

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

Nuraini Rasyid
Fakultas Universitas Wira Bhakti Makassar

Corresponding Author: Nuraini Rasyid hjnurainir@gmail.com

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ABSTRACT

This research aims to: 1) Examine how work ethics affect employee performance; 2) Examine how organizational culture affects employee performance; and 3) Examine how work ethics and organizational culture interact to affect employee performance. Explanatory research using a quantitative research methodology is being conducted. Multiple regression analysis was the method of analysis employed in this investigation. The following are the study's findings: 1) Takalar Sugar Factory PTPN XIV South Sulawesi employees perform better when they have a strong work ethic. 2) Takalar Sugar Factory PTPN XIV South Sulawesi employees' work performance is positively and significantly impacted by their organizational culture, indicating that the better an employee's organizational culture, the better their job performance will

INTRODUCTION

Without the support of high-performing human resources, the organization's resources are unable to yield optimal results. According to Prawirosentono (2017:183), performance is the outcome of work that can be completed by an individual or a group of individuals inside an organization in accordance with their individual power and duty to accomplish the objectives of the job. relevant organizations and positions. The relationship between organizational effectiveness and other factors is elucidated by Gibson et al. (2015: 285). It follows that the actions of people or groups within an organization have the power to affect or empower that organization's performance.

There is a current phenomena wherein a loss in organizational performance is linked to a large number of persons who are unfit for roles within the organization. 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 research results of Jati and Sukesu (2022) show that work ethics has a positive and significant influence on the work efficiency of employees at the Immigration Department Class I Special TPI Surabaya, meaning it has positive and significant impact. In addition to competence and work ethics, organizational culture also affects the performance of government officials. In this regard, one of the issues that organizations are concerned about is organizational culture. For organizations, organizational culture is an important factor necessary for developing human resource capacity. An organization's human resources are supposed to carry out the current organizational culture. Naturally, in this instance, the human resources department always knows and behaves in line with the organization's values when going about its business (Budiarjo, et al., 2019).

Organizational culture is a long-standing practice that is applied to work activities and serves as inspiration for managers and employees to produce higher-quality work (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.

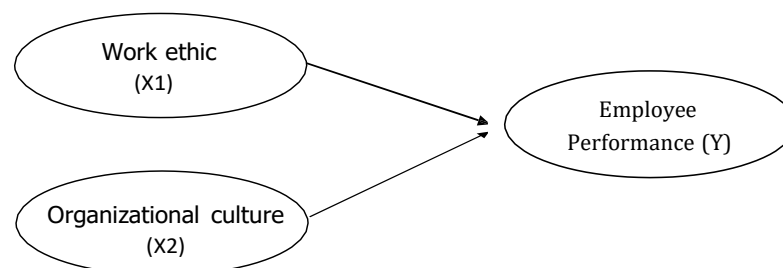
Organizational culture can influence employee performance, their research shows. Amalia and Astuti (2020) argue that organizational culture has a positive and significant influence on employee performance. A respected organizational culture will be a guide for employees to determine their attitude towards 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 ethics and organizational culture issues affecting performance, this study was conducted at Takalar Sugar Factory PTPN XIV South Sulawesi, one of the business units of the PTPN government in increasing sugar purchasing for national needs. This is associated with performance, trying to improve the performance of each employee to be able to achieve the organization's goals and targets.

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:



Conceptual research framework (Figure 1)

Study suppositions The following theories can be put forth in light of the situation, primary questions, theoretical research, and conceptual framework:

1. Job performance is positively and significantly impacted by work ethic. Work of the Takalar Sugar Factory workers in South Sulawesi, PTPN XIV.
2. Takalar Sugar Factory PTPN XIV South Sulawesi staff performance is positively and significantly impacted by organizational culture.
3. At Takalar Sugar Factory PTPN XIV South Sulawesi, work ethics and organizational culture together have a favorable and significant impact on employee performance.

METHODOLOGY

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).

Data Collection Techniques

The data collection techniques used are:

1. Observation
2. Interview
3. Documentation
4. Questionnaire

Population and Sample

1. Population

The subjects of this study included workers of Takalar Sugar Factory PTPN XIV, South Sulawesi Province, a total of 86 people.

2. Sample

The sample of respondents is done using saturation or census sampling techniques. Saturation sampling or census according to Sugiyono (2019), is a sampling technique where all members of the population are used as a sample. The sample was taken from a population of 86 people.

Data Analysis Method

The data analysis method used in this study is as follows:

1. Testing Descriptive Statistics

Descriptive statistics is the process of converting data or research variables into tabular form so that they are 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) note 4
- c. Neutral point (N) 3
- d. Disagree (TS) point 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

X1 = Work Ethic

X2 = Organizational Culture

a = Constant Number

b1- b3 = Regression Coefficient

e = Error

RESEARCH RESULT

Hypothesis Testing

Simultaneous Analysis (F Test)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.529	3	3.176	49	.001b
Residual	4.709	83	.065	.2	
Total	14.238	86		4	

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Organizational Culture, Work Ethic

Source: processed data, 2024

Determination Analysis (R)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.818a	.669	.656	.25398

a. Predictors: (Constant), Organizational Culture, Work Ethic

Source: processed data, 2024

Partial Analysis (t Test)

Koefisien Regresi

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.386	.338		1.080	.280
Work Ethic	.324	.071	.369	4.547	.001
Organizational Culture	.294	.071	.321	4.137	.000

a. Dependent Variable: Employee Performance

Source: processed data, 2024

From the equation, we also know that all the regression coefficients obtained from the analysis are positive. This means that the relationship between the dependent variable Y_i and the independent variable X_i has the same direction of change. Therefore, if the performance intensity of the independent variable(s) increases, performance will increase. On the other hand, if performance intensity is exercised on the independent variables or if the independent variables are reduced together, the employee's performance will decrease.

DISCUSSION

The Influence of Work Ethic on Performance

The results of the regression analysis show that the work ethic variable has a positive and significant impact on performance. The results of this study show that if sugar factory employees have high work ethics, it will have a positive impact on their work efficiency. These results mean that work ethic has a very strong influence on employee performance. Work ethics is a concept or work model 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 co-workers. This will cause a decline in employee performance and will have a negative impact on the organization.

The Influence of Organizational Culture on Performance

Regression analysis results demonstrate that organizational culture factors significantly and favorably affect employee performance at Gula Takalar Laboratory. The study's findings demonstrate that an organizational culture's beneficial effects on employee performance will occur if Takalar Sugar Factory PTPN XIV South Sulawesi workers perform successfully. These findings suggest that company culture can foster an environment where workers are motivated to up their game. 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 Takalar Sugar Factory PTPN XIV South Sulawesi. 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 meanings shared by members that distinguishes an organization from other organizations. This shared meaning system, upon closer inspection, constitutes a set of key characteristics that an organization values. Organizational culture refers to how employees perceive the characteristics of the organizational culture, not whether employees like the culture or not. Similarly, research by Undayani and Raka (2020) and Safira and Rozak (2020) shows that organizational culture affects performance.

The Influence of Work Ethics and Organizational Culture on Employee Performance

Based on the results of a regression analysis, the Takalar Sugar Factory PTPN XIV South Sulawesi employees' job performance is positively and significantly impacted by the variables of ability, work ethics, and organizational culture. The study's findings demonstrate that Takalar Sugar Factory PTPN XIV South Sulawesi's work performance is positively correlated with organizational culture and work ethics, which in turn helps the company meet its objectives and provide desired outcomes. are the outcomes that workers obtain when they carry out tasks in accordance with specifications or benchmarks for performance. Organizational culture and work ethics are two elements that affect employee performance.

Thus, elements that can affect and enhance employee performance in a company include work ethics and organizational culture. 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 Takalar Sugar Factory PTPN XIV South Sulawesi 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

1. Takalar Sugar Factory PTPN XIV South Sulawesi employees' work performance is positively and significantly impacted by their work ethics.
2. Takalar Sugar Factory PTPN XIV South Sulawesi employees' work performance is positively and significantly impacted by their organizational culture; this indicates that higher employee organizational culture would result in higher employee work performance.
3. Employee performance at Takalar Sugar Factory PTPN XIV South Sulawesi is positively and significantly impacted by organizational culture and work ethics at the same time.

RECOMMENDATIONS

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.

ADVANCED RESEARCH

In writing this article the researcher realizes that there are still many shortcomings in terms of language, writing, and form of presentation considering the limited knowledge and abilities of the researchers themselves. Therefore, for the perfection of the article, the researcher expects constructive criticism and suggestions from various parties.

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