



The Influence Of Work Ethic And Work Motivation On Employee Performance At The Pesawaran District Pamong Praja Police Unit

Yanita Selfiana ¹, M. Rafieq Adi Pradana ²

^{1,2} Universitas Sang Bumi Ruwa Jurai

¹ e-mail: yanita552@gmail.com, ² mrafieq@gmail.com

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Abstract. Organizations and employees are two things that need each other. If employees succeed in bringing progress to an agency, then the benefits will be obtained by both parties. For employees, success is the actualization of self-potential as well as an opportunity to fulfill their life needs. While for an agency, success is a means towards the growth and development of an agency. With a high work ethic, employees will be motivated to make a positive contribution to the progress of the organization, so that the goals expected by the organization can be achieved optimally. This research was conducted at the Civil Service Police Unit of Pesawaran Regency. This study aims to find the effect of work ethic and work motivation on employee performance at the Civil Service Police Unit of Pesawaran Regency. The type of research used in this study is a quantitative research model. This study used 34 research respondents. There are three variables in this study, namely 2 independent variables X1 and X2 and 1 dependent variable Y. Based on the results of data analysis, the answer to the hypothesis was found as follows; there is an influence of the work ethic variable (X1) on the employee performance variable (Y), with an influence level (R-square) of 49.2%. There is an influence of the work motivation variable (X2) on the employee performance variable (Y), with an influence level of 55.8%. There is an influence of the work ethic variable (X1) and the work motivation variable (X2) together on the employee performance variable (Y), with an influence level of 69.6%. Based on data analysis through hypothesis testing, both partially and simultaneously, it is stated that each independent variable has an influence on the dependent variable and there are things that need to be improved in order to improve employee performance in order to achieve organizational goals.

Keywords: *Work Ethic, Work Motivation, Employee Performance.*

INTRODUCTION

The role of human resources is very important in an organization, human resources are one of the factors that are directly involved in carrying out organizational activities. Organizations must have advantages and competitiveness, so that they can survive among other organizations. The success of an organization is influenced by the performance of its employees. Performance can be known and measured if individuals or groups of employees have criteria or standards of success as a benchmark set by the organization. Therefore, if there are no goals and targets set in the measurement, then the performance of an individual or the performance of the organization cannot be known if there is no benchmark or success. Work ethic is one of the important factors in getting optimal work results. Work ethic, as a cultural norm that supports a person to do and be responsible for their work based on the belief that the work has intrinsic value. Work ethic as a work spirit based on certain values or norms. Work ethic is said to be a determining factor in the success of individuals, groups, institutions and also the widest is the

nation in achieving its goals. In the implementation of public administration, it is also influenced by the work ethic of public officials in their duties to organize the needs of the community. Work ethic is the main thing in carrying out work to achieve excellence in character and morality that produces superior work and performance. Of course, this excellence comes from the fruit of the perseverance of a masterpiece. The ability to appreciate work is very important as an effort to create excellence. The point is, that when we do a job, in essence we are carrying out a service process. Experiencing work as a service requires the ability of transcendence that is beyond the small human space. All of this can be seen and expressed in work ethic. In Saleha's research (2016) it was proven that employee performance in an agency can be improved by paying attention to employee work ethic.

The results of Saleha's research (2016) showed that work ethic had a significant effect on the performance of employees of the Central Sulawesi Province Highways Service. According to Priansa, (2018: 283) in A Rahman (2019), work ethic is a work spirit possessed by employees to be able to work better in order to obtain added value in a job. In addition, ethos is the main requirement for all efforts to improve the quality of the workforce or human resources in this case performance, both at the individual, organizational, and social levels. In Suriansyah's research (2015) it was stated that work ethic has a significant effect on employee performance. A high work ethic certainly will not make routines boring, and can even improve work performance. Because the more routines will form experience and this will make their ability to work more honed. The underlying factors of a high work ethic include the desire to uphold the quality of work, so individuals who have a high work ethic will also provide input and ideas in the workplace. An active attitude and having initiative play a role in fostering a person's work ethic in the workplace. An active attitude and taking initiative are part of the characteristics of an independent person. Work ethic is also related to a person's psychological values, employees with a high work ethic fill it with various positive habits and there is a kind of longing to show their personality as a person with the form of work results and attitudes and behaviors that lead to more perfect results. Ethic also has the meaning of moral value that he will only produce the best work, even achieving perfection in work. Through this kind of work ethic, individuals will not submit low-quality work results, they will do everything possible to maintain their self-esteem.

LITERATURE REVIEW

Work Ethic

Etymologically, ethos comes from the Greek word ethos, namely character, way of life, a person's habits, motivation or moral goals and their worldview, namely the most comprehensive picture, way of acting or idea about order. From the word ethos, the word ethics is also known, etiquette which is almost close to the meaning of morals or values related to good and bad (morals), so that in this ethos there is a very strong passion or spirit to do something optimally, better and even try to achieve the most perfect work quality possible. As a subject of the meaning of ethos is ethics related to the concept owned by individuals or groups to assess whether the actions that have been done are wrong or right, bad or good. According to Ginting (2016: 176), work ethic is a work spirit that is a characteristic of a person or group of people who work, which is based on ethics or work perspectives that are believed in, and manifested through determination and concrete behavior in the world of work. A high work ethic should be possessed by every employee or leader in an institution, this really requires hard work and high commitment from each employee, otherwise the organization will find it difficult to develop, and win the competition in capturing its market share. Work ethic is a value based on a soul that has initiative, hard work that is a driving force to advance an organization. According to Sutrisno

(2016) in A Rahman (2019: 76), work ethic is norms that are binding and implicitly emphasized and practices that are accepted and recognized as reasonable habits to be maintained and established in the life of the wealth of members of an organization. (Sutrisno, 2016: 105).

Work Motivation

Motivation is important because motivation supports human behavior to work hard and enthusiastically in achieving optimal things. Motivation as a drive is an important factor in carrying out work optimally. If every job can be carried out optimally, then employee performance can be realized in accordance with organizational goals. Without motivation, an employee feels reluctant to carry out a job well. Employee performance will be achieved if there is a will from oneself and can be encouraged by other parties. According to Hasibuan in (Sutrisno, 2017: 68) "Finding that motivation is a stimulant of desire and driving force for a person's willingness to work because each motive has a certain goal to be achieved". According to Robbins in (Irviani & Fauzi, 2018: 51) "states motivation as a process that causes (intensity), direction (direction), and continuous effort (persistence) of individuals towards achieving goals". According to Stefan Invanko in (Hamli Arif Yusuf, 2018: 12) "defines motivation as a person's desire and energy directed towards achieving a goal. Motivation is the cause of action" According to the opinion put forward by Hasibuan (2017: 141), motivation is something that causes, channels, and supports human behavior, so that they are willing to work hard and enthusiastically to achieve optimal results. The importance of motivation because motivation is something that causes, channels and supports human behavior. In order to work hard and enthusiastically to achieve satisfactory results, motivation is increasingly important because superiors distribute work to their subordinates to be done well and integrated to the desired goals. In essence, humans need encouragement either from within themselves or from outside themselves to do something in order to meet their needs. This encouragement is called motivation. Tubagus Achmad Darodjat (2015: 198) states that motivation is an activity that causes, channels, and maintains human behavior. A motivation tends to decrease its strength when satisfaction is achieved, satisfaction is blocked, cognitive differences, frustration, or because the strength of the motivation increases. Organizations not only expect members to be capable, competent and skilled but most importantly they are willing to work hard and want to achieve maximum work results.

Employee Performance

Performance is generally defined as a person's success in carrying out a job. Employee performance is the work results achieved by a person in carrying out the tasks assigned to him. Employee performance includes the quality and quantity of output and reliability in working. Employees can work well if they have high performance so that they can produce good work.

Performance Factors and Measurement

Organizational performance has now become a public spotlight, this is because of the emergence of a climate of democratization and openness. In addition, so far, measuring the success or failure of an organization in carrying out its main tasks and functions has been difficult to do objectively. This difficulty is because a performance measurement system has never been developed that can inform the level of success of an organization. Performance factors according to Timple in Mangkunegara (2015: 15), consist of internal factors and external factors. Internal factors are factors that are related to a person's characteristics. External factors are factors that influence a person's performance that come from the environment.

METHODS

Validity Test

In the book *Business Research Methods Quantitative, Qualitative, Combination, and R&D Approaches* according to (Sugiyono 2017: 198) the definition of valid is: "Valid means that the instrument can be used to measure what should be measured". Based on valid definition in above it can be concluded that validity is determination or precision of an item worthy of use or not. The method used to test the validity of the research instrument is correlation. product moment with formula as follows (Sugiyono 2017: 198).

Reliability Test

According to Ghozali (2018: 45) actual reliability is a tool to measure a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable if a person's answer to the statement is consistent or stable over time.

Normality Test

The normality test aims to test whether in the regression model, the confounding variable or residual has a normal distribution. If the residual value does not follow a normal distribution, the statistical test becomes invalid for small sample sizes according to Ghozali (2016: 154). The Kolmogorov-Smirnov (KS) non-parametric normality test is one way to test normality. residuals. Test (KS) is done by making a hypothesis: H₀: If the significance value > 0.05 the residual data is normally distributed HA: If mark significance < 0.05 residual data distributed No normal.

Homogeneity Test

The homogeneity test is used to show that two or more groups of sample data come from populations that have the same variation. same. Homogeneity test is applied to post-test data from the experimental group and control group. To measure the homogeneity of variance from two groups of data used F test. (Sugiyono, 2017: 276) with the level of significance used is $\alpha = 0.05$. Homogeneity test using SPSS version 22 with the criteria used to draw conclusions are H₀: If mark significance > 0.05 distribution homogeneous data. HA: If mark significance < 0.05 data distribution No homogeneous.

Simple and Multiple Linear Regression Test

According to Hengky (2013: 4) "Multiple linear regression analysis is a regression analysis technique that can be used to test the influence of several independent variables on one dependent variable".

RESULTS

Test Validity Data

If the statement can measure what needs to be measured and can express what is to be expressed, then the statement is considered valid. In this study, the validity test used is Pearson's product-moment correlation. The validity test is used to measure statements in the questionnaire. The validity test is carried out by linking each variable to the total variable score. Furthermore, the resulting correlation number will be compared with the r table value. at $\alpha = 0.05$, which is 0.361 from 30 respondents. (Umar: 2014). Thus, based on the validity test, a statement item is said to be valid if the calculated r value of the item score against the total score is above 0.361 or is said to be invalid if the calculated r value is smaller than 0.361. Therefore, the better the Pearson correlation coefficient value of an item, the better the validity of the item. Based on the validity test of each variable, namely 12 statements for the independent variables (X_1 , X_2) and the dependent variables bound (Y),

the respondent's answer has good validity. The overall results of the validity test on the statement instrument for the Work Ethic (X₁) and Work Motivation variables (X₂) and Employee Performance (Y) can be seen in the following table:

Validity Test Variables Ethos Work (X₁)

Table 1 Test Validity of Ethos Work (X₁)

Item Statement	r table	Coefficient r count	Information
1	0.361	0.830	Valid
2	0.361	0.662	Valid
3	0.361	0.777	Valid
4	0.361	0.878	Valid
5	0.361	0.859	Valid
6	0.361	0.931	Valid
7	0.361	0.778	Valid
8	0.361	0.823	Valid
9	0.361	0.778	Valid
10	0.361	0.696	Valid
11	0.361	0.878	Valid
12	0.361	0.858	Valid

Source : data processed, 2024.

Test Validity Variables Motivation Work (X₂)

Table 2 Test Validity Motivation Work (X₂)

Item Statement	r table	Coefficient r count	Information
1	0.361	0.639	Valid
2	0.361	0.666	Valid
3	0.361	0.803	Valid
4	0.361	0.852	Valid
5	0.361	0.865	Valid
6	0.361	0.796	Valid
7	0.361	0.764	Valid
8	0.361	0.770	Valid
9	0.361	0.762	Valid
10	0.361	0.765	Valid
11	0.361	0.901	Valid
12	0.361	0.852	Valid

Validity Test Variables Performance Employee (Y)

Table 3 Test Validity Performance Employee (Y)

Item Statement	r table	Coefficient r count	Information
1	0.361	0.559	Valid
2	0.361	0.658	Valid
3	0.361	0.795	Valid
4	0.361	0.890	Valid
5	0.361	0.865	Valid

6	0.361	0.810	Valid
7	0.361	0.605	Valid
8	0.361	0.761	Valid
9	0.361	0.782	Valid
10	0.361	0.701	Valid
11	0.361	0.882	Valid
12	0.361	0.832	Valid

Source : data processed, 2024.

Test Data Reliability

Reliability test is used to determine the feasibility of the respondent data used in this study. The instrument can be said to be reliable if it has a reliability coefficient of 0.6 or more. (Ghozali (2018: 45). To know reliability or whether or not data variable study This can known with use tool help statistics program SPSS *version 23* so that obtained results as following:

Test Reliability Ethos Variable Work (X 1)

Results from test reliability variable Ethos Work (X 1) based on answer data Respondent to 12 statement as following :

**Table 4 Test Reliability Variables Ethos Work (X 1)
Reliability Statistics**

Cronbach's Alpha	N of Items
.949	12

From the results of the reliability test above, the Work Ethic *Alpha value* (X1) was obtained as 0.949, And can be concluded that questionnaire Which used in this study it is stated as reliable because its alpha is $0.949 > 0.60$. This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms.

Test Reliability Variables Motivation Work (X 2)

Results from test reliability variable Motivation Work (X 2) based on answer data Respondent to 12 statement as following :

**Table 5 test Reliability Variables Motivation Work (X 2)
Reliability Statistics**

Cronbach's Alpha	N of Items
.939	12

Test Reliability Variables Performance Employee (Y)

Results from test reliability variable performance employee (Y) based on answer data Respondent to 12 statement as following:

Table 6 Test Reliability Variables Performance Employee (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.930	12

From results test reliability in on got mark Alpha performance employee (Y) is 0.930, and on this result It can be concluded that the questionnaire used in this study is stated to be reliable because its alpha value is $0.930 > 0.60$. This means that the measuring instrument used in the study It already has the ability to provide consistent measurement results in measuring the same symptoms.

Test Normality

The normality test aims to test whether in the regression model, the interfering variables or residuals have a normal distribution. If the residual value does not follow a normal distribution, the statistical test becomes invalid For small sample size according to Ghozali (2016: 154). The Kolmogorov-Smirov (KS) non-parametric normality test is one way to test the normality of residuals. The (KS) test is carried out by making a hypothesis:

Hey: If mark significance > 0.05 data residual normally distributed .

Ha: If mark significance < 0.05 data residual distributed abnormal .

Table 7 Test Normality

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		34
Normal Parameters ^a	Mean	.7805506
	Std. Deviation	3.89650363
Most Extreme Differences	Absolute	.164
	Positive	.093
	Negative	-.164
Kolmogorov-Smirnov Z		.164
Asymp. Sig. (2-tailed)		.223

a. Test distribution is Normal.

Homogeneity Test

The homogeneity test is used to show that two or more groups of sample data come from the same source. from population that has the same variation. Homogeneity test is applied to post-test data from the experimental group. And group control. For measure homogeneity variance From the two data groups, the F test was used (Sugiyono, 2017: 276) with the significance level used being $\alpha = 0.05$. Homogeneity test using SPSS version 23 with the criteria used to draw conclusions are Hey: If mark significance > 0.05 distribution homogeneous data . Ha: If mark significance < 0.05 distribution data No homogeneous.

Table 8 Test Homogeneity

Test of Homogeneity of Variances

UjiLevene

Levene Statistic	df1	df2	Sig.
1.520	2	235	.110

DISCUSSION

The research results stated that the work ethic variable (X_1) at the Civil Service Police Unit of Pesawaran Regency was in the strong category, which is (0.702). Through partial hypothesis testing or through t-test (test) the calculated t value is obtained work ethic variable on employee performance variable is $6.306 > t$ table 1.696. Equation regression between variables ethos work and employee performance variables at the Civil Service Police Unit of Pesawaran Regency are is $Y = 14.815 + 0.673X_1$, which shows Every one point increase in the work ethic variable will be followed by an increase in the work ethic variable. performance employee on Unit Police Supervisor Praja Regency Pesawaran is 0.673 points. This gives the influence of Work Ethic on employee performance at the Civil Service Police Unit of Pesawaran Regency amounting to 49.2%, while the remaining 50.8% is explained by other variables not examined in this study. The results of the study show that the work motivation variable (X_2) at the Civil Service Police Unit of Pesawaran Regency is in the category strong, namely (0.747). Through partial hypothesis testing or through the t -test, the calculated t value is obtained work motivation variable on employee performance variable is 7.191 and $> t$ table 1.696. The regression equation of work motivation variable with employee performance variable at the Pesawaran Regency Civil Service Police Unit is $Y = 12.416 + 0.706X_2$, which shows that every one point increase in the work motivation variable will be followed by an increase in the employee performance variable at the Pesawaran Regency Civil Service Police Unit by 0.706 points. This shows that the work motivation variable also has an influence in increasing employee performance by 55.8%, while the remaining 44.2% is explained by other variables not examined in this study. Based on the results of simultaneous hypothesis testing, the result obtained was 45.701, which is much greater than the F table value. 3.316. The multiple regression equation of the variables Work Ethic and work motivation with the employee performance variable at the Civil Service Police Unit of Pesawaran Regency is $Y = 3,688 + 0.415X_1 + 0.497X_2$. Results This show that there is an influence of work ethic variables and work motivation variables together to the variables performance employee by 69.6% And the remaining 30.4% is due to adjustments to other variables that the author did not examine in writing this thesis.

CONCLUSION

1. There is a positive and significant influence of the work ethic variable on the employee performance variable at the Civil Service Police Unit of Pesawaran Regency, as seen from the results of the Partial Hypothesis test through the t-test, the calculated t value was obtained. work ethic variable on employee performance variable employee performance is $6.306 > t$ table 1,696. This gives an influence of work ethic on employee performance at the Civil Service Police Unit of Pesawaran Regency of 49.2%, while the remaining 50.8% is explained by other variables not examined in this study.
2. There is a positive and significant influence of the work motivation variable on the employee performance variable at the Civil Service Police Unit of Pesawaran Regency, as seen from the Partial Hypothesis Test through the t-test, the calculated t value was obtained. between the work motivation variable and the employee performance variable is 7.191 and $> t$ table 1,696. Hal This shows that the variable Work motivation also has an influence in improving employee performance by 55.8%, while the remaining 44.2% is explained by other variables not examined in this study.
3. Based on the results of simultaneous hypothesis testing, the result obtained was 45.701, which is much greater than the F table value. 3.316. The multiple regression equation of the work ethic and work motivation variables with the employee performance variable at the Civil

Service Police Unit of Pesawaran Regency is $Y = 3.688 + 0.415X_1 + 0.497X_2$. This result shows that there is a positive and significant influence of the work ethic variable and work motivation variable together on the employee performance variable of 69.6% and the remaining 30.4% due to adjustments to other variables that the author did not examine in writing this thesis.

LIMITATION

1. The work ethic variable that needs attention is the item The questionnaire statement that received the lowest respondent answer was number 4 regarding employees coming to the office on time because this indicator received the lowest value. Improvement of this indicator can be done by the leadership in order to be able to realize sanctions for employees who violate office rules because if this is left unchecked it will hinder employee performance.
2. In the work motivation variable, the item that needs attention is the questionnaire statement item that received the lowest respondent answer value, namely number 4 regarding the organization very pay attention to standards safety at work because this statement received the lowest score. Improvement of this indicator can be done by the leader by instructing the civil service police unit on duty and guarding the entrance area to be tighter and more selective in receiving guests, in order to avoid unwanted incidents that could be detrimental to the organization.
3. In the employee performance variable that needs attention is the questionnaire statement item that gets the lowest respondent answer value, namely number 7, namely the statement regarding employees being able to work together with leaders and other employees because the indicator is in the low category. Improving this indicator can be done by leaders by providing instructions and advice to all elements in the organization to be able to prioritize an attitude of mutual care and be able to work together to achieve organizational goals as expected together.

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