

## THE EFFECT OF WORK ETHIC AND JOB RESPONSIBILITY ON ACHIEVEMENT MOTIVATION WITH THE MODERATING VARIABLE OF THE WORK ENVIRONMENT AT PT YANMAR JAYA ELECTRIC

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### ABSTRACT

Achievement motivation of employees at PT Yanmar Jaya Elektrik can appear when their work ethic and if they have good responsibilities towards their work. However, the high and low achievement motivation can also be influenced by a good work environment. The results of this study used a sample of 100 permanent employees who had worked for 5 years and the results showed (1) the significant level of work ethic variable of 0.025 was smaller at = 0.05. So from the test results it is stated that partially the work ethic variable (X1) has a significant effect on employee achievement motivation (Y) at PT Yanmar Jaya Electric, (2) Position Responsibilities Variable with a significant level of 0.029 is smaller at = 0.05 then Partially, the Job Responsibility variable (X2) has a significant effect on employee achievement motivation (Y) at PT Yanmar Jaya Electric (3) Moderate 1 Variable (X1\*Z) with a significant level of 0.016 is smaller at = 0.05. It means that the moderating variable of the work environment can moderate the relationship between work ethic and achievement motivation. (4) Moderate variable 2 (X2\*Z) has a significant level of 0.423 which is greater at = 0.05. So it means that the moderating variable of the work environment is not able to moderate job responsibilities on achievement motivation

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### 1. INTRODUCTION

A very important dimension in achieving company performance is how to encourage employees so that they can provide benefits to the company for the continuity of the company's business itself. This encouragement is intended to remind people or employees so that they are enthusiastic and can achieve the results as desired by the Company. Therefore, companies are required to recognize or understand the nature and characteristics of their employees as well as conditions and situations that support the achievement of employee performance, a need based on what motives underlie employee behavior so that employees work and act by the wishes of the organization.

*The Effect Of Work Ethic And Job Responsibility On Achievement Motivation With The Moderating Variable Of The Work Environment At PT. Yanmar Jaya Electric. Amin Hou, Ester Hervina Sihombing, Prianda Pebri, Ratih Amelia, Ahmad Fadli*

In the context of work, understanding the work ethic and how employees are responsible for their position and a healthy work environment is expected to be a driving force for a stronger desire for employee achievement. The role of employee performance in the company is very important. Good employee performance can facilitate the main mover of all company activities in achieving company goals, namely to maintain the survival of the company and to gain profits. The success or failure of a company in maintaining its existence starts from the human effort itself in carrying out its work to the fullest. The company's performance is greatly influenced and even depends on the quality of its human resources. stated that employee performance will determine the progress and quality of the company [1]

At this time, a good employee work ethic in a company must be a characteristic, cultural morality, and ethics that generally apply in daily life at the company. A high employee work ethic will give confidence to the company to achieve its goals optimally. The ability to appreciate work is very important today, this means that as an effort to create excellence, work ethic is a determining factor for the success of individuals, groups, and institutions in carrying out work through the excellence of mind and character that can optimize work which in turn will result in superior performance. for the company. work ethic has the meaning of mobilizing all self-potential of employees as part of the organization to achieve goals [2]

For an employee, responsibility for the position is the attitude shown by an employee towards what has been assigned to him. Being responsible for what is delegated by the leadership will ensure the trust of the leadership and maintain work comfort and work productivity. Responsibility is an individual commitment to every activity. Operationally, the responsibilities of the position include responsibilities at work, leaders/supervisors, companies, and also stakeholders. In working an employee has certain responsibilities on his job. Responsibility is an obligation to do something that arises when a subordinate accepts the manager's authority to delegate certain tasks or functions [3]. Through the great responsibility of an employee in his work, the desire for employee achievement at work will be even higher.

The condition of the employee's work ethic, and awareness of job responsibilities have a very strong role in creating employee achievement motivation, besides that it cannot be ruled out that the work environment can be a stimulus in increasing or even weakening employee achievement motives, the work environment. The work environment is related to various aspects that are around employees when carrying out their duties. A pleasant work environment can cause and affect employee work concentration in carrying out their respective activities. The work environment includes the workplace, facilities and work aids, cleanliness, lighting, tranquility, including the working relationship between the people in the place. A good and clean work environment, with sufficient light, free from noise and distractions, will clearly motivate employees to do a good job. However, a bad work environment, dirty, dark, stuffy, humid, and so on will cause fatigue and reduce creativity. Based on the research on the relationship between the work environment and employee performance, the dimension that has the largest or closest applicable relationship is the relationship between the dimensions of the physical environment. This means that the existence of the work environment is a supporting aspect that cannot be ruled out if the company wants to get maximum results from employees [4].

## 2. METHOD

Whatever the case, this research uses associative research, where data is obtained through survey methods. This research is planned to take respondents from a population and use questionnaires and also direct interviews with respondents as a way of collecting basic data. The total population in this study is 100 permanent employees who have worked for more than 5 years. The sampling technique used is the saturated canoe. So the sample in this study is 100.

Data was collected using a questionnaire that was compiled based on each variable indicator item. Data analysis technique using SPSS 21 (Statistical Program for Social Science)

This Multiple Regression and Moderation Analysis uses two analyzes, namely multiple regression analysis and Moderated Regression Analysis (MRA). MRA is a special application of multiple linear regression which contains an interaction of regression equations (multiplication of two or more independent variables).

The multiple regression analysis equation can be written as follows:

$$Y = + b_1X_1 + b_2X_2 + b_3X_3 + e... (1)$$

The moderating regression analysis equation can be written as follows:

$$Y = + b_4X_1 + b_5X_2 + X_1*Z + X_2*Z + e... (2)$$

Where :

Y = Achievement motivation

a = constant

b = regression coefficient

X1 = Work ethic

X2 = Position Responsibilities

Z = Work Environment as moderator e = error

### 3. RESULT AND DISCUSSION

#### Effect of work ethic (X1) on achievement motivation (Y)

The work ethic variable has a t-count value of 2.277, while the t-table is 1.660, where t-count is  $2.277 > t\text{-table } 1.660$ , with a significant level of 0.025 which is smaller at  $= 0.05$ . So from the test results it is stated that  $H_0$  is rejected and the hypothesis is accepted. So it can be said that partially the work ethic variable (X1) has a significant effect on employee achievement motivation (Y) at PT Yanmar Jaya Electric. This research is supported by Nurjaya's research (2021), the results of this study have a significant effect on employee performance. [24], further research by Ambarita (2020) shows that work ethic has a positive and significant effect on employee performance [25], Candana (2021) work ethic has a positive and significant effect on work performance through job satisfaction [26]

#### The effect of job responsibility (X2) on achievement motivation (Y)

Position Responsibilities Variable has a t-count value of 2.233, while t-table 1.660 where t-count  $2.233 > t\text{-table } 1.660$ , with a significant level of 0.029 being smaller at  $= 0.05$ . So from the test results it is stated that  $H_0$  is rejected and the hypothesis is accepted. So it can be said that partially the Job Responsibility variable (X2) has a significant effect on employee achievement motivation (Y) at PT Yanmar Jaya Electric, this research is supported by Ali taufiq's research (2020) Job responsibility has a direct positive effect on service quality [27]. Andriana (2010) The effect of job responsibilities (X2) has a direct effect on achievement motivation (Y) [28], Andriana (2010), there is a joint relationship between responsibility, work performance, organizational commitment, job satisfaction and employee work motivation. [29]

#### The work environment moderates the relationship between work ethic and achievement motivation.

Moderate variable 1 (X1\*Z) has a t-count value of 2.242, while t-table 1.660, where t-count is  $2.242 > t\text{-table } 1.660$ , with a significant level of 0.016 which is smaller at  $= 0.05$ . It means that the moderating variable of the work environment is able to moderate the relationship between work ethic and achievement motivation. This research is supported by Marfuah's research (2022) that motivational variables can moderate competence on work performance, motivational variables cannot moderate work ethic on work performance[30], further research Advisors (2020) work environment positively and significantly affects the

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relationship between training and productivity. work [31]. In Ernawati's research (2010) the results of the study explain that the regression model with the employment relationship variable, work environment on employee performance with work motivation as the moderating variable is appropriate and can be used to predict employee performance [32]. Istiqfari (2017) The conclusion from the results of this study is that the performance variable can only be explained by 64.4% by environmental variables, facilities, incentives, and motivation while 35.6% is explained by other variables.

#### **The work environment is not able to moderate Job Responsibilities on Achievement Motivation**

Moderate variable 2 ( $X_2 * Z$ ) which has a t-count value of -0.678, while t- table 1.660, where  $t_{count} -0.678 < t_{table} 1.660$ , with a significant level of 0.423 which is greater at  $\alpha = 0.05$ . It means that the moderating variable of the Work Environment is not able to moderate Job Responsibilities to Achievement Motivation. This research is supported by other studies. among others, Nasution (2017) the influence of the work environment on employee performance is not moderated by work discipline. [33], Astika (2017) Motivation is unable to moderate the influence of the work environment on the performance of the Village Treasurer in Tabanan Regency [34], in the research of Lubis (2021). ), shows the results between the Work Environment on Performance, there is no significant effect [35]

#### **4. CONCLUSION**

Partially the work ethic variable has a significant influence on employee achievement motivation at PT Yanmar Jaya Electric where this happens because the work ethic displayed by employees encourages them to work to the best of their abilities Partially also for the Job Responsibility variable has a significant effect on employee achievement motivation at PT Yanmar Jaya Electric, this is due to the form of responsibility that is held firmly by employees resulting in the influence of motivation in employee achievement.

In the moderating variable the work environment can moderate the relationship between work ethic and achievement motivation, this explains that the moderating variable work environment is a variable that has the potential to be a moderating variable that links the strength of the work ethic relationship to achievement motivation. For the moderating variable the Work Environment is not able to moderate Job Responsibilities to Achievement Motivation, this explains that the moderating variable Work environment is a weak variable so it cannot be a moderating variable that affects the strength of the relationship between work ethic and achievement motivation.

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