

THE INFLUENCE OF WORK ETHIC ON EMPLOYEE PERFORMANCE AT PT AGUNG BUANA REJEKI IN TANJUNG REDEB

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ABSTRACT

This study aims to determine and analyze the effect of work ethic on employee performance at PT Agung Buana Rejeki in Tanjung Redeb. Methods of data collection using a questionnaire distributed to employees of PT Agung Buana Rejeki as many as 85 people who were selected using probability sampling method, namely simple random sampling technique. The analytical tools used are: Validity Test, Reliability Test, Simple Linear Regression Analysis, Correlation Coefficient, Determination Coefficient, and t test.

The results of this study concluded that work ethic has a significant effect on employee performance at PT Agung Buana Rejeki in Tanjung Redeb. This is evidenced by the results of the t-test analysis where the t-count > t-table ($2.232 > 1.989$) and the significance value is smaller than the probability value ($0.028 < 0.05$). The results of the coefficient of determination analysis show that work ethic is only able to explain the employee performance of PT Agung Buana Rejeki in Tanjung Redeb by 5.7%, and the remaining 94.3% is explained by other factors not included in this study.

If PT Agung Buana Rejeki wants better performance, it is recommended that the right intervention efforts be made, namely first to improve the work ethic of employees. The improvement effort is meant by minimizing the weaknesses and then multiplying the advantages of the work ethic so as to reach as many employees as possible so that the employee's performance will be better.

Keywords: employee performance, work ethic

INTRODUCTION Background

Human Resources (HR) or employees are one of several elements used by a company in carrying out its activities. Quality HR must be owned by every line of the company, because HR has a core role in this era of globalization.

Companies must be able to find and maintain HR who are able to implement and achieve the success of a company. Companies must be able to pay attention to the performance patterns of their employees, in order to achieve a synergistic relationship between the company and employees. The success of a company in achieving its goals does not only depend on the facilities and infrastructure available, but also on the performance of its employees.

Performance in a company is carried out by all human resources in the company, both leaders and workers. According to Gibson, Ivancevich, Donnelly, and Konopaske in Wibowo (2014:2), performance is the result of work related to company goals such as quality, efficiency and effectiveness. The definition of performance according to Mangkunegara (2015:67) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

To achieve success, a set of attitudes, mental conditions, psychological abilities, and excellent work behavior are required. A very vital role in realizing the performance achievements of an employee is himself. How he has a high spirit and work ethic to be able to provide a positive influence on his environment

(Sinamo, 2011:18). Anoraga (2014:10) argues that success in job competition not only requires expertise and abilities but also requires dedication, hard work, and honesty in working. A successful person must have a view and attitude that values work as something noble for human existence. Employees who have noble thoughts about their work can work sincerely. A view and attitude towards work is known as work ethic. Work ethic affects employee and company performance.

Work ethic is a work spirit that is a characteristic and also a belief of a person or a group. This ethos can also be interpreted as something that is desired or also has the will which is equipped with high enthusiasm in order to achieve positive ideals. This ethos attitude not only owned by each individual, but can also be owned by groups or even society. Work ethic is an attitude that arises from one's own will and awareness which is based on a system of cultural value orientation towards work (Sukardewi, 2013:3).

Work ethic is something that must be instilled in every employee. A good employee work ethic will accelerate the company's goals, while employees who do not have a good work ethic will slow down the achievement of the company's goals. It is only right that an employee must have a work ethic. That way, employees will have high enthusiasm in achieving company goals. Based on the various explanations, it can be concluded that work ethic is an important thing that needs to be considered further in order to obtain high employee performance.

The phenomenon that occurred in employees of PT Agung Buana Rejeki was a decline in employee performance in 2016 to 2018. This can be seen from the employee performance data of PT Agung Buana Rejeki. The employee performance of PT Agung Buana Rejeki in 2016 was 87.6%, in 2017 it was 82.2%, and in 2018 it was 80.9%. There was a decline in performance from 2016 to 2017 of 5.4%. Meanwhile, from 2017 to 2018, there was a decline in performance of 1.3% (PT Agung Buana Rejeki, 2019).

Based on the data, it can be seen that there has been a decline in the performance of PT Agung Buana Rejeki employees over the past three years. In other words, the performance of PT Agung Buana Rejeki employees is not optimal because it has continued to decline over the past three years.

In connection with several things and phenomena above, this study

focuses on the influence of work ethic on employee performance. Thus, the title of this study is "The Influence of Work Ethic on Employee Performance at PT Agung Buana Rejeki in Tanjung Redeb".

Problem Formulation

Based on the background above, the formulation of the problem in this study is: "Does work ethic have a significant influence on employee performance at PT Agung Buana Rejeki in Tanjung Redeb?"

Research Objectives and Uses

The objectives to be achieved in this study are to determine and analyze the influence of work ethic on employee performance at PT Agung Buana Rejeki in Tanjung Redeb.

The usefulness of this study is expected to be input and information for the management of PT Agung Buana Rejeki in Tanjung Redeb, in an effort to improve and evaluate performance employees, especially regarding employee work ethic. In addition, this study is to increase scientific insight, especially in the field of human resource management in its application in the world of work and as a reference material for further research that analyzes the same problem.

RESEARCH METHOD Operational Definition

The operational definition is formulated to provide an explanation of the variables used in this study, including:

1. Work Ethic as an independent variable (X) is an attitude that arises from one's own will and awareness which is based on a system of cultural value orientation towards work. The assessment indicators used are based on Sinamo's opinion (2011), including:

- a. Work is a blessing
- b. Work is a mandate
- c. Work is a calling
- d. Work is actualization
- e. Work is worship
- f. Work is art
- g. Work is an honor
- h. Work is service

2. Employee Performance as a dependent variable (Y) is the work results, both in quality and quantity, that have been achieved by employees of PT Agung Buana Rejeki in Tanjung Redeb, in accordance with the responsibilities given and applicable standards. The indicators used are based on the opinion of

Mangkunegara (2015:67), namely:

- a. Work quality
- b. Work quantity
- c. Discipline
- d. Initiative
- e. Responsibility

Unit of Analysis, Population and Sample

The unit of analysis in this study is PT Agung Buana Rejeki which is located at Jalan Durian 3, Perum BI Complex, Block R-2, Tanjung Redeb, Berau Regency.

The population in this study were all employees of PT Agung Buana Rejeki, totaling 571 people.

The sample was taken randomly using the probability sampling method, namely the simple random sampling technique. The number was determined using the Slovin formula, namely 85 respondents.

Types and Sources of Data

The types of data in this study consist of:

1. Qualitative data, in the form of:
 - a. Respondents' responses regarding the variables of work ethic and employee performance through research questionnaires.
 - b. History and general description and organizational structure of PT Agung Buana Rejeki.
2. Quantitative data, in the form of the number of employees of PT Agung Buana Rejeki and a recapitulation of the results of respondents' responses. The data sources used in this study are:
 1. Primary data, namely data obtained directly by researchers from questionnaires distributed to respondents.

2. Secondary data, namely data sourced from books, literature, economic journals, writings on the internet, lecture materials and others, which support the theoretical study in this study.

Data Collection Method

The data collection method used in this study is a questionnaire. The results of respondents' answers will be scored using a measurement method using the Likert Scale.

Analysis Tools

The analysis tool used to determine the effect of work ethic on employee performance is multiple linear regression analysis to ensure that the independent variables have an effect on the dependent variable, in addition to the F test and t test to determine the significance of the independent variables on the dependent variable. Data analysis in this study was carried out with the help of the Statistical Program for Special Science (SPSS) program.

ANALYSIS AND DISCUSSION

The simple linear regression equation obtained from the analysis results is: $Y = 3.052 + 0.226X$. The regression coefficient value of work ethic is positive at 0.226. The positive sign means that there is a unidirectional relationship between work ethic and employee performance. This illustrates that if there is an increase in the value of work ethic, it will have a positive effect on increasing the value of

employee performance at PT Agung Buana Rejeki in Tanjung Redeb.

The results of the t-test show that the t-count value of the Work Ethic variable obtained is 2.232, while the t-table value is 1.989. The significance value of the work ethic variable is 0.028, where this significance value is smaller than the probability value (0.05). The t-count value which is greater than the t-table value and the significance value which is smaller than 0.05, indicates that the work ethic variable has a significant effect on employee performance at PT Agung Buana

Rejeki in Tanjung Redeb. Thus, it can be decided to accept the hypothesis in this study because it is proven that work ethic has a significant effect on employee performance at PT Agung Buana Rejeki in Tanjung Redeb. This significant influence of work ethic apparently cannot fully explain the employee performance variable, because based on the coefficient of determination value, the work ethic variable is only able to explain the employee performance variable by 5.7%, and the remaining 94.3% is explained by other factors not included in this study. The coefficient of determination value of 0.057 is included in the category of less good or weak (coefficient of determination value <0.5). The higher the employee's work ethic, the higher the employee's performance, this is because employees who have a high work ethic can generally show higher

achievements or performance compared to employees who have a low work ethic.

CLOSING Conclusion

The conclusion from the results of the analysis and discussion that has been done is:

1. The form of the simple linear regression equation obtained is $Y = 3.052 + 0.226X$, which means that if the work ethic increases by 1 unit, it will have a positive effect on increasing employee performance at PT Agung Buana Rejeki by 0.226 units. Meanwhile, the coefficient of determination value shows that work ethic is only able to explain the performance of PT Agung Buana Rejeki employees in Tanjung Redeb by 5.7%, and the remaining 94.3% is explained by other factors not included in this study.

2. Accepting the hypothesis in this study, namely that work ethic has a significant effect on employee performance at PT Agung Buana Rejeki in Tanjung Redeb. This is evidenced by the results of the t-test analysis where the t-count value > ttable ($2.232 > 1.989$) and the significance value is smaller than the probability value ($0.028 < 0.05$).

Suggestions

Based on the conclusions that have been obtained, the suggestions that researchers can convey include:

1. Work ethic has a positive and significant influence on employee performance but the value is still low or still weak, so if PT Agung Buana

Rejeki wants better performance, it is recommended that there be appropriate intervention efforts, namely first improving employee work ethic. The intended improvement efforts are to minimize existing weaknesses and then increase the implementation of good work ethic attitudes so that they reach as many employees as possible so that employee performance will also improve.

2. Other factors that also influence employee performance that have not been revealed how much influence they have in this study, such as work effectiveness and efficiency, discipline, initiative and so on, are suggested in further research discuss other factors that have not been studied.

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