

THE INFLUENCE OF WORK ETHIC AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE

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Abstract. *In order to get the expected employee performance, it is crucial to support the work ethic and work discipline of employees. However, this does not rule out the potential of job-related distractions that have the opposite effect and cause people to perform less well. The company's aims cannot be fulfilled in accordance with its expectations since this condition cannot be appropriately remedied. This study aims to determine the effects of work ethics and workplace discipline on overall employee performance. The SPSS program is used in this study's application of quantitative technique and data processing. Multiple linear regression was utilized to analyze the data in this study. There were 58 responders in all who worked for PT. Aksata Satya Pratama. The findings indicated that (1) work ethic and work discipline did not significantly affect employee performance, with a significance value of 0.217 greater than 0.05, indicating that H0 was accepted and H1 was rejected; (2) work discipline partially significantly influences employee performance, indicating that H0 is rejected and H2 is accepted; and (3) work ethic and work discipline simultaneously affect employee performance. (4) The link and influence between the independent variable (X) and the dependent variable (Y) are influenced by other factors outside the scope of the study for the remaining 60.3%.*

Keywords: *employee, employee performance, discipline, work, work ethic*

1. INTRODUCTION

Employees are crucial to businesses in the modern era of information and technological innovation because they can help them achieve their objectives and outperform the competition. High-quality human resources that take ownership of their job are necessary for the organization to fulfill its goals. Companies also publish job descriptions for each role to make it easier for workers to do their jobs. A job description can aid employees in carrying out their responsibilities and enhancing their productivity at work.

Employees must be able to accomplish tasks according to predetermined goals. Work ethic encourages alignment of the many sorts of work that workers do in addition to job descriptions that might assist them in carrying out their responsibilities. Work ethos is a human value that encompasses viewpoint, expression, belief, and the motivation to take action in order to provide the best outcomes. It will be challenging for employees with poor ethos to set and accomplish goals (Widodo & Susanti, 2019). Work ethic motivates individuals to take action, motivates them to be more resilient, and motivates them to work more effectively (Sodexo, 2021). Hard effort, attention to one's work, inventiveness, timeliness, collaboration and competitiveness at work, justice, and kindness are all factors that affect work ethic (Aqsariyanti et al., 2019).

To achieve corporate goals in line with the objectives specified, company leaders must pay close attention to the work ethics of their workforce. If they do not take work ethic into consideration, employee performance will have a negative effect and might lead to certain workers having a different work ethic than what the firm expects. For

instance, some employees engage in activities that distract them from their job, such as talking on the phone and using their cell phones while they are doing their assignments.

Distractions at work lead to a decline in employee discipline. This will be the next area on which corporate executives will concentrate their efforts since it affects employee performance. Muhammad Ekhsan's research (Ekhsan, 2019) supports the idea that work discipline affects employee performance. Respect and adherence to the company's stated and unwritten norms constitute work discipline. Employees who break this regulation will face consequences (Adi Santoso, 2020). An employee who can adhere to the rules and exhibit strong work ethics will help the business reach its objectives since they will be able to finish assignments within the allotted time. On the other hand, if an employee lacks strong work discipline, they would prevent the organization from accomplishing its objectives.

Making sure that workers follow corporate policies and establish or maintain respectful relationships with those above and below them are two advantages of work discipline (Jafar, 2021). One instance of how employee discipline is used in the organization is the absence rate of the workforce. High absenteeism rates have an effect on staff productivity, job activities, and even corporate performance. Employees who are disciplined for having excessive absence rates can assist them in improving their practices (Zaenudin, 2023).

In order to accomplish business objectives, corporate executives always pay attention to employee performance difficulties. Applying work ethics and discipline to employees is crucial to maintaining the calibre of their output. The factors influencing an employee's performance must be known by company executives. Mulyapradana et al., 2020; Firdaus & Mulyapradana, 2017; Elshifa et al., 2019, among others. Performance is the outcome of work done by persons or groups of people who operate lawfully to accomplish business goals on a job-by-job basis. Since this has a favorable effect on the firm's operational operations both in the short and long term, corporate executives must closely monitor staff performance to enhance and improve it (Hadi, 2021). As defined by ability, experience, sincerity, and time, Hasibuan defines performance as the results a person produces in accomplishing the responsibilities allotted to him. Effectiveness, efficiency, authority, discipline, and initiative are just a few of the variables that affect an employee's performance (Riyadi & Mulyapradana, 2017). Based on this occurrence, the author plans to perform a study named "The Influence of Work Ethic and Work Discipline on Employee Performance."

2. LITERATURE REVIEW

2.1 Work Ethic

The definition of the ethics upheld by an individual or group of individuals in the workplace is defined as being constructed from the perspective and ethics that an individual believes in and being upheld with tenacity and actual conduct in the workplace (Risma & Arwiah, 2022). According to Tasmara, a person's total personality and the manner in which they express, perceive, believe, and provide the most meaning are their work ethic (Sari et al., 2022). Work ethic is a collection of moral behaviors that are all based on the tenet that one must be really dedicated to an essential work paradigm (Wibowo et al, 2022).

2.2 Work discipline

Sastrohadiwiryono described work discipline as an attitude of respecting, respecting, and following relevant written and unwritten norms, as well as the capacity to carry them out and not dodge penalty if they are violated (Risma & Arwiah, 2022). Work discipline is the readiness and awareness of workers to abide by all applicable organizational and societal laws. In 2022, Sari et al. Work discipline is the capacity of an individual to work consistently, conscientiously, and consistently in compliance with the rules by not breaking these norms (Wibowo et al., 2022).

2.3 Employee Performance

According to Fahmi, performance is the outcome attained over a predetermined length of time by an organization, whether it is profit- or non-profit-oriented. Performance is used by organizations to assess employee performance in accordance with predetermined standards, criteria, and goals (Risma & Arwiah, 2022). Gibson defined performance as the willingness of an individual or group of individuals to carry out tasks competently, in line with their duties, and with the expected results (Pasaribu, 2022). Performance is the accomplishment of work in quality and quantity created by someone in accomplishing the duties that have been assigned, according to Mangkunegara (Rofik, 2022).

3. RESEARCH METHODS

This study was carried out at PT. Aksata Satya Pratama. By gathering and examining numerical data, quantitative data were employed in this study to describe the issue (Anita, 2021). The main sources of information for the study were observation and interviews with the research subject. Secondary data, on the other hand, comes from other sources including prior study findings and encyclopedias pertaining to the research topic (Aziza, 2021; Misno et al., 2021). Random sampling was utilized in this work (Amirullah, 2015; Mulyapradana, 2021). Out of the 70 participants in the study, 58 resonances were discovered. An analysis of multiple linear regressions was used to conduct this investigation.

For variable indicators of employee work ethic, as follows: employee attitude, one's feelings, employee willingness to carry out their work, and employee seriousness at work (Usuh et al., 2020). For variable indicators of work discipline, namely: attendance, compliance with rules, sticking to work standards, and working ethically (Ichsan et al., 2020). For variable indicators of work performance as follows: business results, position information, initiative, attitude, and discipline (Harahap & Tritayasa, 2020).

The following is the frame of mind in this study:

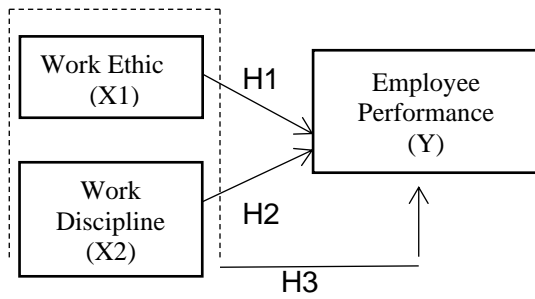


Figure 1. Thinking Framework

Based on the frame of mind in figure 1, the following hypothesis is obtained:

H1: The influence of work ethic on the performance of PT. Aksata Satya Pratama.

H2: The effect of work discipline on the performance of PT. Aksata Satya Pratama.

H3: The influence of work ethic and work discipline on the performance of PT. Aksata Satya Pratama.

4. RESULTS AND DISCUSSION

This study used quantitative analysis, especially multiple linear analyses.

4.1 Test validity

The following are the results of data processing with SPSS:

Table 2. Validity Test

Variable	Question Items	R Count	R Tabel	Sig. (2-tailed)	Description	
Work Ethic	X1.1	0,437	0,258	0,001	Valid	
	X1.2	0,629	0,258	0,000	Valid	
	X1.3	0,401	0,258	0,002	Valid	
	X1.4	0,436	0,258	0,001	Valid	
	X1.5	0,414	0,258	0,001	Valid	
	X1.6	0,500	0,258	0,000	Valid	
	X1.7	0,608	0,258	0,000	Valid	
	X1.8	0,596	0,258	0,000	Valid	
	X1.9	0,580	0,258	0,000	Valid	
	X1.10	0,633	0,258	0,000	Valid	
	X1.11	0,695	0,258	0,000	Valid	
	X1.12	0,507	0,258	0,000	Valid	
	Work Discipline	X2.1	0,426	0,258	0,001	Valid
		X2.2	0,387	0,258	0,003	Valid
X2.3		0,607	0,258	0,000	Valid	
X2.4		0,493	0,258	0,000	Valid	
X2.5		0,380	0,258	0,000	Valid	
X2.6		0,406	0,258	0,002	Valid	
X2.7		0,672	0,258	0,000	Valid	
X2.8		0,532	0,258	0,000	Valid	
X2.9		0,377	0,258	0,004	Valid	
X2.10		0,766	0,258	0,000	Valid	
X2.11		0,529	0,258	0,000	Valid	
X2.12		0,397	0,258	0,002	Valid	
Employee		Y1	0,587	0,258	0,000	Valid
Performance		Y2	0,388	0,258	0,003	Valid

Y3	0,7 62	0,25 8	0,0 00	Vali d
Y4	0,6 46	0,25 8	0,0 00	Vali d
Y5	0,5 94	0,25 8	0,0 00	Vali d
Y6	0,7 13	0,25 8	0,0 00	Vali d
Y7	0,4 17	0,25 8	0,0 01	Vali d
Y8	0,5 27	0,25 8	0,0 00	Vali d

Source: Research processed data, 2023

According to the validity test findings (table 2), each variable (employee performance, work ethic, and work discipline) has a computed r value that is higher than the table r value (0.258). Additionally, each variable's significant value is smaller than 0.05.

4.2 Reliability Test

The following are the results of data processing with SPSS:

Tabel 3. Reliability Test

Variable	Cronbach's Alpha	Description
Work Ethic	0,751	Reliable
Work Discipline	0,712	Reliable
Employee Performance	0,733	Reliable

Source: Research processed data, 2023

With Cronbach's Alpha values of 0.751 for the work ethic variable, 0.712 for the work discipline variable, and 0.733 for employee performance, together with an SPSS calculation of more than 0.7, the reliability test findings were proven to be reliable.

4.3 Normality Test

The following are the results of data processing with SPSS:

Tabel 4. Normality Test

One-Sample Kolmogorov-Smirnov Test		Unstand ardized Residual
N		58
Normal Parameter	Mean	0E-7
s ^{a,b}	Std. Deviation	1,73485
Most Extreme Differences	Absolute Positive	,092
	Negative	-,080
Kolmogorov-Smirnov Z		,704
Asymp. Sig. (2-tailed)		,704

a. Test distribution is Normal.

b. Calculated from data.

Source: Research processed data, 2023

An Asymp value is used to declare the data to be normal. The SPSS computation presented above (table 4) yields sig. (2-tailed) 0.704 (higher than 0.05).

4.4 Multicollinearity Test

The following are the results of data processing with SPSS:

Table 5. Multicollinearity Test Coefficients^a

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.	Collinearity Statistics		
					B	Std. Error	Tolerance
	(Constant)	6,438	4,290	1,501	,139		
1	Work Ethic	,102	,082	,154	1,249	,217	,698
	Work Discipline	,421	,094	,550	4,466	,000	,698

a. Dependent Variable: Employee Performance
Source: Research processed data, 2023

The tolerance range for the 0.698 work ethic and 0.698 work discipline variables is greater than 0.10 but not greater than 1. The VIF value for the 1.432 work ethic and 1.432 work discipline variables is more than 1 but not greater than 10.00. As a result, multicollinearity was not evident in the study's data.

4.5 Heterokedasticity Test

The following are the results of data processing with SPSS:

Table 6. Heterokedasticity Test with White Test Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,446 ^a	,199	,121	3,65840

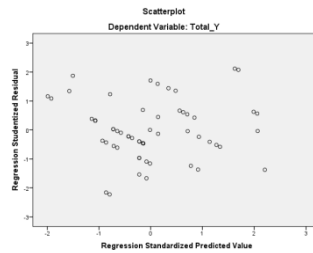
a. Predictors: (Constant), Total_X1X2, Total_X2_Kuadrat, Total_X1, Total_X2, Total_X1_Kuadrat

Source: Research processed data, 2023

$$\begin{aligned}
 c^2 \text{ count} &= n \times R \text{ Square} \\
 &= 58 \times 0,199 \\
 &= 11,542
 \end{aligned}$$

$$\begin{aligned}
 c^2 \text{ table} \\
 df &= n - 1 \\
 &= 58 - 1 \\
 &= 57 \\
 &= 75,623748
 \end{aligned}$$

The calculation findings in table 6 demonstrate that there is no evidence of heterokedasticity because the computed c2 value (11,542) is lower than the table c2 value (75,623748).



Source: Research processed data, 2023

Figure 2. Heterokedasticity Test with Scatterplot Test

On a scatterplot graph, as seen in Figure 2, the dots are randomly dispersed and do not create any patterns. This meets the criteria of the scatterplot test, which eliminates the signs of heteroscedasticity by ensuring that the dots do not form a pattern.

4.6 Multiple Linear Regression

The following are the results of data processing with SPSS:

Table 7. Multiple Linear Regression Coefficients^a

Model	Unstandardized Coefficients	Standardized Coefficients	T	Significance
	B	Std. Beta		
(Constant)	6,438	4,290	1,501	,139
1 Work Ethic	,102	,082	,154	,249
Work Discipline	,421	,094	,550	,066

a. Dependent Variable: Employee Performance

Source: Research processed data, 2023

$Y = 6.438 + 0.102X_1 + 0.421X_2 + e$ is the regression equation that was created, according to Table 7. The following explanation is based on the regression equation:

- The value of constant (a) obtained, which is 6.438, indicates the presumption that the employee performance value will be 6.438 if the values of the work ethic and discipline variables are both zero.
- Work ethic constant value (b) of 0.102 implies that each component of work ethic increased, with an anticipated 0.102 improvement in employee performance.
- A positive value means that a projected improvement in employee performance of 0.421 for each component of increasing work discipline. The value of the constant of the work discipline variable (b) is 0.421.
- The coefficients for the factors of work ethic and work discipline are positive in direction.

4.7 Partial T-Test

The following are the results of data processing with SPSS:

Table 8. Test t (Partial) Coefficients^a

Model	Unstandardize		Standar	T	Sig.
	d Coefficients				
	B	Std.	Coeffici		
		Error	Beta		
(Constant)	6,438	4,290		1,501	,139
1 Work Ethic	,102	,082	,154	1,249	,217
Work Discipline	,421	,094	,550	4,466	,000

a. Dependent Variable: Employee Performance
Source: Research processed data, 2023

Table 8 shows that:

- H0 is approved and H1 is rejected if the significant value of work ethic is more than 0.05 or 0.217. This demonstrates that employee performance is unaffected by work ethic.
- The hypothesis (H0) is rejected and the hypothesis (H2) is accepted if the value of work discipline is 0.000 or 0.05. This explains why work discipline has a big impact on employee performance.

4.8 F Test (Simultaneous)

The following are the results of data processing with SPSS:

Table 9. Test F (Simultaneous) ANOVA^a

Model	Sum	of Df	Mean	F	Sig.
	Squares		Square		
1 Regression	123,428	2	61,714	19,785	,000 ^b
Residual	171,554	55	3,119		
Total	294,983	57			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Ethic, Work Discipline
Source: Research processed data, 2023

Table 9 demonstrates that the factors of work ethic and work discipline have a favorable and substantial influence on employee performance since the significance threshold is less than 0.05.

4.9 Coefficient of Determinant (R-Square)

The following are the results of data processing with SPSS:

Table 10. Coefficient of Determinant (R-Square)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.647 ^a	.418	.397	1,766

a. Predictors: (Constant), Work Ethic, Work Discipline

b. Dependent Variable: Work Ethic, Work Discipline

Source: Research processed data, 2023

All independent variables used in this study were able to understand their relationship and influence on the dependent variable by 39.7%, as demonstrated by the Adjusted R Square value of 0.397, which shows that the additional independent variables not addressed in this study had an impact on 60.3% of the total independent variables.

The Influence of Work Ethic on Employee Performance

The data gathered and analysed show that work ethic does not significantly affect employee performance. This is demonstrated by the t-test's significance value, which is 0.217 or more than 0.05. Work ethic has little bearing on employee performance, according to study by Lisa Aqsariyanti, Herman Sjahrudin, and Nurlaely Razak (Aqsariyanti et al., 2019). The findings support earlier studies that found some employees lacked a strong work ethic. Researchers discovered that as long as the employee keeps up their good work, their willingness to work still has to be improved and won't affect their performance. Because of this, work ethic did not significantly boost employee performance, as indicated by a significance value of 0.217 larger than 0.05.

The Effect of Work Discipline on Employee Performance

The analyzed and produced data demonstrates that workplace discipline has a significant influence on employee performance. According to Muhammad Ekhsan's research, employee performance is significantly impacted by work discipline, with a significance value of 0.000 less than 0.05. Some of this may be seen in the t-test findings (Ekhsan, 2019).

The Influence of Work Ethic and Work Discipline on Employee Performance

The information gathered and generated demonstrates how both work ethics and work discipline have an impact on employee performance. This is demonstrated by Test F, where the result is less than 0.05 with a significance level of 0.000. Because of this, both the independent variable (X) and the dependent variable (Y) are impacted at once. Employee performance is impacted by work ethic and work discipline, according to research by Nurjaya, Denok Sunarsi, Aidil Amin Effendy, Arga Teriyan, and Gunardi, with a significant value of 0.000 0.05 (Nurjaya et al., 2021).

CONCLUSION

The findings of the research and debate demonstrate that work ethic has a negligible impact on employee performance; instead, work discipline has an impact, with a significance value of 0.000 below 0.05, rejecting both H0 and H1. Additionally, both concurrently affect how well employees perform. The dependent variable (Y) was impacted by factors not included in the research to a degree of 60.3%, and there was a 39.7% influence and link between the independent variable (X) and the dependent variable (Y). Companies should enhance oversight and performance by adhering to and implementing the relevant rules. For the following researcher, it is advised to apply and include extra factors to obtain reliable study findings.

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