

## THE INFLUENCE OF WORK ETHIC ON EMPLOYEE PERFORMANCE (STUDY AT THE LIBRARY AND ARCHIVES OFFICE OF GARUT DISTRICT)

Tita Rachtawati Santanu <sup>a\*)</sup>

<sup>a)</sup> STIE Yasa Anggana, Garut, Indonesia

<sup>\*)</sup>Corresponding Author: [titarachtawati01@stieyasaanggana.ac.id](mailto:titarachtawati01@stieyasaanggana.ac.id)

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**Abstract.** The purpose of this research is to determine the influence of work ethic on employee performance at the Garut Regency Library and Archives Service. The type of research used in this research is quantitative with a descriptive method approach and an associative method. The population in this study was 43 people, with a total of employees of the Garut Regency Library and Archives Service. Data collection techniques and tools are interviews, questionnaires and literature studies. The data analysis technique used is in the form of statistical formulas in the form of validity tests, reliability tests, correlation coefficient tests, determination coefficient tests, and hypothesis coefficient tests. Based on the results of the correlation test, a result of 0.610 was obtained, which is in the "strong" interval. The determination test results obtained were 37.2%. The results of the hypothesis test, the tcount value (4.928) can be compared with the ttable value (0.05;df) or (0.05;43-2) of 1.683. In accordance with the t-count value > t-table or 4.928 > 1.683 or the Sig value of 0.000 is smaller than Alpha 0.05 then: H0 is rejected and H1 is accepted. It can be concluded that work ethic has a positive and significant effect.

**Keywords:** work ethic, employee performance

### I. INTRODUCTION

In the current situation and conditions, competition is increasingly competitive, this of course requires companies or organizations to continue to be able to improve the performance of their employees so that they can achieve a high level of quality productivity and achieve good quantity, so that they can compete with other companies and even be able to be above the company. others (Nurhasanah [1]). In line with the opinion of (Budianto [2]) that employees are an asset in the company, because their contribution is the key to the company's success. A successful organization is certainly led by a visionary leader who has the instinct to be able to encourage a company to have qualified employees, so it is important for companies to be able to optimize the employees they have according to their functions so that they can become quality and superior assets whose real form can be achieved. seen through employee performance. Thus, to support an organization so that it can run well and smoothly, good performance is needed from its employees (Butarbutar [3]). Employee performance is an effort based on abilities and opportunities that are assessed from the results of their work. Employees who have high performance (work output or work produced) can support the achievement of the goals or targets set by the company (Susanty & Baskoro; Nurhasanah [1]). According to (Robbins; Simanjuntak [4]), to get good performance and increased work results in a work organization, employees must meet the requirements or have basic skills and abilities, namely a group of abilities, which include communication skills, technical abilities, abilities conceptual, as well as personal qualities which include mental,

physical, emotional, social character, attitude, commitment, integrity, awareness, and good behavior, and administrative abilities including the ability to analyze problems, give considerations, opinions, decisions, manage resources, and various kinds activities, open-minded, patient, actively participates in various activities. Factors that can influence performance are work ethics (Budianto [2]). Work ethic is an attitude towards work, so a good work ethic will also produce good performance which will of course have a significant influence on the progress of the institution/agency where you work. Employees who have a work ethic in their work are able to increase their organizational commitment. Work ethic is very dominant for a person's maximum work success, 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 to the extent that there is moral pressure. It can be said that work ethic is a person's perspective in responding, doing and acting at work, with the will and attention to the values and rules that apply in an organization, agency or company so that work can be carried out well (Lawu [5]).

The above description regarding the phenomenon of employee performance which is influenced by work ethics and organizational commitment which has an influence on performance, has been carried out by based on research results (Nasution & Dian Islamiati [6]) that Work Ethics with the Employee Performance variable has a positive and significant influence. In the research carried out by the researcher himself, he took the research object at the District Library and Archives Service. Garut, where employee performance was found to be less than optimal. Based on the results of the researcher's interview with the Head of Subdivision. It is

general that a decline in employee performance is caused by certain factors, one of which is the employee's personal characteristics, including the following: (1). There are several employees who are irresponsible about their work, such as these employees not taking good care of the book collection and not arranging the book collection in its proper place. (2). There are some employees who lack discipline regarding working time, such as employees leaving the office during working hours for personal matters or taking breaks beyond their break time. (3). There are several employees who do not communicate well, so the services provided in the library are less than optimal. (4). There are some employees who are less unified in establishing cooperation, such as because some employees have misunderstandings. (5). There are some employees who are less unified in collaborating, such as because misunderstandings cause some employees to have poor relations with other employees.

## II. RESEARCH METHODS

According to Sugiyono [7] "research methods are basically a scientific way to obtain data for a specific purpose". The type of research used in this research is quantitative with a descriptive and associative approach. The population in this study were all civil servants (PNS) at the Garut Regency Library and Archives Service, totaling 43 people. The sampling technique in this research is non-probability sampling with a saturated sample type. In carrying out this research, researchers used data collection techniques in the following way: 1. Interview (interview), 2. Questionnaire or questionnaire, 3. Literature study. The data obtained from the research results are then processed and analyzed using data analysis using statistical formulas in the form of validity tests, reliability tests, correlation coefficient tests, determination coefficient tests, and hypothesis coefficient tests.

## III. RESULTS AND DISCUSSION

### *Work ethic*

Work ethic in a person creates a desire to work harder and is determined to make oneself more responsible at work, with this a person can improve their quality to be better. According to Baiq Elbadriati [8] "Work Ethic is a double standard of life, namely as a driving force on the one hand, and a value force for each individual or group on the other hand." After carrying out calculations according to the respondents' statements in distributing questionnaires to the Garut Regency Library and Archives Service, it was included in the "good" category. Based on the results of distributing questionnaires to 43 respondents who were employees of the Garut Regency Library and Archives Service, the majority answered that they strongly agreed with the statement given, meaning it was going well. It can be seen from the calculation of the Work Ethic rating scale that a score of 1,476 is obtained and is included in the "good" category because it is located between points 1,720 and 1,376. This shows that the work ethic at the Garut Regency Library and Archives Service is running well, but is still not optimal.

This is in accordance with the indicator that has the highest value with a value of 193 item number 1 in table 4.9 regarding the statement "employees feel they have actualized themselves in their responsibilities at work". This is because the Garut Regency Library and Archives Service feels that a high sense of responsibility towards work is necessary for every employee, because employees must be able to take responsibility for the work they have done. This means that the work ethic at the Garut Regency Library and Archives Service is good with a sense of responsibility instilled in employees for the work they do. Therefore, the Library and Archives Service needs to maintain its sense of responsibility to improve employee performance. This is in line with the opinion of Fitri [8] "A person's work achievement in a period in carrying out the duties and responsibilities that have been given". However, there are still indicators that have a low value with a value of 167 item number 8 in table 4.16 regarding the statement "Employees feel sufficient in helping other people as part of their work". This is because employees are still not optimal in carrying out their duties. This means that employees at the Garut Regency Library and Archives Service are still not optimal in providing services to the community. Therefore, employees need to improve services to the community to correct existing deficiencies. This is in line with the opinion of Simanjuntak [4] "To be able to carry out their duties well, employee development is directed at improving the quality of human resources so that they have attitudes and behavior that are core to devotion, honesty, professionalism, responsibility, discipline, work ethic, commitment organization and authority so that it can provide services that meet the demands of community development".

### *Employee Performance*

The success of a company in the process of achieving its goals depends on how well the human resources who carry out their work perform. According to Afandi [9] "Performance is the work result that can be achieved by a person or group of people within a company in accordance with their respective responsibilities in achieving organizational goals illegally, does not violate applicable laws and does not conflict with ethics and morals." After carrying out calculations according to the respondents' statements in distributing questionnaires to the Garut Regency Library and Archives Service, it was included in the "good" category. The Garut Regency Library and Archives Service is in the "good" category. Based on the results of distributing questionnaires to 43 respondents who were employees of the Garut Regency Library and Archives Service, the majority answered that they agreed to the statement given, meaning it was going well. It can be seen in the calculation of the employee performance rating scale that the score is 1.621 and is included in the "good" category because it is located between points 1,935 and 1,548. where this shows that the performance of employees at the Garut Regency Library and Archives Service is running well, but is still not optimal. This is in accordance with the indicator that has the highest score with a value of 197 item number 4 in table 4.21 regarding the statement "Employees feel they are disciplined in their work

and follow the regulations that have been set". This is because the Garut Regency Library and Archives Service feels that discipline is important for institutions and employees to keep the institutional environment running well. This means that the performance of employees at the Garut Regency Library and Archives Service has a fairly good level of discipline. Therefore, Garut Regency Library and Archives Service employees need to maintain the discipline they already have. This is in line with the opinion of Saputra [9] who state that "Employees who are disciplined at work tend to carry out their activities in accordance with disciplined rules, standards and the duties and responsibilities that are their obligations." However, there are still indicators that have a low value with a value of 166 item number 9 in table 4.26 Regarding the statement "employees are always creative in doing their work". This is due to a lack of appreciation among employees, therefore employee creativity is less developed. This means that the level of creativity in the Garut Regency Library and Archives Service is quite low and there is a lack of new innovation. Therefore, the Garut Regency Library and Archives Service needs to pay attention to new innovations to develop employee creativity in order to improve their performance. This is in line with the opinion of Lawu [5] "Creativity is the ability to propose new, constructive ideas for the smooth running of work, reducing costs, improving work results and increasing productivity".

#### *The Influence of Work Ethic on Employee Performance*

According to Sinamo (in Abdul Gafur's [10]) "Work Ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by total commitment to an integral work paradigm." Based on the research above, it can be said that work ethic has an important role in institutions because it is one way to optimize employee performance. To determine the influence of work ethic on employee performance at the Garut Regency Library and Archives Service, a correlation coefficient test, coefficient of determination test, and hypothesis test were carried out using statistical testing tools where the quantitative data was sourced from tabulated data on questionnaire answers filled in by 43 respondents. Based on the results of testing the correlation coefficient between the work ethic variable and employee performance, it shows that there is a relationship. This can be obtained from the results of calculations using IBM SPSS version 26, namely 0.610. Based on the correlation coefficient interpretation guidelines according to Sugiyono [7], the correlation of 0.610 can be said to be a "strong" relationship because it is in the interval 0.60-0.799. Meanwhile, the magnitude of the influence given by % is influenced by other factors not examined by researchers including abilities and skills, work motivation, leadership style, organizational culture, job satisfaction, work environment, loyalty, and other factors. (Emron Edison [10]). Next, the hypothesis test calculation for work ethic was 4.928 with a significance value of 0.000. The results of hypothesis testing, the tcount value (4.928) can be compared with the ttable value (0.05:df) or (0.05:43-2) of 1.683. In accordance with the value of tcount > ttable or 4.928 > 1.683 or the Sig value of 0.000 is smaller than Alpha 0.05 then: H0 is rejected

and H1 is accepted. It can be concluded that work ethic has a positive and significant effect on the performance of employees at the Garut Regency Library and Archives Service. This research is supported by previous researchers Lawu [5] with the title The Influence of Work Ethic on Employee Performance at PT. Pos Indonesia East Jakarta Youth Branch stated that based on partial tests it could be seen that the results were 77.8% that work ethic influenced employee performance.

#### IV. CONCLUSIONS

Based on the results of research analysis and discussion regarding the Influence of Work Ethic on Employee Performance at the Garut Regency Library and Archives Service, the following conclusions can be drawn: The work ethic at the Garut Regency Library and Archives Service is good. This can be proven by the opinions expressed by employees (respondents) through a questionnaire with the majority of respondents answering in the affirmative. The results of the analysis of respondents' responses on the rating scale showed a total score of 1,476, this value is between the points 1,720 and 1,376. This shows that the majority of employees agree with statements related to work ethic. Especially in the indicator "employees feel they have actualized themselves in their responsibilities at work", meaning that employees have a high sense of responsibility for their work. The performance of employees at the Garut Regency Library and Archives Service is good. This can be proven by the opinions expressed by employees (respondents) through a questionnaire with the majority of respondents answering in the affirmative. The results of the analysis of respondents' responses on the rating scale showed a total score of 1,621, this value was between points 1,935 and 1,548. This shows that the majority of employees agree with statements related to employee performance. Especially in the indicator "employees feel they are disciplined at work and follow the rules that have been set", meaning that employees have a good level of discipline. The influence of work ethic on employee performance at the Garut Regency Library and Archives Service is 37.2% and 62.8% can be influenced by things that the author did not examine, including ability and expertise, work motivation, leadership style, organizational culture, job satisfaction, work environment., loyalty, and other factors.. Furthermore, in the T test it is known that the value of tcount is 4.928 > ttable 1.683, so that H0 is rejected and H1 is accepted. From this it can be concluded that work ethic has a positive effect on employee performance.

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