

The Effect of Work Ethics on Employee Performance CV. Gaza Perdana Palembang

Ego Goper¹⁾, Muhammad Wadud²⁾, Susi Handayani³⁾

Universitas Indo Global Mandiri, Indonesia

Email: egogoper217@gmail.com¹⁾, wadud@uigm.ac.id²⁾, susi@uigm.ac.id³⁾

Abstract

This study aims to analyze the effect of work ethic on employee performance CV. Gaza Perdana Palembang. Data collection techniques were carried out by distributing questionnaires and interviews. The sample used in this study was 37 employees. The data analysis technique used is Simple Linear Regression Analysis, t-test, and Coefficient of Determination Analysis. The results showed that there was a positive and significant effect of work ethic on employee performance. The results show the value of the Correlation Coefficient (R) is 0.401 which shows the relationship between work ethic and employee performance is 40.1%. Furthermore, research using the analysis of the coefficient of determination (R²) obtained a value of 0.161, this value means that the contribution and influence of the work ethic variable on employee performance is 16.1%.

Keywords: work ethic, employee performance

1. Introduction

Human Resources (HR) is a very important factor and cannot be separated from an organization, both institutions and companies. Human resources are also the key that determines the development of the company. In essence, human resources are people who are employed in an organization as movers, thinkers and planners to achieve organizational goals. Human resources expected by the organization can provide positive value to all company activities in achieving goals.

The work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs accompanied by a total commitment to an integral work paradigm (Sinamo, 2008:151). Employees who have a high work ethic mean that they have high morale to perform a task so that it is more optimal. The results of research conducted by Dewi (2015) show that work ethic has a positive and significant effect on employee performance. This means that the better the work ethic of an employee, the better the employee's performance.

CV. Gaza Perdana Palembang which is engaged in the constructor (road construction). Based on the results of initial observations made by researchers, CV. Gaza Perdana Palembang has 37 employees. The manager said that the company is determined to create a professional, world-class company. Information obtained from the management of CV. Gaza Perdana Palembang explained that there were several problems with the employee's work ethic, including employees leaving the office for matters not related to their job duties. Employees also have low persistence, there is a decline in employee performance in 2018 to 2020. The decline in employee performance can be seen from the unfinished work for which they are responsible. This is caused by the low sense of responsibility for the work of each employee, low compliance, not showing professional skills and a very lack of thoroughness in work. There are still employees who do not carry out their job responsibilities seriously and correctly, there is a great lack of thoroughness in work, when superiors ask for the results of the tasks that have been given, employees tend to collect them at the wrong time and with

irrelevant permutations, and are not checked before being handed over to the leadership. In addition, the lack of seriousness and diligence of employees in work and the honesty of employees in doing work is also lacking.

2. Literature Review

Management comes from the word to manage which means to regulate. The management elements consist of 6M namely man, money, method, machines, materials, and market. Management is a way/art of managing something to be done by other people. To achieve certain goals effectively and efficiently that are massive, complex and of high value, management is certainly needed. According to Hasibuan (2018) states management is the science and art of managing the process of using human resources and other sources effectively and efficiently to achieve a certain goal. According to Amalo, Fitriingsih, et al. (2022) So complete and complex that this management is really needed by all people and groups to achieve the desired goals.

2.1 Work Ethic

According to Sinamo (2008), "work ethic is a set of positive and high-quality work behaviors, which are rooted in a clear awareness and strong belief in a holistic work paradigm. The term paradigm here means the main concept of work itself which includes the underlying idealism, the principles that govern it, the noble values that drive it, the noble attitudes that are born, and the high standards to be achieved including the main character, main thoughts, code of ethics, moral code, and code of conduct of its adherents.

there are several factors that can affect the work ethic proposed by Sinamo (2008) including:

a. Internal factors, motivation within oneself or also called internal factors will be able to influence a person in growing his work ethic. And this is a belief about a view of a person's work ethic. Then the level of education, expertise and skills that exist in a person will determine the growth of work ethic in each individual.

b. External factors in society, of course there is a binding culture so that this can affect each individual about their work ethic. In the local culture, of course there are many things such as discipline, attitudes, and behavior that become habits in society. someone who has a high work ethic certainly emerges from a culture of society that has an advanced orientation system and vice versa there will be a low work ethic if the system in that society tends to be conservative. Then the ability of the work environment that can improve individual performance also contributes to the high work ethic.

Work ethic is an attitude or view as well as a person's way of looking at things positively and meaningfully in an organizational environment. Tasmara (2012: 231) explains the work ethic indicators into 4 (four) aspects including:

a. Appreciate time

A high work ethic is characterized by an attitude of respect for time. In this case time is seen as something that is very meaningful as well as related to productivity.

b. Tough and unyielding

Individuals who have a high work ethic tend to like to work hard, are tenacious and never give up in facing any challenges or under pressure.

c. Desire to be independent

Work ethic is characterized by individual efforts to try to actualize all of their abilities and try to get results from their own efforts without showing dependence on other parties.

d. Adjustment

Work ethic is characterized by the ability to adapt to the work environment, co-workers and superiors or subordinates, without causing individual problems or problems for the environment.

2.2 Performance

According to Hasibuan (2018) performance is a work result achieved by a person in carrying out the tasks assigned to him which are based on skill, experience and sincerity as well as time. Mangkunegara (2010) employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Employee performance indicators according to Daryanto (2017) are as follows:

- a. Quality of work is the quality that is achieved based on the requirements of suitability and high readiness which in turn will give birth to rewards and progress and organizational development through systematic increase in knowledge and skills in accordance with the rapidly growing demands of science and technology.
- b. Timeliness, which is related to whether or not the completion time of the work with the planned target time. Every work is attempted to be completed according to plan so as not to interfere with other work.
- c. Communication is an interaction carried out by superiors to subordinates to express suggestions and opinions in solving the problems encountered. There are increasingly harmonious relationships between employees and superiors, which can also create a feeling of shared destiny.

2.4 Definition of Employee Performance

Factors affecting performance based on what was stated by Mangkunegara (2000):

a. Capability Factor

a person's abilities or abilities basically consist of an IQ level, namely an average IQ score of 110-120, this will support skills in carrying out all activities at work. Therefore, it is necessary to make adjustments in the division of tasks according to the abilities of employees, the need for division of tasks according to their expertise. (the right man in the right place)

b. Motivational Factors

in this case encouraging and moving employees in directing employees to achieve maximum results, motivation is actually the attitude of an employee himself in addressing a particular condition or situation.

2.3 Hypothesis

From the explanation of the formulation of the problem and the framework of thought, it can be formulated and made a hypothesis as follows:

H0: There is no effect of the work ethic variable on the performance of CV. Gaza Perdana Palembang.

H1: There is an influence of the work ethic variable on the performance of CV. Gaza Perdana Palembang

3. Research Method

ata collection techniques using a questionnaire. Questionnaires are an efficient data collection instrument when the researcher knows exactly the variables to be measured and knows what can be expected of the respondents. To measure the responses and opinions of respondents in this study, the authors used the Likert Scale method.

According to Sugiyono (2017) the notion of population is a generalization consisting of: objects or subjects that have certain qualities and characteristics set by researchers to study and draw conclusions. Based on this research, because the population is not more than 100 respondents, the authors take 100% of the population in the CV. Gaza Perdana Palembang, namely as many as 44 respondents. Thus the use of the entire population without having to draw a research sample as a unit of observation is called saturated sampling

4. Findings and Discussions

Based on the questionnaire distributed to the respondents, the following discussion will be carried out which aims to discuss research problems and answer research objectives.

4.1 Validity Test

Used to measure the validity (valid) or not a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire. The validity test is calculated by comparing the calculated r value (correlated item-total correlation) with the r table value. if $r_{\text{count}} > r_{\text{table}}$ and the value is positive then the item or question is declared valid (Ghozali, 2013).

Table 1. Research Validity Test Results (X)

Item	r_{count}	r_{table}	Interpretation
Work Ethic 1	0,395	0,324	Valid
Work Ethic 2	0,627	0,324	Valid
Work Ethic 3	0,646	0,324	Valid
Work Ethic 4	0,341	0,324	Valid
Work Ethic 5	0,509	0,324	Valid
Work Ethic 6	0,657	0,324	Valid
Work Ethic 7	0,691	0,324	Valid
Work Ethic 8	0,438	0,324	Valid

Based on table 1 above, it is found that the acquisition value of the correlation test results (r_{count}) for all item items of the research questionnaire instrument, consists of 8 items for the Work Ethics variable instrument (X) with each instrument having a value of 0.341 – 0.691 greater than the value (r_{table} 0.324). So these results indicate that at a significant level of 5% (0.05) all questionnaire instrument items are declared valid and meet the requirements as a research measuring tool. Thus, the existing data can be used for further analysis.

Table 2 . Validity test results

Item	r _{count}	r _{table}	Interpretation
Employee performance 1	0,646	0,324	Valid
Employee performance 2	0,544	0,324	Valid
Employee performance 3	0,681	0,324	Valid
Employee performance 4	0,660	0,324	Valid
Employee performance 5	0,679	0,324	Valid
Employee performance 6	0,750	0,324	Valid
Employee performance 7	0,504	0,324	Valid
Employee performance 8	0,409	0,324	Valid

Based on table 2, it can be found that the acquisition value of the correlation test results (r_{count}) for all item items of the research questionnaire instrument, consisting of 8 items for the work productivity variable instrument (Y), each instrument has a value between 0.409 – 0.750 greater than (r_{table} 0.324). So these results indicate that at a significant level of 5% (0.05) all questionnaire instrument items are declared valid and meet the requirements as a research measuring tool. Thus, the existing data can be used for further analysis.

4.2 Reliability Test

Data To measure a questionnaire which is an indicator of a variable or construct. a questionnaire is said to be reliable or reliable if a person's answers to the questions are consistent or stable from time to time. Reliability concerning the consistency of answers when tested repeatedly on different samples. SPSS provides facilities for measuring reliability with the Cronbach Alpha statistical test (α) a construct or variable is said to be reliable if it gives a Cronbach Alpha statistical value > 0.60 (Ghozali, 2013).

Table 3. Reliability Test Results

Variable	Cronbach Alpha	r _{table} criteria	Results
Work ethic	0,650	0,6	Reliable
Employee performance	0,756	0,6	Reliable

The value of Cronbach's Alpha for all variables is greater than 0.60 so that it can be concluded that the results of the reliability test show that all variables have a fairly large alpha coefficient that is above 0.6 so that it can be said that all measurement concepts for each variable are from the reliability questionnaire so that for the next item- items on each of these variable concepts are appropriate to use as a measuring tool.

4.3 Hypothesis Testing

The t statistical test is to find out whether the independent variable has a significant effect on the related variable. As well as to test the effect of each independent variable used in this study partially used the t test. The t test is known as the partial test, which is to test how each independent variable influences the dependent variable individually. From this explanation it can be shown that the independent variable (Work Ethic) has a positive effect on the dependent variable (Employee Performance). It can be concluded based on the value of the SPSS output results that the work ethic affects the performance of employees at CV. Gaza Pendana Palembang.

Table 4. Test t

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	t
1	(Constant)	18.934	6.461		2.931
	Work ethic	.462	.178	.401	2.588

a. Dependent Variable: Employee performance

Based on table 4 data, a t_{count} of 6.211 is obtained in a t_{table} greater than 0.05.

Criteria for accepting the hypothesis:

- If $t_{\text{count}} > t_{\text{table}} < 0.05$ then H_0 is rejected and H_1 is accepted.
- If $t_{\text{count}} < t_{\text{table}} > 0.05$ then H_0 is accepted and H_1 is rejected.
- Significant level = 5% degrees of freedom (df) = $n-2 = 37-2 = 35$

From the calculation results above it is known that the $t_{\text{count}} > t_{\text{table}} < 0.05$, namely 2.588 > 1.689, this means that H_0 is rejected and H_1 is accepted, so it can be concluded that work ethic has a positive effect on employee performance

4.4 Correlation Coefficient (R)

The correlation coefficient is a value that indicates whether or not the linear relationship between two variables is strong. The correlation coefficient is usually denoted by the letter r where the value of r can vary from -1 to +1. An r value that is close to -1 or +1 indicates a strong relationship between the two variables. With SPSS data processing results obtained from the following results:

Table 5. Correlation coefficient results (R)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.401 ^a	.161	.137	2.462

a. Predictors: (Constant), work ethic

b. Dependent Variable: employee performance

From table 5 it is known that as many as 37 respondents produced a correlation of 0.401 to interpret the strength of the relationship between the two variables by looking at the correlation coefficient number from the calculation using the interpretation of the r value as follows (Sugiono, 2017).

Table 6. Correlation coefficient instrument

nilai korelasi (r)	relationship level
0,00-0,199	very weak
0,20-0,399	weak
0,40-0,599	moderate
0,60-0,799	strong
0,80-0,100	very strong

Sumber : sugiono (2017)

From table 6 it can be concluded that between the work ethic variable and the employee performance variable, it has a moderate relationship because it has a correlation value of 0.401 (40.1%)

5. Conclusion

Based on the findings in this study, the conclusions that can be put forward based on the data analysis and discussion that have been described in the previous chapter, the following conclusions can be drawn:

- the results of the study using the t test on the work ethic variable (x) obtained a calculated value obtained by $t_{count} > t_{table}$ ($2.588 > 1.689$) and a significant level <0.05 ($0.014 < 0.05$). so it can be concluded that the work ethic variable has a positive and significant effect on employee performance at CV. Gaza Perdana Palembang.
- the results of the simple linear regression analysis obtained the regression equation $y = 18.934 + 0.462x$, this can be interpreted that if an increase in the work ethic variable is 1 unit it will increase the value of employee performance (y) by 0.462. furthermore, if the work ethic variable (x) does not change to 0, the employee performance (y) value is still 18.934.
- the results of the study using the analysis of the correlation coefficient (r) obtained a value of 0.401. so it can be concluded that there is a moderate relationship between the work ethic variable and employee performance at CV. Gaza Perdana Palembang by (40.1%)
- the results of the study using the analysis of the coefficient of determination (r^2) are 0.161. this shows that the contribution of the work ethics variable (x) can explain the employee performance variable (y) of 16.1% while the remaining 83.9% can be explained/influenced by variables such as (motivation, discipline, environment and others which are not included in this research).

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