

The Influence of Work Ethics, Organizational Culture and Motivation on The Performance of Employees from The Office of Community and Village Empowerment of Central Kalimantan Province

Hansly^{1*}, Rita Yuanita Toendan², Peridawaty³

Faculty of Economics and Business, University of Palangka Raya

Corresponding Author: Hansly hansly@feb.upr.ac.id

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ABSTRACT

Research in the field of management regarding the importance of human resources in improving performance. Work ethics are very much needed as is the implementation of organizational culture. This study used a sample size of 35 people as a measure for quantitative analysis using the SPSS application. The results show that work ethics, organizational culture and motivation are significant in improving performance, so that the goals of the organization are very good. This 79.1% result can be used as input for leadership and as an implication for being more open in informing about work ethics and work culture, which can then encourage employee motivation to improve performance. Future research could consider transformational leadership styles

INTRODUCTION

Every organization will always try to improve the performance of its employees, with the hope that the organization's goals will be achieved. Employee abilities are reflected in performance, good performance is optimal performance (Widarko & Anwarodin, 2022). Every government organization is required to be able to optimize human resources. Human resource management cannot be separated from employees who are expected to perform as well as possible in order to achieve the goals of government organizations (Ahad et al., 2021).

The definition of performance is a description of the level of achievement of an activity program or policy in realizing the goals, objectives, vision and mission outlined through an organization's strategic planning (Suryani et al., 2023). A person's performance is the ability, effort and opportunity that is assessed from his work. An employee who has high performance (work output or work produced) can support the achievement of the goals or objectives set by the company or agency.

Apart from carrying out tasks, employees are also an important resource for a company or agency, because they have the talent, energy and creativity that the company really needs to achieve its goals. To obtain good work results that are in line with organizational goals, every leader of an organization can be sure to have rules and regulations that are outlined in the form of a policy (Hermanto & Srimulyani, 2022). This policy was created with the intention that each organizational component carries out its duties in accordance with the stated objectives and of course will improve employee performance.

Based on observations, the problems that arise related to Work Ethics are the number of employees who work and are placed in inappropriate fields, do not get job satisfaction, resulting in negative attitudes or behavior, such as not doing work on time, and often arriving late. Then with Organizational Culture, there are situations where employees arrive late, do not come to work for various reasons, such as illness, permission or without information and the tendency for employees to feel unhappy with the culture within the organization which can be seen from their daily performance. Then they like to procrastinate postpone work (Khan et al., 2020).

Then there are problems related to motivation. The element of cooperation in the agency is very necessary so that employees have high work motivation, but in reality not all employees have optimal motivation in accordance with demands. This can be seen from the tendency that not all employees are responsible at work, such as being disciplined at work, that there are still some employees who are late and not according to the specified time and some employees have not been able to complete the tasks given by their superiors properly and on time (Hermanto & Srimulyani, 2022). This is due to a lack of interaction between superiors and subordinates, such as providing guidance, encouragement and motivation to all members to achieve goals. Apart from that, there are no attractive motivating tools for employees that make them want to work hard and be responsible, so that in the end performance becomes low.

LITERATURE REVIEW

Work ethics is a system of values or norms used by all company employees, including their leaders, in carrying out their daily work. Companies with good work ethics will have and practice values, namely: honesty, openness, loyalty to the company, consistency in decisions, good cooperation, discipline and responsibility (Ferine et al., 2021). Etymologically, ethics is the teaching or science of customs relating to generally accepted good or bad habits regarding attitudes, actions, obligations and so on. Ethics is the study of a person's rights and obligations, the moral rules that people use in making decisions, and the characteristics of relationships between humans (Mudita et al., 2022). Ethics is a role model for humans living in society, which can help society to distinguish between good and bad things, so that human behavior can be well controlled and not harm other people. Work ethics in a company play a very important role in carrying out the work flow of employees within the company. Ethics is a branch of philosophy that looks for bad human behavior.

Organizational culture is defined as the values that it becomes handle human resources in carrying out their obligations and also behavior within the organization (Assoratgoon & Kantabutra, 2023). These values will provide the answer whether an action is right or wrong and whether a behavior is advisable or No. Organizational culture is the result of a process merging the cultural and behavioral styles each individual brought previously to in a new norm and philosophy, which has energy as well group pride in facing certain things and goals.

Organizational culture is the values that guide human resources in carrying out their obligations and behavior within the organization (Magsi et al., 2018). Organizational culture can be defined as a system of values, beliefs, assumptions, or norms that have long been agreed upon and followed by members as a guide for behavior and solving organizational problems. Another definition according to organizational culture is the basic philosophy of the organization which contains beliefs, norms and shared values which are the characteristics of how things are done in the organization.

Based on various opinions, researchers have concluded that organizational culture is a tool or system whose contents contain values that must be agreed upon by members and members are obliged to implement them. From the theories above, the researcher concluded that organizational culture is the habits or shared values adopted by an organization which are expected to improve the quality of the organization. Cultural characteristics based on their nature as following:

1. Culture is shared. Culture is something that fund groups have simultaneously generally unavailable to people outside the group.
2. Culture is learned and is enduring. Culture does not arise with sudden, but built systematically over time.
3. Culture is a powerful influence on behavior. Sometimes it's very difficult for us to abandon culture, even though there is a desire to do so.

From the description above, researchers also have responses that are good and bad. An organization is influenced by the culture they implement. This can be observed through the characteristics of organizational culture, essentially culture good will have a good impact on the organization. So researchers too interested in researching organizational culture with opinions like the one above.

Motivation comes from motive or in English "motive" which comes from the word "motion" which comes from the Latin word "movere" which means mover. From the origin of the word, motive is defined as a moving force which includes encouragement, reason and will. In essence, humans need encouragement either within themselves or from outside themselves to do something in order to fulfill their needs. This encouragement is called motivation (Ihsani & Wijayanto, 2022). Motivation talks about how to encourage someone's work enthusiasm, so that they want to work by providing their abilities and skills optimally to achieve organizational goals. Motivation is important because with motivation it is hoped that every employee will work hard and be enthusiastic to achieve high work productivity. A person's behavior is influenced and stimulated by desires, fulfillment of needs as well as goals and satisfaction. Stimulation arises from within and from outside (E. S. Maia et al., 2022). This stimulation will create encouragement for someone to carry out activities.

Work motivation is the provision of motivation that creates enthusiasm for someone's work so that they want to work together, work effectively and integrate with all efforts to achieve satisfaction. Motivation is one of the things that influences human behavior, motivation is called the thing that causes, channels and supports human behavior, so that they are willing to work hard and enthusiastically achieve optimal results (Rizkah & Chaerudin, 2021). Work motivation is a willingness to expend a high level of effort towards organizational goals, which is conditioned by the ability of that effort to meet an individual's needs.

Performance in an organization is the answer to the success or failure of the organizational goals that have been set. Performance (work achievement) is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time. Performance is a description of the level of achievement in carrying out a series of activities and decisions to obtain the right targets which include the vision and mission of an organization as regulated in an organization's strategic plan (Martha et al., 2022). The definition of performance is a description of the level of achievement of an activity program or policy in realizing the goals, objectives, vision and mission outlined through the strategic planning of an organization. Performance is a result that can be achieved and provided by employees through the abilities they have in carrying out their duties.

In line with that, performance is work performance, namely comparing actual work results with predetermined work standards. Every government and private agency always improves the performance of its employees in order to achieve predetermined goals. The definition of performance is a comparison of the results achieved with labor participation per unit of time (usually per hour). The definition of performance as expressions such as output, efficiency and

effectiveness is often linked to productivity. Employee performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

In accordance with several explanations regarding the meaning and explanation of what is called performance, a conclusion can be drawn that a person's performance is a combination of ability, effort and opportunity which produces work results that are achieved with the participation of the workforce so that it is able to produce good performance (Rasyiddin & Siahaan, 2022). Produce high output, efficiently and effectively. is often associated with productivity, both in terms of quality and quantity in carrying out their duties in accordance with the responsibilities given to that person.

The thinking framework is a synthesis that reflects the interrelationships between the variables studied and becomes a guide in solving research problems and formulating research hypotheses in the form of flow diagrams equipped with qualitative explanations. The framework for thinking in a research needs to be stated if the research involves two or more variables. Based on the results of previous research that have been described, a research conceptual framework can be prepared as follows

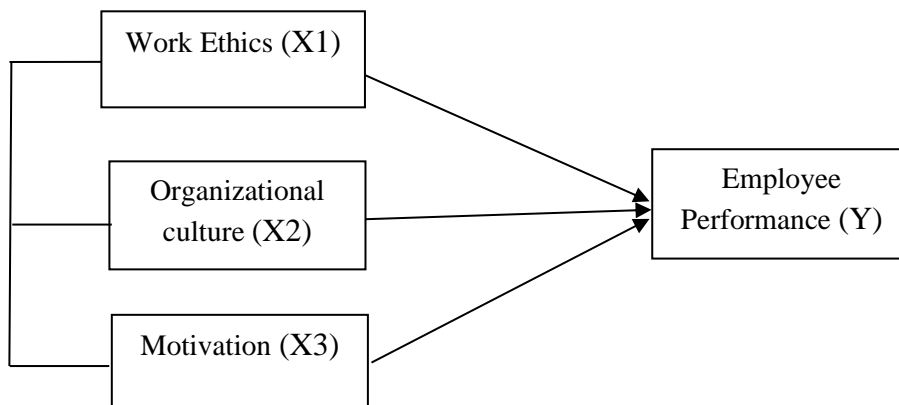


Figure 1. Research Conceptual Framework

In this research, the author made a hypothesis, namely:

H1. Work ethics influence performance

H2. Organizational culture influences employee performance

H3. Motivation influences employee performance

H4. Work ethics, organizational culture and motivation simultaneously influence employee performance

METHODOLOGY

This research is quantitative research that uses populations and samples. Quantitative research is a type of research that produces discoveries that can be achieved or obtained using statistical procedures or other methods of measurement (Kristinae et al., 2023). This research approach uses an associative approach. Causal associative research is research that aims to determine the relationship between two or more variables. With this research, a theory can be built that functions to explain, predict and control a phenomenon. This research also uses a Likert scale from respondent data in the form of a questionnaire.

Information sources are anything that can provide information about data. The sources of information used are primary data and secondary data (Kristinae et al., 2020). Primary data sources are data sources obtained and processed directly from subjects that are directly related to research.

RESEARCH RESULT

In this study, the validity test used the SPSS 22 program. If r calculated $> r$ table then the questionnaire instrument was declared valid, and if r calculated $< r$ table then the questionnaire instrument was declared invalid. The observation results in the r table with a significance level of 0.05 or 5% were obtained from a sample (n) = 35 of 0.361 referring to the validity test results produced from all instruments. The test results produced a calculated r value $>$ from r table so it can be concluded that all instruments in this study it was declared valid.

Reliability testing is carried out with the aim of testing the extent to which the measuring device is reliable. This reliability measurement is carried out using the Cronbach Alpha coefficient (α). Usually the reliability of an instrument is accepted if it has a Cronbach's Alpha greater than 0.6. Based on the table above, the Cronbach's Alpha value is greater than 0.6, meaning that all items are reliable. Multiple linear regression analysis is used to test the linear relationship between two or more independent variables. Based on the results of data analysis using a computer program, namely SPSS version 22, a multiple linear regression calculation was obtained between the variables work ethics, organizational culture and motivation on employee performance variables.

Table 1. Results of Multiple Linear Regression Equations

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.316	.112		4.152	.000
Work ethics (X1)	.513	.096	.495	4,373	.000
Organizational culture (X2)	.492	.074	.435	4.812	.000
Motivation (X3)	.457	.069	.381	3,819	.000

Based on the results of the multiple linear regression model which is expressed in the form of the following equation:

$$Y = 0.316 + 0.513 X_1 + 0.492 X_2 + 0.457 X_3 + e$$

So the results of hypothesis testing can be explained as follows:

The constant value $a =$ positive can be interpreted as if the variables of work ethics, organizational culture and motivation are considered constant or do not change, then employee performance will increase, assuming the other variables are constant (Kristinae, 2021). The regression coefficient value $b.1 =$ positive, meaning that every increase in the work ethics variable will result in an increase in employee performance, assuming the other variables are constant. The regression coefficient value $b.2 =$ positive, meaning that every increase in the organizational culture variable will result in an increase in employee performance assuming the other variables are constant. The regression coefficient value $b.3 =$ positive, meaning that every increase in the motivation variable will result in an increase in employee performance assuming the other variables are constant

This test is used with the aim of proving whether the independent variables have a joint effect on the dependent variable. The results of calculations via SPSS show that F-count is 47.912 and F-table = 3.09 (using a significance level of 0.05% and degrees of freedom (df); $n - (k+1)$; $51 - (3+1) = 30$). This states that F-count ($47.912 > F\text{-table}$ (3.09)) so that the hypothesis is accepted. This means that the independent variables consisting of work ethics, organizational culture and motivation simultaneously influence the performance of employees of the Community and Village Empowerment Service of Central Kalimantan Province.

Table 2. Coefficient of Determination
 Model Summary^b

Model	R	R Square	Adjusted R Square	Error of the Estimate	Durbin-Watson
1	.864 ^a	.791	.748	.21571	3,513

a. Predictors: (Constant), motivation (X3), organizational culture (X2) work ethics (X1)

b. Dependent Variable: Employee performance (Y)

The coefficient of determination R Square (R²) value of 0.791 indicates that variations in employee performance are explained by ethical variables, organizational culture and motivation variables by 79.1% while 20.9% are explained by other variables not analyzed in the model.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of partial analysis, it was found that the β coefficient of work ethics was positive. The positive sign indicated that the relationship between the work ethics variable and the employee performance variable was unidirectional, meaning that the better an employee's work ethics, the better his performance. After testing, it turns out that the sig value is significant, thus meaning that there is a significant influence between work ethics variables on employee performance. Organizational culture is the values that guide human resources in carrying out their obligations and behavior within the organization. Based on the results of the partial analysis, it was found that the β coefficient of the organizational culture variable was positive. The positive sign indicated that the relationship between the organizational culture variable and the employee performance variable was unidirectional, meaning that the higher an employee's culture, the higher his performance. After testing, it turns out that the sig value is significant, thus meaning that there is a significant influence between organizational culture and employee performance.

Work motivation is the provision of driving force that creates enthusiasm in a person, so that they want to work together, work effectively and integrate with all their efforts to achieve goals. Work motivation is an asset in moving employees or workers to be able to carry out their respective duties in achieving targets with full awareness, enthusiasm and responsibility.

Based on the results of the partial analysis, it was found that the β coefficient of motivation is positive. The positive sign indicates that the relationship between the motivation variable and the employee performance variable is unidirectional, meaning that the higher an employee's motivation, the higher his or her performance. After testing, it turns out that the sig value is significant, thus meaning that there is a significant influence between motivation and employee performance. The results of this research can be used as input to increase employee attention to rules regarding work ethics and work culture. Furthermore, the results also show the importance of providing motivation in improving performance results.

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