Work Ethic and Organizational Culture Based on Performance of Employees at Takalar Sugar Factory PTPN XIV South Sulawesi

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The objectives of this research are 1) To analyze the influence of work ethic on employee performance, 2) To analyze the influence of organizational culture on employee performance, and 3) To analyze the influence of work ethic and organizational culture on employee performance. This research approach is quantitative, with research that is explanatory research. The analytical method used in this research is the Multiple Regression analysis method. The results of the research are: 1) Work ethic has a positive and significant effect on the performance of PT PTPN Gula Takalar employees. 2) Organizational culture has a positive and significant effect on the employee performance of PT PTPN Gula Takalar, this shows that the better the organizational culture the employees have, the better the employee performance will be. 3) Work ethic and organizational culture simultaneously have a positive and significant effect on the performance of PT PTPN Gula Takalar employees.

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INTRODUCTION

The resources owned by an organization cannot provide optimal results if they are not supported by high-performing human resources. Prawirosentono (2017: 183) states that performance is the result of work that can be carried out by a person or group of people in an organization in accordance with their respective authority and responsibilities to achieve organizational goals and related positions. Gibson et al (2015: 285) explain that organizational performance depends on organizational performance. This means that the behavior of organizational members, both individuals and groups, can provide power or influence the performance of the organization.

The current phenomenon is that there are many people who are not suitable to hold positions in the organization, this is related to the decline in organizational performance. One aspect that can influence this is non-compliance. One of the things that causes low organizational performance is work ethic. Work ethic is the attitude, perspective, habits or work characteristics of a person, a group or a country. Situations like this can increase the individual's enthusiasm to work diligently, thoroughly, conscientiously and responsibly, so that it will influence organizational performance. In organizations with a high work ethic, employees generally feel more comfortable at work, communicate well, are professional, do not get bored in carrying out their duties, and have the will to improve work performance, and are willing to work together for improvement.

Work ethics is defined as the overall personality of an individual, as well as the way that individual shows, views and believes in work so that it becomes a habit, a characteristic for acting and achieving more optimal work results (Arifah, 2015:). Work ethic is the nature, character and quality of a person's inner life, his moral and aesthetic style, and his inner atmosphere. A high work ethic will be a necessary prerequisite in life, especially to help employees adapt to the workplace and coworkers. Work ethic is considered to influence employee performance. The higher the work ethic, the higher the employee's performance.

The results of Jati and Sukses's research (2022) show that work ethic has a positive and significant influence on employee work performance at the Class I Special TPI Surabaya immigration office, meaning that there is a positive and significant influence. Apart from competence and work ethic, organizational culture also influences the performance of state civil servants. In this regard, one of the concerns that organizations can pay attention to is organizational culture.

For organizations, organizational culture is an important part that must be had in developing human resource capabilities. Human resources in an organization are expected to perform by implementing the existing organizational culture. In this case, of course, it is human resources who, in carrying out their work, always consistently understand and act according to the values of the organization (Budiarjo, et al., 2019).

Organizational culture is an old habit that is used and applied in work activities and is used as motivation to improve the quality of work of employees and managers in the organization (Fahmi, 2016: 153). Organizational culture must also be truly understood and understood by employees. Organizational
culture influences employee performance in an organization. Organizational culture is a system of values, beliefs and habits. Organizational culture is also closely related to employee empowerment in an organization, every organization wants to create a sense of belonging between one member and another which ultimately has an impact on increasing performance and productivity (Mangkunegara, 2014: 112). The large influence of organizational culture on employee performance shows that each employee has consistent perceptions and behavior so that they can improve their performance.

Organizational culture can influence employee performance, their research shows. Amalia and Astuti (2020) argue that organizational culture has a positive and significant influence on employee performance. A respected organizational culture will be a guide for employees to determine their attitude towards what is maintained in the organization. These favorable and unfavorable attitudes then influence the performance of each employee. However, this is different from the results of Aliani's (2021) research which shows that organizational culture has a negative and insignificant influence on employee performance at the Bilah Hulu Subdistrict Office, Labuhanbatu Regency.

The importance of work ethic and organizational culture issues that influence performance, this research was conducted at the Takalar Sugar Factory PTPN XIV South Sulawesi, which is one of the business units of PTPN government by increasing the supply of domestic sugar needs. This is related to performance, trying to improve the performance of each employee so that the organization's goals and targets can be achieved well.

LITERATURE REVIEW

Performance is the result of work completed by a person within a certain period of time. To achieve desired goals, an organization must manage the resources available to accomplish its mission. Device performance can be seen from success in achieving organizational goals. Employee performance in question includes the implementation of activities, duties and responsibilities carried out as a civil servant.

Employee performance is a description of the extent to which an activity, program or task has been achieved in achieving the organization's goals, vision and mission. To carry out a task or job, an employee must have a good level of skill. This is useful because employee performance is important in achieving organizational goals. If an employee's skills do not match the demands of the job, then their performance will be less than optimal. Competence is a basic human characteristic that influences thoughts and actions, generalizes to all situations encountered and exists within humans in the long term (Ruky, 2014).

Work ethic is defined as a person's overall personality, as well as the way the individual shows, views and believes in a job so that it becomes a habit, a characteristic for acting and achieving more optimal work results (Arifah, 2015). Work ethic is considered as the nature, character and quality of a person's inner life, his moral style, aesthetics and inner atmosphere.

High professional ethics will be a necessary prerequisite in life, especially in adapting to work and colleagues. Robbins (2014) defines organizational
culture as a shared sense of a fundamental value adhered to by an organization, with the aim of creating characteristics that differentiate one organization from another and are considered the identity of an organization.

Another goal is to have an organizational identity to create commitment and increase stability, as well as create mechanisms and controls that will shape attitudes and behavior. Employee performance is very important because it has a big influence on the benefit of the organization. To achieve good performance, organizations always create solutions to every obstacle they face.

Whether an employee's performance is good or bad, the organization will feel the impact. Therefore, it is hoped that employees will always improve their performance through a work ethic towards the organization and an organizational culture that is in line with the organization's vision and mission. Based on previous research and theoretical studies, the conceptual framework of this research is as follows:

![Research Conceptual Framework](image)

**Figure 1. Research Conceptual Framework**

**Research Hypothesis**

Based on the background, main problem, theoretical study and conceptual framework, the following hypothesis can be proposed:

1. Work ethic has a positive and significant effect on the performance of the employees of the Takalar Sugar Factory PTPN XIV South Sulawesi.
2. Organizational culture has a positive and significant effect on the performance of the employees of the Takalar Sugar Factory PTPN XIV South Sulawesi.
3. Work ethic and organizational culture together have a positive and significant effect on the performance of the employees of the Takalar Sugar Factory PTPN XIV South Sulawesi.

**METHODOLOGY**

**A. Research Approach**

This research approach is quantitative which is useful for analyzing how an independent variable influences the dependent variable and is useful in explanatory research where the independent variable is treated in a controlled manner by the researcher to see its impact on the dependent variable (Sugiyono, 2019).
B. Data Collection Techniques
The data collection techniques used are:
1. Observation
2. Interview
3. Documentation
4. Questionnaire

C. Population and Sample
1. Population
The population in this study were employees of the Takalar Sugar Factory PTPN XIV, South Sulawesi Province, totaling 86 people.
2. Sample
The sample of respondents was carried out using a saturated sampling technique or census. Saturated sampling or census according to Sugiyono (2019), is a sampling technique when all members of the population are used as samples. The sample was taken from a population of 86 people.

D. Data Analysis Method
The data analysis method used in this research is as follows:
1. Descriptive Statistical Test
Descriptive statistics is the process of transforming data or research variables in tabulated form so that it is easy to understand and interpret (Sugiyono, 2019).
2. Percentage Descriptive Test
Percentage descriptive analysis is used to describe the percentage of each variable, namely, work ethic, organizational culture and employee performance. Measurement of the variables revealed is carried out by providing a score from the instrument answers filled in by the respondent. Data collection through distributing a list of questions is arranged in stages based on a Likert scale (Sugiyono, 2019) with a five-scale order, namely:
    a. Strongly Agree (SS) score 5
    b. Agree (S) score 4
    c. Neutral (N) score 3
    d. Disagree (TS) score 2
    e. Strongly Disagree (STS) score 1
3. Multiple Regression Test
Analysis with this statistical tool is used to determine the influence of the independent variable (X) consisting of work ethic and organizational culture on the dependent variable (Y), namely employee performance. Sugiyono (2019), to test the hypothesis in this research, the following model was used:
\[ Y = a + b_1X_1 + b_2X_2 + e \]
Where :
\[ Y \] = Employee Performance
\[ X_1 \] = Work Ethic
\[ X_2 \] = Organizational Culture
\[ a \] = Constant Number
\[ b_1 \] - \[ b_3 \] = Regression Coefficient
\[ e \] = Error
RESEARCH RESULT

Hypothesis testing

Simultaneous Analysis (F Test)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>9.529</td>
<td>3</td>
<td>3.176</td>
<td>49</td>
<td>.001</td>
</tr>
<tr>
<td>Residual</td>
<td>4.709</td>
<td>83</td>
<td>.065</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>14.238</td>
<td>86</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Organizational Culture, Work Ethic
Source: processed data, 2024

Determination Analysis (R)

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>.818</td>
<td>.669</td>
<td>.656</td>
<td>.25398</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Organizational Culture, Work Ethic
Source: processed data, 2024

Partial Analysis (t Test)

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>.386</td>
<td>.338</td>
<td></td>
<td>1.080</td>
</tr>
<tr>
<td>Work Ethic</td>
<td>.324</td>
<td>.071</td>
<td>.369</td>
<td>4.547</td>
</tr>
<tr>
<td>Organizational</td>
<td>.294</td>
<td>.071</td>
<td>.321</td>
<td>4.137</td>
</tr>
<tr>
<td>Culture</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Employee Performance
Source: processed data, 2024

From the equation it is also known that all regression coefficients resulting from the analysis are positive. This means that the relationship between the dependent variable Yi and the independent variable Xi has the same direction of change. Thus, if the implementation intensity of the independent variable or independent variables are jointly increased, then performance will increase. On the other hand, if the implementation intensity is carried out on independent variables or the independent variables are jointly reduced, employee performance will decrease.
DISCUSSION

1. The Influence of Work Ethic on Performance

The results of the regression analysis show that the work ethic variable has a positive and significant effect on performance. The results of this research show that if sugar factory employees have a high work ethic it will have a positive impact on their work performance. These results mean that work ethic has a very strong influence on employee performance. Work ethic is a work concept or work pattern adopted and implemented by a person or group of people through good and correct work behavior.

One way to improve employee performance in a sugar factory is to apply work ethic, namely the employee's character and habits towards work which become the basic attitude towards their work. The existence of a high work ethic among sugar factory employees is effective at work. A responsible attitude, desire and courage to innovate work processes in the organization is a manifestation of a high work ethic in employees.

In this way, employee performance will continue to improve and have an impact on overall organizational performance. The results of this research are in accordance with the theory put forward by Sinamo (2015) that work ethic is a set of positive work behaviors that are associated with core beliefs, strong cooperation, accompanied by commitment, full commitment to a comprehensive work model, so that it transforms into a habit or personality so that form positive behavior in the workplace.

If a person, organization or community accepts, believes and is committed to a work model, then all of this will give birth to unique work attitudes and behavior, which becomes a work ethic. A high work ethic will be a necessary prerequisite in life, especially to help employees adapt to the workplace and coworkers.

Work ethic is considered to influence employee performance. It is true, the higher the work ethic, the higher the employee's performance. Work ethic functions as a work concept or work pattern that is believed to be good and correct by a person or group of people and is demonstrated through typical work behavior. The results of this research are in line with research by Jati and Sukesi (2022) which shows that work ethics has a positive and significant influence on employee performance at the TPI Surabaya Special Class I Immigration Office. This means that work ethic has a positive and significant influence on the performance of Special Category employees at the TPI Surabaya I Immigration Office.

Likewise, research by Aliani (2021), Amalia and Astuti (2020) shows that there is a positive influence of work ethic on employee performance. Employees with a high work ethic mean they have high work enthusiasm so they can complete their work more optimally. Work ethic influences employee performance because the better an employee's work ethic, the better his performance will be. If work ethics are reflected in employees who lack discipline, lack responsibility at work and have a bad attitude towards coworkers. This will cause a decline in employee performance and will have a negative impact on the organization.
2. The Influence of Organizational Culture on Performance

The results of the regression analysis show that organizational culture variables have a positive and significant effect on the performance of PTN Gula Takalar employees. The results of this research show that if the performance of PTN Gula Takalar employees is implemented well, the organizational culture will have a positive impact on the performance of PTN Gula Takalar employees. These results mean that organizational culture can create a situation that can encourage employees to improve their performance.

With a good and focused organizational culture, you can carry out work consistently with maximum results, because without an organizational culture that is enforced by an organization, it will be very difficult for the organization to achieve its desired goals. This means that organizational culture is one of the factors or variables that can influence and improve employee performance at PTN Gula Takalar. The results of this research are in line with Robbins' (2016) view that culture is a system of shared meaning held by members of an organization that differentiates that organization from other organizations. Culture is a pattern of basic assumptions adopted by a group when solving problems of external adjustment and internal integration.

This means that organizational culture is a social glue that binds organizational members through clear shared values and norms, becoming the basis for organizational movement. Organizational culture is the dominant values or philosophy adopted which guide organizational policies towards all elements and components of the organization, including stakeholders, for example the way things work in the organization and the underlying assumptions or beliefs of employees.

Organizational culture is a system of shared meaning held by members that differentiates an organization from other organizations. This system of shared meaning, on closer inspection, constitutes a key set of characteristics that an organization highly values. Organizational culture refers to how employees perceive the characteristics of an organization's culture, not whether employees like the culture or not. Likewise, research by Undayani and Raka (2020) and Safira and Rozak (2020) shows that organizational culture influences performance.

3. The Influence of Work Ethic and Organizational Culture on Employee Performance

The results of the regression analysis show that the variables capacity, work ethic and organizational culture have a positive and significant effect on the performance of PTN Gula Takalar employees. The results of this research show that the better the work ethic and organizational culture, the better the performance of PTN Gula Takalar employees. This means that work performance standards are the standards for a particular job to be able to achieve the goals or targets to be achieved, and work results are the results achieved by workers when carrying out work in accordance with the requirements or implementation standards.

Several factors that influence employee performance include work ethic and organizational culture. This means that work ethic and organizational culture are factors that can influence and improve the performance of PTN Gula
Takalar employees. The important role of human resources in every organization is expected to improve employee performance, therefore human resources must have good skills in handling every job, because with reliable skills employee performance will increase.

Organizations can only grow and survive in a competitive environment if they have employees who are competent in their fields. Employee performance is considered to describe the degree of success in implementing an activity program or policy in achieving the goals, objectives and mission of an organization as stated in an organization's strategic plan. Performance can also be interpreted as the process of doing work to achieve results. However, the results of the work itself show performance (Mangkunegara, 2016).

Performance in an organization is achieved by all human resources in the organization. Work ethics is a set of positive work behaviors based on strong collaboration, core beliefs accompanied by full commitment to an inclusive work model (Sinamo, 2015). Employees with a high work ethic mean they have high work enthusiasm so they can complete their work more optimally. Work ethic is the totality of a person's character, as well as the way they express, perceive, believe and understand things, which encourages them to act and achieve optimal actions.

Employees who have a good work ethic will try to show attitude, character and self-confidence in carrying out their work by acting and working optimally. Organizational culture is a well-defined system of values, beliefs, assumptions or norms that are followed by organizational members as a guide to behavior and solving organizational problems (Sutrisno, 2016). Organizational culture can shape employee personalities and habits. These personalities and habits will shape an employee's behavior at work, which will ultimately determine his performance. Organizational culture that assesses employee performance at PT PTN Gula Takalar is a way of life for people in the organization that can influence the thoughts, actions and attitudes of all employees, which is useful in organizational and social life.

CONCLUSIONS AND RECOMMENDATIONS
Based on the research results and discussions that have been presented, the conclusions of this research are:

1. Work ethic has a positive and significant effect on the performance of PT PTN Gula Takalar employees.
2. Organizational culture has a positive and significant effect on the employee performance of PT PTN Gula Takalar, this shows that the better the organizational culture the employees have, the better the employee performance will be.
3. Work ethic and organizational culture simultaneously have a positive and significant effect on the performance of PT PTN Gula Takalar employees.

Based on the conclusions of the research results above, the following suggestions can be made:
1. It is recommended that the organization further improve employee competency by conducting training in order to further improve employee knowledge, work skills and behavior in the future.

2. It is recommended to the organization that the current work ethic of employees needs to be improved again, so that a high work ethic will be more influential and make it easier for employees to achieve good performance.

3. It is recommended for the organization to maintain the existing organizational culture in order to create a strong organizational culture and better performance productivity.

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