company is very important to drive progress for the company. The promotion system must be carried out by actively selecting talent for the organization and effectively increasing organizational effectiveness and competitiveness, therefore the criteria for promotion are very important Al (2014:2). Promotion provides an opportunity for employees to develop forward so that employees become better at completing their responsibilities.Al (2014:3)states that more

experienced employees are more likely to implement strategies that are effective in terms of production and safety goals.

According to Hasibuan (2011:109) factors that influence promotion, namely work performance, discipline, skills, education, honesty, loyalty, leadership, cooperation, and communication.

According to Hasibuan (2019:94) work performance is a result of work that is achieved by someone by carrying out the tasks assigned to him based on skills, experience, sincerity and time. Job performance is a combination of three important factors, namely the ability and interest of a worker, the ability and acceptance of the explanation of task delegation, as well as the role and level of motivation of a worker. The higher the three factors above, the greater the work performance of the employee concerned.

According to Hasibuan (2019:69) education is concerned with increasing general knowledge and understanding of our environment as a whole. According to the instructions of the President of the Republic of Indonesia number 15 dated 13 September 1974 education is all efforts to foster personality and develop Indonesian human abilities, physically and spiritually that last a lifetime, both inside and outside of school in the context of building Indonesian unity and a just and prosperous society based on Pancasila.

According to Hasibuan (2018:95) Loyalty or allegiance is something that is reflected by the willingness of employees to protect and defend the organization inside and outside of work from interference from irresponsible parties. In order to promote a good position, it is absolutely necessary for employees who have high loyalty to the progress of an organization. Loyalty will shape someone to always try to be better in improving the quality of the organization.

According to Hasibuan (2016:442) Honesty is something that makes an individual make up his mind and determination to achieve a goal related to consistency in actions, values, methods, measures, principles, expectations and various things that are produced. A firm attitude to maintain principles, not wanting to cheat at work is the basis that is inherent in the individual at work. Honesty affects employees who want to get a promotion opportunity because they have to be honest. Especially being honest with himself, his subordinates, and being honest in carrying out or managing his position.

Formulation of the problem

Based on the background of the problems that have been described previously, the formulation of the problem in this study is as follows:

1. To find out how the influence of work performance, education, loyalty and honesty partially on promotion at PT. SEGARA?
2. To find out how the effect of work performance, education, loyalty, and honesty simultaneously on promotion at PT. SEGARA?

Work Performance (X_1)

According to Hasibuan (2014:94) Work performance is a result of work achieved by a person by carrying out the tasks assigned to him based on skills, experience, sincerity and time. According to Flippo, (2012:22), the dimensions of one's work performance can be measured through the following:

1. Work quality
2. Working Quantity
3. Responsibility.
4. Cooperation
5. Initiative

According to Sutrisno (2014:152) indicators of work performance, namely as follows:

1. Work result

2. Job Knowledge
3. Attitude
4. Time Discipline and Absence

Education (X₂)

According to Sugijono (2015:113) Education in an organization is a process of developing capabilities in the direction desired by the organization concerned. According to Hariandja (2009:169) the education of an employee can increase the competitiveness of institutions and improve institutional performance. According to MP Dareho., P. Kindangen. (2017:4477) explains the dimensions of educational level, namely:

1. Formal education
2. Informal education

According to Hariandja (2009:169) indicators of education, namely as follows:

1. Educational background
2. Knowledge Insights

Loyalty (X₃)

According to Hasibuan (2018:95) Loyalty or allegiance is something that is reflected by the willingness of employees to maintain and defend the organization inside and outside of work from interference from irresponsible parties. According to Mehtha, Seema. Tarika Singh, SS Bhakar (2010:98) Loyalty has two dimensions, namely:

- a. Internal Dimensions
- b. external

According to Misbah (2020:24) indicators of loyalty, namely as follows:

1. Obedience or obedience
2. Responsible
3. Devotion
4. Honesty

Honesty(X₄)

According to Mustari (2011:13-15) Honest is a behavior that is based on efforts to make oneself a person who can always be trusted in words, actions, and work, both towards oneself and other parties. Honest is a moral character that has positive and noble qualities. According to Nafisa (2020:27) The dimensions of honesty are as follows:

1. Stating or expressing facts and feelings as they are
2. Willing to admit shortcomings and mistakes
3. Refusing to act dishonestly
4. Follow the rules
5. Make truth a necessity

According to Mustari (2011:19) indicators of honesty, namely as follows:

1. Convey something according to the actual situation
2. Not lying
3. Don't manipulate information
4. Dare to admit mistakes

Job Promotion (Y)

According to Hasibuan (2019:108), Promotion is a transfer that increases the authority and responsibility of an employee to a higher position in an organization so that the obligations, rights, status and income are greater. According to Yusuf (2015:197) The dimensions of job promotion are as follows:

1. Trust

2. Justice
3. Formation

According to Hasibuan (2019:112) indicators of promotion, namely as follows:

1. Honesty
2. Discipline
3. Work performance
4. Cooperation
5. Loyalty

METHODS

Object of research

Location this research is PT. SEGARA which is located at Jl. By Pas Alang-alang Lebar Warehousing Complex Sukarami Block G7 Phase 2 Kec, Alang-alang Lebar Palembang City, South Sumatra.

Data source

The data sources used in this study consist of primary data and secondary data:

a. Primary data

Primary data is original data collected by researchers themselves to specifically answer their research problems. In this study to obtain primary data can be done by distributing questionnaires directly to employees of PT. SEGARA.

b. Secondary Data

Secondary data can be defined as data that has been collected by other parties, not by the researchers themselves, for other purposes. In this study, secondary data was obtained indirectly through intermediary media. In general, in the form of literature, magazines, research journals, whether published or unpublished.

Method of collecting data

To get more complete and accurate data, the authors collect data by :

a. Questionnaire

Is a list that contains statements relating to the problem to be studied. The questionnaire was given containing statements related to statements related to the problem to be studied. The categorical answers are then changed by being given a scaled value (weight). The scale used is a Likert scale used 1 to 5, with the following mapping:

Table 1. Likert scale

No	Information	Score
1	Strongly Agree (SS)	5
2	Agree (S)	4
3	Disagree (KS)	3
4	Disagree (TS)	2
5	Strongly Disagree (STS)	1

Source: processed by the author

b. Interview

The data collection method uses questions so that respondents can provide unlimited and in-depth information from various perspectives.

c. Literature review

To complete the accuracy and results of research, then in the implementation of research using literature. This aims to obtain relevant information in accordance with the aims and objectives of the research through various books (literature) that are related to the discussion in the research.

d. Documentation

Documentation is information for research. Documents that may be available include job descriptions, annual reports, memos, correspondence, information brochures, websites, posters and many other types of written items. Documentation carried out in this study includes history, list of employee names, and the organizational structure of PT. SEGARA.

Research Population

According to Sugiyono (2010:61) population is a number of members consisting of objects or subjects who have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population in this study are employees who work at PT. SEGARA with a total of 78 employees.

Sample

According to Sugiyono (2010:62) sample is part of the number of characteristics possessed by the population. This study uses non-probability sampling. Nonprobability sampling is a sampling technique that provides equal opportunities and opportunities for each element or member of the population to be selected as a sample. The sampling technique in this study used saturated sampling. Saturated sampling is a sampling technique in which all population members are used as samples, namely 78 employees.

Research methods

The method used in this study is a quantitative descriptive method, one of the main steps in quantitative descriptive research is to directly engage in the field of data collection. Quantitative descriptive is a conscious and systematic effort to provide answers to a problem to obtain deeper and broader information about a phenomenon by using research stages with a quantitative approach (Yusuf, 2014:62).

Data analysis method

The method of data analysis in this study is verification. According to Sugiyono (2010:6) The verification method is a research method through evidence to test the hypothesis of the results of descriptive research with statistical calculations so that the results of the verification show that the hypothesis is rejected or accepted.

RESULTS AND DISCUSSION

Validity test

The validity test is to determine the feasibility of the items in a list of questions with variables. This test was carried out to measure the data that has been obtained after the research. Validity relates to the accuracy of measuring instruments in carrying out their duties to achieve their goals. The data obtained through the questionnaire can answer the research objectives. To obtain targeted results with the following criteria:

- If $r\text{-count} \geq r\text{-table}$ (two-tailed test with sig 0.05) then the instrument or question items have a significant correlation with the total score (valid).
- If $r\text{-count} < r\text{-table}$ (two-tailed test with sig 0.05) so the instrument or question items are not significantly correlated with the total score (valid).

The results of the validity test in this study can be seen in the table below.

Table 2. Validity Test Results

No	Variable	r count value	r table value	Information
1	Work Performance X_1			
	P1			
	P2	0.657(**)	0.223	Valid
	P3	0.742(**)	0.223	Valid
	P4	0.716(**)	0.223	Valid
		0.583(**)	0.223	Valid
2	Education X_2			
	P1	0.721(**)	0.223	Valid
	P2	0.708(**)	0.223	Valid
	P3	0.651(**)	0.223	Valid
	P4	0.569(**)	0.223	Valid
3	Loyalty X_3			
	P1	0.718(**)	0.223	Valid
	P2	0.525(**)	0.223	Valid
	P3	0.706(**)	0.223	Valid
	P4	0.697(**)	0.223	Valid
4	Honesty X_4			
	P1	0.777(**)	0.223	Valid
	P2	0.876(**)	0.223	Valid
	P3	0.761(**)	0.223	Valid
	P4	0.822(**)	0.223	Valid
5	Job Promotion Y			
	P1			
	P2	0.651(**)	0.223	Valid
	P3	0.770(**)	0.223	Valid
	P4	0.761(**)	0.223	Valid
	P5	0.797(**)	0.223	Valid
		0.776(**)	0.223	Valid

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

Based on table 2 it can be seen that the r-count value of all question items is greater than r-table (0.223). Thus it can be concluded that all statement items in this research table are declared valid.

Reliability Test

The reliability test is used to show the consistency of the respondent's answers to the statements contained in the questionnaire which have been tested for validity. In this study to find the reliability of the instrument using Cronbach's Alpha. An instrument used in a variable is said to be reliable if it has a Cronbach's Alpha coefficient of more than 0.60(Sugiyono, 2010:278). The results of the reliability test in this study can be seen in the table below.

Table 3. Reliability Test Results

No	Variable	Cronbach Alpha	Information
1	Work Performance (X_1)	0.765	Reliable
2	Education (X_2)	0.756	Reliable
3	Loyalty (X_3)	0.760	Reliable
4	Honesty (X_4)	0.818	Reliable
5	Job Promotion (Y)	0.832	Reliable

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

Based on table 3 it can be seen that the variables Work Performance (X_1), Education (X_2), Loyalty (X_3), Honesty (X_4) and Promotion (Y) have Cronbach Alpha (NCA) values greater than 0.60. From each of these variables it is said to be reliable (reliable) to be used as a measuring tool, because of value Cronbach's Alpha greater than 0.60.

Normality test

According to Ghazali (2016:160) normality test is used to determine whether the data obtained is normally distributed or not. If the significance value of the One-Sample Kolmogorov-Smirnov Test Sig. > 0.05 then shows the data is normally distributed. The following is a table of the results of the One-Sample Kolmogorov-Smirnov test obtained.

**Table 4. Test results Normality
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		78
Normal Parameters, b	Means	.0000000
	std. Deviation	1.84830059
Most Extreme Differences	absolute	.086
	Positive	.063
	Negative	-.086
Test Statistics		.086
asympt. 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.

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

Based on table 4 it can be seen that the Asymp value. Sig. (2-tailed) of 0.200 > 0.05, it can be concluded that the residual variables in this study have a normal distribution.

Multiple Linear Regression Analysis

Multiple linear regression analysis was used in this study to prove the hypothesis of the effect of work performance, education, loyalty and honesty on promotion at PT. SEGARA Palembang. Testing was carried out using multiple linear analyses with tools ie SPSS Statistics Ver application program. 22. The following is a table the results of multiple linear regression analysis.

**Table 5. Multiple Linear Regression Analysis Results
Coefficients^a**

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	std. Error	Beta		
1	(Constant)	2,546	2,985		.853	.397
	Work performance	.435	.200	.262	2,170	.033
	Education	.134	.167	.099	.801	.426
	Loyalty	.231	.183	.163	1,261	.211
	Honesty	.347	.152	.254	2,283	.025

a. Dependent Variable: Promotion

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

Based on the results of SPSS Statistics Ver. 22 in table 5, the multiple linear regression equation is obtained as follows:

$$Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + b_4.X_4 + e$$

$$Y = 2.546 + 0.435X_1 + 0.134X_2 + 0.231X_3 + 0.347X_4 + e$$

Information:

Y : Work motivation
 a : Constant
 b₁, b₂, b₃, b₄ : Regression Coefficient
 X₁ : Years of service
 X₂ : Working Environment Conditions
 X₃ : Personality
 X₄ : Compensation
 e : error

From the above equation can be interpreted as follows:

1. The constant value (a) is equal to 2,546 means that if all the independent variables (company size, Work Achievement, Education, Loyalty and Honesty) has a value of 0 then the dependent variable (Job Promotion) will be equal to 2,546.
2. Regression coefficient value work performance by 0,435. The value gives meaning if work performance increases by one unit then it will increase promotion by 0,435 units assuming other variables are constant.
3. Regression coefficient value education by 0,134. The value gives meaning if education increase by one unit will increase promotion by 0,134 units assuming other variables are constant.
4. Coefficient value loyalty by 0,231. The value gives meaning if loyalty increase by one unit will increase promotion by 0,231 units assuming other variables are constant.
5. Regression coefficient value honesty by 0,347. The value gives meaning if honesty increase by one unit will increase promotion by 0,347 units assuming other variables are constant.

t test (Partially)

This test is used to test whether there is a partial effect of the independent variable (X) on the dependent variable (Y). Here are the results t test can be seen in the table below:

**Table 6. Results t test (Partially)
Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	std. Error	Betas			
1 (Constant)	2,546	2,985			.853	.397
Work performance	.435	.200	.262		2,170	.033
Education	.134	.167	.099		.801	.426
Loyalty	.231	.183	.163		1,261	.211
Honesty	.347	.152	.254		2,283	.025

a. Dependent Variable: Promotion

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

1. Determine t count and t table

- a. Work Performance (X₁)

Mark count is 2,170. The t table value can be searched with a significance of 0.05 df = nk-1 or 78-4-1 = 73 the results obtained for a t table of + 1.99 can be seen in table T.

- b. Education (X₂)

Marktcoun is 0.801. The t table value can be searched with a significance of 0.05 $df = nk - 1$ or $78 - 4 - 1 = 73$ the results obtained for a t table of + 1.99 can be seen in table T.

c. Loyalty (X3)

Mark t count is 1,261. The t table value can be searched with a significance of 0.05 $df = nk - 1$ or $78 - 4 - 1 = 73$ the results obtained for a t table of + 1.99 can be seen in table T.

d. Honesty (X4)

Mark t count is 2,283. The t table value can be searched with a significance of 0.05 $df = nk - 1$ or $78 - 4 - 1 = 73$ the results obtained for a t table of + 1.99 can be seen in table T.

2. The decision criteria are as follows:

- If $-t \text{ table} \leq t \text{ count} \leq t \text{ table}$ means H_0 is accepted or rejected H_a
- If $-t \text{ count} < t \text{ table}$ or $t \text{ count} > t \text{ table}$ it means that H_0 is rejected or accepts H^a

3. Discussion

Based on table 6 the results of the t test to determine the influence of each independent variable partially (individually) on the dependent variable are as follows:

1. Work Performance Coefficient Test (X_1)

In table 4.9 it can be calculated by 2,170 while the significance value is equal to 0.033. t table can be seen in the statistical table with degrees of freedom $df = n - k - 1$ or $78 - 4 - 1 = 73$, the results obtained for t table + 1.99 can be seen in table T. So the value $t \text{ count} > t \text{ table}$ or $(2.170 > 1.99)$ with a significance value < 0.05 or $(0.033 < 0.05)$, then H_0 is rejected or H_a is accepted. This means that partially there is a significant effect between work performance on promotion at PT. SEGARA.

2. Educational Coefficient Testing (X_2)

In table 4.9, a t count of 0 can be obtained, 801 while the t table value is equal to 1.99. So rate $t \text{ count} \leq t \text{ table}$ or $(0,801 \leq 1.99)$ with a significance value > 0.05 or $(0,426 > 0.05)$, then H_0 is accepted or rejects H_a . This means that partially there is no significant effect between education on promotion at PT. SEGARA.

3. Loyalty Coefficient Testing (X_3)

In table 4.9, a t count of 1 can be obtained 1,261 while the t table value is equal to 1.99. So rate $t \text{ count} \leq t \text{ table}$ or $(1,261 \leq 1.99)$ with a significance value > 0.05 or $(0,211 > 0.05)$, then H_0 is accepted or rejects H_a . This means that partially there is no significant effect between loyalty on promotion at PT. SEGARA.

4. Honesty Coefficient Testing (X_4)

In table 4.9 it can be calculated by 2,283 while the t table value is equal to 1.99. So rate $t \text{ count} > t \text{ table}$ or $(2,283 > 1.99)$ with a significance value < 0.05 or $(0.025 < 0.05)$, then H_0 is rejected or H_a is accepted. This means that partially there is a significant effect between honesty on promotion at PT. SEGARA.

F Test (Simultaneously)

F test (simultaneously) to see together or simultaneously there a positive and significant influence from independent (X) to the dependent variable (Y) (Ghozali, 2016:171). Here are the results F test (simultaneously) can be seen in the table below.

Table 7. Results F Test (Simultaneously)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	164,246	4	41,062	11,395	.000b

residual	263,049	73	3,603
Total	427,295	77	

a. Dependent Variable: Promotion

b. Predictors: (Constant), Honesty, Loyalty, Job Achievement, Education

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

1. Determine F count and F table

The value of Fcount is 11.395. F table values can be searched with a significance of 0.05 $df_1n = (\text{number of variables}-1)$ or $4-1 = 3$, $df_2n = (nk)$ or $78-4 = 74$, Ftable is 2.72.

2. The decision criteria are as follows:

- If F count \leq F table means H_0 is accepted or rejects H_a
- If F count $>$ F table means H_0 is rejected or H_a is accepted

3. Discussion

Based on table 7, the output obtained by Fcount is 11.395. thus it can be concluded that F count $>$ F table or $(11.395 > 2.72)$ with a significant level of 0.000 because the significant level is < 0.05 , then H_0 is rejected or H_a is accepted. This means that the variables Work Achievement (X_1), Education (X_2), Loyalty (X_3) and Honesty (X_4) have a positive and significant simultaneous effect on the Promotional variable (Y) at PT. SEGARA.

Analysis Coefficient of Determination (R^2)

Analysis of R^2 (R Square) or the coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The coefficient of determination for the five independent variables is used by R Square as follows.

**Table 8. Results Coefficient of Determination
Summary modelb**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.620a	.384	.351	1898

a. Predictors: (Constant), Honesty, Loyalty, Work Achievement, Education

b. Dependent Variable: Promotion

Source: Processed Data for 2022 Using SPSS Statistics Ver.22.

Based on table 8, it can be seen that the coefficient of determination (R^2) (Adjusted R Square) obtained is 0,351 or 35.1%. In other words, it can be interpreted that the variables Work Performance (X_1), Education (X_2), Loyalty (X_3) Honesty (X_4) and Promotion (Y) together have an influence of 35.1%, the remaining 64.9 % ($100\% - 35.1\%$) is influenced by other variables outside of this study.

Influence Work Performance (X_1) Against Position Promotion(Y)

Based on the results of the partial test analysis for work performance variables can be seen from the output can be t counted by 2,170 while the significance value is equal to 0.033. t table can be seen in the statistical table with degrees of freedom $df = n - k - 1$ or $78 - 4 - 1 = 73$, the results obtained for t table + 1.99 can be seen in table T. So t count value is in the acceptance area or $(-1.99 \leq 2,170 \leq 1.99)$ or mark t count $>$ t table or $(2.170 > 1.99)$ with a significance value < 0.05 or $(0.033 < 0.05)$, then H_0 is rejected or accepts H_a . This means that partially there is a significant effect between work performance on promotion at PT. SEGARA.

Work performance possessed by employees is the work achieved by employees in carrying out tasks assigned to them based on skill, experience and sincerity as well as time (Hasibuan, 2011). Work performance owned by employees of PT. SEGARA can assist the management in making decisions regarding awards for work performance achieved. PT

employees SEGARA who have good work performance will have a great opportunity for promotion. The better the work performance that is owned, the promotion will also be good.

Influence Education (X_2) Against Position Promotion(Y)

Based on the results of the partial test analysis for the education variable, it can be seen from the output can t count equal to 0,801 while the t table value is equal to 1.99. So rate t count \leq t table or $(0,801 \leq 1.99)$ with a significance value > 0.05 or $(0,426 > 0.05)$, then H_0 is accepted or rejects H_a . This means that partially there is no significant effect between education on promotion at PT. SEGARA.

According to (Hasibuan, 2017), education is related to increasing general knowledge and understanding of the work environment as a whole. Education possessed by employees of PT. SEGARA includes formal education and informal education. This education can be in the form of educational background and knowledge insight. Based on research, there is no effect between education on job promotion where the self-development process in terms of knowledge and skills to achieve standards will not affect job promotion. Work promotion of PT. SEGARA makes the best possible use of the skills and abilities of its employees.

Influence Loyalty (X_3) Against Position Promotion(Y)

Based on the results of the partial test analysis for the loyalty variable, it can be seen from the output can t count equal to 1,261 while the t table value is equal to 1.99. So rate t count \leq t table or $(1,261 \leq 1.99)$ with a significance value > 0.05 or $(0,211 > 0.05)$, then H_0 is accepted or rejects H_a . This means that partially there is no significant effect between loyalty on promotion at PT. SEGARA.

Loyalty is the mental attitude of employees, which is shown by being loyal to the company even though the company is in good or bad condition. Therefore, loyalty can also be interpreted as the loyalty that employees give to the company and the company can reciprocate by paying back employees very well (Hasibuan, 2017). Loyalty has no effect on job promotions at PT. SEGARA because all rules, responsibilities, a sense of belonging and liking for work are things that must be owned by every employee of PT. SEGARA and not be a benchmark in the promotion of positions.

Influence Honesty (X_4) Against Position Promotion(Y)

Based on the results of the partial test analysis for the honesty variable, it can be seen from the output can t count equal to 2,283 while the t table value is equal to 1.99. So rate t count $>$ t table or $(2,283 > 1.99)$ with a significance value < 0.05 or $(0.025 < 0.05)$, then H_0 is rejected or H_a is accepted. This means that partially there is a significant effect between honesty on promotion at PT. SEGARA.

According to (Sudarma, 2019) which states that the most effective way to prevent fraud is to apply ethical behavior and a culture of honesty within an organization or company. Understanding and applying the concept of honesty and the values that are used as guidelines in an organization or company can support a conducive atmosphere and help minimize the occurrence of fraud. PT employees SEGARA who wants to get a promotion should be honest, especially honest with himself, his subordinates and be honest in running and managing his position. Honesty of employees of PT. SEGARA is needed to achieve success in all matters, especially in achieving the mission and vision of PT. SEGARA. Honesty of employees of PT. SEGARA is a measure of integrity at work.

Influence Work Performance (X_1), Education (X_2), Loyalty (X_3) And Honesty (X_4) Simultaneously Against Position Promotion (Y)

Based on the results of the simultaneous test analysis, the F test (ANOVA) for the variables Work Performance, Education, Loyalty and Honesty can be seen from the results of the ANOVA

test (F test) that has been carried out showing that the output obtained is F count of 11.395. thus it can be concluded that F count > F table or (11.395 > 2.72) with a significant level of 0.000 because the significant level is <0.05, then H_0 is rejected or H_a is accepted. This means that the independent variables Work Performance (X_1), Education (X_2), Loyalty (X_3) and Honesty (X_4) have a positive and significant simultaneous effect on the Job Promotion variable (Y) at PT. SEGARA.

CONCLUSIONS

Conclusion

Job performance and honesty have an influence on job promotion. Employees who have had work achievements with good skills, experience and sincerity will have a higher chance of promotion. This must also be followed by the honesty that exists within the employees of PT. SEGARA to have good personal integrity. For the education of employees of PT. SEGARA has no effect on job promotion because formal or informal education will not be a benchmark in assessing employees of PT. SEGARA. PT employees SEGARA must have high and good loyalty to the company. This is the obligation of every employee of PT. SEGARA so that loyalty grows and does not become a benchmark for promotion.

Suggestion

Based on the conclusions obtained in this study, the suggestions that can be given are:

1. For PT. SEGARA

Advice that can be given to PT. SEGARA to maintain policies concerning work performance and education variables such as good work results in terms of quality and quantity, discipline, employee abilities, employee attitudes and behavior, favored by co-workers, and being able to increase the level of education to a higher level to gain effectiveness at work and promoted to position and appearance in accordance with organizational guidelines in promotion. For each employee it is expected to be able to maintain a level of work loyalty and honesty towards the company, with the help of company leaders who guide employees so that they have the discipline to comply with regulations,

2. For Further Researchers

It should be able to increase the author's knowledge and compare between the theories that the writer obtained while in college, especially regarding Work Achievement, Education, Loyalty, and Honesty and Promotion of Position. Besides that, in the future, other variables can be used, such as: discipline, teamwork, skills, leadership, communicative, and situational factors that can influence promotion decisions. In addition, in further research, demographic variables can be used as moderating variables so that optimal research results are obtained.

REFERENCES

- AA. Anwar Prabu Mangkunegara. (2013). *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya: Bandung.
- Al, Mediantari et. (2014). *Pengaruh Prestasi Kerja Dan Pengalaman Kerja Terhadap Promosi Jabatan Pada PT. Bank Rakyat Indonesia (Persero) Tbk Cabang Gajah Mada Denpasar*. Management Universitas Udayana: Bali.
- Flippo, Edwin B. (2012). *Personel Management (Manajemen Personalia)*, Edisi. VII, Terjemahan Alponso S. Jakarta: Erlangga.
- Ghozali, Imam. (2016). *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23 (Edisi 8)*. Cetakan Ke VIII. Badan Penerbit Universitas Diponegoro: Semarang.
- Hariandja, MTE. (2009). *Manajemen Sumber Daya Manusia (Pengadaan, Pengembangan, Pengkompensasian, Dan Peningkatan Produktivitas Pegawai, cetakan Kelima*. Grasindo: Jakarta.

- Hasibuan, Malayu S. P. (2011). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara: Jakarta.
- Hasibuan, Malayu S. P. (2014). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara: Jakarta.
- Hasibuan, Malayu S. P. (2016). *Manajemen Sumber Daya Manusia, Edisi Revisi*. PT. Bumi Aksara: Jakarta.
- Hasibuan, Malayu S. P. (2018). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara: Jakarta.
- Hasibuan, Malayu S. P. (2019). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara: Jakarta.
- M.P.Dareho., P.Kindangen., C. Kojo. (2017). Pengaruh Pendidikan, Pelatihan Dan Loyalitas Terhadap Kinerja Karyawan PT. Delisa Minahasa Manado. *Jurnal EMBA Vol.5 No.3*.
- Mehta , Seema. Tarika Singh, S.S. Bhakar, Brajesh Sinha. (2010). *Employee Loyalty Towards Organization*. *International Journal Business Management Economic Research*, Gwalior Volume 1.
- Misbah, Moch. (2020). Analisis Pengaruh Motivasi Kerja, Leadership, Kepuasan Kerja Terhadap Loyalitas Karyawan Tetap Di Pt. Bumi Lingga Pertiwi GKB Gresik. *Eprints.Umg*.
- Mustari, M. (2011). *Nilai Karakter*. Laksbang Pressindo: Yogyakarta.
- Nafisa, Maulida Balqis. (2020). Pengembangan Instrumen Penilaian Sikap Jujur Padapembelajaran Bahasa Prancis Berbasis Kurikulum 2013 Di SMA Negeri 2 Wonosobo. *Jurnal of Eprints.Uny. Universitas Negeri Yogyakarta*.
- Nitisemito, Alek S. (2010). *Manajemen Personalialia*. Edisi Kedua: Ghalia Indonesia Poitras Pratt.
- Yvonne, & Gladue, Keeta. (2022). *Sosial Sains, 2022 . Sosains.Greenvest* 103–123.
- Sugijono, S. (2015). *Pengembangan Karyawan Dalam Manajemen Sumber Daya Manusia*. *Jurnal.Polines VOL. 11 NO.*
- Sudarma et al., (2019). Pengaruh persepsi karyawan mengenai budaya kejujuran dan whistleblowing system dalam pencegahan fraud pada PT BPR Nusamba Kubutambahan. *Jurnal Ilmiah Mahasiswa Akuntansi Vol. 10 No: 3*.
- Sugiyono. (2010). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif Dan R&D*. Alfabeta: Bandung.
- Sutrisno, Edy. (2014). *Manajemen Sumber Daya Manusia*. edited by J. K. P. M. Group.
- Yusuf, Burhanuddin. (2015). *Manajemen Sumber Daya Manusia Di Lembaga Keuangan Syariah*. PT. Raja Grafindo Persada: Jakarta.
- Yusuf, Muri. (2014). *Metode Penelitian Kuantitatif, Kualitatif & Penelitian Gabungan*. Prenadamedia Group: Jakarta.