


The influence of work ethic, work discipline, and work stress on the performance of employees of the East Jakarta City Administration Secretariat

Bayu Sukma Wisesajati¹, Renny Husniati²

^{1,2}Faculty of Economics & Business, Universitas Pembangunan Nasional Veteran Jakarta, Indonesia

ARTICLE INFO	ABSTRACT
<p>Article history:</p> <p>Received Sep 30, 2023 Revised Oct 15, 2023 Accepted Oct 23, 2023</p> <hr/> <p>Keywords:</p> <p>Work Ethic Work Discipline Work Stress Employee Performance</p>	<p>This research's purpose is to determine and prove the influence of self-efficacy, organizational justice, and perceived organizational support on organizational citizenship behavior. This research analyzes 48 staff in Secretariat of the Administration City of East Jakarta as a sample, with a sampling technique using a Probability Sampling technique and Simple Random Sampling by spin-wheels. The SEM based PLS is chosen as data analysis technique in this study. The results of the study shows that (1) Work Ethic has a positive and significant effect on Employee Performance in the Secretariat of the Administration City of East Jakarta, (2) Work Discipline has a positive and significant effect on Employee Performance in the Secretariat of the Administration City of East Jakarta, (3) Work Stress has a positive and significant effect on Employee Performance in the Secretariat of the Administration City of East Jakarta</p> <p><i>This is an open access article under the CC BY-NC license.</i></p> 

Corresponding Author:

Bayu Sukma Wisesajati,
Faculty of Economics & Business,
Universitas Pembangunan Nasional Veteran Jakarta,
Jl. Rs. Fatmawati, Pondok Labu, Jakarta Selatan, DKI Jakarta, 12450 Indonesia.
Email: bayu.sukma@upnvj.ac.id

1. INTRODUCTION

In accordance with the Government Regulation of the Republic of Indonesia Number 46 of 2011 concerning the Assessment of Work Performance of Civil Servants and the Regulation of the Head of the State Civil Service Agency (BKN) Number 1 of 2013. The evaluation of civil servants' work performance aims to ensure the objectivity of civil servant development based on the work performance system and career system, which focuses on the work performance system. The assessment of civil servants' work performance is directed as a control of productive work behavior required to achieve agreed work results. The assessment of civil servants' work performance is carried out based on objective, measurable, accountable, participatory, and transparent principles. Civil Servant Performance Assessment is carried out to evaluate the performance of individual Civil Servants, which can provide guidance for management in order to evaluate unit performance and organizational performance.

One of the efforts of the organization or in this case the agency to maintain the performance of its employees is to pay attention to employee discipline and work ethic which is one of the important factors to get optimal work results, as well as controlled work stress for these efforts. Employees are important assets in a company, without them how difficult it is for agencies to achieve goals, they are the ones who determine the success or failure of an agency, by having skilled workers with high work will, agencies already have very expensive assets, because basically humans are

subjects and objects of development which is a very important factor, especially improving the quality of human resources which must be a priority main.

Table 1. Pre-survey of Employee Work Ethic

Indicator	Target	Pre-Survey Results	
		+	-
Tanpa Pamrih	100%	70%	30%
Penggagas	100%	70%	30%
Average	100%	70%	30%

Data source: Data processed

Based on table 1, obtained from the results of a pre-survey of 20 employees, it can be seen that currently the ethos of employees of the Jakarta City Administration Secretariat is experiencing a shortage where the work ethic of employees has a percentage of 70% for work ethic with indicators that are used as work ethic assessments, which should get a percentage of 100%.

Based on previous research found, there is a research gap related to work ethic, which in the results of research conducted by (Saban et al., 2020) and (Sudirman et al., 2020), concluded that work ethic has a positive and significant effect on employee performance. This study raises the same issue regarding the influence of work ethic on employee performance. In contrast to the findings examined by (Aqsariyanti et al., 2019), which concluded that work ethic had no significant effect on performance. Differences in the results of previous research are thought to be caused by differences in research objects so that research on this variable has gaps for re-research on the results of previous research.

Another factor that can affect employee performance is work discipline. In his book (Agustini, 2019), stated that work discipline is an attitude that complies with the rules and norms that apply in an organization in order to increase employee constancy in achieving organizational goals. Work discipline is used to educate employees who behave disobeying organizational rules. Therefore, a disciplined employee means an employee who is able to comply with all applicable regulations in his office or organization.

Table 2. Pre-survey of Employee Work Discipline

Indicator	Target	Pre-Survey Results	
		+	-
Respect for Time	100%	70%	30%
Obey the Rules	100%	70%	30%
Average	100%	70%	30%

Data source: Data processed

Based on table 2, obtained from the results of a pre-survey of 20 employees, it can be seen that currently the level of discipline of employees of the Jakarta City Administration Secretariat is experiencing a shortage where employee work discipline has a percentage of 70% for work discipline with indicators used as work discipline assessments, which should get a percentage of 100%.

Agency employees should have an awareness of responsibilities regarding work discipline and it can be seen from the table that employees of this agency do not have 100% of them. And according to observations, it can be seen that employees experience delays in many things in the scope of work. These delays start from the arrival of work to the delay in attending meetings.

In previous research found, it was said that work discipline has an influence and is significant on employee performance (Iptian et al., 2020). However, there are differences in the results of research conducted by (Kelibulin et al., 2020) and (Filliantoni et al., 2019), which say that work discipline does not affect employee performance, because it is said that employee performance is more likely to be formed because of responsibility for the workload or targets that must be completed. So work discipline will only be formed if employees have responsibility for the workload or targets that must be completed. Therefore, work discipline does not guarantee an increase in employee performance.

The next factor that can affect employee performance is work stress. In their book (McShane & Glinow, 2017), stress is most often described as an adaptive response to situations that are

perceived as challenging or threatening one's well-being. It is a physiological and psychological condition that prepares us to adapt to hostile or dangerous environmental conditions.

Table 3. Pre-survey of Employee Work Stress

Indicators	Target	Pre-Survey Results	
		+	-
Workload	100%	60%	40%
Role Demands	100%	75%	25%
Average	100%	67,5%	32,5%

Data source: Data processed

Work stress plays a role in providing an atmosphere for employees in an organization to create effective and efficient conditions for the organization and employees in achieving goals. So it takes work stress that can influence employees to motivate and affect employee performance, an employee can work well if he gets a good influence from the appropriate level of work stress.

However, based on table 4, obtained from the results of a pre-survey of 20 employees, it can be seen that currently 32.5% of Jakarta City Administration Secretariat employees are disturbed by the work stress they experience. This number is almost three-quarters of the number of employees and this number is quite a lot considering the importance of stress management for the agency. Because with good stress management, employees can work optimally and produce maximum performance.

In addition to the results of the Pre-Survey conducted, gap research was also found from previous research. Which in research conducted by (Filliantoni et al., 2019; Raudhotunnisa & Husniati, 2022; Wila et al., 2023), said that work stress has a positive and significant influence on employee performance. This shows that with work stress will increase employee performance. Although it has a significant positive effect, in reality the level of stress experienced by employees is still within reasonable limits, and if the leader / company can still manage it well, existing work stress can still be converted into a positive driver in improving employee performance. There are also different results found in research conducted by (Dharma et al., 2022), that work stress has a negative and significant effect on employee performance, meaning that if work stress decreases, employee performance will increase. However, in research conducted by (Kristanti & Pangastuti, 2019), work stress has a positive and insignificant effect on employee performance.

2. RESEARCH METHOD

The variables used in this study are employee performance (Y), work ethic (X1), work discipline (X2), work stress (X3). In this study, the author will use the Likert scale. This Likert scale is used to measure perceptions, attitudes and, opinions of individuals or groups of people about social symptoms (Sugiyono, 2022). The population used in this research is 91 employees (non-echelon) of the East Jakarta City Administration Secretariat. This study made the entire population a member of the sample. In accordance with Arikunto's opinion (2012) research that has a small population that is smaller than 100 people, then all members of the population are designated as samples so that all information can be included in this study. However, until the deadline of the specified time, and in order to meet the timeliness of respondents' research in this study, only 48 non-echelon employees of the executive position of the East Jakarta City Administration Secretariat were found.

Data will be used as a basis for decision making and analysis in research. The type of data to be used in this study consists of primary data as well as secondary data. Data sources in this study came from questionnaires, documentation and interviews

This research is a quantitative research, data analysis activities are carried out after all data from all respondents or data sources have been collected, activities in data analysis are by grouping data based on variables and types of respondents, tabulating variable data for all respondents, presenting data for each variable to be studied, doing calculations to answer the problem formulation and testing the hypotheses that have been proposed (Sugiyono, 2022). In managing data, the author uses Partial Least Square (PLS) 3.0 as a medium and tool.

3. RESULTS AND DISCUSSIONS

Descriptive Analysis

Analysis of Respondent Response Index Employee Performance Variables

Table 4. Analysis of Respondent Response Index Employee Performance Variables

Statement Item	1		2		3		4		5		Index		Category
	F	%	F	%	F	%	F	%	F	%	F	%	
Work Results	0	0%	0	0%	1	2%	23	48%	24	50%	43	90%	Tall
	0	0%	0	0%	2	4%	17	35%	29	60%	43,8	91%	Tall
Work Attitude	0	0%	0	0%	5	10%	18	38%	25	52%	42,4	88%	Tall
	0	0%	0	0%	2	4%	19	40%	27	56%	43,4	90%	Tall
Work Behavior	0	0%	0	0%	4	8%	18	38%	26	54%	42,8	89%	Tall
	0	0%	0	0%	1	2%	22	46%	25	52%	43,2	90%	Tall
Work Benefits	0	0%	0	0%	4	8%	17	35%	27	56%	43	90%	Tall
	0	0%	0	0%	3	6%	14	29%	31	65%	44	92%	Tall
Rata – Rata Index											43	90%	Tall

Source: Data Processed

In Table 4, the results of each statement item with the highest Index value are found in the statement of Work Benefits (2) "Your work results make the agency get positive achievements and achievements", this explains that the employees of the East Jakarta City Administration Secretariat agree with the statement and agree that their work contributes to the achievements of the agency. This statement has an index value of 92% and a response score of 5 (strongly agree) as many as 24 respondents (50%). As for the lowest results were in the statement item Work Attitude (1) "Ready to be responsible for the decisions you take", this statement had a response score of 5 (strongly agree) as many as 25 respondents (52%). Although this value is the lowest value in the Employee Performance variable, based on the interpretation of the threebox method, the value of 42.4 or 88% is still included in the high category. The results of the index calculation in the Employee Performance variable at the East Jakarta City Administration Secretariat can be seen from the average value of the total index of 90%. Thus, respondents' responses in each statement item related to Employee Performance can be said to be high.

Analysis of Respondent Response Index Work Ethic Variables

Table 5. Analysis of Respondent Response Index Work Ethic Variables

Statement Item	1		2		3		4		5		Index		Category
	F	%	F	%	F	%	F	%	F	%	F	%	
Strive	0	0%	0	0%	1	2%	19	40%	28	58%	43,8	91%	Tall
	0	0%	0	0%	2	4%	23	48%	23	48%	42,6	89%	Tall
Tanpa Pamrih	0	0%	1	2%	2	4%	23	48%	22	46%	42	88%	Tall
	0	0%	0	0%	6	13%	18	38%	24	50%	42	88%	Tall
Persistent	0	0%	0	0%	8	17%	20	42%	20	42%	40,8	85%	Tall
	0	0%	0	0%	2	4%	22	46%	24	50%	42,8	89%	Tall
Positive Change Bearers	0	0%	1	2%	5	10%	16	33%	26	54%	42,2	88%	Tall
	0	0%	0	0%	3	6%	18	38%	27	56%	43,2	90%	Tall
Spring	0	0%	0	0%	4	8%	22	46%	22	46%	42	88%	Tall
	0	0%	0	0%	1	2%	23	48%	24	50%	43	90%	Tall
Rata – Rata Index											42	88%	Tall

Source: Data Processed

In Table 5, the results of each statement item with the highest Index value are found in the statement Hard Work (1) "You mean your duty with all your energy and mind", which is with an index value of 43.8 or 91%. This can be interpreted that employees feel that the work they are currently doing will be done with all their energy and mind so that the work done should be maximized. This statement had the most scoring responses at a score of 5 (strongly agree) with 28 respondents. While the lowest result is in the question item Gigih (1) "You never give up on the existing problems", which is with an index value of 40.8 or 85%. This statement has a response score of 5 (strongly

agree) as many as 20 respondents or as many as 42%. Although the item has the lowest index value in the work ethic variable, based on the interpretation of the threebox method the value is still included in the high category. The results of the index calculation in the Work Ethic variable can be seen from the average value of the total index of 42 or 88%. Thus, respondents' responses in each statement item related to Work Ethic can be said to be high.

Analysis of Respondent Response Index Work Discipline Variables

Table 6. Analysis of Respondent Response Index of Work Discipline Variables

Statement Item	1		2		3		4		5		Index		Category
	F	%	F	%	F	%	F	%	F	%	F	%	
Respect for Time	0	0%	0	0%	5	10%	21	44%	22	46%	41,8	87%	Tall
	0	0%	0	0%	2	4%	22	46%	24	50%	42,8	89%	Tall
Obey the Commandments	0	0%	0	0%	5	10%	17	35%	26	54%	42,6	89%	Tall
	0	0%	0	0%	3	6%	21	44%	24	50%	42,6	89%	Tall
Obey the Rules	0	0%	0	0%	5	10%	19	40%	24	50%	42,2	88%	Tall
	0	0%	0	0%	1	2%	23	48%	24	50%	43	90%	Tall
Rata – Rata Index											43	89%	Tall

Source: Data Processed

In Table 6, the results of each statement item with the highest Index value are found in the statement Obey Regulation (2) "You obey the applicable regulations in the agency (including no-smoking areas, etc.)", namely with an index value of 43 or 90%. This can be interpreted that employees feel it is important to obey the regulations that apply within the agency considering the importance of discipline in this agency. This statement has a score response score of 5 (strongly agree) as many as 24 respondents. While the lowest result is in the item Respect Time (1) "When you are absent, you follow the existing provisions (do not skip class without taking leave or other information)", which is with an index value of 41.8 or 87%. This statement has a response score of 5 (strongly agree) as many as 22 respondents or as many as 46%. Although the item has the lowest index value in the work discipline variable, based on the interpretation of the threebox method the value is still included in the high category. The results of the index calculation in the Work Discipline variable can be seen from the average value of the total index of 89%. Thus, respondents' responses in each statement item related to Work Discipline can be said to be high.

Analysis of Respondent Response Index of Work Stress Variables

Table 7. Analysis of Respondent Response Index of Work Stress Variables

Statement Item	1		2		3		4		5		Index		Category
	F	%	F	%	F	%	F	%	F	%	F	%	
Workload	0	0%	0	0%	4	8%	23	48%	21	44%	41,8	87%	Tall
	0	0%	0	0%	5	10%	21	44%	22	46%	41,8	87%	Tall
Role Demands	0	0%	0	0%	3	6%	23	48%	22	46%	42,2	88%	Tall
	0	0%	0	0%	3	6%	20	42%	25	52%	42,8	89%	Tall
Work Environment	0	0%	0	0%	5	10%	19	40%	24	50%	42,2	88%	Tall
	0	0%	0	0%	3	6%	22	46%	23	48%	42,4	88%	Tall
Working Relationship Between Employees	0	0%	0	0%	3	6%	24	50%	21	44%	42	88%	Tall
	0	0%	0	0%	4	8%	20	42%	24	50%	42,4	88%	Tall
Rata – Rata Index											42	88%	Tall

Source: Data Processed

In Table 7, the results of each statement item with the highest Index value are found in the statement of the Role Demands item (2) "Your characteristics and traits are very suitable for your work" which is with an index value of 42.8 or 89%. This can mean that employees feel their work suits them, this can be a eustress that should make the job done better. This statement has a

response score of 5 (strongly agree) as many as 25 respondents (52%). While the lowest results are in the Workload (1) "The workload given to you is nothing excessive for you", and Workload (2) "The workload given to you does not interfere with your personal needs (time, thoughts, etc.)", with the same index value of 41.8 or 87%. These two statements had a score of 5 (strongly agree) with 21 respondents or 44%, respectively, for SK1, and 22 respondents or 46% for SK2. Although the item has the lowest index value in the work stress variable, based on the interpretation of the threebox method the value is still included in the high category. The results of the calculation of the index in the Work Stress variable can be seen from the average value of the total index of 88%. Thus, respondents' responses in each statement item related to Work Stress can be said to be high.

Hypothesis Test and Data Analysis

The analysis test used in this study uses a validity test (in which there is a Convergent Validity Test and a Discriminant Validity Test) and uses a Reliability test, and a structural model test (Inner Model) for hypothesis tests consisting of R Square and T-Statistical tests (Partial Tests). The test is carried out with the help of Partial Least Square (PLS).

Table 8. Convergent Validity Test based on Loading Factor values

Indicators	Employee Performance (Y)	Work Ethic (X1)	Work Discipline (X2)	Work Stress (X3)
KP1	0,910			
KP2	0,839			
KP3	0,939			
KP4	0,900			
KP5	0,900			
KP6	0,919			
KP7	0,826			
KP8	0,758			
EK1		0,901		
APPENDIX 2		0,820		
APPENDIX 3		0,906		
APPENDIX 4		0,909		
APPENDIX 5		0,839		
APPENDIX 6		0,900		
EK7		0,840		
EK8		0,885		
APPENDIX 9		0,851		
EK10		0,832		
DK1			0,796	
DK2			0,907	
DK3			0,939	
DK4			0,902	
DK5			0,899	
DK6			0,904	
SK1				0,852
SK2				0,912
SK3				0,849
SK4				0,866
SK5				0,920
SK6				0,851
SK7				0,865
SK8				0,932

Source: SmartPLS output result, Data processed

In Table 8, the results of the Loading Factor value of each indicator of each variable have obtained a value above 0.60. With this, it can be concluded that the indicators that have been used in this study have met the convergent validity value or convergent validity value.

Tabel 9. Nilai Composite Reliability (CR)

Variable	Composite Reliability
Work Ethic (X1)	0,969
Work Discipline (X2)	0,959
Work Stress (X3)	0,965
Employee Performance (Y)	0,963

Source: SmartPLS output result, Data processed

Based on Table 9 on the variables of Employee Performance, Work Ethic, Work Discipline, and Work Stress has a Composite Reliability value of >0.70 . Each value produced is the Employee Performance variable (Y) which is 0.963, the Work Ethic variable (X1) is 0.969, then the Work Discipline variable (X2) is 0.959, and the Work Stress variable (X3) is 0.965. So each research variable can be said to be reliable or have high consistency, stability, accuracy, and predictive power.

Table 10. Cronbach's Alpha Values

Variable	Cronbach's Alpha
Work Ethic (X1)	0,964
Work Discipline (X2)	0,948
Work Stress (X3)	0,959
Employee Performance (Y)	0,956

Source: SmartPLS output result, Data processed

In addition to looking at the value of Composite Reliability, reliability tests can also be seen from the value of Cronbach's Alpha. Cronbach's Alpha value is said to be reliable if all variables have a value of >0.70 . Employee Performance (Y) is 0.956, Work Ethic variable (X1) is 0.964, then Work Discipline variable (X2) is 0.948, and Work Stress variable (X3) is 0.959 which can be concluded that all variables in this study have Cronbach's Alpha value results of >0.70 and have a very high category, then the variables in this study show the results that each variable can be said to be reliable, and has stability, consistency, predictive power and high accuracy.

Table 11. R Square Values

	R Square	R Square Adjusted
Employee Performance (Y)	0,991	0,990

Source : SmartPLS output results, Data processed

Based on the table above, it can be seen that the R-Square Adjusted value of the Employee Performance variable is 0.990 or 99.0%. This can be interpreted that the variables Work Ethic, Work Discipline, and Work Stress have an influence on the variable Employee Performance by 99.0%. The results of the study were excellent because they obtained a value close to one. While the remaining 1.0% can be explained by other variables that were not used in this study outside the variables of Work Ethic, Work Discipline, and Work Stress.

Table 12 Original Sample (O) Results

	Original Sample (O)
Work Ethic (X1) → Employee Performance (Y)	0,373
Work Discipline (X2) → Employee Performance (Y)	0,331
Work Stress (X3) → Employee Performance (Y)	0,294

Source : SmartPLS 3.0 output results, Data processed

Based on Table 12, the most dominant variable (X) affecting variable (Y) is the Work Ethic variable (X1) with a positive Original Sample (O) value of 0.373 which means that the Work Ethic variable affects the Performance of East Jakarta City Administration Secretariat Employees by 37.3%. Then for the Work Discipline variable (X2) get a positive Original Sample (O) value of 0.331 which means that as much as 33.1% of Work Discipline affects the Performance of East Jakarta City Administration Secretariat Employees. Furthermore, in the Work Stress variable (X3) with an Original Sample (O) value of 0.294 which can be interpreted that Work Stress affects the Performance of East Jakarta City Administration Secretariat Employees by 29.4%.

Table 13. Statistical T-Test (Partial Test)

	Original Sample (O)	T Statistics (O/STDEV)	P Values
Work Ethic (X1) → Employee Performance (Y)	0,373	2,423	0,016
Work Discipline (X2) → Employee Performance (Y)	0,331	2,215	0,027
Work Stress (X3) → Employee Performance (Y)	0,294	2,185	0,029

Source : SmartPLS 3.0 output results, Data processed

Based on table 13 of the calculation of the results of the t test, the variables Work Ethic (X1), Work Discipline (X2), and Work Stress (X3) on the variable Employee Performance (Y) get original results until (O) of 0.373 (X1), 0.331 (X2), 0.294 (X3) with the results of the original sample showing that all variables studied have a positive relationship with the variable Employee Performance (Y). Then, the results of the statistical t value have t-count results > t-table or >2.014 for all variables, with these values obtained meaning that the variables Work Ethic (X1), Work Discipline (X2), and Work Stress (X3) have an influence on Employee Performance (Y). And with a significance value (P Values) of less than 0.05 (<0.05) this proves that the variables of Work Ethic (X1), Work Discipline (X2), and Work Stress (X3) have an influence and are significant on Employee Performance (Y) thus H1, H2 and H3 are accepted.

Partial Influence of Work Ethic on Employee Performance

Based on the results of the hypothesis test conducted, it was found that Work Ethic (X1) has a positive and significant influence on Employee Performance. This is evidenced by the Work Ethic variable (X1) having an original sample value (O) of 0.373 which proves a positive direction towards the Employee Performance variable. This statement is also proven through the results of the t-statistical test obtained or t calculate the > t table, which is 2.423 > 2.014. with a significance of 0.016 < 0.05. This states that Work Ethic has a positive and significant influence on the Performance of East Jakarta City Administration Secretariat Employees.

The research "The Impact of Work Discipline and Work Ethic on the Teacher Performance of Sultan Agung Pematangsiantar Private Middle School Teachers T.A. 2018/2019" by (Sudirman et al., 2020) also supports this research. It was found in this study that the Work Ethic variable has a significant and positive influence on the performance of Employees (Teachers). Test the hypothesis with t count greater than t table and significance levels of 0.026 < 0.05 are used to demonstrate this.

Partial Effect of Work Discipline on Employee Performance

Based on the results of the hypothesis test conducted, it was found that Work Discipline (X2) has a positive and significant influence on Employee Performance. This is evidenced by the Work Discipline variable (X2) having an Original sample value (O) of 0.331, which proves a positive direction towards the Employee Performance variable. This statement is also proven through the results of the t-statistical test obtained or t calculate the > t table, which is 2.215 > 2.014. with a significance of 0.027 < 0.05. This states that Work Discipline has a positive and significant influence on the Performance of East Jakarta City Administration Secretariat Employees.

Research entitled "The Effect of Work Discipline and Compensation on Employee Performance" by (Iptian et al., 2020) conducted at PT Tirta Kencana Tatawarna Bengkulu found that

Work Discipline has a positive and significant influence on Employee Performance is another study that supports this. This is shown by the calculation of t count $>$ t table and the magnitude of significance $0.003 < 0.05$ shows that the research carried out has provided results in accordance with the research being carried out at this time.

The Partial Effect of Work Stress on Employee Performance

Based on the results of the hypothesis test conducted, it was found that Work Stress (X3) has a positive and significant influence on Employee Performance. This is evidenced by the Work Ethic variable (X3) having an Original sample value (O) of 0.294, which proves a positive direction towards the Employee Performance variable. This statement is also proven through the results of the t -statistical test obtained or t calculate $>$ t table, which is $2.185 > 2.014$. With a significance of $0.029 < 0.05$. This states that Work Stress has a positive and significant influence on the Performance of East Jakarta City Administration Secretariat Employees.

The study entitled "The Effect of Work Shifts and Work Stress on the Performance of Linehaul & Shuttle Warehouse Lazada Cimanggis Division Employees" by (Wila et al., 2023) is another study that supports this. This study found that Work Stress has a positive and significant influence on employee performance. This is shown by the calculation of t count which is positive value of $2.521 >$ t table, which is 1.99125 with a significance result of $0.014 < 0.05$.

4. CONCLUSION

From research that has been conducted using the SmartPLS software application, with an explanation in the previous chapter about the influence of Work Ethic, Work Discipline, and Work Stress on the Performance of East Jakarta City Administration Secretariat Employees, this study can be concluded if the overall variable partially has a positive and significant effect on employee performance.

With the results of this study, it is expected that agencies can improve or optimize Work Ethic, Work Discipline, and Work Stress or other influences that have the potential to create improvements in Employee Performance.

This study has several limitations, including differences in respondents' understanding when filling out research questionnaire statement items, employees have individual work program schedules that are different from other employees' work program schedules which cause limited research mobility, and the variables studied are quite limited. So that for further research, it is expected to use independent variables as well as other indicators that are still in line with the dependent variable, namely Employee Performance, such as independent variables used in the form of leadership, loyalty, organizational culture, organizational citizenship behavior, compensation, and other independent variables aimed at afterwards successfully obtaining maximum, complete and detailed information about other influences that have an impact on Employee Performance

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