

# Effect of Work Ethos and Compensation On Employees' Professional Commitment

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## ABSTRACT

This study aims to determine the effect of work ethic and compensation on the professional commitment of the Convenience Store Employees at Sorek 1. The type of data used in this study is quantitative data obtained from questionnaires distributed and related to the problems studied. The population in this study were all general employees of 47 people, so the sampling technique in this study used a saturated sampling technique or census sampling, where all members of the population were sampled. The data analysis technique used to test the hypothesis is simple linear regression analysis and data quality test. Based on the results of data processing using statistical calculations, the results of the model analysis are as follows,  $Y = -0.717 + 0.857 X_1 + 0.762 X_2$ . The work ethic t-test with a t-count value of 8.437 > t-table 2.024 and a sig value of 0.000 < 0.05, indicates that work ethic has a positive and significant effect on professional commitment. And the t arithmetic value is 6.286 > t table 2.024 with a sig value of 0.002, it can be said that compensation has a positive and significant effect on employee professional commitment. Test the coefficient of determination above, the value of Adjusted R Square is 0.685 or 68.5%. This shows that work ethic and compensation or independent variables are able to influence employee professional commitment or the dependent variable is 68.5%.

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## I. Introduction

Resources are something that is needed in the company. Resources can consist of natural resources as well as human resources. Human resources are the most important factor, are a driving force for business and develop and advance the business. Therefore, companies need an organized and planned management of resources. This is done in order to provide better availability for the sustainability of the company. For companies, human resources must be maximized in terms of competence and other capabilities. This is necessary to produce maximum output in accordance with company goals. Because the achievement of the company's mission, vision, and goals comes from the good performance of human resources within the company.

Human resources are the most important element in a company. is the highest pillar and is the most important asset in a business. A convenience store is a retail business that requires a lot of human resources as employees. This makes retail business a business that can accommodate or absorb a lot of labor. In addition, department stores are a large business that requires a lot of capital and assets. And employees or labor is one of the company's assets.

Procurement of employees has a very high role in determining qualified employees for the company. Procurement of employees fulfills the beginning of the selection of good and

superior competencies. In carrying out their duties, employees require high responsibility so that employees need training and also support from the company. In addition, an employee in carrying out his responsibilities is determined by the work ethic factor. A good or high work ethic of employees will result in high performance. And vice versa when a low work ethic will affect low performance. In a business, especially a labor-intensive business, it requires a high work ethic because it requires hard work and a high commitment from an employee.

Each individual has a different work ethic or life ethic. This is due to several factors, including environmental factors and how a person understands the values of life, both social, cultural and religious values. Work ethic can be the basis for forming one's character in dealing with and being responsible for an employee. A person must be good at choosing a job that suits his abilities. Moral is what will form certain boundaries. Therefore, morale internally can determine a person's efforts in his work to achieve goals (Khasanah, 2011).

Work ethic is a good behavior that is rooted in fundamental beliefs accompanied by a commitment to an integral job appraisal (Sinamo, 2011). Therefore, the professional commitment of employees is very much needed in their work and for the advancement of their place of work. So not a few companies make commitment as one of the conditions that must be met to get a position in the company. and that's why the commitment of an employee becomes very important and necessary in the work.

An employee needs a motivation in carrying out his duties properly. One of the most instrumental in motivating employees is compensation. At this time, with economic conditions like this, anyone needs income or in other words compensation (Sobirin, et al, 2020). Compensation is required and must be distributed fairly and in accordance with applicable regulations. The higher the compensation offered by the company to appreciate the performance, the higher the employee's satisfaction and commitment to the company, and vice versa. However, in reality, there are now many discrepancies between compensation in the form of salary and the minimum wage or the conditions it should be.

Several previous studies have examined employee professional commitment including Hamid, et al, (2021), Sobirin, et al, (2020), Desky, (2014), Yuliani, (2021), Pratama, (2014), Supriadi, (2021), Hardi, et al, (2020), Cahyadi, (2018), Mauliza, et al, (2016), Prasada, et al, (2020), Sari and Nugraheni, (2019) from previous studies there are still differences in research. Therefore, based on the background that has been stated above and also the differences in previous research, the researcher is interested in researching work ethic and compensation for employee professional commitment. Researchers are interested in researching the large department store in Sorek 1 because this business is a labor-intensive business. Therefore, the role of employees is also very large and must have responsibility and commitment to work from a good work ethic.

#### *A. Work Ethic*

Ethos comes from the Greek word ethos which means character, way of life, habits, morals and individual point of view. Ethos is the most complete characteristic, behavior and thought about order. In other words, work ethic is an aspect of evaluation that forms the basis of attitude towards oneself and one's work which is reflected in the way of life (Khasanah, 2011). Work ethic is a benchmark for someone in their responsibilities at work. So that the work ethic is needed by the company in assessing its employees or prospective employees.

Every employee should have a work ethic as the totality of his personality by expressing, seeing, believing and giving meaning which becomes an impetus in working (Tasmara, 2002). Work ethic has an important relationship with several things, namely: 1. Orientation to the future, 2. Keep discipline first, 3. Responsibility, 4. Simple saving, 5. Healthy competition.

In addition to the work ethic relationship, the work ethic has characteristics that become the identity of the meaning of work ethic as follows: 1. Interpersonal skills, factors that are related to the employee's ability to establish working relationships with other people or other employees, 2. Initiative, facilitating character. employees to encourage more in improving performance and are not directly satisfied with their usual performance, 3. Reliable, factors related to employee performance expectations and implicit agreements from employees to perform several job functions.

A low work ethic has the following characteristics, feeling burdened by work, feeling less and not even appreciating work, feeling that their pleasure is hampered by work, feeling forced to do work, and feeling that their work is just a form of routine. In connection with the living conditions of an individual who are running and in the process, a high work ethic will be considered an important requirement that must be instilled in a life. This is in order to reduce the negative things that exist in yourself.

Work ethic has several influencing factors, namely internal factors consisting of, 1. Religion, 2. Education, 3. Motivation, 4. Age, 5. Gender. In addition, there are external factors that influence the work ethic, namely, culture, socio-politics, environmental conditions (geography), economic structure, level of welfare, and the development of other nations. The following are elements of the work ethic (Khasanah, 2011) as follows: 1. Work is a blessing, 2. Work is a mandate, 3. Work is a calling, 4. Work is actualization, 5. Work is worship, 6. Work is art. , 7. Work is honor, and 8. Work is service. Indicators that can be used in the work ethic are, among others, hard work, work discipline, honesty, employee responsibility, diligent and diligent.

#### *B. Compensation*

Compensation is something that is received by employees as a substitute for hard work and performance for employee services (Sobirin, et al, 2020). Compensation can be regarded as an award for the performance of employees of the company. So when employees have good performance, attitude, and responsibility, the company is obliged to provide compensation in accordance with that. Compensation is also a motivation that must be considered by companies to spur company performance. So based on this understanding, employee compensation can improve work performance, motivation and job satisfaction to improve employees' ability to meet the needs of life.

#### *C. Professional Commitment*

Commitment is something that is important in today's world of work, this is because commitment can affect the success and performance of employees. Commitment is a step or action taken to support certain action choices so that these choices can be made consistently and sincerely without coercion (Hardi, et al, 2020). Commitment can be said to be a reflection of an employee's loyalty to work. Professionalism is an attitude that supports cooperation or fulfillment of responsibilities in accordance with what the company needs.

Professional commitment stems from the strength of an employee's identification with his profession. Someone who has a high professionally committed attitude is characterized by having a high sense of trust and acceptance with the aim of being a profession. Professional commitment is a condition where someone is very interested in the values, rules and goals of the profession they have. A person can be said to be committed to his profession when his actions and words are in harmony with the orientation or goals of his profession. So that it will lead to a high sense of loyalty to the company or work. So that it can be interpreted and concluded that professional commitment is the process of employees in finding and identifying themselves with the rules and objectives of the work, which can ultimately foster loyalty to their work.

According to Hall, there are five concepts of professionalism including the following, community affiliation is a reference for cooperation between fellow employees, the need for independence is related to making their own decisions in accordance with the Company's Operating Standards without any influence, belief in their own regulations or related professions. by giving input to friends, dedication to the profession and social obligations.

Characteristics of a professionally committed attitude towards work include acceptance of goals, availability to do the best in their work, loyalty and loyalty. So that professional commitment is the approach of socializing and training a person to carry out his duties which is a reflection of the strength of the relationship in the introduction and participation of the profession. Professional employees will definitely recognize their responsibilities and carry out their obligations to the company.

The principles of professional attitude proposed by Arens (1997) in Kusumastuti (2008) are as follows: responsibility, public interest, integrity, objectivity and independence, thoroughness, scope and nature of services. Indicators of professional commitment include, 1. Community affiliation, 2. Independence, 3. Professional regulations, 4. Dedication, 5. Social obligation..

**II. Method**

In this study, researchers used quantitative data. This research was conducted at the Sorek Convenience Store 1. The research was conducted by distributing or giving questionnaires or questionnaires to the employees of Sorek 1. The variable measurement scale used a Likert scale. This scale is used in the preparation of statements in the questionnaire. The scale used is a scale of 1 to 5. Where a score of 5 is used if strongly agree, score 4 for agree, score 3 if neutral, score 2 for statement disagree and score 1 if strongly disagree.

The population in this study were all employees of Toserba Sorek 1 which consisted of 47 employees. The determination of the number of samples used in this study is by the census method based on the provisions put forward by Sugiyono (2002), which says that "saturated sampling is a sampling technique when all members of the population are used as samples. Another term for saturated sample is census." So the sample in this study were all department store employees totaling 47 employees.

In compiling this research, the researcher used three methods of collecting data, 1. Observation, which was done by direct observation, 2. Questionnaire, giving several questions and written statements to the respondent and having to be answered by the respondent, 3. Literature study, the data can be obtained. obtained from literature, lecture notes and other writings related to this research.

**III. Result and Discussion**

The following are the results of processing a simple linear regression:

**Table 1**  
**Simple Regression Analysis Results**

**Coefficientsa**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.717	6.291		-.214	.810
	Etos Kerja (X <sub>1</sub> )	.857	.315	.766	8.437	.000
	Kompensasi(X <sub>2</sub> )	.762	.157	.658	6.286	.002

a. Dependent Variable: Komitmen Profesional Y  
 Source : Results of Data Processing (2022)

Based on the table above, the estimation model can be analyzed as follows:

$$Y = -0,717 + 0,857 X_1 + 0,762 X_2$$

From the above equation it can be explained that the constant value of -0.717 can be interpreted that if the work ethic is zero, then professional commitment is worth -0.717. The regression coefficient value of the work ethic variable is 0.857, which means that when the work ethic variable is 1, the professional commitment will increase by 0.857. And the value of the compensation regression coefficient is 0.762, which means the compensation variable is worth 1, so professional commitment increases by 0.762.

### **T TEST (PARIAL TEST)**

The t-test was used to determine the effect of each independent variable on the dependent variable. With the provisions of  $t_{count} > t_{table}$  with a significance level of less than 5% or 0.05.

Based on the results of the above calculations, it is known that the t arithmetic value is  $8.437 > t_{table} 2.024$  and the sig value is  $0.000 < 0.05$  so it can be concluded that work ethic has a significant positive effect on the professional commitment of employees at the department store in Sorek 1. This means that the higher the level of the work ethic of employees, the higher the level of professional commitment of employees. Likewise, when the employee's work ethic is low, the employee's professional commitment will also be low.

From the results above, it can be seen that the t arithmetic value is  $6.286 > t_{table} 2.024$  with a sig value of 0.002, it can be said that compensation has a positive and significant effect on employee professional commitment. This means that the higher the level of compensation provided by the company, the higher the professional commitment of employees to the company.

### **ADJUSTED TEST R2 (DETERMINATION TEST)**

The coefficient of determination test is used to determine how far the model's ability to explain the variation of the independent variables is. Or in other words, to find out how much influence the independent variable has on the dependent variable.

The higher or closer to the number 1, it can be said that there is a strong relationship between the independent variable and the dependent variable. The value of the coefficient of determination is determined by the adjusted R square value.

**Table 2**

### **Coefficient of Determination Test**

#### **Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin - Watson
					R Square Change	F Change	df 1	df 2	Sig. F Change	
1	.766 a	.586	.685	2.719	.586	53.825	1	45	.000	1.197

- a. Predictors: (Constant), Etos Kerja, Compensation
  - b. Dependent Variable: Komitmen Profesional Y
- Source : Results of Data Processing (2022)

Based on the results of the coefficient of determination above, the value of Adjusted R Square is 0.685 or 68.5%. This shows that work ethics and compensation or the independent variable is able to influence the professional commitment of employees or the dependent variable by 68.5% and the remaining 31.5% is influenced by other factors or variables outside the study that have not been studied in this study.

The value of the coefficient of determination ( R-squared ) of 0. 778710 or 77.87 % indicates that the Structure Assets (X1), Sales Growth (X2), Liquidity (X3), and Assets Growth (X4) have an effect of 97 , 67 % on the Capital Structure (Y). While the rest of 0,22129 or 22.13 % is influenced by other variables not observed in this study.

#### IV. Conclusion

##### A. Influence Structure Assets to Capital Structure

Based on results research shows structure assets no take effect significant to capital structure. This thing because the more small structure assets owned company so the more small assets permanent companies that can made guarantee by the company. Research results this in line with study Hermaya Ompusunggu (2020) which states that structure assets no take effect by significant to capital structure. However, the result study this no in line with research conducted by Nurul Komariah, Nafisah Nurulrahmatiah (2020) who stated that structure assets take effect significant to capital structure means the more tall structure assets shows that the debt taken by the company is also increasing big. With thereby  $H_0(1)$  rejected.

##### B. Influence Sales Growth to Capital Structure

Based on results research shows sales growth take effect significant to capital structure. It means growth high sales will be one consideration for company in determine big the amount of debt that will used. This result in line with study Hermaya Ompusunggu (2020) which states that sales growth take effect significant to capital structure. However, the result study this no in line with research conducted Herna Sari, Andri Tampubolon, Angel Rika, Thomas Handoko, Hottua Samosir, Enda Noviyanti (2019) who stated that sales growth no influential and not significant to capital structure. This shows that level growth high sales no ensure company for use big debt. With thereby  $H_0(1)$  received.

##### C. Influence Liquidity to Capital Structure

From result research conducted by researchers could is known that liquidity no have influence significant to capital structure. It means tall low liquidity no give influence to capital structure. Current ratio value small could said company less capital for pay the debt, however if measurement high current ratio not yet of course condition company currently good (Kasmir, 2017). Research results this in line with Nurul Komariah's research, Nafisah Nurulrahmatiah (2020) who stated that liquidity no take effect significant to capital structure. However, the result research conducted by researchers no in line with study Afa, Shadrina Hazmi (2021) who stated that liquidity take effect significant to capital structure. It means the more tall score liquidity company so the more big ability company for pay obligation period in short. With thereby  $H_0(1)$  rejected.

#### D. Influence Assets Growth to Capital Structure

Based on results research shows assets growth have influence significant to capital structure. It means growth company that is getting more and more develop need funds for operate activity company for survival company for period long. This thing in line with study Kartini, Sincere Arianto (2008) which states that assets growth have influence significant to capital structure. However, the result study this no in line with research conducted Danil Lukman, Heni Nurani Hartikayanti (2022) who stated that assets growth no influential and not significant to capital structure. It means companies that have level assets growth decrease from period previously require external capital obtained from debt so that can increase total assets. If not could Fulfill obligation period short or long will cause capital structure declines. With thereby  $H_0(1)$  rejected.

#### E. Influence Structure Assets, Sales Growth, Liquidity, Assets Growth to Capital Structure

Based on results research shows structure assets, sales growth, liquidity and assets growth by together have influence to capital structure. Research results this in line with research conducted by Dimas Ananta, Elfina Octo (2022); Ronni Andri, Desi Permata, Ade Yunila (2020) who stated that assets growth, liquidity, sales growth, structure assets by simultaneous take effect to capital structure. With thereby  $H_0(1)$  received.

### V. Conclusion

Based on the results of research and discussion in the previous chapter, this study aims to determine the effect of work ethic on the professional commitment of employees at Toserba di Sorek 1. It can be concluded that work ethic and compensation have a significant positive effect on the professional commitment of Toserba Sorek 1. This is evidenced with the results of t arithmetic of  $8.437 > t$  table of 2.024 and a sig value of  $0.000 < 0.05$ . And the value of t calculated compensation is  $6.286 > t$  table 2.024 with a sig value of 0.002.

Based on the conclusions that have been drawn up, the researcher gives suggestions to the Toserba in Sorek 1 as follows, it is better to focus on policies related to the importance of work ethic in increasing professional commitment in the agency. So with the right work ethic, the professional commitment will be better so that it can have a positive impact on the agency. And this research can be used as a reference for further researchers and is expected to develop other variables besides the variables being studied at this time in order to obtain a better explanation. For further research, other variables can be added to support accuracy in research..

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