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### THE HIGH IMPACT OF WORK ETHICS ON EMPLOYEE PERFORMANCE IMPROVEMENT

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#### **ABSTRACT**

The aim of this research is to find out how much influence a high work ethic has on improving employee performance at Balai Penelitian Tanaman Sayuran (BALITSA). The population in this study were employees who worked in this institution with a total sample of 105 respondents and the sampling technique was simple random sampling. As for the research method used in this study, namely in the form of survey research methods with processing techniques and data analysis using simple regression analysis. Based on the results of data processing and analysis, it is known that a high work ethic can have a significant effect on improving employee performance at Balai Penelitian Tanaman Sayuran (BALITSA). Thus, it is concluded that if every employee at work is able to show positive behavior and high morale, then the work results shown by these employees in carrying out their duties and responsibilities can be even better.

#### **INTRODUCTION**

The existence of human resources who are able to work professionally can have a very important role in driving the wheels of business run by an organization or company, so that the objectives of the organization or company can be achieved. That way, employees who work in an organization or company can become one of the key organizational elements that determine the success and failure of the organization in carrying out its business activities. Organizational success or failure in doing business depends on the work or performance shown by its employees (Hameed & Waheed, 2011; Elnaga & Imran, 2013). Balai Penelitian Tanaman Sayuran (BALITSA), with the main task of carrying out research and development of vegetable crops, is one of the Technical Implementation Units (UPT) of the Agricultural Research and Development

Agency which is under coordination and is directly responsible to the Center for Horticulture Research and Development. The main vision of this institution to be established is to make a leading vegetable research institute in realizing a sustainable agricultural-bio-industrial system. Some of the services that can be provided by this institution which stands at the foot of Mount Tangkupan Perahu in Cikole Lembang Village, include library services, selling various types of vegetable seeds, domestic and foreign research collaborations, and laboratory services. As a center for research and development of vegetable crops, this institution has a total staff of 237 people, consisting of 142 State Civil Servants (ASN), and 95 freelance daily workers, who work in accordance with their respective duties, in addition to being responsible for carry out his job while working. Even so, not always employees who work in this institution are able to show their best work performance in accordance with the work targets that have been set. The following is a table that shows data regarding the comparison between work targets and realization of their achievements in the 2017 s.d. April 2019 at Balai Penelitian Tanaman Sayuran (BALITSA).

**Table 1.** Target and Realization of Employee Performance at Balai Penelitian Tanaman Sayuran 2017 to 2019

No.	Performance Indicators	Target (%)	Number of Employees			Performance Realization		
			Year			Year		
			2017	2018	2019	2017	2018	2019
1	Service orientation given to society and work responsibilities	100	172	154	137	82,42	82,82	82,57
2	Integrity in working with fellow employees	100				81,84	82,51	82,22
3	Commitment of employees in carrying out duties and jobs	100				81,92	82,21	81,99
4	Employee discipline in terms of time, dress, behavior, and work	100				81,83	82,21	81,39
5	Leadership in leading the organization	100				81,91	82,19	82,1

**Source:** BALITSA Personnel Manager 2017-2019

By referring to the employee performance data shown in the table, it is shown that the work performance of employees who work in this company is not very good, which is shown by the percentage of work that never reaches its work target or is still below the work target to be achieved. In addition, if the results of employees are compared from year to year, it is known that the percentage level of work realization shown by these employees tends to fluctuate in numbers. One of the factors that can cause a decrease in the level of performance of employees working in this institution is that there is still a lack of understanding of the importance of work ethics that should be shown by employees while working, which is shown through undisciplined work behaviour and low work morale. This was reinforced by the opinion expressed by several officials interviewed at this institution who stated that most employees still did not understand well the work ethic that should be shown during work due to lack of attention to work regulations in force in their institutions, and the existence of the assumption that so far employees have been able to show a high level of work discipline in work and work is only a material need (income) which is useful in meeting their daily needs. In fact, being able to work by showing a good attitude can be one of the factors that increases employee morale and commitment to produce better work results at work.

What is meant by work ethic is a set of positive behaviours that come from strong collaboration and with a total commitment to an integral work paradigm (Sinamo, 2011). That way, if a person or a work group has a strong sense of belief and high commitment to a certain work paradigm, then that person or group can have a specific work attitude and behaviour, or be different from others, so that in the end it can have an impact on the results. the work shown by the person during work. Several dimensions or indicators that can be used as a measure in assessing the level of work ethic that is owned by someone at work, including (Darodjat, 2015): 1) Smart work, which is a form of directed effort to get results by using an intelligence machine as a leverage of achievement work with indicators which include artistic work and honour work; 2) Hard work, namely a form of directed effort in obtaining a result by using one's own energy as input (working capital) with indicators in the form of actualization work, mandate work, and vocation work; and 3) sincere work, which is a form of directed effort in obtaining a result by using purity of heart as a manifestation of one's own glory with indicators in the form of grace work, worship work, and service work. Meanwhile, Mangkunegara (2015) states that performance is the result of work that in quality and quantity can be achieved by an employee in carrying out tasks in accordance with the responsibilities assigned to him. There are several dimensions or indicators that are used as a measure in assessing the good and badness of a person at work, including (Terry & Rue, 2016): 1) Quality of work, which is an assessment that is measured through employees' views of quality work and results. ability to carry out their duties properly; 2) Work quantity, namely the number of jobs that can be completed and expressed in units of measure such as units and the number of cycles of activity or work that has been done; 3) Timeliness, namely the ability to complete work in accordance with the predetermined time; 4) Effectiveness, namely the ability to use organizational resources (manpower, money, technology, raw materials) as much as possible, which aims to increase the results of each unit in the use of

organizational resources; 5) Independence, namely the ability of employees to work in accordance with their job functions; and 6) Work commitment, namely the level of employee loyalty to the organization.

Several scientific articles state that a high work ethic has a significant effect on increasing employee work results (Ntayi, 2005; Herman, 2002; Meriac, 2012; Osibanjo et al., 2018; Sekar Gondo & Prasetya, 2017; Sudirman et al., 2019; Arifin & Son, 2020; Miller et al., 2001). This shows that a high work ethic can be one of the many factors that determine a person's good and bad work. If an employee at work has a high work ethic, then the work process shown by the employee concerned can be better with optimal quality of work results. It is also said that what is called a high employee work ethic, which is when an employee has a positive view of the work he does. Even so, not always a high work ethic can have a significant effect on improving employee performance. This is evidenced by research shown by Timbuleng and Sumarauw (2015) which reveals that work ethic does not have a significant effect on employee performance.

## RESEARCH METHOD

The research method used, namely research methods in the form of descriptive and verification. The so-called descriptive research method is a research method aimed at analyzing data carried out by describing the data that has been collected without intending to make general conclusions or generalizations. Meanwhile, the verification research method is a research method used in testing predetermined hypotheses. In this study, the main variable studied consisted of 2 variables, including the work ethic variable (X) which acted as the independent variable, and the employee performance variable (Y) which acted as the dependent variable. Thus, this research was conducted with the aim of knowing how much influence a high work ethic (X) has on improving employee performance (Y) at the Indonesian Vegetable Research Institute (BALITSA). In this study, the population is the state civil servants (ASN) who work in this institution with a total of 142 people. Meanwhile, the number of samples taken in this study was 105 people, and with the sampling technique used in the form of probability sampling, with the type of simple random sampling, namely the method of sampling carried out by giving equal opportunities to each element (members) population to be selected as the sample (Sugiyono, 2014). Meanwhile, the data collection techniques used in this study were carried out in various ways, including through interviews, namely data collection techniques carried out by directly asking BALITSA personnel related to the problems studied, distributing a list of written questions / questionnaires given to employees who work in this institution as respondents, as well as direct observations made by making observations into this institution to obtain evidence that can support and complement the results of the research being carried out. In addition, data collection was also carried out through documentation studies conducted by examining the documents owned by this institution, especially those related to the topic of problems examined in this research. For data processing and analysis techniques used in this study, which is carried out using a simple linear regression analysis method whose calculations use the help of the SPSS version 21.0 program.

## RESULTS AND DISCUSSION

### *Results of data processing*

#### *The coefficient of determination (R<sup>2</sup>)*

The goal of measuring the coefficient of determination (R<sup>2</sup>) is to find out how well the model's ability to explain the variation of the independent variables with values in the numbers between 0 and 1. Based on the results of data processing shown in Table 2, it is shown that the value of the coefficient of determination (adjusted R<sup>2</sup>) for the variables studied in this study shows a number of 0.336 which means that 33.6% of employee performance improvement can be determined by the positive behavior shown by employees during work which is one of the contributing factors. Thus, it can be explained that employees who have a high work ethic at work can have a significant effect on improving the performance of the employees concerned. That way, it can also be explained that the two variables studied in this study are related to one another.

**Table 2.** Determination Coefficient (R<sup>2</sup>) The Impact of High Work Ethics on Employee Performance Improvement Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.580 <sup>a</sup>	.336	.330	3.558

a. Predictors: (Constant), Work Ethics

b. b. Dependent Variable: Employee Performance

**Source:** Primary Data Calculation Results

### *Linear Regression Analysis*

To find out whether the work ethic variable, as the independent variable (X), has a significant influence on the employee performance improvement variable, as the dependent variable (Y), in this study, a simple linear regression analysis method is used where statistical calculations are carried out using program assistance. SPSS software version 21.0. Based on the processed data shown in table 3, it is known that the simple linear regression equation model that is formed is as follows:

**Table 3.** Simple Linear Regression Results the Impact of High Work Ethics on Employee Performance Improvement Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.961	3.897		6.149	.000
	Motivation	.430	.060	.580	7.219	.000

a. Dependent Variable: Performance  
**Source:** Primary Data Calculation Results

Based on the results of the simple regression equation shown in Table 3, it is known that the impact of a high work ethic on improving employee performance can be interpreted as follows:

- If the value of variable X is equal to (0), then the value of variable Y = 23,961
- When the value of variable X increases by 1 (one), then the value of variable Y will increase by .430.

$$Y = 23.961 + (.430X) + \epsilon \tag{1}$$

**Hypothesis Test Calculation**

It is stated that the hypothesis is a temporary answer to research problems whose truth must be tested empirically (Martono, 2014). The main hypothesis in this study is that there is a significant influence among high work ethics on improving employee performance. In order to find out the truth of the predetermined hypothesis, the next step that needs to be done is to test the hypothesis which aims to find answers to whether the hypothesis that has been formulated is acceptable or even rejected which is calculated using the F test statistical formula which is useful in testing the significance. between the two variables studied.

Based on the results of processed data whose calculations are shown in table 4, it is shown that the value of  $\rho$  has a smaller number than the level of  $\alpha$  used, which is 0.05, or  $0.000 < 0.05$ , so that  $H_0$  is rejected, which means that a high work ethic has an impact or significant or significant influence on improving employee performance.

**Table 4.** Hypothesis Testing ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	659.834	1	659.834	52.114	.000 <sup>a</sup>
	Residual	1304.128	103	12.661		
	Total	1963.962	104			

- a. Predictors: (Constant), Work Ethic
  - b. Dependent Variable: Performance
- Source: Primary Data Calculation Results

**DISCUSSION**

By referring to the research results that have been stated above, it is known that the results obtained indicate a significant or significant influence between the 2 variables studied in this study, namely the work ethic variable as an independent

or independent variable (X), with the variable performance increase as the dependent or dependent variable (Y). Thus, it is known that the high work ethic that employees are able to show while working can be one of the factors that influence the good and bad work results shown by these employees. That way, it is also known that the results of this study have conclusions that are almost the same as previous studies that discuss the relationship or relationship between these two variables, including the results of research conducted by Hadiansyah and Yanwar (2017) which states that work ethic has a significant effect on employee performance. Likewise, with the results of research, both partially and simultaneously with other variables, which show that the higher the work ethic possessed by employees at work, the more the employee's work results will increase (Maharani & Efendi, 2019; Karauwan & Mintardjo, 2015; Priansa, 2015; Tampubolon, 2007).

### CONCLUSION

Referring to the previously stated description, it is concluded that a high work ethic can have a significant effect on improving employee performance. That way, the higher the work ethic of the employee at work, the more the employee's performance is shown.

It should be noted that the research that has been carried out still has many shortcomings. Therefore, it is necessary to have suggestions and criticisms that can make this research more interesting in the future which is carried out by bringing up other variables which still have a relationship or relationship with the problems studied in this study, especially variables related to employee performance such as variables. work motivation, work load, work environment, work discipline, job satisfaction, leadership style, compensation, quality of work life and other variables.

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