



# The Influence of Work Motivation And Loyalty on Employees Work Ethos Pt. United Rope Medan

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## ABSTRACT

Work ethic is important as the totality of the employee's personality and the way employees express, perceive, believe and give meaning to something that encourages them to act in achieving optimal work results. Motivation is a set of forces that come from within and from outside a person who encourages him to work better and is willing to spend a higher level of effort to achieve the direction and goals that the company wants to achieve. Loyalty is the nature of an employee who is willing to participate in achieving company goals with all his abilities, skills, thoughts and time and keeps company secrets and does not take actions that harm the company as long as the employee is still active in the company. Regression analysis used in this study is multiple linear regression. The sampling technique used is a saturated sample of 73 employees. The scale used is a Likert scale. Simultaneously there is a significant influence between the variables of motivation and work loyalty on the work ethic of employees of PT. United Rope. While partially found the motivation variable has a significant effect on the work ethic of employees of PT. United Rope. Partially, it was found that the work loyalty variable had a significant effect on the work ethic of the employees of PT. United Rope.

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## 1. Introduction

Human resources or employees as resources in the company are very important in their existence and role for increasing the development or progress of a company. Therefore, the existing human resources in the company need to accept development and improvement in quality with continuous planning, organizing, implementing and controlling efforts in accordance with the conditions of the company that exist in the company so that human resources can continue to experience changes in a better direction. better than before. Entrepreneurs as founders of a company that has been in business for a long time always have goals including business profits and business expansion where if in the company there is an obstacle that is considered to be hampering the development and progress of the company, other alternative solutions will be sought. It is undeniable that the success of the company in whole or in part depends on how the company manages and utilizes its human resources as the main driver in all company operational activities. Therefore, every company will certainly improve the quality of its human resources in various ways and one of them is work ethic.

Work ethic is considered as important as the totality of the employee's personality and the way employees express, perceive, believe and give meaning to something that encourages them to act in achieving optimal work results. In doing a job, a person needs a good work ethic so that the work he does can get maximum work results because with a good work ethic, any work done can be easily completed. However, maintaining a work ethic also requires things that can give the employee a boost or motivation. Motivation can be a set of forces that come from within and from outside a person who encourages him to work better and is willing to spend a higher level of effort to achieve the direction

and goals that the company wants to achieve. Motivation is very important to encourage someone to give their best while carrying out activities, either doing work or when doing other activities.

In addition, the loyalty that exists within employees is also considered important in maintaining employee work ethic because with this loyalty, an employee will be willing to participate in achieving company goals with all his abilities, skills, thoughts and time and keep company secrets and not take actions that are detrimental to the company as long as the employee is still active in the company. The loyalty of an employee is also important for the company so that employees do not leave the company when needed and also prevent employees from always thinking about trying to move to another place of work.

PT. United Rope is a manufacturing company engaged in the production of plastic goods with various types of commodities ranging from plastic mines, fishing nets, plastic pipes, plastic hoses to plastic bands. PT. United Rope itself makes plastic mining the main commodity in its sales and plastic mining is a product that is rarely used in people's daily lives. The problem that exists in the company for now is the decline in the work ethic of employees which causes employees to feel bored and lazy in carrying out their work. So far, with a high work ethic, employees feel enthusiastic because they think work is their obligation, but for now employees always consider all their work a burden so that when given a new job, employees will always give temporary complaints to colleagues who give them work. Employees are currently also considered not to have a better vision for themselves because employees know that they still do not have the opportunity to develop their careers.

As for some employees who in several jobs often relinquish their responsibilities and give their work to their juniors on the grounds that their work is related to their work so that the juniors have to experience additional work from their seniors. Common examples that often occur are giving reports which are usually submitted by seniors, but now new employees are asked to deliver reports to their superiors. For the implementation of documentation, usually each employee does their own documentation, but when there is a change of new employees, the implementation of the documentation is submitted to the new employee of the documentation department.

The lack of an employee's work ethic also makes employees unreliable in carrying out various jobs where usually employees are often asked for help by their colleagues, but lately, employees have never been asked for other help because their colleagues feel that all work assisted by employees is always experienced an error so that his co-workers judged that the employee might be doing it insincerely or not wholeheartedly so that the results of the work they provided were not optimal. In addition, employee initiative has also decreased because usually employees can offer assistance to co-workers, but for now employees are considered to be a bit lazy to work.

Motivation is important for companies in improving the work ethic of their employees in carrying out the work given by the company. So far, employees assess their motivation to continue to decline from time to time because to motivate themselves, employees also need help from the company such as being motivated to buy all their desires, but the amount of income from salary also has limitations. In addition, the company has never given any motivation to its employees such as rarely giving awards to qualified employees or inviting all employees to gather together in order to improve their working relationship.

Examples of general awards given can be in the form of small awards such as praise or thanks from superiors to employees who have worked well, or can be given promotions and more satisfying salary increases so that employees feel more appreciated for their work. Some employees think that they don't need too much appreciation where for employees just a compliment or thank you is enough for them to work better because it makes employees feel that they have been appreciated and recognized while carrying out work activities within the company. Some employees also provide information that in the company, career opportunities are considered quite low where career development is also one of the main motivations so that employees can work well so that when they know this, employees will provide mediocre work results or in accordance with their standard abilities without strives to always give the best in carrying out the duties and responsibilities assigned to him by his superiors.

Loyalty is an important thing that underlies employees in improving all their abilities including their work ethic, while employee loyalty in the company is considered low because the desire to resign continuously arises in his mind. Some employees are seen to have made job applications that were delivered to other companies during their lunch break.

Moreover, the feeling of being unfaithful makes him often postpone all his work until the job is really important needed by his boss. This is also because employees are afraid of punishment from their superiors such as salary cuts and so on. The disloyal employee also often compares the company where he works with other companies or his friend's workplace where from this comparison, the employee explains that the company is not very good at taking care of its employees and only maintaining profits. In addition, disloyal employees also begin to disobey regulations such as starting late, often eating while doing work, not continuing work when the boss is not in place, especially if the boss is on leave, what employees usually do is open Instagram or play games. some even watch Korean dramas and make their work often delayed.

In support of this, there are 4 studies that found an influence between motivation on work ethic where in 2017, there was a study conducted by Adiswara with the title: The influence of leadership and work motivation on work ethic in the warehouse department of PT. Mulia Boga Raya which has research results that leadership and work motivation have a significant influence on work ethic in the warehouse department of PT. Venerable Boga Raya. In addition, in 2020, there was a study conducted by Purwanti and Djimad with the title: The effect of work ethic and motivation on employee performance at PT. Trakindo Utama Bandar Lampung which has research results that work ethic and motivation have a significant influence on employee performance at PT. Trakindo Utama Bandar Lampung. There is another study from Saleh (2018) with the title The effect of work discipline, work motivation, work ethic and work environment on the work productivity of production employees at PT. Inko Java Semarang which has research results that work discipline, work motivation, work ethic and work environment significantly affect the work productivity of production employees at PT. Inko Java Semarang.

In addition, there is research that finds an influence between work loyalty and work ethic where in 2019, there was a study conducted by Sianipar and Salim with the title: Work ethic and work environment factors in shaping employee work loyalty at PT. Timur Raya Alam Damai which has research results that work ethic has a relationship with employee work loyalty at PT. The Great East of the Peaceful Realm. In addition, in 2015, there was a study conducted by Adithama with the title: The effect of motivation and work loyalty on employee work productivity at BPR Sukahaji Cikijing branch which has research results that motivation and work loyalty have a significant influence on employee work productivity at BPR Sukahaji Cikijing branch. There is another study conducted by Alfiah (2016) with the title Motivation, loyalty and employee quality on the performance of PT. Varia Usaha Gresik which got the results of his research that motivation, loyalty and quality of employees significantly affect the performance of employees of PT. Gresik Business Varia.

Based on the background described above, the researcher is interested in conducting research with the title of the thesis: "The Effect of Motivation and Work Loyalty on the Work Ethic of Employees of PT. United Rope Medan."

## **2. Method**

### **2.1 Location and Time**

The location of this research is PT. Untied Rope having its address at Jalan Yos Sudarso Km. 9.8 Terrain. The location of this research was chosen purposively with the consideration that there was a company's willingness to provide the necessary information in accordance with the research. The research time is planned from July 2021 to June 2022.

### **2.2 Population and Sample**

The research population that will be used in the study are all employees who work at PT. Untied Rope where the total number is 73 employees. Due to the fact that the population is only 73

employees, the researcher will use a sampling technique in the form of a saturated sample where the entire population will be used as a research sample.

### 2.3 Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each question item.

### 2.4 Validity and Reliability Test

The data obtained needs to be tested for its accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instrument) used. Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteria and were eligible to be used as a questionnaire in further research. While in reliability test, all variable questionnaire item is reliable and can be used as instrument.

## 3. Result and Discussion

### 3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There is some method to do the normality test such as histogram graphic, normal probability plot of regression graphic and one sample Kolmogorov Smirnov statistic.

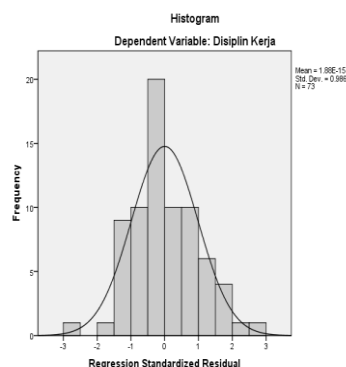
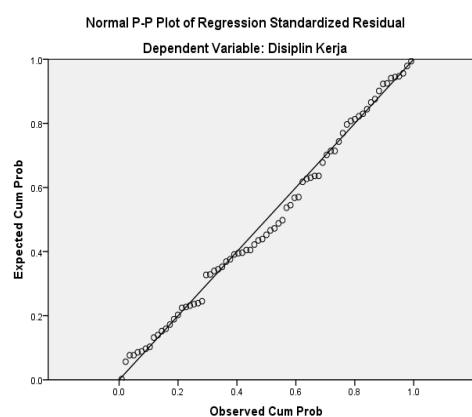


Figure 1. Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed and meets the assumptions of normality.



**Figure 2.** Normal Probability Plot of Regression Graphic

Based on the picture above, it shows that the data (dots) spreads around the diagonal line and follows the diagonal line. So from this figure it is concluded that the regression model residuals are normally distributed.

**Table 1**  
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		73
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.92875442
Most Extreme Differences	Absolute	.053
	Positive	.053
	Negative	-.035
Kolmogorov-Smirnov Z		.456
Asymp. Sig. (2-tailed)		.985

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Result, 2022

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.985, it can be concluded that the data is classified as normally distributed.

### 3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables. The commonly used test method is to look at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

**Table 2**  
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Motivation	.959	1.043
	Loyalty	.959	1.043

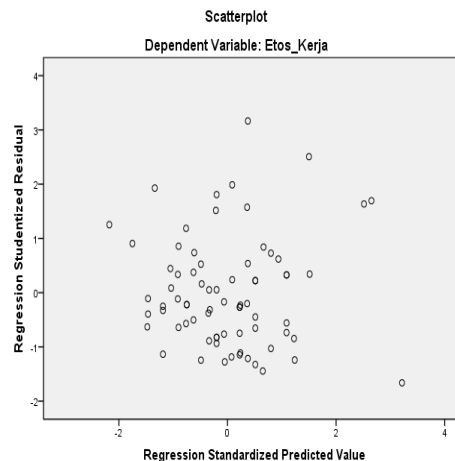
a. Dependent Variable: Performance

Source: Research Result, 2022

Based on the table above show that all the variables have a tolerance value more than 0.1 and VIF value less than 10 which can be concluded that there is no problem found in multicollinearity test.

### 3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.



**Figure 3.** Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread randomly and do not form a clear pattern and are spread either above or below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict achievement based on the input of the independent variable. The following is a glejser test which can be seen in the table below:

**Table 3**  
Glejser Test

	Model	t	Sig.
1	(Constant)	1.074	.287
	Motivation	-1.248	.216
	Loyalty	.635	.528

Based on the table above, it can be seen that the significance value of the two variables is greater than 0.05 so that it can be stated that there is no problem with heteroscedasticity testing.

### 3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant influence between two or more independent variables on one independent variable.

**Table 4**  
Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	1.292	3.266
	Motivation	.290	.103
	Loyalty	.609	.137

a. Dependent Variable: Ethos

Source: Research Result, 2022

$$Y = 1,292 + 0,290 X1 + 0,609 X2 + e \quad (1)$$

Based on the above equation, it can be described as follows:

- a. Constant ( $\alpha$ ) = 1.292 indicates a constant value, if the value of the independent variable ( $X1$ ) is work motivation and the variable ( $X2$ ) is work loyalty is 0 then work loyalty is fixed at 1.292.

- b. The coefficient  $X1(b1) = 0.290$  indicates that the work motivation variable ( $X1$ ) has a positive effect on work ethic of 0.290. This means that for every increase in work motivation ( $X1$ ) by 1 unit, the work ethic will increase by 29%.
- c. The coefficient of  $X2(b2) = 0.609$  indicates that the work loyalty variable ( $X2$ ) has a positive effect on performance of 0.609. This means that for every 1 unit increase in work loyalty ( $X2$ ), the work ethic will increase by 60.9%.

### 3.5 Coefficient Determination

Analysis of determination or also called R Square symbolized by  $R^2$  is used to determine the magnitude of the influence of the independent variable ( $X$ ) together on the dependent variable ( $Y$ ) where the smaller the coefficient of determination, this means the effect of the independent variable ( $X$ ) on the dependent variable ( $Y$ ) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger. Thus, if coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

**Table 5**  
Coefficient Determination Test

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.574 <sup>a</sup>	.330	.310	1.956

a. Predictors: (Constant), Loyalty, Motivation

b. Dependent Variable: Ethos

Source: Research Result, 2022

Based on the table above, the value of the Adjust R Square (Adjusted  $R^2$ ) or the coefficient of determination that has been correlated with the number of variables and sample size so that it can reduce the element of bias if there is an additional variable or additional sample size obtained is 0.310. This means that the influence of work motivation and work loyalty on work ethic is 31% and the remaining 69% is influenced by other factors originating from outside this research model such as work supervision, training, work conflict, and work ethic and various other variables.

### 3.6 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

$H_0$  Accepted if:  $F_{count} < F_{table}$ ,  $H_a$  Accepted if:  $F_{count} > F_{table}$

**Table 6**  
ANOVA Test

Model		F	Sig.
1	Regression	17.201	.000 <sup>a</sup>
	Residual		
	Total		

a. Predictors: (Constant), Loyalty, Motivation

b. Dependent Variable: Ethos

Based on the table above, it can be seen that  $H_3$  is accepted which means that simultaneously there is a significant influence between work morale and selection on performance with a value of  $F_{count} (17.201) > F_{table} (3.13)$  and a significant level of  $0.00 < 0.05$ .

### 3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-sided test. The criteria for evaluating the hypothesis in this t test are:

$H_0$  Accepted if:  $t_{\text{count}} < t_{\text{table}}$

$H_a$  Accepted if:  $t_{\text{count}} > t_{\text{table}}$

**Table 7**  
Coefficient Test

	Model	t	Sig.
1	(Constant)	.395	.694
	Motivation	2.826	.006
	Loyalty	4.457	.000

a. Dependent Variable: Ethos

Source: Research Result, 2022

Based on the table above, it can be seen that:

- The work motivation variable (X1) has a value of  $t_{\text{count}}$  (2.826) >  $t_{\text{table}}$  (1.994) with a significance level of  $0.000 < 0.05$  so it can be concluded that there is a partially significant positive effect between work motivation on the work loyalty variable so that for H1 it can be received.
- The work loyalty variable (X2) has a value of  $t_{\text{count}}$  (4.457) >  $t_{\text{table}}$  (1.994) with a significance level of  $0.000 < 0.05$  so it can be concluded that there is a partially significant positive effect between work loyalty and work loyalty so that H2 can be accepted.

### 4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows: Work motivation partially has a significant effect on work ethic at PT. United Rope. Work loyalty partially has a significant influence on the work ethic at PT. United Rope. Work motivation and work loyalty simultaneously have a significant influence on work ethic at PT. United Rope.

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