

The Effect of Work Ethics and Motivation on The Job Performance of Ony Comp Employees Malang

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ABSTRACT

The era of change that is increasingly advanced, encourages people to want to achieve a better life. This achievement is shown through the performance and achievements given at work. So it takes the ability or performance of better employees. In fostering work skills and improving the performance of each employee, inseparable from the work ethic that is believed to be and the motivation possessed by individuals. The purpose of this study is to analyze the effects of work ethics and motivation on employee performance partially or simultaneously. The population in this study were employees of Ony Comp Malang who assessed 25 people. This study used a saturated sample technique and data analysis using multiple linear regression analysis.

Keywords: work ethics, motivation, employee performance

INTRODUCTION

In this era of globalization, there is a lot of intense competition based on business with the strengths and advantages offered by each company. Changes in the era that are increasingly advanced, encourage people to want to achieve a better life. This achievement is shown through the performance and achievements given at work. So that it requires the ability or performance of better employees. If their performance is not good, then advancing the company will make sure it is not good. Meanwhile, on the other hand, the company intervenes in helping employees achieve their lives, especially to meet their daily needs. One of them is recruiting prospective employees to work at the company, Of course, the company spends money to pay employees' wages so that they can get qualified employees or human resources (HR), both in nature and performance. "Basically every government and private agency, not only looks for capable and skilled employees, but most importantly they want to work hard and want to achieve optimal work results.

Factors that can affect performance are work ethics. In fostering work skills and improving the performance of each employee, it is inseparable from the work ethic that is believed by the individual. Work ethics are attitudes, views, habits, characteristics or

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characteristics regarding the work methods of a person, group or nation. A high work ethic, of course, routine will not make you bored, even able to improve work performance or performance. The things that underlie a high work ethic include the desire to uphold the quality of work, so individuals who have a high work ethic will participate in providing input on ideas in the workplace.

Another factor that affects performance is motivation. Motivation is very important for management to pay attention to if they want each employee to make a positive contribution to the achievement of company goals. Because with motivation, an employee will have high enthusiasm in carrying out the tasks assigned to him. Without motivation, an employee cannot fulfill his duties according to standards or even exceed standards because what his motivation for work is not fulfilled. Mangkunegara (2009: 20) suggests differences in motives and motivations, namely motives are an impulse to the needs of employees that need to be met so that these employees can adapt to their environment.

To get employee performance as expected, the organization has a duty to provide encouragement to employees, so that they work hard so as to achieve the targets of the organization. In theory, various definitions of motivation usually contain wants, hopes, needs, goals, targets, encouragement and incentives. Employees work with the hope that they will get a salary that can meet these needs. A person's motivation to work is influenced by the needs that must be met and the level of needs that are different for each employee, so that there can be differences in motivation in achievement.

Ony Comp is a business that provides buying and selling of electronic devices in the form of computers, laptops, cellphones and their accessories. Based on the results of observations in Ony Comp, Malang City, there are problems related to work ethics, motivation and employee performance, which are related to the level of employee absenteeism and employee loyalty which are not well intertwined. The relationship between employees and employees is not visible. The indifference of employees in advancing the organization is not clear, orders given by the leadership are not quickly responded to.

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THEORETICAL BACKGROUND

Effect of Work Ethics on Performance

According to Sigit (2010: 118) work ethic reflects the extent to which a person evaluates work. People who have a high work ethic see that work is important, noble, and a source of dignity. For someone with a high or strong work ethic, they believe that earnest work is the key to success and happiness. The research reveals that people with a high or strong work ethic get more income, have initiative, get job satisfaction, are productive, excel, and have positive attitudes and beliefs. Performance is work which is a combination of a person's personal and organizational characteristics (Moeheriono, 2012: 65). In addition to this definition, performance also has a definition of an employee's achievement of the duties and responsibilities given by the company with the ability and actions in certain situations. The results of research conducted by Aryana and Winoto (2017) and Nizam (2016) show that work ethics has a significant effect on employee performance. So the hypothesis in this study is as follows:

H1: Work ethics have a partial effect on employee performance

Effect of Motivation on Performance

Motivation is defined as a driving or impulse in humans that can cause, direct and organize behavior (Darmawan, 2013). George and Jones (2005: 175) state that the elements of work motivation consist of the direction of behavior, the level of effort, and the level of persistence. The direction of behavior is the behavior that a person chooses at work, measured by the desire to complete the job and obedience to the rules. The level of effort regarding how hard a person tries to work according to the behavior that has been chosen, is measured by the seriousness of working and the desire to be better than before. The level of persistence is how hard the employee will continue to try to carry out the behavior that has been selected. Performance is work which is a combination of a person's personal and organizational characteristics (Moeheriono, 2012: 65). In addition to this definition, performance also has a definition of an employee's achievement of the duties and responsibilities given by the company with the ability and actions in certain situations. The results of previous research conducted

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by Amalia and Fakhri (2016) and Theodora (2015) show that motivation partially affects employee performance. So the hypothesis in this study is:

H2: Motivation has a partial effect on employee performance

The Influence of Work Ethics and Motivation on Employee Performance

According to Ernawan (2012) work ethics is a driving force for actions. Work ethics can be a driving force for actions, where work ethics can make individuals or in groups take action in order to achieve what they want. Motivation is defined as a driving or impulse in humans that can cause, direct, and organize behavior (Darmawan, 2013). George and Jones (2005) stated that the elements of work motivation consisted of the direction of behavior, the level of effort, and the level of persistence. Previous research conducted by Fitriani (2011) and Suriansyah (2012) stated that work ethics and motivation have a joint effect on employee performance. So the hypothesis in this study is as follows:

H3: Work ethic and motivation have a simultaneous effect on employee performance

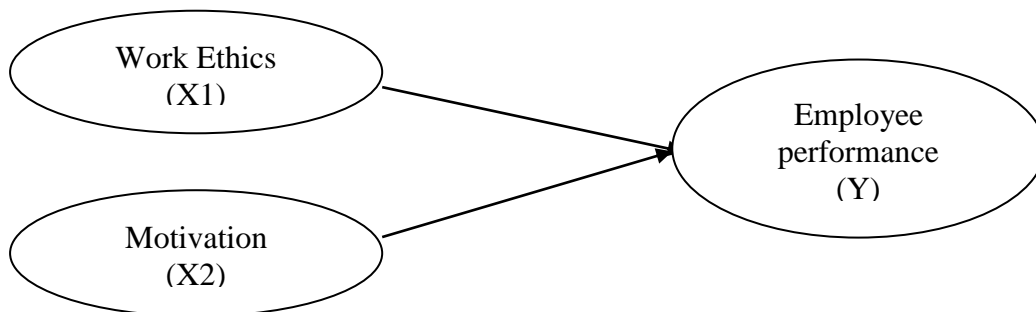


Figure 1. Framework

METHOD, DATA AND ANALYSIS

Research Variables and Operational Definition

There are two independent variables, namely work ethics (X1) and motivation (X2). Meanwhile, employee performance is measured on 4 indicators, namely quantity, quality, cooperation and time utilization. Collecting data using a Likert scale questionnaire with a score of 1-5.

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Population and Sample

This research was conducted at the Ony Comp company in Malang. The choice of this object is because Ony Comp has criteria that are in accordance with the subject to be studied. The population of this study is Ony Comp employees in Malang which amounted to 25 people. Sampling using a census (saturated sample). The sample in this study amounted to 25 people.

Data Analysis Method

The data analysis used is multiple linear regression analysis.

RESULTS

Characteristics of Respondents

Research data obtained from questionnaires that have been distributed to respondents. The number of respondents involved in this study amounted to 25 employees. The characteristics of the respondents in this study were only gender. Description of the characteristics of the respondents according to gender the majority were female as much as 88% and male as much as 12%.

Estimation of the regression coefficient in this analysis uses the ordinary least square method. The application of this method will produce a good assessment if all the assumptions that apply in the analysis can be fulfilled. The assumptions underlying the regression analysis include: there is no multicollinearity, no heteroscedasticity and the residual values are normally distributed.

Normality test

The results of the Kolmogorov Smirnov test to test the distribution of the data obtained a value of $Z = 0.821$ ($p > 0.05$) which proved that the residual data were normally distributed, so the results of the regression analysis in this study fulfilled the assumption of normality.

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Multicollinearity Test

The results of the examination of the assumption that there is no multicollinearity are carried out by calculating the Variance Inflation Factor (VIF) value in the independent variable. Gujarati (1995) argues that an independent variable will be considered to have high multicollinearity with one or several other independent variables if the VIF value is > 10 . From the calculation results, it can be concluded that the data does not occur multicollinearity because all VIF values obtained are less than 10. The following are the results of the multicollinearity test.

Table 1. Multicollinearity Test Results

Variable	Tolerance	VIF
Work ethic (X1)	0.512	1,952
Motivation (X2)	0.512	1,952

Based on Table 1, it is known that the tolerance value of work ethics = 0.512 and motivation = 0.512, the tolerance value of the two variables is more than 0.1. As for the Variance Inflation Factor (VIF) value of work ethics = 1.952 and motivation = 1.952, the VIF value of the two variables is less than 10. This shows that the regression model in this study does not have a high correlation between the independent variables or the assumption of free correlation in model met.

Heteroscedasticity Test

The next assumption is that the examination does not occur heteroscedasticity. Heteroscedasticity will result in inefficient estimation of the regression coefficients. The assessment result will be less than it should be. Heteroscedasticity contradicts one of the basic assumptions of path analysis, namely that the residual variation is the same for all observations or is called homoscedasticity. The test procedure used to detect heteroscedasticity symptoms is the Glejser test. The Glejser test is performed by regressing the multiple residual values on all independent variables. If the p-value in the t-test results on the regression coefficient is greater than $\alpha = 0.05$, it can be said that there is no symptom of heteroscedasticity at the residual value.

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Table 2. Heteroscedasticity Test Results

Variable	Coefficient	p
Work ethic (X1)	0.032	0.649
Motivation (X2)	0.025	0.775

Based on the results of the analysis in Table 2, it is known that each variable has a p value greater than 0.05, it can be concluded that each variable does not contain a hetero-skidasticity problem, so that it meets the requirements in the regression analysis.

Multiple Linear Regression Analysis

Multiple regression analysis is used to describe the form of the relationship between the independent variable (free) and the dependent variable (bound). Important things in regression analysis include: the regression equation, the coefficient of determination (R²), the results of the F-test and the t-test. From the regression equation, it is known that the dependent variable is employee performance (Y) the value will be predicted by the independent variable, namely work ethics (X1) and motivation (X2). The regression coefficient on both variables is positive, this can be interpreted as an increase in work ethics and motivation positive effect on employee performance.

Table 3 explains the results of testing simultaneously the effect of the two independent variables on employee performance. In the F test section, the value of F = 56.180 and the coefficient of determination is 83.6%. The results of this test explain that simultaneously, there is a significant effect of the two independent variables on employee performance with a contribution of 83.6%.

The partial influence of work ethic variables on employee performance was carried out by using the t-test. Work ethics variable with a regression coefficient of 0.701 has a significant effect on employee performance. This is evident from the value of t = 50.812 with a value of p = 0.000 which is smaller than $\alpha = 0.05$, so statistically the regression coefficient of work ethics on employee performance is significant. These results explain that the high performance of employees can be directly explained by work ethics.

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Table 3. Regression Calculation Results

Variable	Beta	T	p
Work ethic (X1)	0.701	50,812	0.000
Motivation (X2)	0.275	20,285	0.032

R = 0.914; Adjusted R2 = 0.821; R2 = 0.836;

F = 56,180; P = 0,000

The partial influence of the motivation variable on employee performance was carried out by using the t-test. Motivation with a regression coefficient of 0.275 has a significant effect on employee performance. This is evident from the value of $t = 20.285$ and the value of $p = 0.032$ which is smaller than $\alpha = 0.05$, so statistically the regression coefficient of motivation on employee performance is significant. These results explain that the high performance of employees can be directly explained by motivation.

The coefficient of determination (R2) is one of the values used as a measure of goodness (goodness of fit), that is, by looking at the percentage of influence of all independent variables on the dependent variable, it can be seen how well the regression equation model is used. The coefficient of determination (R2) measures the proportion (share) or percentage of the total variation in Y described by the regression model. The coefficient of determination or R2 has a limit of $0 \leq R2 \leq 1$. An R2 of 1 means a perfect match, while R2 which is zero has no relationship between the dependent variable and the explaining variable.

Based on the calculation, the coefficient of determination (R2) is 0.836, which means that the ability of the regression equation to predict the value of the dependent variable is 83.6%. Furthermore, the value of 83.6% indicates that work ethics and motivation are able to explain changes in employee performance by 83.6% while the remaining 16.4% is explained by other variables that are not included in the regression equation model.

Hypothesis test

The hypothesis H1 states that work ethics has a partially significant effect on employee performance Ony Comp. The t-test result on the regression coefficient on the

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relationship between work ethics and employee performance of 0.701 is significant ($p = 0.000$). So it can be concluded that the research data supports the hypothesis H1.

Hypothesis H2 states that motivation partially significant effect on employee performance Ony Comp. The t-test result on the regression coefficient on the relationship between motivation and employee performance of 0.275 is significant ($p = 0.032$). So it can be concluded that the research data supports the hypothesis H2.

Hypothesis H3 states that work ethics and motivations simultaneous influence on the performance of Ony Comp employees. The results of the F-test on the relationship between work ethics and motivation on employee performance with a value of $F = 56.180$ are significant ($p = 0.000$), so it can be concluded that the research data supports the hypothesis H3. The comparison of the level of influence is explained by the beta coefficient, and when work has the largest beta coefficient ($b = 0.701$),

DISCUSSION

The influence of work ethics on employee performance

The results showed that work ethics had an effect on employee performance. In this case work ethic has a role in influencing the result of a person's overall success rate during a certain period in carrying out the task. The results of this study are in line with the research of Aryana and Winoto (2017) and Nizam (2016) which state that work ethics affects employee performance.

The influence of motivation on employee performance

The results showed that work motivation has an effect on employee performance. Work motivation as a driving force or impetus in humans that can generate, direct, and organize behavior in doing work. The results of this study are in line with previous research conducted by Amalia and Fakhri (2016) and Theodora (2015) show that motivation has an effect on employee performance.

The influence of work ethics and motivation on employee performance

The results showed that work ethics and motivation have an effect on employee performance. The results of this study support previous research conducted by Fitriani

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(2011) and Suriansyah (2012) which states that work ethics and motivation jointly influence employee performance. Work ethic and work motivation in this case can be a measure of the desire to complete work and adherence to regulations.

CONCLUSIONS

Based on the results of the analysis, it can be concluded that 1) work ethic has a partially significant effect on Ony Comp employee performance, 2) motivation has a partially significant effect on Ony Comp employee performance and 3) work ethic and motivation simultaneously influence Ony Comp employee performance. Employee performance can be improved by implementing good work ethics and work motivation. Achieving performance while working requires better abilities. Management is obliged to develop work skills in an effort to improve the performance of each employee. A high work ethic, of course, routine will not make you bored, even able to improve work performance or performance. The things that underlie a high work ethic include the desire to uphold the quality of work, so individuals who have a high work ethic will participate in providing input on ideas in the workplace.

Suggestions for the company, management needs to provide opportunities and facilitate aspects of improving employee education through regular training held either internally or externally in an institution. The company also designs career development opportunities for all levels of employees. The problem of motivation is suggested to focus on improving intrinsic motivation, such as the concept of paying a wage in accordance with employee performance. Stimulus from wages that does not only come from wages will create better and more conducive working conditions.

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