



Antecedents of Employee Work Ethic; Human Relations and Organization Based Self Esteem

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ABSTRACT

Keywords:

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This research was conducted based on the phenomenon at BPKP to provide suggestions regarding the problems faced by the personnel of the Maluku Province BPKP Representatives and to find out how much influence Human Relations and Organization Based Self Esteem had on the Work Ethic of the Maluku Province BPKP Representatives. The type of research used is quantitative research using primary data in the form of interviews, questionnaires and library research which is carried out systematically based on research objectives to BPKP employees of Maluku Province. The sample collection technique in this study used a saturated sample (non probability sampling), that is, all members of the population were used as samples. The results showed that the Human Relations and Organization Based Self Esteem variables had a significant influence on the work ethic of the Maluku Province BPKP Representative. The equation $Y = 2.420 + 0.460X_1 + 0.450X_2$ means that the Human Relations and Organization Based Self Esteem variables have a positive effect on work ethic. This study can be concluded that based on statistical tests (partial t test) all variables have a positive and significant influence on the work ethic variable and obtain an adjusted R value of 0.640. this shows that 64.0% work ethic is influenced by the two independent variables.

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1. Introduction

Entering the era of the global economy, every individual in the organization is required to make proactive breakthrough efforts to consolidate themselves in order to strengthen competitive advantage, which no longer relies on comparative advantage in the field of raw materials and human resources, but also competitive advantage that can be achieved as organizational competence. . .

One of the factors that influence organizational performance is work ethic, work ethic is considered as an attitude that arises of its own will and awareness based on a system of cultural value orientation towards work (Sukardewi, 2013: 3). Ethos comes from the Greek, namely ethos which means attitude, personality, character, and belief in something.

Tasmara (2002) states that the work ethic is a total personality of the individual and the way individuals express, perceive, believe and give meaning to something that encourages individuals to act and achieve optimal results (high performance). To develop, to make the work ethic develop, the human resource management team must pay attention to human relationships (relationships between employees).

Human relations is the interaction of people into the work atmosphere by motivating them to work together productively, cooperatively with satisfaction both in terms of economic and psychological and social. The relationship between these employees has a fairly high contribution in improving the performance of employees so that the performance of the Company also increases in order to achieve the main goals of the organization or company and agency.

The introduction of potential can be done in many forms, be it training, camp, development and others. Such programs are always carried out to create cohesiveness among employees. If the relationship between employees is successfully built by the human resources department, it will make it easier for employees to sharpen each other's potential, abilities, skills, motivation and innovation so that the performance of each employee will be better. It is also organization based self esteem which also plays an important role in developing the work ethic of employees.

Organizational based self-esteem is an assessment of oneself that is owned by individuals as members of an organization acting in an organizational context (Kreitner & Kinicki, 2001:141). Organizational-based self-esteem has been associated with organizational commitment, job satisfaction, performance, and organizational citizenship. Increased self-acceptance in an organizational context is associated with increased job satisfaction and organizational commitment. Organizational-based self-esteem has a positive relationship with organizational commitment. (Pierce et al, 1989, 1993; Gardner, & Pierce, 1998 in McAllister & Bigley, 2002).

2. Method

The type of research that will be conducted to analyze and explain the effect of independent variables on the dependent variable is quantitative research. This research took place at the representative of BPKP Maluku Province. The population used is all representatives of BPKP Maluku Province, where the sample consists of 40 employees.

In this study, the type of data collected was primary data, namely by distributing questionnaires to 40 respondents to representatives of BPKP Maluku Province. Secondary data in this study include relevant documents used as supporting data for research, related to the variables to be studied. Data collection techniques using a questionnaire using a Likert scale weighting. The data analysis method used multiple linear regression analysis with SPSS application.

3. Results and Discussion

3.1 Research Instrument Test

a. Validity test

Validity test is used to measure the validity or validity of a questionnaire. 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 (Imam Gozhali, 2005). To measure the validity can be done by doing a correlation between the score of the item with the total score of the construct or variable. Meanwhile, to find out the score of each question item is valid or not, then the statistical criteria are set as follows:

If $r \text{ count} > r \text{ table}$ and is positive, then the variable is valid

If $r \text{ count} < r \text{ table}$, then the variable is not valid

Table 1
Validity test

Variable	Items	r count	r table 5% (38)	Information
<i>Human Relations (X1)</i>	X1.1	0.854	3120	Valid
	X1.2	0.837	3120	Valid
	X1.3	0.817	3120	Valid
	X1.4	0.817	3120	Valid
<i>Organization Based Self Esteem (X2)</i>	X2.1	0.710	3120	Valid
	X2.2	0.685	3120	Valid
	X2.3	0.746	3120	Valid
	X2.4	0.760	3120	Valid
<i>Work Ethic (Y)</i>	Y.1	0.853	3120	Valid

Variable	Items	r count	r table 5% (38)	Information
	Y.2	0.851	3120	Valid
	Y.3	0.694	3120	Valid
	Y.4	0.850	3120	Valid

Source: SPSS data processing results, 2021.

Based on table 1 above, it shows that all items of the statement instrument from all variables namely Human Relations, Organization Based Self Esteem, and Work Ethic are declared valid, because the results of the calculated r value are greater than the r table, which is 3120. So it can be used as an instrument. study.

b. Reliability Test

Reliability test aims to determine the level of consistency of the instruments measured. Reliability is a prerequisite for the questionnaire to be effective for a particular purpose. The reliability test was carried out jointly on all question items in a questionnaire. Reliable instruments will provide correct data and in accordance with actual conditions. A variable is said to be reliable or reliable if it gives Cronbach's Alpha value 0.60 (Ghozali, 2005). The following table presents the results of reliability testing:

Table 2
Reliability Test

Variable	Cronbach Alpha	Information
Human Relations (HR)	0.851	Reliable
Organization Based Self Esteem (OBSE)	0.690	Reliable
Work Ethic (EK)	0.823	Reliable

Source: SPSS data processing results, 2021.

Based on table 2 above, it is found that the Cronbach's alpha value for all variables is greater than 0.60. This shows that the answers of each respondent to the research variables Human relations, Organization Based Self Esteem and Work Ethic are reliable or reliable. So, this questionnaire can be used for further research

3.2 Classic assumption test

a. Normality test

Normality test was conducted to see whether the dependent and independent variables were normally distributed in the regression model. The testing technique used in this study is the One-Sample Kolmogorov Smirnov Test. This test is carried out by comparing the probabilities obtained with a significance level of 0.05. If the significant value is > 0.05 then the data is normally distributed (Ghozali, 2005). The following table presents the results of normality testing:

Table 3.
Normality test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters	mean	.0000000
	Std. Deviation	.90111776
Most Extreme Differences	Absolute	0.143
	Positive	0.081
	negative	-0.143
Kolmogorov-Smirnov Z		0.905
asympt. Sig. (2-tailed)		0.386

a. Test distribution is Normal.

Source: SPSS data processing results, 2021.

Based on the results of the normality test in the table above, the test results using the One Sample Kolmogorov-Smirnov Test resulted in Asymp. Sig. (2-tailed) 0.05 (0.386 0.05). So it can be said that the data is normally distributed. In addition, to ensure that the data are normally distributed, one more test was added using the P-Plot test. The following are the results of the P-Plot test to see the distribution of the data:

b. Multicollinearity Test

Multicollinearity test was conducted to determine the relationship between the independent variables, which was indicated by a significant correlation between the independent variables. According to Ghozali (2005) states that the conditions for the occurrence of multicollinearity can be seen from the amount of VIF and tolerance, with the following conditions:

- a) If the tolerance value is < 0.1 and VIF > 10, multicollinearity occurs
- b) If the tolerance value is > 0.1 and VIF < 10, there is no multicollinearity.

Table 4
Multicollinearity Test
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,420	1,770		1.367	0180
Human Relations	0.413	.106	.460	3.907	0.000
OBSE	0.419	.110	.450	3.818	0.000

a. Dependent Variable: Work Ethic

Source: SPSS data processing results, 2021.

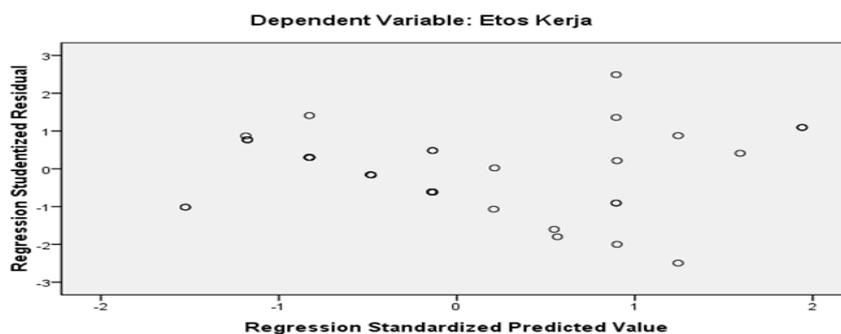
From the data in table 4 above, it can be seen that all independents have a tolerance value above 0.1 and a VIF value less than 10. So it can be concluded that the data used in this study is free from multicollinearity problems.

c. Heteroscedasticity Test

This test is carried out to analyze whether the register model can have variance inequality from the residuals of another observation. We can see it from the graph plot between the predicted value of the dependent variable (ZPRED) and its risedual (SRESID).

The basis of the analysis used is by looking at the pattern on the scatter plot graph, if there is a certain pattern that is regular, it indicates that heteroscedasticity has occurred. Conversely, if there is no clear pattern and the dots spread above and below the number 0 on the Y axis, then there is no heteroscedasticity.

Image 1
Heteroscedasticity Test (Scatterplot)
Scatterplot



Source: SPSS data processing results, 2021.

From Figure 1 the scatter plot graph above can be seen that there is no clear pattern and the points spread above and below the number 0 (zero) on the Y axis, so there is no heteroscedasticity, thus the distribution of the data can be said to be relatively normally distributed, so that regression can be done with Multiple Linear Models.

d. Coefficient of Determination Test (R²)

The coefficient of determination (R²) essentially measures how far the ability of a model to explain variations in the dependent variable. The value of the coefficient of determination is between zero and one. The small value of R² means that the ability of the independent variables in explaining the dependent variable is very limited.

Table 6
Coefficient of Determination Test (R²)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.800 ^a	.640	.621	.925

a. Predictors: (Constant), OBSE, Human Relations

b. Dependent Variable: Work Ethic

Source: SPSS data processing results, 2021.

From the display of SPSS output in table 6, the magnitude of R Square is 0.640, which means that the two independent variables (Human relations and Organization Based Self Esteem) in this study are only able to explain 64.0% of the variation that occurs in the dependent variable (Work Ethic).

e. Multiple Regression Analysis

Based on the results of previous tests, the data obtained in this study is suitable for multiple regression analysis. Multiple regression analysis was conducted to determine the effect of the independent variable on the dependent variable. The results of multiple regression testing can be seen in table 6:

Table 7
Multiple Regression Analysis
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,420	1,770		1.367	.180
	Human Relations	.413	.106	.460	3.907	.000
	OBSE	.419	.110	.450	3.818	.000

a. Dependent Variable: Work Ethic

Source: SPSS data processing results, 2021.

Based on the results in the table above, the following multiple regression equation is obtained:

$$Y = 2.420 + 0.460X_1 + 0.450X_2$$

Information:

Y = dependent variable (work ethic)

X₁ = independent variable (Human relations)

X₂ = independent variable (Organization Based Self Esteem)

From the results of the regression analysis above, it can be concluded that the independent variable Human relations (x₁) has a positive effect of 0.460 on the dependent variable Work Ethic (y), and the independent variable Organization Based Self Esteem (x₂) has a positive effect of 0.450 on the dependent variable Work Ethic. (y).

3.3 Hypothesis testing

a. t test (Partial)

The t-statistical test basically shows how far the influence of one independent variable individually in explaining the variation of the dependent variable. And significant at $\alpha = 0.05$. where the test criteria are:

Formulation: H_0 = null hypothesis and H_a = alternative hypothesis $t_{count} > t_{table}$ then H_0 is rejected H_a is accepted. Which means that there is a significant effect between the independent variable and the dependent variable. In other words, the hypothesis is accepted.

$t_{count} < t_{table}$ then H_0 is accepted and H_a is rejected. Which means that there is no significant effect between the independent variable and the dependent variable. In other words, the hypothesis is rejected

Table 8
t test (Partial)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,420	1,770		1.367	.180
Human Relations	.413	.106	.460	3.907	.000
OBSE	.419	.110	.450	3.818	.000

a. Dependent Variable: Work Ethic

Source: SPSS data processing results, 2021.

The results of the t-test analysis in table 4.13:

1. The value of t_{count} on the Human relations variable (HR / X_1) is 3.907 with a significant level of 0.000. because $3.907 > 2.026$ and $0.000 < 0.05$, it can be concluded that H_0 is rejected. H_a is accepted.

It means: Human relations variable partially positive and significant effect on work ethic

So the first hypothesis (H_1) Human relations has a positive effect on the work ethic of the Maluku Province BPKP Representative, which is acceptable.

2. The t-count on the Organization Based Self Esteem (OBSE / X_2) variable is 3.818 with a significance level of 0.000. because $3.818 > 2.026$ and $0.000 < 0.05$, it can be concluded that H_0 is rejected. H_a is accepted.

It means: Organization Based Self Esteem variable partially positive and significant effect on work ethic.

So, the second hypothesis (H_2) Organization Based Self Esteem has a positive effect on the Work Ethic of the Maluku Province BPKP Representative, which is acceptable.

3.4 Discussion

a. The first hypothesis: Variable Human relations (HR / X_1) on Work Ethic

The Human relations variable has a statistical t value or count of 3,907. this value is greater than t table ($3,907 > 2,062$). Thus, the results of the t-test contain the meaning of analysis, that is, it shows statistically that, reject H_0 and accept H_a or in other words the hypothesis is accepted. Human relations with indicators:.

- 1) Harmony between fellow employees is a supporter of good work results.
- 2) A good relationship with or leadership can increase the confidence of each employee at work
- 3) Communication is a supporting tool for interacting with each member in the agency
- 4) Implementation of communication is needed in working together.

These results show that the Human relations variable has a significant or significant effect on the Work Ethic of the Maluku Province BPKP Representative. In other words, the auditors always agree to provide a good work ethic, but there are several things that the agency needs to pay attention to regarding Human relations that need to be built within the agency. So if Human relations is considered, it will greatly affect the work ethic of the auditors in the Maluku Province BPKP Representative.

This result is in line with Desti Ayu Sugianti¹, Renny Sri Purwanti¹, M. Aziz Basari(2020). Human relations have a positive effect on the work ethic of employees at the Department of Public Works, Spatial Planning, Housing, and Settlement Areas of Banjar City. The results of the correlation test show that Human Relations on the work ethic of employees have a strong relationship. Likewise, based on the

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results of hypothesis testing, it is known that the hypothesis is accepted. The better Human relations at the Department of Public Works, Spatial Planning, Housing, and Settlement Areas of Banjar City, the Employee Work Ethic will increase.

b. Second Hypothesis: Organization Based Self Esteem (OBSE / X2) Variable on Work Ethic

The Organization Based Self Esteem variable has a statistical t value or t count of 3.818 with a significance level of 0.000. because $3.818 > 2.026$ and $0.000 < 0.05$, it can be concluded that H_0 is rejected. H_a is accepted. The results of the t-test contain the meaning of analysis, which shows statistically that the proposed hypothesis is acceptable. Organization Based Self Esteem with indicators:

- 1) Being given the opportunity to show expertise in the organization/company can make employees feel welcome
- 2) Getting praise for completing a task makes employees feel competent towards individual skills
- 3) Getting the opportunity to share ideas can make employees feel like they are growing in the organization
- 4) Getting coaching personally makes employees feel valued in the organization / agency.

These results prove that the Organization Based Self Esteem variable has a significant or significant effect on the Work Ethic of the Maluku Province BPKP Representative. In other words, the auditors agree with the proposed theory that if Organization Based Self Esteem is considered properly, it will greatly affect the work ethic. This is evidenced by the significant number of statistical data.

The results of this study are in line with research conducted by Fiergant Kurniadhi 2019 The relationship between organization based self-esteem and work ethic with affective commitment to employees of CV. Andi Offset Yogyakarta. This study used proportional random sampling with a sample of 74 CV employees. Andi Offset Yogyakarta. The instruments used are affective commitment scale, organization-based self-esteem and work ethic scale. The results of multiple regression analysis showed the Fcount value of 50.880 ($p < 0.05$) and the value of $R = 0.767$. The value of R^2 is 0.589 which shows the effective contribution of organization-based self-esteem and work ethic to affective commitment of 58.9%, with the effective contribution of organization-based self-esteem of 25.66% and the effective contribution of work ethic of 33.24%. Partially, there is a significant relationship between organization-based self-esteem and affective commitment ($p < 0.05$; $rx1y = 0.467$) and there is also a significant relationship between work ethic and affective commitment ($p < 0.05$; $rx2y = 0.543$). The conclusion of this study is that there is a significant positive relationship between organization-based self-esteem and work ethic with affective commitment. The higher the organization-based self-esteem and work ethic of the individual, the higher the affective commitment, and vice versa. The conclusion of this study is that there is a significant positive relationship between organization-based self-esteem and work ethic with affective commitment. The higher the organization-based self-esteem and work ethic of the individual, the higher the affective commitment, and vice versa. The conclusion of this study is that there is a significant positive relationship between organization-based self-esteem and work ethic with affective commitment. The higher the organization-based self-esteem and work ethic of the individual, the higher the affective commitment, and vice versa.

4. Conclusions

Based on the results of the analysis and discussion that has been carried out, it can be concluded:

- a. The Human relations variable (HR / X1) has a positive and significant effect on work ethic, this is indicated by a significant value of 0.000. The second independent variable, namely Organization Based Self Esteem (OBSE / X2), has a positive and significant effect on employee work ethic of 0.000.
- b. The variable that has the most influence on the employee's work ethic is the Human Relations tcount of 3.907 and the standardize coefficient beta value of 0.413.
- c. The value of the coefficient of determination is 0.640 which means that the two independent variables (Human relations and Organization Based Self Esteem) in this study are able to explain 64% of the variations that occur in the dependent variable (Work Ethic)

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