

THE INFLUENCE OF WORK ETHIC AND CAREER DEVELOPMENT ON PT EMPLOYEE PERFORMANCE. SEMEN BATURAJA TBK PALEMBANG

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ABSTRACT

Keywords:

Work ethic; Career development; Employee performance

This research aims to determine the influence of work ethic and career development on employee performance at PT. Semen Baturaja Palembang. This research uses statistical research methods with a quantitative approach. The population in this research is employees of PT. Semen Baturaja Palembang with a sample size of 111 respondents. The method used in taking samples was simple random sampling. The data measurement technique uses multiple linear regression analysis and coefficient of determination. The research results show that: (1) Partial test results obtained that the T-count for Work Ethic is 2.786, which is greater than the T-table of 1.659, so it can be concluded that Work Ethic has an influence on the performance of PT employees. Semen Baturaja Palembang. (2) The partial test results for Career Development obtained a T-count of 6.779 which is greater than the T-table of 1.659, so it can be concluded that Career Development has an effect on PT Employee Performance. Semen Baturaja Palembang. (3) Simultaneous test results obtained an F-count of 49.447, this value is greater than the F-table of 3.08, so it can be concluded that Work Ethic and Career Development simultaneously have a positive and significant effect on PT Employee Performance. Semen Baturaja Palembang.

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1. INTRODUCTION

In the corporate context, human resources (HR) is a vital element that plays a crucial role in achieving competitive advantage. Factors such as Work Ethic, Career Development, and Employee Performance are interrelated and have a significant impact on organizational dynamics [1]. Work ethic reflects an employee's values, attitudes, and dedication to their work, while Career Development refers to a company's efforts to help employees develop skills and achieve their career goals [2]. Employee performance, on the other hand, measures the extent to which they contribute to achieving company goals [3]. The close relationship between these three factors is the key for companies to maximize the potential of their human resources.

This research gains high urgency because, in today's competitive business environment, companies such as PT. Semen Baturaja Tbk Palembang needs to ensure that their human resources have a strong work ethic and get good career development opportunities. This not only improves the individual performance of employees but also contributes to the overall performance of the company. However, there is no research that specifically examines the relationship between work ethic, career development, and employee performance at PT. Semen Baturaja Tbk Palembang.

In the context of theoretical and empirical gaps, there is a lack of knowledge between existing theories and their application in cement companies such as PT. Semen Baturaja Tbk Palembang. Although many theories support the importance of Work Ethic, Career Development, and Employee Performance in an organizational context, there has been no empirical research that specifically examines their relationship in this company. In addition, previous research tends to be more general and does not focus on the cement industry context. Therefore, this research will try to fill this gap by digging deeper into the influence of these factors in PT. Semen Baturaja Tbk Palembang.

Several previous studies have investigated the relationship between work ethic, career development and employee performance in various sectors [4], [5]. However, to the best of our knowledge, no research has explicitly explored this topic in the cement industry, particularly at PT.

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Semen Baturaja Tbk Palembang. Therefore, this research will be a valuable contribution to the scientific literature by providing a deeper understanding of how Work Ethics and Career Development can influence Employee Performance in this sector.

Thus, the novelty of this study is the focus on the context of PT. Semen Baturaja Tbk Palembang and a more in-depth investigation of the effect of Work Ethic and Career Development on Employee Performance in the context of the cement industry. The contribution of this research is expected to provide practical guidance for company management in improving the performance of their employees. The purpose of this study is to provide a better understanding of the factors that influence employee performance at PT. Semen Baturaja Tbk Palembang and provide recommendations that can improve the effectiveness of the work ethic and career development in this company.

Literature Review

Work Ethic

Work ethic, as a concept that refers to an individual's attitudes, values, and mentality towards their work and obligations, plays an important role in the world of work [6]. This reflects the level of commitment, dedication and responsibility for the tasks at hand, as well as intrinsic motivation to excel and make maximum contributions in the work environment [7]. The main goal of work ethic is to increase productivity, efficiency and performance, both at the individual and organizational levels [8]. Indicators of a strong work ethic include commitment to work, discipline, intrinsic motivation, responsibility, integrity, initiative, quality of work results, flexibility, adaptability, and the ability to collaborate [9]. A good work ethic creates a positive work environment, where employees feel involved and contribute positively, and this is very important in achieving company growth and success.

Career Development

Career development, which can be defined as the process of increasing individual knowledge, skills, experience, and competencies to achieve their career goals, has the main goal of providing individuals with the tools and opportunities needed to achieve their best career potential [10]. This includes improving performance in their current role, promotion opportunities, or transitioning to a different field or position, while providing a sense of meaning and accomplishment in their work [11]. Indicators of successful career development include improvement in competencies and skills relevant to a particular job or industry, achievement of individual career goals, opportunities provided by the organization for career development, advancement in responsibilities and positions, as well as job satisfaction and individual motivation levels to achieve higher achievements in the course of their careers [12], [13].

Employee Performance

Employee performance is a concept that reflects the extent to which individuals or groups in an organization achieve their goals, tasks and responsibilities effectively and efficiently [14]. Employee performance is not only about the results achieved, but also involves how they achieve them, including the level of motivation, cooperation and dedication they show in carrying out their work [15]. The main purpose of measuring employee performance is to identify and understand the extent to which human resources in the organization contribute to the achievement of company goals, as well as to provide a basis for individual development and work process improvement [16]. Employee performance indicators include productivity, quality of work, level of involvement, initiative, discipline, target fulfillment, and ability to adapt to change [17]. Measuring employee performance is an important aspect of human resource management, helping organizations to optimize individual potential and achieve higher levels of efficiency and effectiveness.

Conceptual Framework

Figure 1 depicts the structure of this research, which includes the relationship between the variables being researched, the need to solve the research problem, and the formation of hypotheses in the form of a flow diagram with explanations.

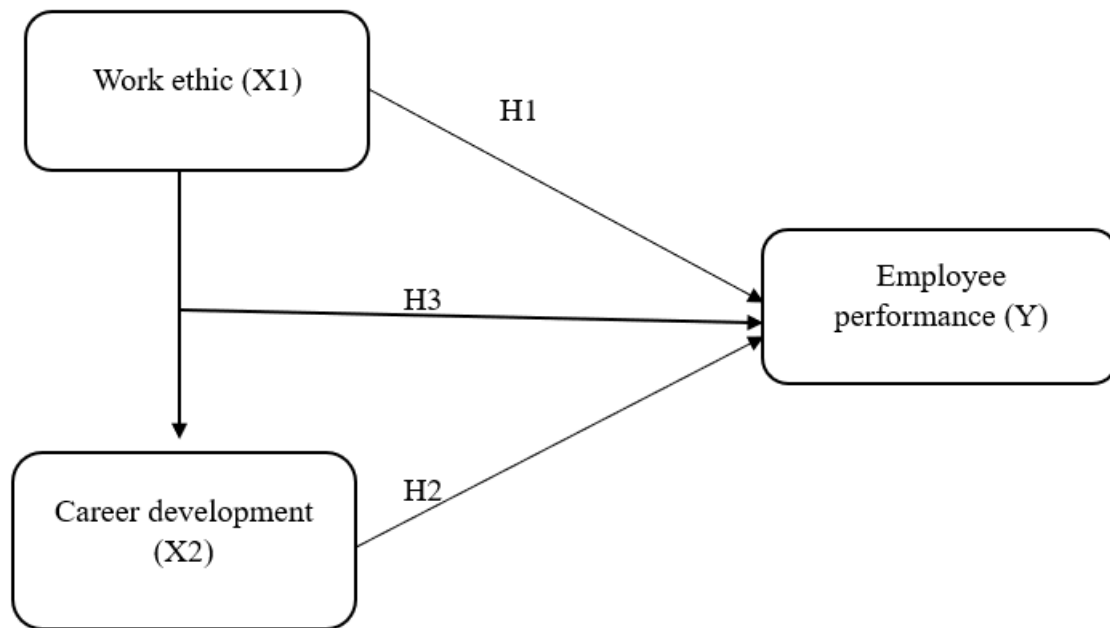


Figure 1. Theoretical Thinking Framework

Based on Figure 1, the research hypothesis is based on a conceptual model framework, namely:

- H1: There is a positive effect of work ethic on the performance of employees of PT. Cement Baturaja Palembang
- H2: There is a positive influence of career development on the performance of employees of PT. Cement Baturaja Palembang
- H3: There is a positive influence of work ethic and career development on the performance of employees of PT. Semen Baturaja Palembang.

2. METHOD

This study used a survey approach with a cross-sectional survey design [18]. The population in this study were all employees at PT. Semen Baturaja Palembang has 153 employees. The sampling technique used by the author in this research is the simple random sampling technique, namely the technique of taking sample members from the population randomly without paying attention to the strata in the population [19]. So, the sample in this study was 111 employees. The construct variable table can be seen in more detail below

Table 1. Variable Construct

No	Operational Variables	Operational definition	Indikator
1.	Work ethic (X1)	Work ethic is a set of positive behaviors built on core beliefs combined with an absolute obligation to an integral work worldview	1. Hard Work 2. Discipline 3. Be honest 4. Responsibility 5. Diligent 6. Persevere
2	Career development (X2)	Career development is a condition that shows an increase in a person's status in an organization along the career path that has been determined in the organization concerned.	1. Educational Background 2. Training 3. Work Experience
3	Employee performance (Y)	Performance is the result of work produced by an employee to achieve the targets and goals of a company or organization in quantity and quality	1. Quality 2. Quantity 3. Cooperation 4. Responsibility

In this section, a regression analysis will be carried out which involves several stages of testing classical assumptions before testing the hypothesis. This classic assumption consists of several essential tests. The first is the normality test, which aims to assess whether the residual values are normally distributed. This test is important because one of the basic assumptions of regression analysis is that the independent and dependent variables must have a normal or close to normal distribution. This normality test is carried out using the Kolmogorov-Smirnov test, and if the significance value is greater than 0.08 at a significance level of 5%, it can be concluded that the data distribution is normal. Next, there is a multicollinearity test, which aims to assess whether there is a correlation between the independent variables (multicollinearity) in the regression model. A good regression model should not experience multicollinearity, and this can be seen through the tolerance value and variance inflation factor (VIF). These two measures help identify which independent variables may be correlated. A high tolerance value or low VIF indicates that the independent variable does not have significant multicollinearity. Then, there is the heteroscedasticity test, which is used to evaluate whether there are differences in residual variation between various observations in the regression model. A good regression model should not experience heteroscedasticity. The heteroscedasticity test can be carried out by observing the plot pattern between the predicted value of the dependent variable and its residual. The appearance of certain patterns in this plot indicates the presence of heteroscedasticity. Finally, there is an autocorrelation test, which aims to assess whether there is a correlation between confounding errors in period t and confounding errors in the previous period ($t-1$). A good regression model should be free from autocorrelation. The autocorrelation test can be carried out using the Durbin-Watson method, with a comparison of values between two (du) to four ($4-du$).

After testing the classical assumptions, multiple linear regression analysis can be continued. This analysis aims to measure how much influence the independent variables, namely Work Ethic and Career Development, have on the dependent variable, namely Performance. This analysis is important to understand the factors that influence employee performance at PT. Semen Baturaja Palembang. Next, analysis of the coefficient of determination (R^2) was carried out to measure the extent to which the model was able to explain variations in the dependent variable. The R^2 value ranges between 0 and 1, where a value close to 1 indicates that the independent variable provides significant information in explaining the dependent variable. Next, hypothesis testing is carried out, starting with a simultaneous test (F test). This test aims to determine whether all independent variables together have an effect on the dependent variable. Furthermore, a partial test (t test) was carried out to assess the effect of each independent variable individually on the dependent variable.

3. RESULT AND DISCUSSION

Classic Assumption

Before carrying out a linear regression analysis, it is necessary to test the classical assumptions first so that the dependent and independent variables have a straight relationship and the sample data that is processed can truly represent the population as a whole and to see the normality of the data from a model variable to be studied. Classical assumption testing includes:

Normality Test Results

The normality test is carried out with the aim of testing whether in the regression model the independent variable and the dependent variable or both have a normal distribution or not. Normality testing was carried out using the One Sample Kolmogorov Smirnov statistical test and using a p-plot.

Table 2. One-Sample Kolmogorov Test

Parameter	Value
Test Statistic	.081
Asymp. Sig. (2-tailed) ^c	.068

Source: SPSS 27 Output Results, 2022

Based on table 2, the normal p-p plot regression standard sizes graph shows that the question items circle the normal line, and the Kolmogorov table value with an asymp value of 0.068 is greater than the value of 0.05 ($0.068 > 0.05$) so it can be concluded that the residual value is distributed that the residual value is normally distributed.

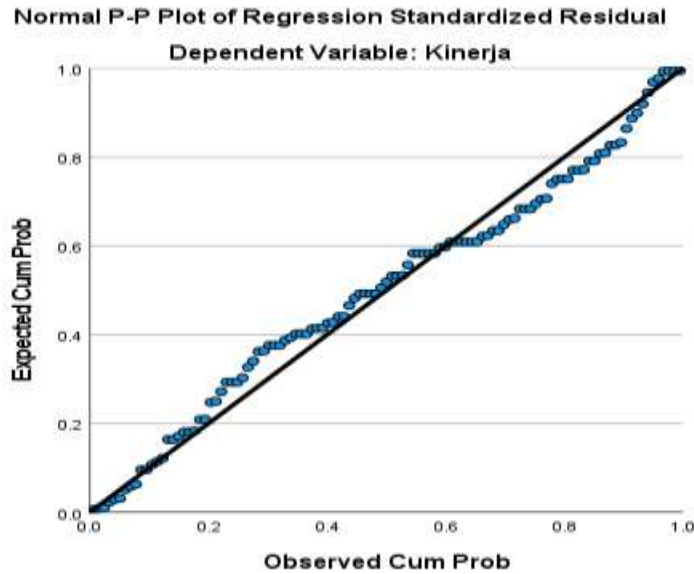


Figure 2 Graph of P-Plot Data Normality Test Results
Source: SPSS 27 Output Results, 2022

Based on Figure 2 it shows that the data points in the output graph above show that the data is around and follows the direction of the diagonal line of the graph. So, it can be concluded that the data is normally distributed so that data normality is fulfilled.

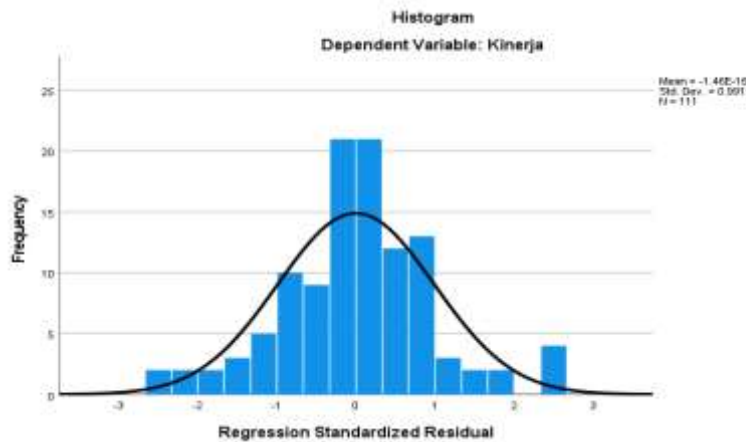


Figure 3 Histogram

Source: SPSS 27 Output Results, 2022

Based on Figure 3, the p-plot graph shows that the distribution of data follows a normal line, so the data is normally distributed. This can be seen in the histogram image which forms a bell that does not deviate from left to right. The normality graph also shows that the data is normally distributed, where the scatterplot shows the dots that follow along the diagonal line.

Multicollinearity Test Results

This multicollinearity test aims to detect the relationship between one independent variable and another independent variable. Detection of multicollinearity can be done by looking at the value of the variance inflating factor (VIF) from the regression analysis. If the VIF value < 10 , it can be concluded that the data is free from multicollinearity. The following are the results of the multicollinearity test:

Table 3 Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.658	3.082		2.160	.033		
	Work ethic	.184	.066	.225	2.786	.006	.739	1.354
	Career development	.725	.107	.548	6.779	.000	.739	1.354

a. Dependent Variable: Performance

Source: SPSS 27 Output Results, 2022

Berdasarkan tabel 3 hasil uji multikolinearitas dilakukan dengan melihat VIF. Hasil analisis menunjukkan bahwa VIF kedua variabel bebas penelitian yaitu 1,354 dan 1,354 < 10, artinya hasil ini menyimpulkan bahwa tidak terjadi multikolinearitas pada model regresi.

Heteroscedasticity Test Results

Pengujian heteroskedastisitas dapat dilakukan dengan cara scatterplot. Apabila scatterplot menunjukkan pancaran atau bauran yang tidak berpola maka model regresi tidak terjadi gejala heteroskedastisitas. Berikut hasil pengujian heteroskedastisitas.

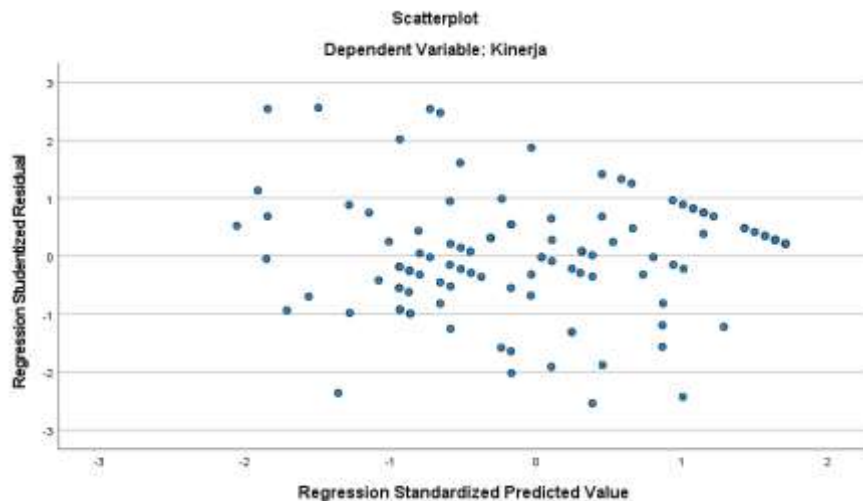


Figure 4 Heteroscedasticity Test Results with Scatterplots

Source: SPSS 27 Output Results, 2022

Based on the scatterplots graph presented in Figure 4 It can be seen that the points are spread out irregularly or do not form a clear pattern and are spread both above and below zero on the Y axis. This shows that there is no indication of heteroscedasticity in the regression model in this study..

Autocorrelation Test Results

This autocorrelation test is to determine the evenness of the influence of work ethic and career development on employee performance, namely that autocorrelation occurs because consecutive observations over time are related to each other. The autocorrelation test was carried out using the Durbin Watson (DW) method.

Table 4 Durbin Watson autocorrelation test results

R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
.691 ^a	.478	.468	2.754	1.866

Source: SPSS 27 Output Results, 2022

Based on table 4, it shows that the correlation of work ethic and career development on employee performance has no negative autocorrelation with an R value of 0.691 of 69.1%.

Multiple Linear Regression Analysis

Multiple linear regression analysis is shown to determine the linear relationship between the independent variable and the dependent variable. Multiple linear regression results using the IBM SPSS Statistics version 27 application.

Table 5 Multiple Linear Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.658	3.082		2.160	.033
	Work ethic	.184	.066	.225	2.786	.006
	Career development	.725	.107	.548	6.779	.000

a. Dependent Variable: Performance (Y)

Source: SPSS 27 Output Results, 2022

Based on Table 5 above, that multiple linear analysis is made regression equation as follows:

$$Y = 6.658 + 0.184 X_1 + 0.725 X_2 + e$$

A constant value of 6.658 states that if the Work Ethic (X1), Career Development (X2) values are 0, then Employee Performance (Y) is increasing. The regression coefficient of the Work Ethic variable (X1), namely Work Ethics, shows a positive coefficient of (0.184) thus it can be seen that the Work Ethic can improve Employee Performance. The regression coefficient of career development variable (X2) Work Career Development shows a positive coefficient of (0.725) thus it can be seen that Career Development can improve Employee Performance.

Coefficient of Determination Test Results (R²)

Table 6 Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691 ^a	.478	.468	2.754

a. Predictors: (Constant), Career Development (X2), Work Ethic (X1)

Source: SPSS 27 Output Results, 2022

Based on table 6, it shows that the calculation results for Adjusted R² obtained in multiple regression analysis obtained a coefficient of determination with an R Square of 0.478. This means that 47.8% of the variation in employee performance can be explained by work ethic and career development variables, while the remaining 52.2% is explained by other factors outside the model studied.

F Test Results (Simultaneous)

To prove the hypothesis testing together is a significant test of the equation which aims to find out how much influence the independent variables (X1) and (X2) together have on the dependent variable (Y).

Table 7 F Test Results (Simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	749.864	2	374.932	49.447	.000 ^b
	Residual	818.911	108	7.583		
	Total	1568.775	110			

a. Dependent Variable: Performance (Y)

b. Predictors: (Constant), Career Development (X2), Work Ethic (X1)

Source: SPSS 27 Output Results, 2022

Based on table 7, it can be concluded that the calculated F-value obtained is 49.447 and the F-table value with $\alpha = 0.05\%$ and $df = n - k - 1$ so the real level is $df = 111 - 2 - 1$ so that the F-table number is found to be 3.08. The test results show that the F-calculated value is greater than the F-table value and the significance value is greater than the alpha value ($0.000 < 0.5$). Thus, the hypothesis can be concluded that there is a simultaneous and significant influence of the variables Work Ethic (X1) and Career Development (X2) on Performance (Y).

T Test Results (Partial)

The T test or partial test is used to see the influence of each variable in the research. The significant t test is shown by looking at the t-calculated value and the significance value which is the output of the data processing results. Following are the results of the t test.

Table 8 T Test Results (Persial)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.658	3.082		2.160	.033
	Etos Kerja (X1)	.184	.066	.225	2.786	.006
	Pengembangan Karir (X2)	.725	.107	.548	6.779	.000

a. Dependent Variable: Kinerja (Y)

Source: SPSS 27 Output Results, 2022

Based on the calculation results of the Partial T Test on SPSS as shown in table 8 above, the following results are obtained. The Work Ethic variable has a T-count of 2.786 with a significant level of $0.006 < 0.05$, this shows that H_0 is rejected and H_1 is accepted because $T\text{-count} > T\text{-table}$ ($2.786 > 1.659$). This means that work ethic has a positive and significant effect on the performance of employees of PT. Semen Baturaja Palembang. The Career Development variable has a T-count of 6.779 with a significance level of $0.000 < 0.05$, this shows that H_0 is rejected and H_2 is accepted because $T\text{-count} > T\text{-table}$ ($6.779 > 1.659$). This means that Career Development has a positive and significant effect on the performance of employees of PT. Semen Baturaja Palembang.

Discussion of Research Results

Effect of Work Ethics on Employee Performance

Based on the results of this research, the T-calculated value of the work ethic variable is $2.786 > T\text{-table}$ 1.659 with a significant figure of $0.006 < \alpha = 0.05$. Then the Work Ethic (X1) affects the Employee Performance of PT. Semen Baturaja Palembang. These results have supported research conducted by [9] Employee work ethic has an influence on performance, where employee work ethic with a high level of job satisfaction tends to produce high performance in carrying out work. These results are also the same as the results of previous research conducted by [20], [21] states that work ethic has a positive effect on employee performance, which means it goes in the same direction through the regression equation: $Y = 12.292 + 0.711 X$. It is known that a good work ethic will reflect a positive value on employees so that it triggers increased employee performance and employee performance will be very good. Employees who have a good work ethic in their work are able to increase their commitment to work. Work ethic is very influential for a person's work success to the fullest, so the higher the employee's work ethic, the higher the employee's performance.

The Influence of Career Development on Employee Performance

Based on the research results, it was obtained that the T-count value of the career development variable was $6.779 > T\text{-table}$ 1.659 with a significance of $0.000 < \alpha = 0.05$. So career development (X2) affects the performance of employees of PT. Semen Baturaja Palembang. These results support the research conducted by [22] shows that career development has a positive and significant influence on performance so that employees are motivated to improve their performance and show their potential. Therefore, it is hoped that all existing human resources will maximize the career development programs provided by the company. Career development is an effort or steps carried out by an employee and human resources manager in order to develop the employee's potential to occupy a higher position in an effort to achieve goals. The importance of career development in a company will lead to increasing satisfaction, loyalty, creativity, performance (Djestawan in Dr. Muhammad Basro 2018).

The Influence of Work Ethic and Career Development on Employee Performance at PT. Cement Baturaja Palembang

Based on the results of the statistical analysis obtained, this research states that the influence of Career Development is greater than the influence of Work Ethic. Based on the coefficient of determination R Square value of 0.478 or 47.8%, this means that the variation in the strength of influence of the Work Ethic (X1) and Career Development (X2) variables is 47.8% on the Performance variable (Y). The remaining 52.2% is determined by other variables not examined in this study. Based on the results of hypothesis testing (F test) together between the variables Work Ethic (X1) and Career Development (X2) on Performance (Y). It is known that Work Ethic and Career Development have a significant influence simultaneously on the dependent variable performance with an F-count value of $49.447 > F\text{-table}$ 3.08 with a significant value of $0.00 < 0.05$, thus it can be interpreted that Work Ethic and Career Development simultaneously influences performance. The results of this study are in line with research [23] that work ethic and career development simultaneously influence employee performance. By having employees

who have competence and providing motivation by the Company to employees, it is hoped that there will be feedback that the Company expects, namely good work performance. This good work performance can be carried out in accordance with the Company's planned expectations and goals. So if employees in a company have competence and receive motivation from the company, then they will provide feedback in the form of good work performance.

4. CONCLUSION

Based on data analysis and discussion, several main conclusions can be drawn from this research. First, the results of the study show that work ethic has a partially positive and significant effect on employee performance at PT. Semen Baturaja Palembang. This indicates that the higher the work ethic possessed by employees, the better their performance. Second, the results of the study also show that career development has a partially positive and significant effect on employee performance. This illustrates the importance of providing opportunities and support for employee career development in order to improve their performance. Third, the test results simultaneously confirm that work ethic and career development together have a positive and significant influence on employee performance at PT. Semen Baturaja Palembang. This shows that these factors complement each other in improving employee performance. Finally, through the coefficient of determination test, it was found that around 47.8% of the variation in employee performance could be explained by work ethic and career development variables. However, most of the variation in employee performance, around 52.2%, is still influenced by other factors such as motivation, training, placement, competency, work discipline, leadership, work ability, compensation and work stress. Therefore, this research provides the implication that it is still necessary to consider other factors that influence employee performance in more depth in efforts to increase organizational productivity and efficiency. Based on the findings of this study, the researchers can offer several valuable recommendations, some of which are outlined below: Based on the respondents' responses, overall regarding the Work Ethic variable received a good rating from the respondents. However, from the respondents' responses, from the results of the responses that scored the lowest, namely employees still having difficulty completing work in the office. Therefore, it is hoped that the Company can provide supervision of its employees and that communication between superiors and subordinates can be even better, so that it can help employees work and find solutions to make their work easier. For further research, it is expected to use other variables not examined in this study, such as work ethic and career development which were not examined in this study.

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