

The Effect of Work Discipline and Work Ethics on Employee Performance at PT. Fuzi Citra Mandiri

Sukmayadi¹, Ading Rahman Sukmara²

¹Universitas Sebelas April

²Universitas Galuh

E-mail : sukmayadi@unsap.ac.id , adingrahman70@gmail.com

Article History:

Received: 09 Februari 2024

Revised: 24 Februari 2024

Accepted: 27 Februari 2024

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

Abstract: *The essence of the problem in this research is that the performance of employees at PT Fuzi Citra Mandiri has not been optimal. This study aims to determine the effect of work discipline on employee performance, the effect of work ethic on employee performance, the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri. This study used descriptive analytical method with a survey approach, quantitative methods, data collection techniques namely observation and questionnaires. The analysis technique used is multiple regression analysis, correlation test, coefficient of determination and hypothesis testing. The results of the discussion show that the effect of work discipline on employee performance is 96.2%, the effect of work ethic on employee performance is 54.2% and the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri is 67.4% and there are still 32.6% other factors. The results of testing the hypothesis that $f_{count} = 6.133$ and $f_{table} = 3.35$, the hypothesis which states that simultaneously work discipline and work ethic have an influence on employee performance at PT. Fuzi Citra Mandiri.*

INTRODUCTION

A company, whether it operates in the field of Mechanical or Electrical Contractors, must have a goal of making a profit. Therefore, companies try to provide services or produce products that consumers want in order to gain the trust of these consumers. In making efforts to produce products or services, the first thing companies need to pay attention to is the human resources they have. To achieve company goals, companies can utilize existing resources, including human resources.

Human resources play an important role in every company, because it is in their hands that the survival of the company depends. Therefore, companies are guided to have adequate quality and quantity of human resources. The company will always try to be the best among other companies. A company will progress if the company's employees have very high work appeal in accordance with the rules of the company where the employees work. If a company If

you have employees who do not have high work enthusiasm, over time the company will not progress and will be unable to compete with other companies. Because employees are one of the important components for advancing a company. Companies must be able to see employees who can work individually or in teams.

Sinambela (2020: 480), suggests that employee performance is defined as the employee's ability to perform certain skills. Employee performance is very important, because with this performance it will be known how far they are able to carry out the tasks assigned to them. In other words, performance is a person's ability and expertise in understanding their duties and functions at work. This cannot be separated from the managerial aspects that influence it, because every leader has the responsibility to assess and help improve the performance of those under him. Like PT. Fuzi Citra Mandiri.

PT Fuzi Citra Mandiri is a company operating in the field of Mechanical and Electrical Contractors which has contributed its participation in the development of the electricity industry in Indonesia and is actively involved in the construction and maintenance activities of electrical networks and electrical installations. Mechanical and Electrical Installation is a vital part in filling development, both for facilities and infrastructure for the construction of the electricity industry. The activities carried out are supported by young workers who are skilled, reliable and experienced and have discipline and a high work ethic to always complete every job with satisfactory results in terms of quality, time and cost.

Based on the results of temporary observations regarding employee performance at PT Fuzi Citra Mandiri which is not yet optimal, it can be seen in the following 2022 employee absenteeism recapitulation table :

Table 1. Recapitulation of PT Fuzi Citra Mandiri (PLN Partner) Employee Attendance in 2023

Month	Number of Employees	Working Days	Total Working Days	Lost to Follow-up	Absenteeisem %
January	30	25	750	5	0,67
February	30	22	660	7	1,06
March	30	26	780	4	0,51
April	30	25	750	7	0,93
Mey	30	22	660	10	1,52
June	30	25	750	11	1,47
July	30	23	690	9	1,30
August	30	26	780	3	0,38
September	30	26	780	1	0,13
October	30	25	750	6	0,80

November	3 0	26	780	2	0,26
December	3 0	27	810	8	0,99
Total					10,02
Avarage					0,83

Source: PT. Fuzi Citra Mandiri, 2023

Based on table 1, it can be seen that the level of employee absenteeism was quite high in June, the level of absenteeism was 11 out of 30 employees or 1.47% because there were still many workers who came to the office late and left early, there were still some employees who did not comply with working hours, and employees leave the office without a definite reason, there are still some employees who lack mastery of their work, lack of attention by superiors to their subordinates so that employee performance decreases, not optimal facilitation of improving employee performance, lack of attention to healthy living behavior, a clean environment. Companies have not made full efforts to ensure employees' health, emotional health is often brought into the work atmosphere, causing a decline in employee performance, employees who are not independent or creative in completing work well and quickly, lack of employee concern for the tasks assigned so that employees do not enjoy work. which he has. Furthermore, the smallest absence was in September, only 1 person or 0.13%, this was because the employee went home due to a sudden event but there was no report to the company, so there is a need for improvement in terms of work discipline and work ethic.

Sinambela (2020:334) states that discipline is compliance with the rules or orders set by the organization. Furthermore, discipline is a process used to deal with performance problems; This process involves managers in identifying and communicating performance problems to employees. If performance problems are not corrected, managers are also involved in identifying, communicating, and implementing the consequences. Discipline is very important for organizational growth, especially used to motivate employees to discipline themselves in carrying out work both individually and in groups. Apart from that, discipline is also useful for educating employees to comply with and enjoy existing regulations, procedures and policies so as to produce good performance. Discipline is the most important operative function of HR Management because the better the employee's discipline, the higher the work performance they can achieve. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. But to achieve this performance, a good work ethic is also needed. Sinamo in Badriati (2021:5) explains that professional work ethic is a set of positive work behavior that is rooted in strong awareness, fundamental beliefs, accompanied by total commitment to an integral work paradigm. Every employee should have a high work ethic because every organization really needs hard work and high commitment from every employee, otherwise it will be difficult for the organization to develop and win the competition in capturing its market share. Every organization that always wants to progress will involve members in its performance, including every organization must have a work ethic. Individuals or community groups can be stated to have a high work ethic.

The work ethic possessed by a person or group of people will be a source of motivation for their actions and good discipline reflects a person's great sense of responsibility for the tasks given to them. This will encourage work morale and realize the goals of the company, employees and society. Therefore, every manager always tries to ensure that his subordinates have good discipline. A manager is said to be effective in his leadership if his subordinates are

well disciplined. Maintaining and improving good discipline is quite difficult because there are many factors that influence it. Sometimes employees' lack of knowledge about existing regulations, procedures and policies is the most common cause of disciplinary action. One effort to overcome this is that the leadership should provide an orientation program to the workforce. Apart from providing orientation, leaders must explain in detail the rules that are often violated, along with the rationale, and the consequences. Likewise, regulations/procedures or policies that have changed or been updated should be informed to staff through active discussion.

Based on the description above, it is necessary to carry out more in-depth research on the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri, so the research objectives include; 1) to determine the effect of work discipline on employee performance at PT. Fuzi Citra Mandiri. 2) to determine the effect of work ethic on employee performance at PT. Fuzi Citra Mandiri. And 3) to determine the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri.

LITERATURE REVIEW

Management

Management comes from the word to manage which means to organize. Management is regulated through processes and arranged based on sequence and the management functions are planning, organizing, directing and controlling. So, management is a process to realize the desired goals. Terry in Sukatin et al., (2021: 1) stated, "Management is a typical process consisting of planning, organizing, activating and controlling actions to determine and achieve goals through the use of human resources and other resources". Then Kasmi, et al. (2022:2) stated, Management can be interpreted in general as a process carried out by individuals in managing activities carried out by individuals or groups. Systems or management must be implemented to meet the targets to be achieved in a collaboration by optimizing existing resources. Furthermore, Stoner and Wankel in Hakim (2018: 2) state that, "Management is the process of planning, organizing, leading, controlling organizational efforts and the process of using organizational resources to achieve stated organizational goals. Process here means a systematic way of doing something".

Furthermore, Larasati (2018:2) states that management can be interpreted as how to organize, guide and lead all the people who are subordinates so that the business they are working on can achieve the goals that have been previously set. Thus, from several expert opinions above, it can be concluded that management is a process of coordinating and integrating work activities so that they are completed effectively and efficiently. The process of describing these functions is usually referred to as planning, organizing, leading and controlling.

Human Resource Management

Organizations have various kinds of resources as 'input' to be converted into 'output' in the form of goods or services. These resources include capital or money, technology to support the production process, methods or strategies used to operate, people and so on. Among the various kinds of resources, humans or human resources (HR) are the most important element.

Sinambela (2020:7) states that human resource management is the utilization, development, assessment, provision of services and management of individual members of an organization or group of workers. Human resource management also concerns job design, employee planning, selection and placement, employee development, career management, compensation, performance evaluation, work team development, up to retirement. Then Sutrisno in Bukit, Malusa, and Rahmat (2021:11) more specifically stated that human resource

management is the activity of planning, procuring, developing, maintaining and using human resources to achieve goals both individually and organizationally. Furthermore, Kaswan in Bukit, Malusa, and Rahmat (2021: 11) defines human resource management as part of management which includes, among other things, planning, organizing, directing, etc. HRM handles human resources, namely people who are ready, willing and able to contribute to stakeholder goals. HRM pays attention to the welfare of people in the organization so that they can work together effectively and contribute to the success of the organization. HRM is a system that has several functions, policies, activities, or practices including recruitment, selection, development, compensation, retention, evaluation, promotion, and others.

Furthermore, Schuler, Dowling, Smart and Huber in Priyono (2021: 4) interpret that human resource management is a recognition of the importance of the organization's workforce as human resources which are very important in contributing to organizational goals, and the use of several functions and activities. to ensure that human resources are used effectively and fairly for the interests of individuals, organizations and society. From several of these definitions, it can be concluded that human resource management (HRM) is an activity or management system that procures and manages human resources who are ready, willing, and able to make a good contribution so that they can work together effectively to achieve good goals. individually or organizationally.

Work Discipline

For companies, having work discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained. As for employees, they will get a pleasant working atmosphere which will increase their enthusiasm for carrying out their work. Good discipline reflects the extent of a person's responsibility for the tasks assigned to him.

Sinambela (2020: 335) states that work discipline is the awareness and willingness of employees to comply with all organizational regulations and applicable social norms. Thus, work discipline is a tool that leaders use to communicate with employees so that they are willing to change their behavior to follow the established rules of the game. Then Singodimedjo in Qomariah (2020: 64) said that, discipline is an attitude of a person's willingness and readiness to obey and comply with the rules and regulatory norms that apply around him. Good employee discipline will accelerate company goals, while declining discipline will become an obstacle and slow down the achievement of company goals. Furthermore, Afandi (2019:1) is of the opinion that work discipline is a code of conduct or regulations made by the management of an organization, ratified by the board of commissioners or capital owners, agreed upon by the labor union and known by the Labor Service, so that the people who are members of the organization are subject to to the existing order with a sense of pleasure, so that it is created and formed through the process of a series of behaviors that demonstrate the values of obedience, conformity, regularity and order.

From the understanding of these experts, it can be concluded that work discipline is a person's ability to work regularly, continuously diligently and work in accordance with applicable regulations without violating established rules.

Work Ethic

Sinamo in Badriati (2021:5) states that work ethic is a set of positive work behaviors that are rooted in strong awareness, fundamental beliefs, accompanied by total commitment to the integral work paradigm. Furthermore, Tasmara in Badriati (2021:5) explains that work ethic is a serious effort, by mobilizing all assets, thoughts and thoughts to actualize or reveal the meaning of oneself as a servant of God who must subdue the world and place oneself as part of

society. the best (khairul ummah). Then Sinamo in Simamora (2021:23) states that work ethic is a spirit, enthusiasm and mentality that is manifested into a set of positive behaviors or actions such as being diligent, enthusiastic, thorough, persistent, patient, honest, orderly, respecting education and responsibility for work. what he did.

In other words, work ethic can also take the form of an assessment movement and have evaluative movements for each individual and group. With this evaluation, an upward and increasing graphic movement will be created in the following times. It also means a mirror or consideration that can be used as a guide for someone to determine the steps to be taken next. In short, work ethic is a double standard of life, namely as a driving force on the one hand, and a value force for each individual or group on the other hand.

Employee Performance

The successful determination of individual task achievement will be able to direct the determination of organizational performance. It is not easy to prepare and carry out measurements that can provide optimal results, considering that there are many things that are needed and prepared carefully. Performance assessment focuses on a measurement process that pays attention to assessment techniques.

Haynes in Sinambela (2020:480) states that employee performance is the employee's ability to carry out certain skills. Employee performance is very important, because with this performance it will be known how far they are able to carry out the tasks assigned to them. For this reason, it is necessary to determine clear and measurable criteria, and determine them jointly to serve as a reference. Furthermore, Sinambela (2020:480), stated that employee performance is defined as the employee's ability to perform certain skills. Employee performance is very important, because with this performance it will be known how far they are able to carry out the tasks assigned to them. Then Rivai and Basri in Masram and Mu'ah (2019: 138) state that performance is the result or overall level of success of a person during a certain period in carrying out tasks compared to various possibilities. Furthermore, Mathis and Jackson Alam Masram and Mu'ah (2019: 138) state that performance is basically what employees do or don't do.

Based on this opinion, it can be concluded that performance is a manifestation of ability in the form of real work which will ultimately show the work results achieved by employees in carrying out tasks and work originating from the organization, the work results achieved by an employee in completing their tasks in accordance with their responsibilities.

Hypothesis

Sugiyono (2020:242), states that answers are not absolute or temporary to the formulation of research problems. The hypothesis needs to go through testing to be tested and proven true based on the data that has been obtained from the research sample. For this reason, it is necessary to test the hypothesis through the research in question. Researchers propose the following hypothesis.

H₁: There is an influence of work discipline on employee performance at PT. Fuzi Citra Mandiri.

H₂: There is an influence of work ethic on employee performance at PT. Fuzi Citra Mandiri

H₃: There is an influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri.

METHOD

The research method used in this research is a descriptive analysis research method with a survey approach, while hypothesis testing is carried out using regression analysis. This is in accordance with the opinion of Sugiyono (2018:24) who states that in general research methods

are defined as a scientific way to obtain data with certain purposes and uses. Then Abdullah, M. (2018: 81) states that the survey research method is a quantitative research method used to obtain data that occurred in the past or currently, about beliefs, opinions, characteristics, behavior, variable relationships, and to test several hypotheses about sociological variables. and psychology from samples taken from certain populations, data collection techniques using observations (interviews or questionnaires) that are not in-depth, and research results tend to be generalized. The collected data is then analyzed using statistical data analysis technique.

The population in this study were employees of PT. Fuzi Citra Mandiri as many as 30 people. Sample. The technique used in this research is Nonprobability Sampling using saturated samples. Based on the definition above, the population in this study are employees at PT. Fuzi Citra Mandiri as many as 30 people. Then the sampling technique used in this research is Nonprobability Sampling. According to Sugiyono (2020: 131) states that, nonprobability sampling is a sampling technique that does not provide equal opportunities or opportunities for each element or member of the population to be selected as a sample. Nonprobability sampling consists of systematic, quota, incidental, saturated, purposive and snowball sampling. So the researcher used a saturated sample. Sugiyono (2020: 133) states that, saturated sampling is a sample that, if the number is increased, will not increase representation so it will not affect the value of the information that has been obtained. The research sample is employees at PT. Fuzi Citra Mandiri as many as 30 people.

To find out which category the results of respondents' responses to the work discipline variable (X_1), as well as the work ethic variable (X_2) as a whole are assessed based on the indicators, with the score categories divided into five categories, namely Very Good (SB), Good (B), Fairly Good (CB), Not Good (KB) or Very Not Good (STB). Meanwhile, the data collection techniques used in this research include observation and questionnaires. Instrument quality test criteria use validity tests, reliability tests and normality tests. Meanwhile, technical Data analysis uses multiple linear regression tests, path analysis and hypothesis testing.

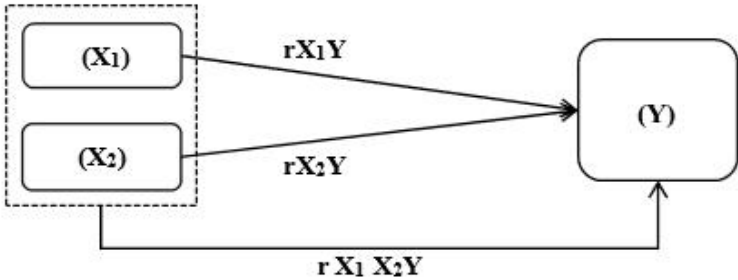


Figure 1. Path Test (Path Analysis)

RESULT AND DISCUSSION

Testing the validity of the work discipline variable (X_1) with 10 statements obtained the following results :

Table 1. Work Discipline Variable Validity Test Results (X_1)

No	Items	r count	r critical	Results
1	X1-1	0,475	0,3610	Valid
2	X1-2	0,485	0,3610	Valid
3	X1-3	0,520	0,3610	Valid
4	X1-4	0,542	0,3610	Valid

5	X1-5	0,612	0,3610	Valid
6	X1-6	0,413	0,3610	Valid
7	X1-7	0,432	0,3610	Valid
8	X1-8	0,569	0,3610	Valid
9	X1-9	0,510	0,3610	Valid
10	X1-10	0,484	0,3610	Valid

Source : Data processed by researchers, 2023

Based on table 1 above, the results of the validity test of the work discipline variable (X₁) were obtained with the statement items (instruments) for research on the work discipline variable at PT. Fuzi Citra Mandiri are all valid and legal to use.

Testing the validity of the work ethic variable (X₂) with 12 statements obtained the following results :

Table 2. Work Ethic Variable Validity Test Results (X₂)

No	Items	r count	r critica l	Results
1	X2-1	0,572	0,361 0	Valid
2	X2-2	0,474	0,361 0	Valid
3	X2-3	0,435	0,361 0	Valid
4	X2-4	0,422	0,361 0	Valid
5	X2-5	0,538	0,361 0	Valid
6	X2-6	0,435	0,361 0	Valid
7	X2-7	0,654	0,361 0	Valid
8	X2-8	0,452	0,361 0	Valid
9	X2-9	0,492	0,361 0	Valid
10	X2-10	0,620	0,361 0	Valid
11	X2-11	0,618	0,361 0	Valid
12	X2-12	0,515	0,361 0	Valid

Source : Data processed by researchers, 2023

Based on table 2 above, the results of the validity test of the work ethic variable (X₂) were obtained with the statement item(instruments) for research on the work ethic variable at PT. Fuzi Citra Mandiri is valid and legal to use.

Testing the validity of the employee performance variable (Y) with 10 statements obtained the following results :

Table 3. Employee Performance Variable Validity Test Results (Y)

No	Items	r count	r critica l	Results
1	Y-1	0,577	0,361 0	Valid
2	Y-2	0,551	0,361 0	Valid
3	Y-3	0,663	0,361 0	Valid
4	Y-4	0,596	0,361 0	Valid
5	Y-5	0,621	0,361 0	Valid
6	Y-6	0,534	0,361 0	Valid
7	Y-7	0,605	0,361 0	Valid
8	Y-8	0,509	0,361 0	Valid
9	Y-9	0,577	0,361 0	Valid
10	Y-10	0,579	0,361 0	Valid

Source : Data processed by researchers, 2023

Based on table 3 above, the results of the validity test of employee performance variables(Y) were obtained with statement items (instruments) for research on employee performance variables at PT. Fuzi Citra Mandiri is valid and legal to use.

Next, a Reliability Test was carried out, the first reliability test was carried out on the work discipline variable instrument (X₁) at PT. Fuzi Citra Mandiri using the split half method from Spearman Brown and obtained the following results :

Table 4. Work Discipline Variable Reliability Test Results (X₁)

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics Work Discipline (X₁)

Cronbach's Alpha	N of Items
0,674	10

Source : SPSS V.26 results data processed by researchers, 2023

Based on table 4 above, it can be seen that with a significance level of 5%. $r_{count} > r_{table} = 0.674 > 0.600$. then the work discipline variable instrument (X1) is reliable. Positive r calculated value more than r table shows that the work discipline instrument at PT. The Fuzi Citra Mandiri in question is reliable and valid for use in this research.

Then the second reliability test was carried out on the work ethic variable instrument at PT. Fuzi Citra Mandiri using the split half method from Spearman Brown and obtained the following results :

Table 5. Work Ethic Variable Reliability Test Results (X₂)

		N	%
Cases	<i>Valid</i>	30	100,0
	<i>Excluded^a</i>	0	,0
	<i>Total</i>	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics Work Ethic (X₂)

<i>Cronbach's Alpha</i>	<i>N of Items</i>
0,741	12

Source : SPSS V.26 results data processed by researchers, 2023

Based on table 5 above, the results obtained are with a significance level of 5%. $r_{count} > r_{table} = 0.741 > 0.600$. Thus, the work ethic variable instrument (X₂) is reliable. Positive r calculated value more than r table shows that the work ethic instrument at PT. The Fuzi Citra Mandiri in question is reliable and valid for use in this research.

Next, the third reliability test was carried out on the employee performance variable instrument (Y) at PT. Fuzi Citra Mandiri using the split half method from Spearman Brown and obtained the following results :

Table 6. Employee Performance Variable Reliability Test Results (Y)

		N	%
Cases	<i>Valid</i>	30	100,0
	<i>Excluded^a</i>	0	,0
	<i>Total</i>	30	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics Employee Performance (Y)

<i>Cronbach's Alpha</i>	<i>N of Items</i>
0,777	10

Source : SPSS V.26 results data processed by researchers, 2023

Based on table 6 above, with a significance level of 5%. $r_{count} > r_{table} = 0.777 > 0.600$. Thus, the employee performance variable instrument (Y) is reliable. Positive r calculated value more than r table shows that the employee performance instrument at PT. The Fuzi Citra Mandiri in question is reliable and valid for use in this research.

Then data about the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri, researchers tested it using the Kolmogorov-Smirnov

method in SPSS v.26 as seen in the picture in the Normality Test of the points on the Normal P-Plot of Regression Standardized Residual as follows.

**Table 7. Normality test
One-Sample Kolmogorov-Smirnov Test**

		Work Discipline	Work Ethic	Employee Performance
N		30	30	30
Normal Parameters a,b	Mean	42,53	51,10	42,77
	Std. Deviation	2,776	3,377	3,370
Most Extreme Differences	Absolute	,165	,100	,143
	Positive	,165	,095	,090
	Negative	-,124	-,100	-,143
Test Statistic		,165	,100	,143
Asymp. Sig. (2-tailed)		,357 ^c	,200 ^{c,d}	,118 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: SPSS V.26 data processed by researchers, 2023

Multiple Linear Regression Analysis

Regression analysis is used to test hypotheses about the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri. Based on multiple regression estimation with the SPSS v.26 program, the following results were obtained.

1. The Effect of Work Discipline on Employee Performance (H₁)

Multiple linear regression analysis regarding the influence of work discipline (X₁) on employee performance (Y) at PT. Fuzi Citra Mandiri as follows :

Table 8. Regression Estimation Results of Work Discipline (X₁) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	41,498	12,780		6,247	,000
	Work Discipline	,265	,226	,981	5,176	,001
	Work Ethic	,196	,185	,736	5,057	,001

Source : SPSS V.26 results data processed by researchers, 2023

Based on table 8 above, the results show that the influence of work discipline on employee performance is 0.981 or an effect of 96.2% with a significance level of 0.001, meaning that employee work discipline is very important for the growth of PT. Fuzi Citra Mandiri, is mainly used to motivate employees to discipline themselves in carrying out work both individually and in groups. Apart from that, work discipline at PT. Fuzi Citra Mandiri is also useful for educating employees in complying with existing regulations and procedures, as well as policies, resulting in better employee

performance.

2. The Effect of Work Ethic on Employee Performance (H₂)

Multiple linear regression analysis regarding the influence of work ethic (X₂) on employee performance (Y) at PT. Fuzi Citra Mandiri as follows :

Table 9. Regression Estimation Results of Work Ethic (X₂) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,498	12,780		6,247	,000
	Work Discipline	,265	,226	,981	5,176	,001
	Work Ethic	,196	,185	,736	5,057	,001

Source : SPSS V.26 results data processed by researchers, 2023

Based on table 9 above, the results show that the influence of work ethic on employee performance is 0.736 or an effect of 54.2% with a significance level of 0.001, meaning that the work ethic possessed by employees will be a source of motivation for good actions reflecting the employee's great sense of responsibility. to the tasks assigned to him. This will encourage work enthusiasm and realize PT's goals. Fuzi Citra Mandiri, then employees are capable and expert in understanding their duties and functions at work.

3. The Influence of Work Discipline and Work Ethic on Employee Performance (H₃)

To determine the influence of work discipline (X₁) and work ethic (X₂) on employee performance (Y) at PT. Fuzi Citra Mandiri, as follow :

Table 10. Path Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,498	12,780		6,247	,000
	Work Discipline	,265	,226	,981	5,176	,001
	Work Ethic	,196	,185	,736	5,057	,001

Source : SPSS V.26 results data processed by researchers, 2023

It can be seen in the table above that the results of the path analysis can be explained as follows. Referring to the regression output of model I in the coefficients table, it can be seen that the significance value of the two variables X₁ = 0.001 and X₂ = 0.001 is smaller than 0.05. These results provide the conclusion that the Model I regression, namely the value of R² or R Square contained in the model summary table is 0.821, this shows that the contribution or influence of work discipline and work ethic on employee performance is 67.4% while the remaining 32.6% other factors that influence employee performance.

Thus, the path diagram of the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri, as follows :

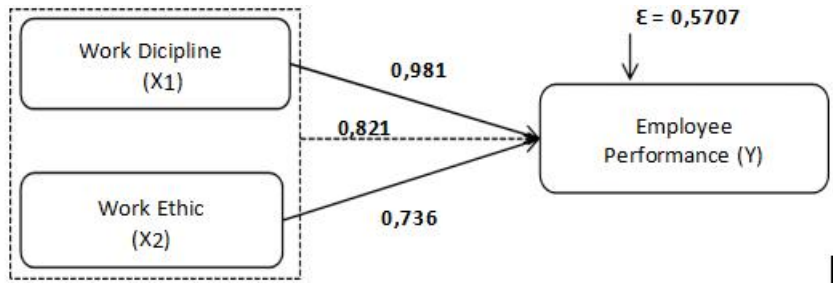


Figure 2. Path Analysis: A Single Equation Path Model
Source : Results data processed by researchers, 2023

Uji Koefisien Korelasi

To find out whether there is a relationship between work discipline and work ethic and employee performance at PT. Fuzi Citra Mandiri, it can be seen that the correlation coefficient test value is in the table below.

Table 11. Correlation Coefficient Test Result

<i>Model Summary^b</i>				
<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	,821 ^a	,674	,009	3,355

Source : SPSS V.26 results data processed by researchers, 2023

The results of the correlation coefficient calculation obtained were 0.821. Thus, the magnitude of the relationship between work discipline and work ethic with employee performance at PT. Fuzi Citra Mandiri is 0.821 and is in the interval 0.80 – 1.000 or it can be said that work discipline and work ethic are related to employee performance at PT. Fuzi Citra Mandiri has a very strong relationship.

Determination Coefficient Test

Hypothesis testing to determine the degree of engagement/influence of work discipline (X₁) and work ethic (X₂) on employee performance (Y) at PT. Fuzi Citra Mandiri, with the coefficient of determination formula Sugiyono (2019: 151), namely :

$$\begin{aligned}
 KD &= r^2 \times 100\% \\
 &= (0,821)^2 \times 100\% \\
 &= 0,674 \times 100\% \\
 &= 67,4 \%
 \end{aligned}$$

Based on the calculation results above, it can be seen that the coefficient of determination (adjusted R²) obtained is 0.821. This means that the influence of work discipline (X₁) and work ethic (X₂) on employee performance at PT. Fuzi Citra Mandiri is 0.821 or an influence of 67.4%, and is in the range of 49% - 81% (Strong). This indicates that work discipline and work ethic have an influence on employee performance at PT. Fuzi Strong Independent Image. And there are still 32.6% other factors that influence employee performance that were not examined in this research, such as work attitudes, skill levels, relationships between workers and leaders, labor productivity management, compensation, competence, work environment, service quality, facilities. Infrastructure.

Hypothesis test**T Test (Partial Hypothesis Test)**

Hypotheses 1 and 2 in this study were tested for truth using a partial test. Testing is carried out by looking at the significance level (p-value), if the significance level resulting from the calculation is below 0.05 then the hypothesis is accepted, conversely if the significance level calculated is greater than 0.05 then the hypothesis is rejected.

Table 12. Partial T Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,498	12,780		6,247	,000
	Work Discipline	,265	,226	,981	5,176	,001
	Work Ethic	,196	,185	,736	5,057	,001

Independent Variable	tvalue	ttable	Sig.t
Work Discipline (X ₁)	5,176	1,69726	0,001
Work Ethic (X ₂)	5,057	1,69726	0,001

Source : SPSS V.26 results data processed by researchers, 2023

From table 12 above, it can be seen that the results of hypothesis testing on the influence of individual behavior and the work environment on the work productivity of police officers at the Sumedang Police Station are partially as follows :

1. Test Hypothesis 1 (H₁). That the results of testing the work discipline hypothesis show a tcount value of 5.176 > ttable 1.69726 with a significance level of 0.001. This significance level is smaller than 0.05, which means that the hypothesis in this study rejects H₀ and accepts H_a. This means that hypothesis H₁ "work discipline has a positive influence on employee performance at PT. Fuzi Citra Mandiri" was accepted.
2. Test Hypothesis 2 (H₂). That the results of testing the work ethic hypothesis show a calculated t value of 5.057 > ttable 1.69726 with a significance level of 0.001. This significance level is smaller than 0.05, which means that the hypothesis in this study rejects H₀ and accepts H_a. This means that hypothesis H₂ "work ethic has a positive influence on employee performance at PT. Fuzi Citra Mandiri" was accepted.

F Test (Simultaneous Hypothesis Testing)

To examine the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri was jointly tested using the F test. The results of simultaneous regression calculations were obtained as follows :

Table 13. Results of Simultaneous Regression Analysis

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25,493	2	12,747	6,133	,000 ^b
	Residual	303,873	27	11,255		
	Total	329,367	29			

Source : SPSS V.26 results data processed by researchers, 2023

Based on table 13 above, testing the influence of the independent variables together on the dependent variable was carried out using the F test. The results of statistical calculations

show the calculated F value = 6.133 and F table = 3.35 (dk = 30 – 2 – 1 = 27 (f table)) by using a significance limit of 0.000, the significance value obtained is smaller than 0.05. $H_0: \beta_{1.2} > 0$, meaning there is a positive and significant influence between work discipline (X_1), work ethic (X_2) on the performance of PT employees. Fuzi Citra Mandiri (Y) simultaneously (together). This means that the hypothesis states that simultaneously the variables of work discipline and work ethic have an influence on employee performance at PT. Fuzi Citra Mandiri.

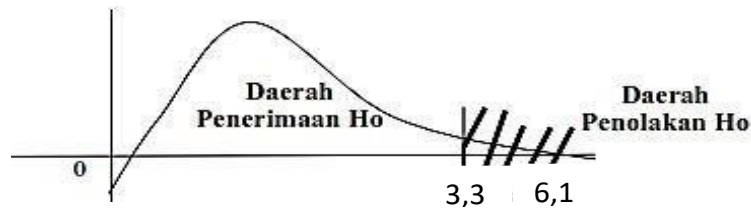


Figure 3. One-Way F Test

Source : Results data processed by researchers, 2023

Based on Figure 3, this means that the hypothesis is proven, then H_0 is rejected and H_a is accepted, meaning that there is an influence of work discipline (X_1) and work ethic (X_2) on employee performance (Y) at PT. Fuzi Citra Mandiri simultaneously (together).

CONCLUSION

From the discussion about the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri has been described the following conclusions can be drawn :

1. The influence of work discipline on employee performance is 0.981 or an effect of 96.2% with a significance level of 0.001, meaning that employee work discipline is very important for the growth of PT. Fuzi Citra Mandiri, is mainly used to motivate employees to discipline themselves in carrying out work both individually and in groups. Apart from that, work discipline at PT. Fuzi Citra Mandiri is also useful for educating employees in complying with existing regulations and procedures, as well as policies, resulting in better employee performance.
2. The influence of work ethic on employee performance is 0.736 or an effect of 54.2% with a significance level of 0.001, meaning that the work ethic possessed by employees will be a source of motivation for their good actions, reflecting the employee's great sense of responsibility for the tasks they carry out. given to him. This will encourage work enthusiasm and realize PT's goals. Fuzi Citra Mandiri, then employees are capable and expert in understanding their duties and functions at work.
3. The magnitude of the influence of work discipline and work ethic on employee performance at PT. Fuzi Citra Mandiri is 0.821 or has an influence of 67.4%, meaning that work discipline and work ethic are 67.4% of employee performance in the range of 49% - 81%. This indicates that work discipline and work ethic have a strong influence on employee performance at PT. Fuzi Citra Mandiri and there are still 32.6% other factors that influence employee performance such as work attitudes, skill levels, relationships between workers and leaders, labor productivity management, compensation, competence, work environment, service quality, infrastructure.

REFERENCES

- Andini. 2022. *Pengaruh Disiplin Kerja, Etos Kerja, Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Laksana Jaya Swalayan Kota Kediri*. Kediri: Universitas Islam Kediri. Jurnal Riset Ilmu Akuntansi. Vol.1 No. 3, September 2022, e-ISSN: 2961-788x, p-ISSN: 2961-7871, Hal.273-282.
- Amirullah. 2017. *Pengantar Manajemen Fungsi-Proses-Pengendalian*. Jakarta: Mitra Wacana Media.
- Badriati. 2021. *Etos Kerja Dalam Perspektif Islam dan Budaya*. Cetakan 1. ISBN:978-623-317-304-9. Mataram: Sanabil.
- Budiyono. 2018. *Pengantar Manajemen*. Yogyakarta: Graha Ilmu.
- Bukit, Malusa, dan Rahmat. 2021. *Pengembangan Sumber Daya Manusia, Teori, Dimensi Pengukuran, dan Implementasi dalam Organisasi*. Cetakan Pertama, April 2017. ISBN: 978-602-61253-3-0. Yogyakarta: Zahir Publishing.
- Darman dan Prastiwi. 2022. *Pengaruh Disiplin Kerja Dan Etos Kerja Spiritual Terhadap Kinerja Pegawai Dinas Pekerjaan Umum Dan Tata Ruang Di Kabupaten Buleleng*. Bali: STIE Satya Dharma. Jurnal Ekonomi, Manajemen dan Bisnis, Vol. 1 No. 3, September 2022, e-ISSN: 2829-2154, Hal. 12-45.
- Darodjat. 2020. *Manajemen Personalialia*. Bandung: Refika Aditama.
- Fahmi. 2017. *Manajemen Sumber Daya Manusia, Teori dan Aplikasi*. Bandung: Alfabeta.
- Ghozali. 2019. *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 26 (Edisi 8)*. Cetakan ke VIII. Semarang : Badan Penerbit Universitas Diponegoro.
- Gumelar, Farida dan Santoso. 2022. *Pengaruh Motivasi, Disiplin, Dan Etos Kerja Terhadap Kinerja Karyawan Dikantor Kecamatan Slahung Kabupaten Ponorogo*. Ponorogo: Universitas Muhammadiyah. Indonesia Journal of commerce. Surabaya: Mitra Abisatya.
- Business and Management, Vol. 2 No. 3, Desember 2022, p-ISSN: 2797-9725, e-ISSN: 2777-0559, Hal. 529-540.
- Hakim. 2022. *Dinamika Manajemen Sumber Daya Manusia Dalam Organisasi*, Cetakan Pertama. ISBN: 978-602-0962-10-8. Semarang: EF Press Digimedia.
- Handoko. 2017. *Manajemen Sumber Dayan Manusia*. Jakarta: Bumi Aksara.
- Iskandar. 2020. *Metode Penelitian Pendidikan dan Sosial*. Referensi. Jakarta. Larasati.
2018. *Manajemen Sumber Daya Manusia*. Cetakan Pertama, Juni 2018. ISBN: 978-602-475-352-8. Yogyakarta: Deepublish.
- Mangkunegara. 2019. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Rasdakarya
- Masram dan Mu'ah. 2019. *Manajemen Sumber Daya Manusia Profesional*. Cetakan Pertama, Februari 2017. ISBN: 978-602-6930-46-0. Sidoarjo: Zifatama Publisher.
- Nurjana. 2021. *Pengaruh Etos Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Dinas Kehutanan dan Perkebunan Kota Bogor*. Tangerang:Universitas Pamulang. JENIUS, Vol. 4 No. 1, p-ISSN: 2581-2769, e-ISSN:2598-9502.
- Priyono. *Manajemen Sumber Daya Manusia*. Cetakan Kedua, Mei 2021. ISBN: 978-602-6930-16-3. Surabaya: Zifatama Publisher.
- Priyono dan Marnis. 2018. *Manajemen Sumber Daya Manusia. Cetakan Pertama*.Sidoarjo: Zifatama Publisher.
- Risma dan Arwiah. 2022. *Pengaruh Disiplin Kerja Dan Etos Kerja Terhadap Kinerja Pegawai Pada Badan Pendapatan Daerah Kota Bandung*. Bandung: Universitas

-
- Telkom. *Jurnal Administrasi Bisnis*, Vol. 8 No. 1, Juni 2022, e-ISSN: 2443-3756, Hal. 30-36.
- Siagian. 2020. *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat. Siegel. 2019. *Metode Penelitian Kuantitatif*. Jakarta: Gramedia.
- Sinambela. 2020. *Manajemen Sumber Daya Manusia*. Cetakan Pertama, April 2018. ISBN: 978-602-217-935-1. Jakarta: PT. Bumi Aksara.
- Sugiyono. 2020. *Metode Penelitian Pendidikan (Pendekatan Kuantitatif, Kualitatif dan R&D)*. Setakan Ke Dua Puluh Dua, Agustus 2015. ISBN: 979-8433-71-8. Bandung: Alfabeta.
- Suryadi dan Kayono. 2022. *Pengaruh Kepuasan Kerja, Disiplin Kerja dan Etos Kerja terhadap Kinerja Karyawan PT. Keihin Indonesia*. Bekasi: Universitas Pelita Bangsa. *Jurnal Ekonomi dan Ekonomi Syariah*, Vol. 5 No. 1, Januari 2022, e-ISSN: 2599-3410, p-ISSN: 2614-3259, Hal. 85-95.
- Sutrisno. 2017. *Manajemen Sumber Daya Manusia*. Cetakan Kesembilan, Februari 2017. ISBN: 978-979-1486-76-7. Jakarta: Kencana Prenada Media Group.
- Wibisono. 2018. *Manajemen Kinerja*. Jakarta: Salemba Empat.
- Widena dan Sunuharyo. 2018. Widena dan Sunuharyo. 2018. *Pengaruh Kompensasi Karyawan Terhadap Prestasi Kerja Karyawan Dengan Dimediasi Variabel Motivasi Kerja Karyawan (Studi pada Karyawan Hotel Sahid Montana Malang)*. *Jurnal Administrasi Bisnis (JAB)*. Vol.61 No. 1. Agustus 2018. Malang: Universitas Brawijaya.
- Zulkifli. 2018. *Manajemen Sumber Daya Manusia*. Jakarta: Gramedia Pustaka Utama.