

THE INFLUENCE OF WORK ETHICS ON EMPLOYEE PERFORMANCE WITH WORK CULTURE AS A MODERATING VARIABLE

Dean Seshar Rahmadina^{1*}, Suratman², Fitria Damayanti³, Denny Rakhmad Widi Ashari⁴, Urip Triandri⁵

Universitas Wiralodra, Indonesia¹ Sekolah Tinggi Ilmu Kesehatan Fithrah Aldar Lubuk Linggau, Indonesia² Universitas Wiralodra, Indonesia³ Universitas Nahdlatul Ulama Blitar, Indonesia⁴ Universitas Wiralodra, Indonesia⁵

Correspondence E-mail: dean.seshar@unwir.ac.id

Abstract

This research is a quantitative study with an explanatory approach, namely an approach that uses a number of previous studies as the main supporting tool for building argumentative constructs in this study. The data used in this article are primary data that researchers obtained from 400 Bank Mandiri employees spread throughout Indonesia. Data obtained from 400 Bank Mandiri employees spread throughout Indonesia. The data were analyzed using the smart PLS 4.0 analysis tool.

Keywords: Work Ethics, Employee Performance, Work Culture

INTRODUCTION

According to (Syahnita 2021) Work ethics etymologically, comes from Greek, namely ethos which means attitude, personality, nature (basic nature), character, will, morality, customs. Terminologically, the word ethics has three different differences, namely: 1. A general rule or way of life 2. A set of behavioral rules, 3. Investigation of the way of life and a set of behavioral rules.

Ethics are beliefs that guide a person, group or institution. Meanwhile, in The American Heritage Dictionary of English Language, Ethics has 2 meanings, namely: 1. Disposition, character, or special attitude of a person, culture or group that distinguishes it from other people or groups, underlying values or souls, customs. 2. The main principle or controller in a movement, work of art, form of expression, or the like. Work ethic describes an attitude that contains meaning as an evaluative aspect possessed by individuals (groups) in assessing work activities. According to (Darojat, 2015) Work ethic is a set of positive behaviors and foundations that include the motivation that drives them, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles, and standards (Prameswari 2020).

Work ethics and productivity are still low, which is reflected in discipline, work enthusiasm and productivity which are still low. This certainly does not support efforts to develop the economy and human resources. Because work ethics are a complex problem and contain many aspects, both economic, social and cultural. A person's work ethics are formed from the motivation that radiates from their basic attitude towards

work. Work ethics are dynamically always influenced by various factors, both external and internal factors, in accordance with human nature as social beings (RIDA OKTARI YANESTI 2018).

Based on these various definitions, work ethics, both etymologically and practically, are a set of fundamental attitudes or views held by a group of people to assess work as something positive for improving the quality of life, thus influencing their work behavior. Success in various areas of life is determined by human behavior, especially work ethics behavior. Work ethics have three functions Rusyan (Darojat, 2015), namely as a driver of action, an motivator in activities, and a driver of activities. This work ethics attitude is not only held by individuals, but also by groups and even society. This attitude can be influenced by various aspects, both from various habits, cultural influences, and the value systems they believe in. Max Weber, an economist and sociologist from Germany, stated that how a value system in this case is religion that influences human views on economic ethics. This is because of the belief of Western European and American society in the religious doctrine that laziness and wasting time are the most important sins. There is also the concept that work is a calling that makes its followers work hard to glorify the God they believe in (Adib and Santoso 2016).

From this work ethic, the word ethics is also known which is almost close to morals with good and bad (morals), so that in work ethics there is a high passion or enthusiasm to do something optimally, better, and even try to achieve the most perfect work quality possible. This means that there is a kind of enthusiasm to perfect a job and avoid all damage so that every job is directed to reduce or even eliminate errors from the results of his work (Syahputra 2016).

Based on the above explanation, the researcher believes that good Work Ethics can affect Employee Performance. Performance comes from the English word performance which means performance. The concept of performance is an abbreviation of work energy kinetics. Performance is the output produced by the functions or indicators of a job or a profession within a certain time (Winda Meidina and Netty Laura 2022). In general, performance can be understood as the work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics (Lestari and Ghaby 2018).

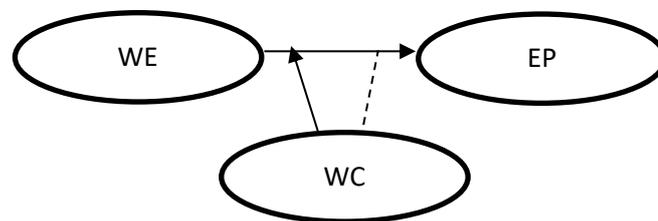
According to (Hartanto 2021) a person will always crave appreciation for the results of his work and expect fair rewards. Performance appraisal needs to be done subjectively because it will motivate employees in carrying out their activities. In addition, performance appraisal can provide information for the benefit of salary, promotion and Work Environment on employee behavior. An organization, be it government or private, is always driven by a group of people who play an active role in achieving the goals that the organization wants to achieve. The goals of the

organization will certainly not be achieved if the performance of its members or employees is not optimal (ASLIA 2019).

There are a number of previous .(Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017)that have a positive relationship direction and a significant influence on Employee Performance. Unlike a number of other studies, this study adds the Work Culture variable as a moderating variable.

METHODS

Figure 1
Model Research



Hypothesis:

WE : Work Ethics

EP: Employee Performance

WC : Work Culture

The first figure in this article indicates that the researcher has the main objective of analyzing the effect of Work Ethics on Employee Performance which is moderated by the Work Culture variable (Jonathan Sarwono 2016) & (Sugiyono 2019). This research is in line with a number of previous studies, namely (Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017). Unlike the studies mentioned above, this article adds the Work Culture variable as a moderating variable (Yulianti et al. 2022). This research is a quantitative study with an explanatory approach, namely an approach that uses a number of previous studies as the main supporting tool for building argumentative constructs in this study (Winda Meidina and Netty Laura 2022). The data used in this article are primary data that researchers obtained from 400 Bank Mandiri employees spread throughout Indonesia (Kurniawan and Ali Alam 2022). Data obtained from 400 Bank Mandiri employees spread throughout Indonesia (Ghufran Riziquurrahman 2016). The data were analyzed using the smart PLS 4.0 analysis tool with the following hypothesis (Sunaryo 2017).

Hypothesis:

H1: The Influence of Work Ethics on Employee Performance

H2: Work Culture Can Moderates The Influence of Work Ethics on Employee Performance

RESULT AND DISCUSSION

Background Analysis

According to (Syahnita 2021) Work ethics etymologically, comes from Greek, namely *ethos* which means attitude, personality, nature (basic nature), character, will, morality, customs. Terminologically, the word ethics has three different differences, namely: 1. A general rule or way of life 2. A set of behavioral rules, 3. Investigation of the way of life and a set of behavioral rules.

Ethics are beliefs that guide a person, group or institution. Meanwhile, in The American Heritage Dictionary of English Language, Ethics has 2 meanings, namely: 1. Disposition, character, or special attitude of a person, culture or group that distinguishes it from other people or groups, underlying values or souls, customs. 2. The main principle or controller in a movement, work of art, form of expression, or the like. Work ethic describes an attitude that contains meaning as an evaluative aspect possessed by individuals (groups) in assessing work activities. According to (Darojat, 2015) Work ethic is a set of positive behaviors and foundations that include the motivation that drives them, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles, and standards (Prameswari 2020).

Work ethics and productivity are still low, which is reflected in discipline, work enthusiasm and productivity which are still low. This certainly does not support efforts to develop the economy and human resources. Because work ethics are a complex problem and contain many aspects, both economic, social and cultural. A person's work ethics are formed from the motivation that radiates from their basic attitude towards work. Work ethics are dynamically always influenced by various factors, both external and internal factors, in accordance with human nature as social beings (RIDA OKTARI YANESTI 2018).

Based on these various definitions, work ethics, both etymologically and practically, are a set of fundamental attitudes or views held by a group of people to assess work as something positive for improving the quality of life, thus influencing their work behavior. Success in various areas of life is determined by human behavior, especially work ethics behavior. Work ethics have three functions Rusyan (Darojat, 2015), namely as a driver of action, an motivator in activities, and a driver of activities. This work ethics attitude is not only held by individuals, but also by groups and even society. This attitude can be influenced by various aspects, both from various habits, cultural influences, and the value systems they believe in. Max Weber, an economist and sociologist from Germany, stated that how a value system in this case is religion that influences human views on economic ethics. This is because of the belief of Western European and American society in the religious doctrine that laziness and wasting time

are the most important sins. There is also the concept that work is a calling that makes its followers work hard to glorify the God they believe in (Adib and Santoso 2016).

From this work ethic, the word ethics is also known which is almost close to morals with good and bad (morals), so that in work ethics there is a high passion or enthusiasm to do something optimally, better, and even try to achieve the most perfect work quality possible. This means that there is a kind of enthusiasm to perfect a job and avoid all damage so that every job is directed to reduce or even eliminate errors from the results of his work (Syahputra 2016).

Based on the above explanation, the researcher believes that good Work Ethics can affect Employee Performance. Performance comes from the English word performance which means performance. The concept of performance is an abbreviation of work energy kinetics. Performance is the output produced by the functions or indicators of a job or a profession within a certain time (Winda Meidina and Netty Laura 2022). In general, performance can be understood as the work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics (Lestari and Ghaby 2018).

According to (Hartanto 2021) a person will always crave appreciation for the results of his work and expect fair rewards. Performance appraisal needs to be done subjectively because it will motivate employees in carrying out their activities. In addition, performance appraisal can provide information for the benefit of salary, promotion and Work Environment on employee behavior. An organization, be it government or private, is always driven by a group of people who play an active role in achieving the goals that the organization wants to achieve. The goals of the organization will certainly not be achieved if the performance of its members or employees is not optimal (ASLIA 2019).

There are a number of previous .(Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017) that have a positive relationship direction and a significant influence on Employee Performance. Unlike a number of other studies, this study adds the Work Culture variable as a moderating variable.

Validity Test

The validity test stage remains the first stage that must be passed if it has passed the data collection stage. The data collected through the questionnaire method on 300 Bank Mandiri employees needs to be validated first to reach the next stages until reaching the path coefficient stage. The following are the results of the validity test in this article (Hair 2010):

Table 1
Validity Test

Variable	Question Item	Loading Factor
Work Ethics (X ₁)	Work Ethics Can Affect Employee Performance	0.876
	Work Ethics can make employees easily adapt to the work environment	0.859
	Work Ethics can make employees easier to work on company targets	0.876
	Work Ethics can make employees more liked by other coworkers	0.884
Employee Performance (Z)	Employee Performance can be influenced by Work Ethics	0.879
	Employee Performance can be influenced by Work Culture	0.895
	Employee Performance can be achieved if employees easily adapt to the surrounding environment	0.887
	Employee Performance can be influenced by the superior's liking for employees	0.893
Work Culture (Z)	Work culture can influence Work Ethics	0.978
	Work culture can influence Employee Performance	0.962

Valid > 0.70

Reliability Test

The next stage that should be passed after passing the validity test stage. Different from the validity test stage, the reliability test stage focuses on each variable used in this article, namely the Work Ethics variable, the Work Culture variable, and the Employee Performance variable. The following are the results of the reliability test in this article (Sarstedt et al. 2014):

Table 2
Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Work Ethics	0.882	0.840	Reliable
Emmployee Performance	0.953	0.911	Reliable
Work Culture	0.984	0.945	Reliable

Reliable > 0.70

Path Coefisien

The final stage and also the deciding round in this article is the Path Coefficient stage. At this stage, each hypothesis used in this article must be proven, namely the hypothesis of the influence of the Work Ethic variable on the Employee Performance variable and the Work Culture variable can moderate the influence of the Work Ethic variable on Employee Performance (Hair 2010):

Table 3
Path Coefisien

	Variable	P-Values	Noted
Direct Influence	WE->EP	0.018	Accepted
Indirect Influence	WC* WE->EP	0.000	Accepted

Significant Level < 0.05

The last stage is also the determining stage in this article, namely the Path Coefficient stage. The third table of Coefficients in the first row shows that the Work Ethic variable can have a positive relationship direction and a significant influence on Employee Performance because the P-Values are positive and below the significance level of 0.05, namely 0.018. This research is in line with research by (Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017). This is because Work Ethic can make employees mix easily, be liked by superiors and fellow employees, and can easily complete each existing job. In addition, in the next row, the Work Culture variable can strengthen the influence of the Work Ethic variable on Employee Performance because of the same thing, namely the P-Values value is positive and is below the significance level of 0.05, namely 0.000. This is because Work Culture can train employee Work Ethics to be polite so that it can also improve Employee Performance. Therefore, the first and second hypotheses in this article can be accepted.

CONCLUSION

The last stage is also the determining stage in this article, namely the Path Coefficient stage. The third table of Coefficients in the first row shows that the Work Ethic variable can have a positive relationship direction and a significant influence on

Employee Performance because the P-Values are positive and below the significance level of 0.05, namely 0.018. This research is in line with research by (Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017). This is because Work Ethic can make employees mix easily, be liked by superiors and fellow employees, and can easily complete each existing job. In addition, in the next row, the Work Culture variable can strengthen the influence of the Work Ethic variable on Employee Performance because of the same thing, namely the P-Values value is positive and is below the significance level of 0.05, namely 0.000. This is because Work Culture can train employee Work Ethics to be polite so that it can also improve Employee Performance. Therefore, the first and second hypotheses in this article can be accepted.

REFERENCES

- Adib, Fauzan, and Budi Santoso. 2016. "Upaya Penigkatan Prestasi Belajar Siswa Dengan Disiplin Kerja Guru." *Jurnal Pendidikan Manajemen Perkantoran* 1(1): 198.
- ASLIA, FARADILLA. 2019. "Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. AMANAH FINANCE." *Jurnal Profitability Fakultas Ekonomi Dan Bisnis* 3(1): 66–89.
- Dewi, Adriani Mustika Sari, and Suhardi. 2021. "Pengaruh Disiplin, Etika Kerja Dan Lingkungan Terhadap Kinerja Karyawan Pt Sentosa Prima Utama." *SCIENTIA JOURNAL: Jurnal Ilmiah Mahasiswa* 3(2): 1–10. https://ejournal.upbatam.ac.id/index.php/scientia_journal/article/view/2855.
- Ghufran Riziquurrahman. 2016. "Analisis Pengaruh Investasi, Inflasi, Jumlah Tenaga Kerja, Dan Pengeluaran Negara Terhadap Pertumbuhan Ekonomi Di Indonesiatahun 2000-2018."
- Hadiansyah, Andri, and Rini Purnamasari Yanwar. 2017. "Pengaruh Etos Kerja Terhadap Kinerja Karyawan PT. AE." *JURNAL Al-AZHAR INDONESIA SERI HUMANIORA* 3(2): 150.
- Hair. 2010. *Multivariate Data Analysis, Seventh Editions*. Prentice Hall: New Jersey.
- Hartanto, Didy Agus. 2021. "PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, KEPUASAN KERJA, DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA KARYAWAN (Studi Pada Karyawan Hotel Aston Banua)." 10(1): 45.
- Insyani, Ilman Nur. 2019. "Hubungan Etika Kerja Dengan Komitmen Kerja Pada Karyawan." *Psikoborneo: Jurnal Ilmiah Psikologi* 7(4): 587–95.
- Jonathan Sarwono. 2016. *Meode Penelitian Kualitatif Dan Kuantitatif*. Bandung: Graha Ilmu.
- Kurniawan, Indra, and Iskandar Ali Alam. 2022. "Pengaruh Etos Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Kantor Otoritas Jasa Keuangan Provinsi Lampung Di Masa Pandemi Covid-19." *SIBATIK JOURNAL: Jurnal Ilmiah Bidang Sosial, Ekonomi, Budaya, Teknologi, dan Pendidikan* 1(6): 987–92.
- Lestari, Endah Rahayu, and Nur Kholifatul Fithriyah Ghaby. 2018. "The Influence of Organizational Citizenship Behavior (OCB) on Employee's Job Satisfaction and Performance." *Industria: Jurnal Teknologi dan Manajemen Agroindustri* 7(2): 116–23.
- Nurhasanah, Nurhasanah, Jufrizen Jufrizen, and Zulaspan Tupti. 2022. "Pengaruh Etika

- Kerja, Budaya Organisasi Dan Beban Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening.” *Jesya (Jurnal Ekonomi & Ekonomi Syariah)* 5(1): 245–61.
- Prameswari, Devy. 2020. “PENGARUH ETIKA KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN (Studi Pada Karyawan BRI Syariah Kantor Cabang Kediri).” *Skripsi INSTITUT AGAMA ISLAM NEGERI PONOROGO* 4(1): 1–91.
- RIDA OKTARI YANESTI. 2018. 7 UNIVERSITAS MEDAN AREA MEDAN “PENGARUH ETIKA KERJA DAN PROMOSI JABATAN TERHADAP KINERJA KARYAWAN PADA PT.TIRTA SIBAYAKINDO KABUPATEN KARO.” UNIVERSITAS MEDAN AREA MEDAN.
- Sarstedt, Marko et al. 2014. “Partial Least Squares Structural Equation Modeling (PLS-SEM): A Useful Tool for Family Business Researchers.” *Journal of Family Business Strategy* 5(1): 105–15.
- Sugiyono. 2019. *Metode Penelitian Kuantitatif, Kualitatif, R&D*.
- Sunaryo. 2017. “Pengaruh Perubahan Organisasi, Budaya Organisasi Dan Perilaku Kerja Terhadap Kinerja Karyawan Di PT. Sisirau Medan.” *Jurnal Ilmiah Manajemen & Bisnis* 18(1): 101–14. <http://jurnal.umsu.ac.id/index.php/mbisnis>.
- Syahnita, Rini. 2021. Modul Biokimia Materi Metabolisme Lemak, Daur Asam Sitrat, Fosforilasi Oksidatif Dan Jalur Pentosa Fosfat “PENGARUH ETIKA KERJA DAN LOYALITAS KERJA TERHADAP KINERJA KARYAWAN PADA PT. BANK TABUNGAN NEGARA SYARIAH MEDAN.” UNIVERSITAS MUHAMMADIYAH SUMATERA UTARA.
- Syahputra, Fauzan SyahputraFauzan. 2016. “PENGARUH DISIPLIN KERJA, ETIKA DAN KONFLIK KERJA TERHADAP KINERJA KARYAWAN PADA PT PASTI JAYA ELECTRIK MEDAN.” UNIVERSITAS MUHAMMADIYAH SUMATERA UTARA MEDAN.
- Winda Meidina, Dwi, and dan S Netty Laura. 2022. “The Effect of Employees’ Mental Health on Performance Mediated by Welfare in the Workplace (Empirical Study on Information Technology Division Employees During Work From Home.” *Business Management Journal* 18(1): 85–105. <https://journal.ubm.ac.id/index.php/business-management/>.
- Yulianti, Padmi Dhyah et al. 2022. “Spiritual Leadership Dalam Organisasi : Faktor Pengaruh Dan Arah Penelitian Masa Depan.” *Buletin Psikologi* 30(2): 298.