

The Effect of Work Ethics and Work Discipline on Employee Performance at PT. PLN (Persero) Implementing Tello Power Control Unit, Makassar City

Patta Rapanna*¹, Andi Sulfati², Mursidah³

Management Study Program, Bongaya College of Economics, Makassar, Indonesia

E-mail : fadilducation@yahoo.co.id

ABSTRACT

This study aims to determine whether work ethics and work discipline have an effect on employee performance at PT.PLN (Persero) Tello Makassa City's Generation Control Unit. Collecting data using primary data obtained from questionnaires using a saturated sample technique. The population is all employees in PT. PLN (Persero) Tello Makassar City Generating Control Unit as many as 67 people. The results of the research variable data have been tested by instruments in the form of validity and reliability tests, on the classical assumptions in the form of normality assumptions, multicollinearity tests and heteroosidity tests. Methods of data analysis using multiple linear regression analysis tests. As well as hypothesis testing using partial test, simultaneous test and coefficient of determination. The results of this study indicate that between the two independent variables, work ethics and work discipline variables have an influence on employee performance. This is evidenced by testing on the simultaneous test which has positive and significant results, meaning that both variables are able to improve employee performance.

Keywords: Work Ethics, Work Discipline and Employee Performance

INTRODUCTION

At this time human resources have an important role for companies and organizations, so it is appropriate for human resources to be managed as well as possible in achieving the company's vision and mission so that they can be successful and continue to advance along with the development of technology. The key to success in the company is not only seen in finance and technology but in the human factor.

Human resources in this case are employees who are the most important part of the company are expected to be able to have honest, professional, responsible, ethical and organizational work discipline, so as to provide good service to the community.

PT.PLN (Persero) Tello Generation Control Unit for Makassar City is a State-Owned Enterprise (BUMN) engaged in the supply of electricity whose existence is very much needed by the community as an instrument in economic development, especially development in the manufacturing industry and so on, while from the

community point of view, it is a service provider instrument that is fast, cheap and efficient. Therefore, good performance is needed to meet the needs of the government and the community.

To be able to carry out their duties properly, employee development is directed at improving the quality of human resources so that they have attitudes and behaviors that are centered on dedication, honesty, professionalism, responsibility, discipline, work ethics, organizational commitment and authority so that they can provide services according to development demands.

Public. In order for performance to remain consistent, the organization must pay attention to work ethics and work discipline to have a positive impact on increasing company value (Agus Harjito, 2011)

The phenomenon that can be drawn is that employees of PT. PLN (Persero) Tello Generation Control Unit in Makassar City are required to have awareness and responsibility for work enthusiasm and all actions regarding work ethics and work discipline, in the form of

responsibility, behavior, compliance with rules, timeliness, achievement of goals and others, because these things will affect employee performance. If the ethics and discipline of employees has decreased and they are indifferent to the rules, then the employee's performance will decrease and the rules at PT.PLN (Persero) Tello Generation Improvement Control Unit in Makassar City will be ignored.

Based on the phenomenon above, the reason for conducting research at PT. PLN (Persero) Tello Generation Control Unit in Makassar City is to find out and analyze the ethics of working with employees, as well as the discipline of employees who take place during research observations whether they are able to increase or decrease employee performance PT.PLN (Persero) Unit for Generating Control in Tello City, Makassar. So that researchers are interested in using the title "The Influence of Work Ethics and Work Discipline on Employee Performance at PT. PLN (Persero) Tello Generation Control Unit in Makassar City".

METHOD

The type of research conducted in this research is quantitative research using an associative approach. According to Sugiyono (2017: 91) quantitative research can be interpreted as a research method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical, with the aim of testing the hypotheses that have been set.

H1: Work ethics has a positive and significant effect on the performance of employees of PT PLN (Persero) Tello Generation Control Unit, Makassar City

H2: Work discipline has a positive and significant effect on the performance of PT PLN (Persero) Tello Generation Control Unit, Makassar City

employee H3: Work ethics and work discipline together have a positive and significant effect on the performance of employees of

PT.PLN (Persero) Tello Generation Control Unit, Makassar City.

RESULT and DISCUSSION

Descriptive Statistical Test Result

The descriptive test will explain the variables in this study which include the independent variables Work Ethics (X1) and Work Discipline (X2) as well as the dependent variable, namely Employee Performance (Y). The data to be processed by researchers is data obtained from survey results and distributing questionnaires to.

Table 1. Descriptive Statistics

	Means	std. Deviation	N
Y	4.2687	0.63275	67
X1	4.3634	0.48599	67
X2	4.1663	0.61651	67

Source: results of SPSS 22 data processing (2022)

From table 1 above, it shows that the work ethics variable (X1) has a mean value of 4.3634 and a standard deviation of 0.48599, so the mean value variable on work ethics (X1) is greater than the standard deviation. It can be concluded that the work ethics variable (X1) contributes well to the company.

The table above shows that the work discipline variable (X2) has a mean value of 4.1663 and a standard deviation of 0.61651, so the mean value of the work discipline variable (X2) is also greater than the standard deviation. It can be concluded that the work discipline variable (X2) also contributes well to the company.

And finally, the employee performance variable (Y) has a mean value of 4.2687 and a standard deviation of 0.63275. then the same thing also applies to the mean value of the employee performance variable (Y) which is greater than the standard deviation. It can be concluded that employee performance variable (Y) also contributes well to the company.

Multiple Regression Test Results

The data analysis technique used to determine the degree of similarity between the results obtained from a sample and the results to

be obtained in the population as a whole. .
 Hypothesis testing is done with multiple
 regression equations, with the formula:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Table 2. Coefficients Multiple Regression Test Results

Model	Unstandardized Coefficients			Standardized Coefficients		
	B	Error	std.	Betas	t	Sig.
1	(Constant)	0.26	0.427		0.6	0.55
	X1	0.27	0.122	0.207	2,202	0.03
	X2	0.68	96	0.664	7,070	0

a. Dependent Variable: Y

From the test results in table 5.16 above, it can be concluded that the results of the equation of the multiple regression are as follows:

$$Y = 0.257 + 0.207 X_1 + 0.664 X_2 + 0.427$$

The interpretation of the regression model above is as follows:

1. The constant is 0.257, indicating that if the independent variables work ethics and work discipline are equal to zero, the employee's performance will increase by 0.257.
2. The regression coefficient of 0.207 means that if the work ethics variable (X1)

increases by one unit, then employee performance (Y) will increase by 0.207 units provided that the other independent variables remain constant.

3. The regression coefficient of 0.664 means that if the work discipline variable (X2) increases by one unit, then employee performance (Y) will increase by 0.664 units provided that the other independent variables remain constant.

Table 3. F test

Model	Sum of Squares	df	Means Square	F	Sig.
1	Regression	17,261	2	8,631	
	residual	9.163	64	0.143	60,280
	Total	26,424	66		.000b

Based on table 3 shows that the calculated f value is 60,280, f table is obtained in table 5.18, namely =FINV(0.05, 2, 66) which is equal to 0.7004, based on the f table value, it can be concluded that the f-count value is greater than f-table (60.280 > 0.7004) and sig value 0.000 < 0.05. So it can be concluded simultaneously that the variables of work ethics

and work discipline have a positive and significant effect on employee performance.

t test (Partial Test)

The t-statistic test basically shows how far the influence of one independent variable has on the dependent variable by assuming the other independent variables are constant (Ghozali, 2011).

Table 4. (partial) t test

Model	Unstandardized Coefficients			Standardized Coefficients		
	B	Error	std.	Betas	t	Sig.
1	(Constant)	0.26	0.427		0.6	0.55
	X1	0.27	0.122	0.207	2,202	0.03
	X2	0.68	96	0.664	7,070	0

Source: results of SPSS 22 data processing (2022)



Based on explanation to results the, could described as follows:

1. Effect of Work Ethics (X1) on Employee Performance (Y)

Hypothesis for test influence Ethics Work (X1) on Employee Performance (Y) are as follows:

Criteria for testing the t test in table 5.19 above that EthicsWork is 2,202 and is significant at the confidence level ($\alpha = 0.05$), the significant value obtained is 0.031 which is less than 0.05. The value of ttab with $\alpha=0.05$ and degrees of freedom = $67 - 1 - 1 = 65$ then a ttab of 0.678 is obtained.

Therefore, thit 2202 morethe value of ttab is 0.678, then at an error rate of 5% H0 is rejected and Ha is accepted. The value of the regression coefficient of the Work Ethics variable is 0.207 (positive). This means that Work Ethics has a positive and significant effect on Employee Performance.

2. Effect of Work Discipline (X2) on Employee Performance (Y) Hypothesis to test the effect of Work Discipline (X2)

on Employee Performance (Y) are as follows:

- a. The criteria for testing the t test in table 5.19 above work discipline is 7,070 and it is significant at the level of confidence ($\alpha = 0.05$), the significant value obtained is 0.000 less than 0.05. The value of ttab with $\alpha=0.05$ and degrees of freedom = $67 - 1 - 1 = 65$ Then a ttab of 0.678 is obtained

- b. Therefore, the thit of 7,070 is greater than the ttab of 0,678, then at the 5% error level H0 is rejected and Ha is accepted. The value of the regression coefficient of the Work Discipline variable is 0.664 (positive). This means that Work Discipline has a positive and significant effect on Employee Performance.

Based on the results of processing the data contained in the table, it was obtained thit for each independent variable, namely work ethics of 2,202 and work discipline of 7,070.

Determination Test (R2)

This determination test aims to determine the percentage of the influence of Work Ethics and Work Discipline on Employee Performance.

Table 5. Determination Test (R2)
 Summary models^b

Model	R	R Square	Adjust ed R Square	std. Error of the Estimate
1	.808 ^a	.653	0.642	0.37838

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: results of SPSS data processing version 22 (2022)

Based on table 5 above, it can be concluded that the R-square value of 0.653 indicates that the influence of the independent variable, namely Work Ethics and Work Discipline, on the dependent variable, namely Employee Performance, is 65.3%, while the remaining 34.7% is influenced by factors others which are not described in this study.

DISCUSSION

- a. **Effect of Work Ethics on Employee Performance**

Work ethics is a set of positive and high-quality work behaviors, rooted in a clear conscience and strong belief in an interrelated work paradigm.

Based on partial testing on the t test, it shows that the work ethics variable has a positive and significant effect on employee performance. The results of this study indicate that work ethics are classified as good so that they can contribute or have a significant influence on good employee performance.

These results are supported by a t-count of $2.202 > t$ -table of 0.678 with a significant p-value of $0.031 < 0.05$. The coefficient that is positive is 0.207, indicating that the company's work ethics are quite good, this is evidenced in the results of respondents' responses to the hard work indicator (X121) which explains that working hard at work is a good ethic, so that it can directly affect performance improvement employee.

The significant influence of Work Ethics (X1) on Employee Performance is due to the fact that employees have a good ability to make people aware of the importance of ethics at work, this is evidenced in the respondents' responses to the indicators of the amount of work (Y112) and quality of work (Y122) which have an average value highest compared to other statements in employee performance indicators.

The results of this study are in accordance with the findings of Ni Wayan Widnyani and I Wayan Suartina (2021) which state that work ethics has a positive and significant effect on employee performance. on employee performance. And these results are also supported based on similar research conducted by Resta Fitriatul Maelah (2019) which also states that work ethics has a positive and significant effect on employee performance.

b. Effect of Work Discipline on Employee Performance

Work discipline is a force that develops within the employee's body and can cause employees to conform voluntarily to regulatory decisions, and the high value of work and behavior.

Based on partial testing on the t test, it shows that the work discipline variable has a positive and significant effect on employee performance. The results of this study indicate that the better the work discipline carried out, the more it will be able to contribute or have a significant influence on good employee performance.

These results are supported by a t-count of $7.070 > t\text{-table of } 0.678$ with a significant p-value of $0.000 < 0.05$.

The coefficient that is positive indicates that the work discipline carried out is quite good. This is evidenced by the results of respondents' responses to the exemplary leadership indicator (X222) that the respondent understands well broadly about work discipline which has the highest average value compared to the average value on other indicators.

The significant influence of Work Discipline (X2) on Employee Performance is due to the fact that work discipline is very beneficial for oneself and also for other co-workers. Having good leadership can form good performance, this is evidenced in the responses of respondents to the indicators of the amount of work (Y112) and the quality of work (Y122) which have the highest mean values compared to other statements in employee performance indicators.

The results of this study are consistent with the findings of Ni Wayan Widnyani and I Wayan Suartina (2021) which state that work discipline has a positive and significant effect on employee performance. The same results were also obtained from research conducted by Haris, et al (2021), which also stated that work discipline had a positive and significant effect on employee performance. However, these results were refuted by research conducted by Resta Fitriatul Maelah (2019) which stated that work discipline had a negative and significant effect on employee performance.

c. The Effect of Work Ethics and Work Discipline Variables Together on Employee Performance

Testing the variables of Work Ethics and Work Discipline together have a positive and significant effect on Employee Performance. Based on the test, it shows that the calculated f value is $60,280$, f table is $= F_{INV}(0.05, 2, 66)$ which is 0.7004 , based on the f table value, it can be concluded that the f-count value is greater than f-table ($60.280 > 0.7004$) and a sig value of $0.000 < 0.05$. So it can be concluded simultaneously that the variables of Work Ethics and Work Discipline have a positive and significant effect on Employee Performance.

This result is because the Work Ethics and Work Discipline at PT.PLN (Persero) the Tello Generation Control Unit in Makassar City have been carried out properly, precisely and are able to motivate other employees about the importance of

complying with work rules, this can increase employee performance to the fullest in reach a common goal

CONCLUSION

The results of the study provide evidence that a good work ethic can improve employee performance, meaning that the better the work ethic of employees, the better the performance of employees at PT. PLN (Persero) Tello Generation Control Unit, Makassar City. This statement is proven by the high work ethic in statement X121 on the indicator of hard work, so that by working hard in the position that has been given it has a real impact on employee performance as evidenced in the responses of respondents to the indicators of the amount of work (Y112) and quality of work (Y122) which have an average value highest compared to other statements in employee performance indicators. The positive influence on the variable states that good work ethics are caused by many positive behaviors and good quality employees.

The results of the study provide evidence that good work discipline is able to improve employee performance, meaning that the better the work discipline that is enforced, the better the employees adapt to the rules that have been in effect at PT. PLN (Persero) Tello Generation Control Unit, Makassar City, so this will improve employee performance. This statement is proven by the high work discipline in the X222 statement on the leadership model indicator, so that with a good leadership attitude has a real impact on employees, thereby increasing employee performance as evidenced in the respondents' responses to the indicators of the amount of work (Y112) and quality of work (Y122) which have the highest average value compared to other statements in employee performance indicators. The positive influence on the variable states that good work discipline results from better employees developing in complying with applicable rules, so that this can improve employee performance. Meanwhile, the significance means that good work discipline is able to improve the performance of employees at

PT.PLN (Persero) the Tello Generation Control Unit in Makassar City.

The results of this study indicate that among the two independent variables, work ethics and work discipline have an influence on employee performance. This is evidenced by testing the simultaneous test which has positive and significant results, meaning that both variables are able to improve employee performance together.

REFERENCES

- Anwar Prabu Mangkunegara, 2013, *Company Human Resource Management*, Rosdakarya Youth, Bandung.
- Afandi, P. (2018). *Human Resource Management (Theory, Concept and Indicators)*. Riau: Zanafa Publishing.
- Anwar King Mangkunegara. 2015. *Company Human Resources*. Twelfth printing. Rosdakarya Youth: Bandung
- Arif Yusuf Hamali. 2016. *Understanding of resource management power man*. Yogyakarta: Center for Academic Publishing Service
- Get up, Wilson. 2012. *Human Resource Management*. PT. Erlangga, Bandung
- D. Arika. 2016. *The Effect of Work Discipline and Work Motivation on Performance Regional Development Planning Agency (Bappeda) Officer Bandung*.
- Djakfar, Muhammad . 2013, *Business Ethics Captures the Spirit of Heaven's Teachings and Earth's Teachings*, Jakarta: spreader plus imprint
- Edy, Sutrisno, (2016), *Human Resource Management*, Kencana Prenada Media Group, Jakarta.
- Ernawan, ER, SE, M., Ku, TC, Arifin, HY, & MM, N. (2017). *Compilation of the Education Service Ethics Index in Higher Education in the City of Bandung*.
- Ernawan, R Emi. (2012). *Business Ethics*. First Print. Bandung: CV. Alfabeta
- Ghozali, Imam. 2016. *Multivariate Analysis Application with IBM SPSS 23 Program (Edition 8)*. VIII print. Semarang: Diponegoro University Publishing Agency.
- Ghozali, Imam. 2018. *Application of Multivariate Analysis with the IBM SPSS 25 Program*. Diponegoro University Publishing Agency: Semarang
- Haris, A., & Hairun, H. (2021). Representation of the Bima Community's Work Ethics in Kapatu Culture: A Literary Anthropological Study. *Jisip (Journal of Social Sciences and Education)*, 5(4).

- Harsono, J., & Santoso, S. (2016). Demitosisation as an Effort to Preserve the Reyog Ponorogo Cultural Arts. In Proceedings of the 2016 National Research Results Seminar: Islamic Religion, Culture, Economy, Social Humanities, Technology, Health, and Education (Pp. 145-151). Muhammadiyah University of Ponorogo.
- Hartatic, Beautiful Praise. (2014). Practical book Developing human resources. Jogjakarta: Likes Books
- Hasibuan, Malayu SP 2019. Management: Basics, Definitions, and Problems. Jakarta : Earth Letters.
- Cashmere. 2016. Human Resource Management (Theory and Practice). Depok: PT Rajagrafindo Persada
- Maelah, RF (2019). The influence of work ethics and work discipline on the performance of employees of Perum Damri Bandung City Branch: Case studies on employees of Perum DAMRI Bandung City Branch (Doctoral dissertation, UIN Sunan Gunung Djati Bandung).
- Sagala, Saiful. (2013). The Concept and Meaning of Learning. Bandung: Alvabeta Sinamo, Jansen. (2011). 8 Professional Work Ethics. Jakarta: Dharma Institute Mahardika.
- Sugiyono. (2017). Quantitative Research Methods, Qualitative, and R&D. Bandung : Alfabeta, CV.
- Sukriyanto. 2010. Yogyakarta Islamic Movement Cadre Training Guidelines: Ar Rahmah Islamic Boarding School.
- Suwatno and Donni Juni Priansa. 2016. HR Management in Public and Business Organizations. Bandung: Alfabet.
- Suwanto, S., Sunarsi, D., Erlangga, H., Nurjaya, N., & Haryadi, R. N. (2022). Pengaruh Pemberian Reward dan Disiplin Kerja Terhadap Prestasi Kerja yang Berdampak pada Kinerja Karyawan pada PT Surya Pratama Gemilang di Bekasi. JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia), 5(2), 471-484.
- Wibowo. (2011). Work management. Third Edition. Jakarta: PT Raja Grafindo Persada.
- Widnyani, NW, & Suartina, IW (2021). The Influence of Work Ethics, Organizational Culture and Work Discipline on Employee Performance at PT. Bali Auction Center in Denpasar. Widya Amrita: Journal of Management, Entrepreneurship and Tourism, 1(1), 319-334.
- Wirawan, 2015. Evaluation of Human Resource Performance (Theory, Application, and Research). Jakarta: Salemba Empat.