

The Influence Of Work Ethics And Communication On Employee Work Achievement (Study at the Department of the Environment)

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ABSTRACT

The purpose of this study was to determine the effect of work ethic on work performance, the effect of work communication on work performance and the simultaneous effect of work ethic and work communication on work performance in the Ministry of Environment. All employees of the environmental service are designated as defendants. Due to the primary data type, the data was collected using a questionnaire, which was then processed using the IBM SPSS Statistics software. The results of the regression test show that the work ethic variable partially has a positive and significant effect on work performance. The work communication variable also has a positive and significant effect on work performance. Demonstrating work ethic and work communication simultaneously have a positive and significant effect on work performance.

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1. INTRODUCTION

Employees need to get used to working at the job they are in, so that by doing so they will be able to master their work which in turn will reduce the awkwardness and difficulty of working. No boss wants his subordinates to work mediocre or work below standard. Of course the leader will really hope that his employees or subordinates are able to work by producing work performance. If "tit for tat" of course employees will be happy if they hope and try to achieve work performance. This is in line with the opinion: In order for achievements to grow positively, organizations must always provide motivation and spur their employees (employees) to work more productively. (Haeruddin et al., 2021)

If there are employees who don't want to excel, this is considered a problem, especially if employees have never excelled, then this is definitely considered a problem. Because in developing human resources it is necessary to rely on the work performance of its employees. (Kristianti, 2021) Employees who are not performing are considered to be only a complement to the formation of the staffing structure without having an impact and contribution to the development and progress of the organization. Meanwhile an organization needs to think about its progress, how can this be realized, if the people in it don't have work performance?

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What exactly is work performance? Achievement is a condition that explains that a person is able to face competition and come out as a winner. Can work performance also be compared to a competition where there are losers and winners? Of course not, achievement work is the result of the employee's ability to do his job, solve problems, exceed work targets, and produce satisfying work results. This is a series that is not separate from one another. However, when compared to private employees, employees who work in government agencies feel a little pessimistic, and are afraid that promotions and placement of personnel involved in official affairs activities tend not to be due to work performance but because of the likes and dislikes of the leader towards his subordinates. If this is true then the employee will work indifferent. This is in line with the source of the problem in a study, namely, leaders often ignore work performance, preferring closeness (brotherhood) factors in work assessment. (Triani et al., 2019)

There are things that an employee needs to have, namely work ethic. If an employee has three main points at work (a logical way of thinking, acting according to rules and supporting organizational policies), then this employee has a work ethic. Because the work ethic is considered a connotation of behaving properly and correctly within the organization. Because employees with a good work ethic will work longer hours, have fewer or shorter breaks and make active contributions to work-related activities. (Harðardóttir et al., 2019) If a person has positive behavior then there is no attitude of complaining, acting is detrimental, attempts to oppose the organization. However, if one of the three main points mentioned above is not met, then this will threaten the existence of a work ethic in an employee.

In order for the work process to run as it should, and help achieve organizational goals, communication needs to be established properly. Superiors and subordinates need to establish good communication between the two parties. (Pakpahan et al., 2016) need This is very useful, as a way of preventing employees from experiencing pressure because they feel neglected. Employees who are in stressful situations usually feel pressured. (Sari & Arianto, 2022) It is necessary to avoid work stress so that everyone can interact easily with one another in all places, at home, in the community, at work, or anywhere. (Wibowati, 2021) Supposedly, if the communication is good, it will help the work go well and even be successful. But nowadays, work communication is often hampered due to the ego of each employee.

2. METHOD

Work ethic

According to Ozdemir, 2009 gives an understanding of work ethic as positive attitudes and behaviors of individuals living in society towards workers. Miller developed a multidimensional work ethic profile (Multidimensional Work Ethic Profile), which has become increasingly popular as a measure of work ethic in recent years. consists of seven components: First, the centrality of work, the belief that work is important in itself. Second, independence, is an encouragement towards independence in completing tasks. Third, hard work, the belief that increasing effort is the key to achievement. Fourth, free time, value on leisure/non-work time activities. Fifth, morality/ethics, the tendency to behave fairly/morally.

Sixth, delay of gratification, namely the ability to postpone the award until later. Seventh, waste of time, the importance of efficient use of time. (Wijaksana et al., 2021)

Communication

Markovic and Salamzedah, 2018 argue that communication is the process of creating, interpreting, and conveying ideas, facts, opinions, and feelings about organizational performance, effectiveness, and efficiency. (Robles, 2020)

Work performance

The basis of job performance is knowledge (theory and practice) "a person with knowledge will be capable of doing his job. Knowledge is considered the most valuable asset of an organization, because it contributes to individual and organizational success." (Imad et al., 2020) Very often success is also considered an achievement. , champion in competitions, and able to overcome various competitions in the world of work. More important than that, achievement is considered a good result from the work done because it is done successfully and is completed completely and gets recognition and appreciation. Work achievement is sometimes considered performance, but other opinions write that work performance is considered as a continuation of performance. Work performance is the ability to carry out work, solve various work problems by providing solutions to work constraints, completing work easily and on time and even being able to exceed work targets.

The population determined, all employees of the Department of the Environment. When the questionnaires were distributed to employees, as well as when the questionnaires were collected, the number of questionnaires returned was also 34 people. The research data came from the answers chosen by the respondents on the questionnaire sheets that had been distributed to each employee. Data is processed with the help of IBM SPSS Statistics software.

Multiple linear regression analysis is an applied analytical tool, but first tests the instrument statement items on the distributed questionnaires, as well as the Classical Assumption pass test, in order to ensure that the research data is truly healthy and feasible so that statistical tests can then be carried out (Partial and Simultaneous Tests).

3. RESULT AND DISCUSSION

The calculated R value was obtained from the output of processed research data in the IBM SPSS Statistics software. It can be seen that the r table value of all research instrument items in the three variables has a value above the r table value ($n = 34$, 95%).

b. Reliability Test

The value of the reliability coefficient for the three variables (cronbach alpha value), all of which are worth above 0.60, means that the instruments in the three research variables are declared reliable. Another meaning is that all the indicators in one variable are reliable and worthy of being used as a measuring tool in an instrument.

Classic assumption test

If the research data has passed the classical assumption test after being tested in several types of tests, the data can already be tested at the statistical test stage. Testing this classic assumption uses three tests. Based on the output, the value of the statistical test is $0.256 > 0.05$; thus all the data in this

study were normally distributed. This means that the research data is feasible to be forwarded to the statistical testing stage.

Based on the results, because the t-count value $X1$, $-0.4403 < t\text{-table value}$, $2.037(2 \text{ tailed}, 0.05)$ and because the t-count value $X2$, $-2.5217 < t \text{ table value}$, $2.037(2 \text{ tailed}, 0, 05)$ thus the research data does not experience symptoms of heteroscedasticity, which means that the research data is feasible to be forwarded to the statistical testing stage.

c. Multicollinearity Test

Because the two Tolerance values are close to one, and because the two VIF values are not more than ten, it can be stated that the data does not experience multicollinearity symptoms, so this research data is feasible to be forwarded to the statistical testing stage.

Statistic test

Statistical testing uses two hypothesis tests, namely simple linear regression twice (because there are two independent variables) and multiple linear regression once.

a. Simple Linear Regression Test

The Effect of Work Ethics on Work Performance

The explanation of the first partial test, based on the table above, shows that:

1. calculated t value; $2.175 > t \text{ table}$; $2.032 (t \text{ table value } n = 34 / 2 \text{ tailed} / 0.05) =$ there is a positive effect.
2. significance value; $0.037 < 0.05$ significance level so it can = there is a significant effect.

If you look at the results above, it can be understood that the results of this study are in line with the opinion: Magni & Maruping, 2013: Employees who develop rapidly tend to be more resilient. Thriving at work allows employees to acquire knowledge that contributes to their ongoing confidence building. This resulting accumulation of knowledge increases the ability of these employees to see more organizational opportunities to improve their organizational processes. (Imad et al., 2020) If a person has good will while working, the employee has ideals that need to be realized with enthusiasm and work hard. So that he has the responsibility to have a good career. One of the noble ideals of an employee is to excel, so making it happen needs to be done by working hard and earnestly.

Effect of Communication on Work Performance

As for the second partial test, according to the output table above, the results are:

1. calculated t value; $8.922 > t \text{ table}$; $2.032 (t \text{ table value } n = 34 / 2 \text{ tailed} / 0.05) =$ there is a positive effect.
2. significance value $0.000 < \text{level of significance}$; $0.05 =$ there is a significant effect

If you look at the results above, it can be understood that the results of this study are in line with the opinion: The most conscientious employers or organizational leaders realize that two-way communication provides a way to recognize employee contributions and build organizational commitment. This suggests that open, two-way communication contributes to happy employees, who are more successful in all aspects of life. (Proctor, 2014)

A healthy organization is an organization that not only wants to fulfill its ambitions, targets and goals, but also simultaneously wants its employees to grow and develop in their careers and the future of their employees. If the achievements of the employees are there, of course the future of the employees will also be bright in the future and their presence and role will be increasingly taken into account. So to avoid confusion and so that the relationship between the organization (boss) and employees is well established, good communication needs to be established. So it is very clear that with good communication, employees will be enthusiastic about work and are willing to run out of time for their work because employees have organizational commitment. This is an example of a good

attitude from employees as a result of a good communication process. Next, one of the successes of employees in a career is having work performance.

Regression Model Output Analysis

Because data processing uses Ordinary Least Square (OLS) based regression with the aim of seeing the smallest error rate (usually below 0.05%), the following is an explanation of the regression model in this study:

$$Y = a + bX_1 + bX_2$$

$$Y = 2.565 + 0.186X_1 + 0.778X_2$$

A constant value of 2.565 is the value of the dependent variable (work performance) when the Y variable is not at all or has not been influenced by any independent variables (either X1 or X2 and/or variables outside the model). This means that performance is very weak and needs support from independent variables in order to be able to increase or boost employee performance, so the researchers decided to choose two independent variables, namely work ethic and communication. With the following description:

The coefficient of work compensation variable (b1) is 0.186 = when the work ethic is increased by 1 unit or its application is maximized by 100%, it will increase work performance by 0.186 or 18.6%.

Furthermore, the regression coefficient for work communication (b2) is 0.778 = understanding which means that work communication is increased by 1 unit or its application is maximized by 100%, so employee performance will increase by 0.778 or 77.8%.

From the description above, that the two independent variables have contributed to increasing work performance if the work ethic and work communication are maximized. However, seeing the high value, it should and should be that communication first needs to be improved, organized, intensified, and encouraged even better and given more attention. . This is not a reason to compare which is better between work ethic and communication?. But it is more about which one is more urgent or comes first as a priority scale without putting aside work ethic as a variable that contributes well to employee performance. Because with smooth communication, the flow of information will run smoothly from information sources to information recipients.

If communication runs smoothly, work will run smoothly too, employees can exchange ideas easily, give input and criticize without feeling offended. Smooth communication will build strong emotional bonds between employees, between superiors and subordinates, as well as employees with parties outside the organization. Furthermore, with 'fluid' and effective communication, it will make it easier for employees to coordinate and work together to work hand in hand when there are employees who need help because of difficulties or experience problems and deadlocks at work.

After the communication is improved, then the boss will strive for a better employee work ethic. It must be realized that employee performance is lacking because of a weak work ethic. So superiors need to consider making persuasive efforts at the initial stage and need to foster their employees with direction and training. So that in the next process superiors need to apply a reward and punishment system. This could spur the enthusiasm of employees to excel because they are driven by their desire to get rewards and avoid punishment.

b. Multiple Linear Regression Test

Regarding simultaneous testing, as can be seen in the table above:

1. calculated f-value; 62 178 > array value f; 3.267 (f table value: n = 34 or df 2 / for two independent variables or df

2. = Work ethic and work communication have a positive effect on work performance simultaneously or together. Because of meaning; 0.000<; from the level of meaning; 0.05 it can be ascertained that the variable work ethic and work communication variables simultaneously or together have a significant effect on work performance variables.

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c. R test

In other words, the role of the independent variable in the model is very good because it is able to explain the dependent variable in the model by 80.0%. Of course if you look at the output above, then this is the ideal number. Because a good model is said to be feasible if the independent variables in the model (Work Ethic and Work Communication) are more dominant in explaining the dependent variable in the model. In fact, the independent variables outside the model (unknown and defined) are not more dominant in influencing the dependent variable in the model with a difference of 20.0% to 80.0%.

4. CONCLUSION

Work ethics in the first subtest has a positive and significant effect on work performance. Testing the second part, namely work communication has a positive and significant effect on work performance. Work testing, morale, and communication simultaneously have a significant positive impact on work performance.

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