EFFECT OF ETHOS OF WORK AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE IN KEMENTRIAN RELIGIOUS OFFICE, KOTA TANGERANG SELATAN

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Abstract:

This study aims to determine the effect of work ethic and organizational commitment on employee performance at the Office of the Ministry of Religion, South Tangerang City. The method used is *explanatory research* with analysis techniques using statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this study work ethic have a significant effect on employee performance by 42.3%, hypothesis testing obtained t count> t table or (5.934> 2.011). Organizational commitment has a significant effect on employee performance by 47.2%, hypothesis testing is obtained t count> t table or (6,557> 2,011). Work ethic and organizational commitment simultaneously have a significant effect on employee performance with the regression equation $Y = 9.176 + 0.354X1 + 0.422X2$. The contribution of the effect was 57.0%, the hypothesis test obtained F count> F table or (31.178> 2,800).

Keyword: Work Ethic, Organizational Commitment, Employee Performance

INTRODUCTION

Employee performance (work performance) is the employee's actual performance compared to the expected performance of the employee. Expected work performance is standard performance which is formulated as a reference so that employee performance can be seen in accordance with the position compared to the standards made. In addition, it can also be seen the performance of these employees against other employees, Dessler (2009).

A developed society is a society that is able to appreciate the order in various activities in its life, as well as in carrying out daily work such as having ethical values that are associated with work ethics such as being diligent, working, hard, highly disciplined, restrained, tenacious, diligent. and other ethical values can also be found in other societies and nations.

In the current era of autonomy, which is accompanied by the rapid advancement of government bureaucratic science, solid foundations of state administration are needed to support it. To carry out increasingly broad and complex functions, the government sector certainly needs a variety of adequate resources.

Along with the process of expanding the functions and roles of government officials, there have also been increasing "hopes / demands" from the community (public), especially those related to their work ethic. Work ethic is a basic value of morality that can provide mental and spiritual encouragement for a bureaucratic apparatus to be able to excel in carrying out their profession.

Tebba (2003: 1) states that work ethic is the spirit and inner attitude of a person or group of people as long as there is moral pressure in it. It can be said that work ethic is a person's perspective in responding, doing and acting at work, with a willingness and attention to the values and rules that apply in an organization, institution or company so that work can be carried out properly, and work ethic can also be influenced by the environment in which employees work.

One of the attitudes that support a high work ethic is work discipline. Discipline is more associated with sanctions or punishments. In relation to work, work discipline is an attitude and behavior that shows employee obedience to organizational rules. If employees are able to get used to discipline in all things, then every job done will be completed quickly, it will increase a good work ethic.

Organizational commitment as a condition in which an employee sides with a particular organization and the goals and objectives and desires to maintain membership in the organization. Zurnali (2010) defines organizational commitment, as follows: (1) *affective commitment* is a feeling of love for an organization that raises a willingness to stay and foster social relationships and appreciates the value of relationships with organizations because of being a member of the organization, (2) *continuance commitment* is a heavy feeling to leave the organization due to the need to survive with considerations of costs when leaving the organization and rewards related to participation in the organization, (3) *normative commitment* is a feeling that requires staying in the organization due to obligations and responsibilities to the organization based on considerations of norms , employee values and beliefs.

Based on the description above, the authors take the title of research The influence of work ethic and organizational commitment to employee performance at the Office of the Ministry of Religion, South Tangerang City "

LITERATURE REVIEW

1. work ethic

Tebba's(2003: 1) states that work ethic is the spirit and mental attitude of a person or group of people as long as there is moral pressure in it. Thus work ethic affects the morale and enthusiasm of the workforce or employees in doing their job so that it will be able to improve both the quality and quantity of their work.

2. Organizational Commitment Organizational

commitment or employee loyalty is the level where workers identify with the organization and want to continue to actively participate in it according to Newstrom (2011: 223).

3. Employee

Performance Performance is a term that comes from the word *Job Performance* or *Actual Performance* (a person's actual work performance or achievement). Performance (work performance) is "the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him" (Mangkunegara, 2005: 9).

4. Research Model

In the opinion of Sugiyono (2016) "The research model is a synthesis that reflects the relationship between the variables studied and is a guide to solving research problems and formulating hypotheses in the form of a flowchart equipped with qualitative explanations". In this study the research model created as follows:
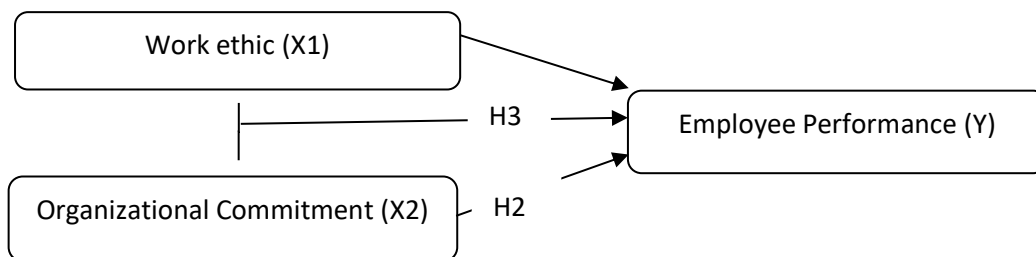

Image 1. Research Model Paradigm

5. Research Hypothesis

hypothesis that the researcher proposes is as follows:

H1: It is suspected that there is a significant influence between work ethic on employee performance at the Office of the Ministry of Religion, South Tangerang City.

H2: It is suspected that there is a significant influence between organizational commitment on employee performance at the Office of the Ministry of Religion, South Tangerang City.

H3: It is suspected that there is a significant influence between work ethic and organizational commitment simultaneously on employee performance at the Office of the Ministry of Religion, South Tangerang City.

RESEARCH METHOD

1. Population

Population is a set of objects that are determined through certain criteria which will be categorized into the object to be studied. According to Sugiyono (2016) defining population is the number of generalization areas consisting of objects or subjects that have the qualities and characteristics set by the researcher and then draw conclusions. The population in the study was 50 respondents from the Office of the Ministry of Religion, South Tangerang City

2. Sample

According to Sugiyono (2016), namely "The sample is the number and characteristics of the population". Meanwhile, Suharsini Arikunto (2010) argues that "The sample is part or representative of the population under study". The sampling technique in this study was saturated sample, where all members of the population were sampled. Thus the sample in this study amounted to 50 respondents.

3. Research Type The

Type of research used is associative, where the aim is to find out the relationship between

4. Data Analysis Methods

In analyzing the data used instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing.

RESEARCH RESULTS

1. Instrument Test

In this test the validity and reliability tests are used. The validity test is intended to determine the accuracy of the data regarding the suitability between what is being measured and the measurement results. According to *Sugiyono (2016)* "Valid means that there are similarities between the collected data and the real data". Meanwhile, Ghozali (2013) argues that "A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire." To test the validity, the 2 tailed significance value is seen compared to 0.05 provided that:

1) If the 2significance value *stringed* <0.05, then the instrument is valid,

2) If the 2-significance value *stringed* > 0.05, then the instrument is invalid.

From the test results, it is obtained that each item of the statement for all variables obtained a 2 tailed significance value of 0.000 <0.05, thus the instrument is valid.

The next test is the reliability union. The reliability test analysis model used in this study is themodel *Alpha Cronbach*. According to Ghozali (2013), "reliability is a tool to test the consistency of respondents' answers to the questions in the questionnaire. A questionnaire is said to be reliable if a person's answer to a question is consistent or stable over time ". The measurement is done by usinganalysis *Cronbach's Alpha.* Ghozali (2013) classifies the value of *Cronbach's Alpha* as follows:

1) If the value of *Cronbach's Alpha* > 0.60, it is declared reliable,

2) If the value of *Cronbach's Alpha* <0.60, then it is declared unreliable,

The test results are as follows:

Table 1. Reliability Test Results for

Variable	*Cronbach's Alpha*	Critical Standard Alpha	Description
Work ethic (X1)	0.642	0.600	Reliable
Organizational commitment (X2)	0.694	0.600	Reliable
employee performance (Y)	0.633	0.600	Reliable

Based on the test results above, the overall work ethic variable (X1), organizational commitment (X2) obtained a Cronbach alpha value greater than 0.60. Thus it is declared reliable.

2. Classical Assumption Test Classical

assumption test is intended to determine the accuracy of a data. According to Singgih Santoso (2011) "A regression model will be used to make forecasts, a good model is a model with minimal forecast errors". Therefore, a model before it is used should fulfill several assumptions, which are commonly called classical assumptions. In this research, the classical assumption test used includes: Normality Test, Multicollinearity Test, Autocorrelation Test, and Heteroscedasticity Test. The results are as follows:

a. NormalityThe normality

Testtest is conducted to test whether the regression model, the dependent variable and the independent variable are normally distributed or not. The results of the normality test using thetool are *Kolmogorov-Smirnov Test*as follows:

Table 2. Normality Results Table *Kolmogorov-Smirnov*

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Employee Performance (Y)	.101	50	.200[*]	.979	50	.504

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Based on the test results in the table above, a significance value of 0.200 is obtained where the value is greater than the value of α = 0.050 or (0.200> 0.050). Thus, the assumption of the distribution of the equation in this test is normal.

b.Test

MulticollinearityThe mutlycolinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation effect between the variables set as models in the study. The multicollinearity test is carried out by looking at the *Tolerance Value* and *Variance Inflation Factor* (VIF). The test results are as follows:

Table 3. Multicollinearity Test Results with *Collinierity Statistic*.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	9,176	3,865			
	Work ethic .354.382 .671		.108		(X1)	1,491
	organizational commitment .422 .468 .671		.105		(X2)	1,491

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, thevalue *tolerance* for each independent variable is 0.671 <1.0 and the *Variance Inflation Factor* (VIF) value is 1.491 <10, thus this regression model does not occur multicollinearity.

c. Autocorrelation Test Autocorrelation

test is used to determine whether or not there are correlation deviations between sample members. The test was carried out with the *Darbin-Watson test (DW test).* The test results are as follows:

Table 3.Autocorrelation Test Results

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.755^a	.570	.552	2,355	2,154

a. Predictors: (Constant), Organizational commitment (X2), Work ethic (X1)

b. Dependent Variable: Employee Performance (Y)

The test results in the table above show that the *Durbin-Watson* value is 2.154, this value is between the interval of 1,550 - 2,460. Thus the regression model stated that there was no autocorrelation disorder.

d. Heteroskesdasticity Test Heteroscedasticity

test is intended to test whether the inequality occurs in a regression model *residual variance*. The test results are as follows:

Table 4. Heteroskesdasticity Test Results with the *Glejser Test Model*

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std.error	Beta		
1	(Constant)	5,880	2,373		2,478	.017
	Work ethic(X1)	-.084	.067	-.217	-1258	.215
	organizational commitment (X2)	-.022	.065	-.057	-.332	.741

a. Dependent Variable: RES2

The test results using the test *Glejser* obtained the Sig. > 0.05. Thus *regression model* there is no heteroskesdasticity disorder.

3. Descriptive Analysis

This test is used to determine the minimum and maximum, the *scoremean score* and the standard deviation of each variable. The results are as follows:

Table 5. Analysis Results *Descriptive Statistics*

Descriptive Statistics

	Minimum	Maximum	Mean	Std.Deviation
Work ethic3,789	31	48	39.18	(X1)
organizational commitment (X2)	30	46	38.82	3,900
Employee Performance 39.46	31	48	(Y)	3,518
Valid N (listwise)				

The work ethic obtained was a *variance* minimumof 31 and a *maximum variance of* 48 with a *mean score* of 3.91 with a standard deviation of 3.789.

Organizational commitment obtained a *variance* minimumof 30 and a *maximum variance of* 46 with a *mean score* of 3.88 with a standard deviation of 3.900.

Employee performance obtained a *variance* minimumof 31 and a *maximum variance of* 48 with a *mean score* of 3.94 with a standard deviation of 3.518.

4. Verification Analysis.

This analysis aims to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 6. Multiple Linear Regression Testing Results

Coefficientsª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std.error	Beta		
1	(Constant)	9,176	3,865		2,374	.022
	Work ethic(X1)	.354	.108	.382	3269	.002
	organizational commitment (X2)	.422	.105	.468	4010	.000

Based on test results in the table above, regression equation $Y = 9.176 + 0.422 + 0,354X1$ X2. From this equation, it is explained as follows:

1) A constant of 9,176 means that if the work ethic and organizational commitment are absent, then there is an employee performance value of 9,176 points.

2) The regression coefficient for work ethic is 0.354, this figure is positive, meaning that every time there is an increase in work ethic of 0.354, the employee's performance will also increase by 0.354 points.

3) The regression coefficient for organizational commitment is 0.422, this figure is positive, meaning that every time there is an increase in organizational commitment of 0.422, the employee's performance will also increase by 0.422 points.

a. **Correlation Coefficient Analysis The**

analysis of the correlation coefficient is intended to determine the level of strength of the relationship between the independent variable and the dependent variable either partially or simultaneously. The test results are as follows:

Table 7. Correlation Coefficient Testing Results of Work Ethics on Employee Performance.

Correlationsᵇ

	Work ethic (X1)	Employee Performance (Y)

			Employee Performance (Y)
Work ethic (X1)	Pearson Correlation	1	.651**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.651**	1
	Sig. (2-tailed)	.000	

Based on the test results obtained a correlation value of 0.651 means that work ethic has a strong relationship with employee performance.

Table 8. Test Results Correlation Coefficient of Organizational Commitment to Employee Performance.

Correlations[b]

		Organizational commitment (X2)	Employee performance (Y)
Organizational commitment (X2)	Pearson Correlation	1	.687**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.687**	1
	Sig. (2-tailed)	.000	

Based on the test results obtained a correlation value of 0.687 means that organizational commitment has a strong relationship with employee performance.

Table 9. Results of Correlation Coefficient Testing of Work Ethics and Organizational Commitment simultaneously on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.755[a]	.570	.552	2,355

a. Predictors: (Constant), Organizational commitment (X2), Work ethic (X1)

Based on the test results obtained a correlation value of 0.755, meaning that work ethic and organizational commitment simultaneously have a strong relationship to employee performance.

b. Analysis of the coefficient of determination The

analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable, either partially or simultaneously. The test results are as follows:

Table 10. The Result of Testing the Coefficient of Determination of Work Ethics on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.651^A	.423	.411	2.700

a. Predictors: (Constant), Work ethic (X1)

Based on the test results obtained the value of determination amounting to 0.423 means that work ethic has an influence contribution of 42.3% on employee performance.

Table 11. The Results of Testing the Coefficient of Determination of Organizational Commitment on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.687^a	.472	.462	2,582

a. Predictors: (Constant), Organizational commitment (X2)

Based on the test results, the determination value is 0.472, meaning that organizational commitment has an influence contribution of 47.2% on employee performance.

Table 12. Results of Testing the Coefficient of Determination of Work Ethics and Organizational Commitment to Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.755[a]	.570	.552	2,355

a. Predictors: (Constant), Organizational commitment (X2), Work ethic (X1)

Based on the test results obtained a determination value of 0.570 means that work ethic and organizational commitment simultaneously have an influence contribution of 57.0% on employee performance, while the rest is 43, 0% is influenced by other factors.

c. **Hypothesis**

Testing Partial hypothesis testing (t test)

Hypothesis testing with the t test is used to determine which partial hypothesis is accepted.

The first hypothesis: There is a significant influence between work ethic on employee performance.

Table 13. Hypothesis Test Results Work ethic on Employee Performance.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	15,794	4,006			3,942	.000
	Work ethic .604.651		.102		(X1)	5,934	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t arithmetic> t table or (5,934> 2,011) is obtained, thus the first hypothesis proposed that there is a significant influence between work ethic on employee performance is accepted.

Table 14. Hypothesis Test Results of Organizational Commitment to Employee Performance.

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	Sig.
	B	Std. Error	Beta	
(Constant)	15,391	3,689		.000
Organizational commitment (X2)	.620	.095	.687	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the t value> t table or (6,557> 2,011) is obtained, thus the second hypothesis that is proposed that there is a significant influence between organizational commitment to employee performance is accepted.

Simultaneous Hypothesis Test (F Test)

Hypothesis testing with the F test is used to determine which simultaneous hypotheses are accepted.
The third hypothesis There is a significant influence between work ethic and organizational commitment to employee performance.

Table 15. Hypothesis Test Results Work ethic and organizational commitment to employee performance.

ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	345,785	2	172,893	31,178	.000ᵇ
	Residual	260,635	47	5,545		
	Total	606,420	49			

Based on the test results in the table above, the calculated F value> F table or (31.178> 2,800), thus the third hypothesis that is proposed that there is a significant influence between work ethic and organizational commitment to employee performance is accepted.

DISCUSSION OF RESEARCH RESULTS

1. The effect of work ethic on employee performance.

From the analysis, it was found that the work ethic variable had a significant effect on employee performance with a correlation value of 0.651, meaning that the two variables had a strong relationship with an influence contribution of 42.3%. Hypothesis testing obtained t value> t table or (5,934> 2,011). Thus, the first hypothesis proposed that there is a significant effect between work ethic and employee performance is accepted.

2. The Influence of Organizational Commitment on Employee Performance

From the analysis, it was found that the variable organizational commitment had a significant effect on employee performance with a correlation value of 0.687 meaning that the two variables had a strong relationship with the contribution of the influence of 47.2%. Hypothesis testing obtained the value t count> t table or (6,557> 2,011). Thus, the second hypothesis proposed that there is a significant effect between organizational commitment and employee performance is accepted.

3. The effect of work ethic and organizational commitment on employee performance.

From the analysis, it is found that the variables of work ethic and organizational commitment have a significant effect on employee performance by obtaining the regression equation Y = 9.176 + 0.354X1 + 0.422X2, the correlation value is 0.755, meaning that the two variables have a strong relationship with influence contribution of 57.0% while the remaining 43.0% is influenced by other factors. Hypothesis testing obtained the value of F count> F table or (31.178> 2.800). Thus the third hypothesis proposed that there is a significant effect between work ethic and organizational commitment to employee performance is accepted.

CONCLUSIONS AND SUGGESTIONS

1. Conclusion

a. Work ethic has a significant effect on employee performance with a correlation value of 0.651 or strong with an influence contribution of 42.3%. Hypothesis test obtained t value> t table or (5,934> 2,011). Thus there is a significant influence between work ethic on employee performance at the Office of the Ministry of Religion, South Tangerang City.

b. Organizational commitment has a significant effect on employee performance with a correlation value of 0.687 or strong with an influence contribution of 47.2%. Hypothesis test obtained t value> t table or (6,557> 2,011). Thus there is a significant influence between organizational commitment on employee performance at the Office of the Ministry of Religion, South Tangerang City.

c. Work ethic and organizational commitment have a significant effect on employee performance with a correlation value of 0.755 or strong with an influence contribution of 57.0% while the remaining 43.0% is influenced by other factors. Hypothesis testing obtained the value of F count> F table or (31,178> 2,800). Thus there is a significant influence between work ethic and organizational commitment simultaneously on employee performance at the Office of the Ministry of Religion, South Tangerang City.

2. Suggestions

1. It is better if the leadership of the Office of the Ministry of Religion of South Tangerang City further improves and develops the work ethic of all employees, especially on indicators of belief, namely not to change work to another Ministry of Religion office in order to achieve the goals of existing agencies.
2. All employees should pay attention again to the commitment of the organization to employees, because it is proven by indicators of justice and support, some employees still feel that their job needs have not been met.
3. For future researchers, it is hoped that they can review comprehensively and in-depth the analysis of problems, relevant theories and real practices that occur in the field and should increase the number of variables and the number of respondents. This is based so that the research that will be carried out will be more useful for the results of both the researcher and the place being studied

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