
Effect of Work Ethos on Employee Performance at PT. Pos Indonesia Pamulang Branch

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ABSTRACT

This study aims to determine the effect of work ethic on employee performance at PT. Pos Indonesia Pamulang Branch. The method used is explanatory research with a sample of 50 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this research variable work ethic obtained an average score of 3.784 with good criteria. Employee performance variable obtained an average score of 3.852 with good criteria. Work ethic has a positive and significant effect on employee performance with the regression equation $Y = 12,242 + 0.694X$, and the correlation coefficient value of 0.800 or has a strong relationship level with a determination value of 64.1%. Hypothesis test obtained sig. $0.000 < 0.05$.

Keywords: work ethic, employee performance.

INTRODUCTION

In-Law No. 25 of 2009 states that Public Service is an activity or series of activities in the context of fulfilling service needs by laws and regulations for every citizen and resident of goods, services, and administrative services provided by public service providers. As a public service provider, PT. Pos Indonesia, one of the State-Owned Enterprises (BUMN) engaged in the service sector, is required to innovate to meet the demands of improving the quality of services to the community. In-Law Number 38 of 2009 concerning headings in article 3 regarding the Procedure for Service Implementation, namely PT. Pos Indonesia in addition to handling correspondence services. PT. Pos Indonesia also serves postal parcel delivery with coverage throughout Indonesia and abroad. Paketpos is a

cost-effective service for the delivery of valuables in national and international scope. PT. Pos Indonesia is a public organization whose presence is indispensable for the Indonesian people because it provides communication facilities, especially those related to building facilities. Facilities that can be used by the community in organizing goods and current account services both domestically and internationally and accelerating the flow of incoming and outgoing mail.

Human Resources (HR) in a company plays a vital role in supporting and demonstrating the company's activities. The potential that exists in each HR must be utilized as well as possible to provide maximum results. The success of a company in achieving its goals depends not only on the existing facilities and infrastructure but also on its employees' performance. Work ethic

is an attitude towards work. A good work ethic will also result in a good performance and will undoubtedly have a significant effect on the progress of the institution/institution where you work. Employees who have a work ethic in their work can increase their organizational commitment.

Work ethic is very dominant for the success of one's work to the fullest, in the sense that the higher the employee's work ethic, the higher the employee's performance. Work ethic is the spirit and inner attitude of a person or group of people as long as there is moral pressure. It can be said that work ethic is a person's perspective in responding, doing, and acting at work, with a willingness and attention to the values and rules that apply in an organization, agency, or company so that the work can be carried out correctly. (Tebba, 2003:1) The ability of employees to build a work ethic is an essential attitude in an employee and work behavior based on mental awareness, belief, and total commitment to the work activities he does as a whole. Furthermore, these attitudes and views will assess work, both high and low ratings, attitudes in carrying out work, extreme perspectives, and random work attitudes. In connection with the existence of an employee as part of an organization, work ethic means mobilizing all the potential of employees as part of the organization to achieve goals (Sutisna, 2012).

Performance is the result of work that a person or group of people can achieve in an organization, by their respective authorities and responsibilities, to achieve the goals of the organization concerned legally, not violating the law, and by morals and ethics. Work results in quality and quantity earned by an employee in carrying out their duties by the responsibilities he gives. Performance is the level of achievement of a person or employee in an organization or company that can increase productivity. (Mangkunegara, 2014:67)

In the view of M. John Ivancevich, individual performance is the foundation of organizational performance. An essential factor in the success of an organization is the presence of capable

and skilled employees and has high morale so that a satisfactory work result can be expected. Not all employees have the ability and skills, and work spirit by the expectations of the organization. (M. John Ivancevich, 2007:85) An employee who has the power by the organization's expectations sometimes does not have high morale, so his performance is not expected. (Sumarsono, 2004:168) performance is the result of work achieved by an employee in carrying out the tasks assigned to him. Performance is the work performance produced by employees by the roles and functions in the agency. Furthermore, performance is an action or task implementation that can be measured in general performance measures, including work quality, work quantity, knowledge of work, and work planning (Sutisna, 2012).

1. Work Ethic

According to Nitisemito Nitisemito (2019: 68) argues "work ethic is to carry out activities or work more actively, so that the results obtained are good, while work enthusiasm is a deep pleasure in the work being done, therefore the spirit of work with integration and organizational climate hard to separate."

2. Employee Performance

In carrying out a job, the company needs to conduct a performance appraisal to know the effectiveness and success of the employee's performance. According to Mangkunegara (2019), the notion of performance is the quality and quantity of work achieved by an employee in carrying out his duties by the responsibilities given to him.

METHOD

The methods used in analyzing the data are validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing. The type of research used in this study is associative. At the same time, the population in this study was respondents totaling 50 respondents PT. Pos

Indonesia Pamulang Branch and the sample in this study the model used was 50 respondents.

RESULT and DISCUSSION

1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis Analysis

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Work ethic (X)	50	30	49	37.84	4.670
Employee Performance (Y)	50	29	50	38.52	4.052
Valid N (listwise)	50				

Work ethic obtained a minimum variance of 30 and a maximum variance of 49 with a rating score of 3,784 with a standard deviation of 4,670. This score is included in the scale range from 3.40 to 4.19 with good or agrees on criteria. Employee performance obtained a minimum variance of 29 and a maximum variance of 50 with a rating score of 3.852 with a standard deviation of 3.052. This score is included in the scale range from 3.40 to 4.19 with good or agree on criteria.

2. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12,242	2.862		4.278	.000
Work ethic (X)	.694	.075	.800	9.251	.000

Based on the test results in the table above, the regression equation $Y = 12,242 + 0.694X$ is obtained. From these equations, it is explained as follows:

- 1) A constant of 12,242 means that if there is no work ethic, there has been an employee performance value of 12,242 points.
- 2) Work ethic regression coefficient of 0.694, this number is positive, meaning that every time

there is an increase in the work ethic of 0.694 points, employee performance will also increase by 0.694 points.

b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the

dependent variable. The test results are as follows:

Table 3. Test Results of Work Ethic Correlation Coefficient on Performance

		Work ethic (X1)	Employee Performance (Y)
Work ethic (X)	Pearson Correlation	1	.800**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.800**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.800, meaning that work ethic has a strong relationship with employee performance.

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

c. Coefficient of Determination Analysis

Table 4. Results of the Coefficient of Determination of Work Ethic on Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.800a	.641	.633	2.454

Based on the test results, the determination value is 0.641, meaning that work ethic contributes 64.1% influence on employee performance, while the remaining 35.9% is influenced by other factors that were not researched.

d. Hypothesis testing
 Hypothesis testing with a t-test is used to find out which hypothesis is accepted. Hypothesis formulation: There is a significant effect of work ethic on employee performance.

Table 5. Hypothesis Test Results of Work Ethic Against Employee Performance.

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12,242	2.862		4.278	.000
Work ethic (X)	.694	.075	.800	9.251	.000

Based on the test results in the table above, the value of t arithmetic > t table or (9.251 > 2.018), thus the hypothesis proposed that there is a significant influence between work ethic on employee performance is accepted.

Discussion of Research Results

1. Respondents' Answer Condition Variable Work ethic

Based on the respondents' answers, the work ethic variable obtained a rating score of

3.784, which was in the range of the scale of 3.40 - 4.19 with good or agreed on criteria.

2. Respondents' Answer Conditions Employee Performance Variables

Based on the respondents' answers, the employee performance variable obtained a score of 3.852, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.

3. Effect of work ethic on employee performance

Work ethic significantly affects employee performance with the regression equation $Y = 12,242 + 0.694X$; the correlation value is 0.800 or has a strong relationship with the contribution of 64.1%. Testing the hypothesis obtained the matter of t arithmetic $>$ t table or ($9.251 > 2.018$). Thus the theory proposed that there is a significant effect between work ethic on employee performance is accepted.

CONCLUSION

a. The work ethic variable obtained a rating score of 3,784 in the range of a scale of 3.40 - 4.19 with good or agreed-upon criteria.

b. The employee performance variable obtained a rating score of 3.852, which is in the range of a scale of 3.40 - 4.19 with good or agree on criteria.

c. Work ethic significantly affects employee performance with the regression equation $Y = 12,242 + 0.694X$, the correlation value is 0.800 or firm, and the contribution of influence is 64.1%. In comparison, other factors influence the remaining 35.9%. Hypothesis test obtained deal of t arithmetic $>$ t table or ($9.251 > 2.018$).

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