

Influence of Work Ethic on Employee Performance PT. Carsurindo Superintendent

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ABSTRACT

Research to determine the effect of work ethic on employee performance at PT. Carsurindo Superintendent. This type of research is qualitative research. Jumlah population as much as 78 people and samples using saturated samples as much as 78, data analysis techniques using SEM PLS where the test used is determination test, simultaneous test and hypothesis test. The results showed the results showed that a direct influence on the work ethic variable on employee performance has a path coefficient of 0.879 this indicates that if the higher the work ethic of employees at PT. carsurindo then the higher the performance. The influence has a probability value (p-values) of $0,000 < 0.05$, there is a significant influence between work ethic on employee performance at PT. Carsurindo Superintendent.



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1. INTRODUCTION

Human Resources (HR) or employees is one of several elements used by the organization in carrying out its activities (A. F. Nasib, 2020). Quality human resources must be owned by every line of organization, because human resources have a core role in this era of globalization (S. B. E. E. N. Y. L. Nasib, 2023). Companies must be able to find and maintain human resources that are able to implement and achieve the success of an organization (Syaifuddin, 2022). The success of a company in achieving its goals not only depends on the existing facilities and infrastructure but also depends on the performance of its employees (F. R. A. L. S. S. Y. L. Nasib, 2023).

To be able to achieve a synergistic relationship, companies must be able to pay attention to the performance patterns of their employees. Definition of performance according to (Mangkunegara, 2013) the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. To achieve success requires a set of attitudes, mental conditions, psychological abilities, and excellent work behavior. A very vital role in realizing the performance of an employee's performance is himself. How he has a high spirit and work ethic to be able to have a positive influence on his environment (Pebri, 2020).

Employee performance is the result or performance of employees who are assessed in terms of quality and quantity based on work standards determined by the organization (I. L. Nasib, 2020). Good performance is optimal performance that is in accordance with organizational standards and supports the achievement of organizational goals (H. A. H. S. R. Nasib, 2022). A good organization is an organization that seeks to improve the ability of its human resources, because it is a key factor to improve employee performance in order to bring progress and success so that it can achieve goals and survival in the quality of human resource performance in it.

Employees are required to be able to complete tasks and responsibilities effectively and efficiently (S. C. S. A. Y. Nasib, 2019). Employees who have a high work ethic and passionate can have a positive influence on their environment (I. L. Nasib, 2021). Meanwhile, if employee performance decreases and bad it will harm the government so that the government must be able to manage employees well so that employee performance can be maximized, there is no conflict between employees and the achievement of employee job satisfaction (Banuari, 2023).

This research was conducted at PT Carsurindo where this company is a service company engaged in logistics transportation such as providing container maintenance containers, renting warehouses and managing licensing administration. From the results of the initial observations made by the author, there are several problems encountered, such as the organization and corporate governance at PT Carsurindo is still not optimal in carrying out its functions, this can be seen from the overlapping duties and performance loads between divisions of the field at PT Carsurindo have not been balanced so that it will cause decreased performance. In addition, there is an increase in employee absence for various reasons such as illness, family matters and others. As a company that prioritizes profit, this condition is not good because over time it will reduce the company's own income. This background interests the author to conduct research related to the influence of work ethic on employee performance at PT. carsurindo Superintendent.

2. RESEARCH METHOD

Type Research

This type of quantitative research is a research method in which it uses a lot of numbers. Starting from the process of data collection process to its interpretation. Meanwhile, the research method is an in-depth deep and full of caution from all the facts. According to Journal (R. Amelia, 2019) quantitative researc is a type of research that is systematic, planned, and structured. Many say that quantitative methods are traditional methods. traditional method. Because quantitative methods have been used long enough used so that it becomes a tradition in research.

Population and Sample

The population of this study were all employees of PT Carsurindo Superintendent, totaling 78 people. The sampling method in this study uses a non-probability sampling method, which according to (Sugiyono, 2018) (Sugiyono, 2018) is "a sampling technique that does not provide equal opportunities or opportunities for each element or member of the population to be selected as a sample". The sampling technique in this study is saturated sampling where the entire population is sampled because the population does not reach 100.

Data Analysis Technique

In this study using data analysis using Structural Equation Modeling Partial Least Squares (SEM-PLS) using SmartPLS software. Quantitative data analysis using statistical analysis with SEM-PLS tools consists of two stages, namely validity and reliability tests.

3. RESULTS AND DISCUSSIONS

a. Characteristics of respondents

Table 1. Characteristics of respondents By gender

No	Gender	Total	Percentage
1	Male	48	62%
2	Female	30	38%
Total		78	100%

Source: Data processed by the author 2023

Based on the table above, it can be seen that the gender of the respondents shows that the majority of respondents are men, namely 48 people with a percentage of 62%. Meanwhile, female respondents were 30 people with a percentage of 38%

Table 2. Characteristics of respondents By Age

No	Age	Total	Percentage
1	20 - 30 years	25	32%
2	31 - 40 years	33	42%
3	41 - 50 years	20	26%
Jumlah		78	100%

Source: Data processed by the author 2023

Based on the table above, it can be seen that the age of the respondents shows that the respondents are with an age range of 20-30 years, namely 25 people with a percentage of 32%, respondents aged 31-40 years as many as 33 people with a percentage of 42% and respondents with an age range of 41-50 years as many as 20 people with a percentage of 26%.

b. Convergen Validity

Table 3. Validity Test

Variable	Indikator	Outer Weights	Loading Factor	Description
Work Ethic (X)	X1	0,177	0,735	Valid
	X2	0,188	0,708	Valid
	X3	0,101	0,781	Valid
	X4	0,140	0,745	Valid
	X5	0,197	0,775	Valid
	X6	0,167	0,804	Valid
	X7	0,187	0,824	Valid
	X8	0,203	0,789	Valid
	X9	0,151	0,790	Valid
	X10	0,187	0,735	Valid
Employee Performance (Y)	Y1	0,190	0,848	Valid
	Y2	0,202	0,801	Valid
	Y3	0,207	0,897	Valid
	Y4	0,198	0,881	Valid
	Y5	0,176	0,838	Valid
	Y6	0,202	0,840	Valid
	Y7	0,409	0,722	Valid
	Y8	0,365	0,781	Valid
	Y9	0,359	0,770	Valid
	Y10	0,106	0,757	Valid

Source: Data processed by Smart PLS 2023

Based on the table above, it can be seen that all indicators meet the value above the loading factor, which is 0.5, meaning that the indicators in this study have been met.

c. Composite reliability

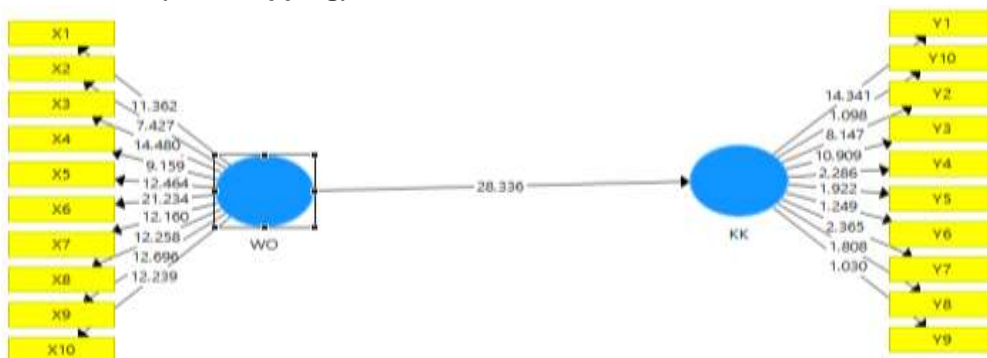
Table 4. Reliability test

Variable	Crombach's Alpha	rho_A	Composite Reliability	AVE	Result
Work ethic (X1)	0,765	0,739	0,771	0,686	reliable
Employee performnace (Y)	0,907	0,910	0,923	0,545	reliable

Source: Data processed by Smart PLS 2023

Based on the data presentation above, it can be seen that each research variable has a value of crombach's alpha and composite reliability > 0.6, which means that each variable used in the study is reliable.

d. Inner Model (Boostrapping)



1) Determination Test

Table 5. Determination Test

variable	R square	R square adjust
Employee performace (Y)	0,773	0,770

Source: Data processed by Smart PLS 2023

Based on the table above, it can be seen that the r-square result for the endogenous latent variable is 0.77, indicating that the model is substantial (good).

2) F Square Test

Table 6. F Square Test

Variable	Work Ethic	Employee performance
Work ethic (X)	-	-
Employee performance (Y)	3,40	-

Source: Data processed by Smart PLS 2023

Based on the table above, it can be seen that Based on the table above, it can be seen that employee performance is influenced by work ethic of 0.340 indicating that there is a large effect. a employee performance is influenced by work ethic of 0.340 indicating that there is a large effect.

3) Hyphothesis Test

Table 7. Hyphothesis test

Variable	Original Sample	Sample mean	Standard Dv	T statistic	P. Values
X > Y	0,879	0,889	0,031	28,336	0,000

Source: Data processed by Smart PLS 2023

Based on the table above, it can be seen that the direct effect on work ethic variables on employee performance has a path coefficient of 0.879 This shows that if the higher the work ethic of employees at PT. carsurindo, the higher the performance. This influence has a probability value (p-values) of 0.000 <0.05, there is a significant influence between work ethic on employee performance at PT. Carsurindo Superintendent.

DISCUSSION

The results showed that the direct effect on the work ethic variable on employee performance has a path coefficient of 0.879 This indicates that if the higher the work ethic of employees at PT. carsurindo, the higher the performance. This influence has a probability value (p-values) of 0.000 <0.05, there is a significant influence between work ethic on employee performance at PT Carsurindo Superintendent.

Work ethic can help a person achieve success. According to corporate trainer, Dana Brownlee revealed that determination and fortitude are more important than intelligence, talent, and skill level in determining a person's success. Brownlee said work ethic is something that can be controlled by a person. Because a person can determine himself to try his best in work or just go with the flow without knowing what is meant. Employees with a good work ethic can create a positive work environment. An attitude of responsibility at work can affect the performance of coworkers, even superiors.

The work ethic possessed by a person or group of people will be a source of motivation for their actions. So a high work ethic will be made an absolute requirement, which must be grown in that life. Because it will open up views and attitudes to humans to highly value hard work and perseverance, so that it can erode the attitude of work that is perfunctory, not oriented towards quality or quality that should be. This research is supported by research conducted (NURHADI, 2021), (Mauliza, 2019) and (Ratnasari & Hartati, 2019) results of these studies explain that work ethic is very influential in improving employee performance. The company should provide motivation and encouragement to employees rather the work ethic at work remains stable and increases.

4. CONCLUSION

Employees at PT Carsurindo Superintendent can be concluded as follows: Work ethic has a positive and significant effect on employee performance at PT Carsurindo Superintendent with a path coefficient value of 0.879 and a P value of 0.0000 <0.05.

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