



THE EFFECT OF WORK ETHICS AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE OFFICE OF THE MINISTRY OF RELIGION DIVISION OF HAJJ AND UMROH SOUTH TANGERANG CITY

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Abstract

This study aimed to determine how much influence work ethic and discipline have on employee performance at the Office of the Ministry of Religion of the Hajj and Umrah Division, South Tangerang City. The method used in this study is quantitative analysis with a population of employees of the Office of the Ministry of Religion of the Hajj and Umrah Division of South Tangerang City, with as many as 60 respondents or with a sample of data collection techniques by distributing questionnaires. Data analysis methods used in this study were (validity test, reliability test and, classical assumption test), quantitative descriptive analysis, simple and multiple regression analysis, and analysis of the correlation coefficient and determination, hypothesis testing (T and F test). The results of the work ethic variable have a tcount value greater than ttable ($3.847 > 1.672$) and a significant value less than 0.05 ($0.000 < 0.05$). The results of the work discipline variable research. (F test). The results of this study showed that the Fcount value was 62.335, greater than the Ftable of 3.16 ($62.335 > 3.16$), and the significance value of 0.000 was less than 0.05 ($0.000 < 0.05$). Work ethic and discipline positively influence and are significant in employee performance at the Office of the Ministry of Religion of the Division of Hajj and Umrah in South Tangerang City by 0.675 or 67.5%. In comparison, the remaining is 0.325 or 32.5%.

Keywords: Work Ethic, Work Discipline, and Employee Performance

INTRODUCTION

During the development of the current industrial era 4.0, it has brought many changes and progress, both in the economic, educational and other sectors. Companies, governments, and business institutions must maximize the level of performance to compete in all aspects. Therefore, in this century, progress is seen to be insignificant in the technology and information sector. However, efforts are needed to build quality Human Resources (HR) to face globalization's challenges. In the world of work, many companies have supporting aspects to support the running of a company, including employees. It needs to be considered by the company to achieve its goals in a company it runs possible.

Human resources play an active role in carrying out interests in every organization. In determining the realization of an organization or company activity, human resources plan and shape it. Human resource management is part of organizational management that focuses on human resources. It is a process of planning, leading, organizing and controlling human resource activities to achieve goals. Human resource is a determinant of the success or failure of a company or organization.

In 1946 the Ministry of Religion was born, originally called the Ministry of Religion, as a part of the Indonesian government apparatus. The Office of the Ministry of Religion of South Tangerang City is a company engaged in the field of Hajj and Umrah. In carrying out its duties, the ministry of religion has functions including carrying out education, training, research and development in the field of faith and belief that this company establishes a vision, mission and policies for technical services in the area of assistance and guidance of religious life to the community.

As efforts are made, so that employee performance runs and provides optimal results, employees accept existing regulations and must be obeyed. Performance can be interpreted as the result of work in quality and quantity that an employee achieves in carrying out his duties by the responsibilities given to him. Mangkunegara (2013:75) argues that "Work results in quality and quantity completed by an employee in carrying out his duties by the responsibilities assigned to them.

The following table data results of employee performance appraisal during the 2019-2021 period as follows:

Table 1

Data on Employee Performance Assessment of the Office of the Ministry of Religion Hajj and Umrah Division, Tangerang City

No	Assessment Indicator	Number of Employees	2019	2020	2021
1	Job Quantity	60	84%	82%	85%
2	Job Quality	60	86%	81%	85%
3	Job Responsibilities	60	86%	84%	87%
4	Presence	60	87%	84%	90%
5	Cooperation Ability	60	87%	83%	87%
Amount			430	414	434
Average			86%	83%	87 %

Source: Office of the Ministry of Religion of South Tangerang City 2022

Table 1 above shows that in the last three years, there has been a fluctuating decline in performance. Employees at the Office of the Ministry of Religion of South Tangerang City in 2019 who have the quantity, quality, responsibility, attendance and cooperation reached an average of 86%, in 2020 reached 83%, and in 2021 reached 87%. To improve the

performance of employees at the Ministry of Religion of South Tangerang City, company management must pay attention to its employees because employees are very important in carrying out company needs.

So company management must also fully support the hard work of its employees in whatever form it is to improve quality and quantity so that employees Employees can work to meet the legal needs of the company.

The following is a table of work ethic pre-survey data to increase employee morale while carrying out their duties as follows:

Table 2
Pre-Survey Data for Work Ethics at the Office of the Ministry of Religion, Hajj and Umrah
Division, Tangerang City

No	Aspect	Question	Yes		No	
			People	%	People	%
1	Employee attitude	Do you feel satisfied with carrying out the mandate given by the institution?	22	73,3%	8	26,7%
2	Feelings of an employee	Do you work with sense?	24	80%	6	20%
3	Willingness of employees	Are you willing to run a job given by the company?	25	83,3%	5	16,7%
4	Employee thoroughness	Do you have accuracy when carrying out work?	26	86,7%	4	13,3%
5	Employee seriousness	Are you serious about getting the job done?	27	90%	3	10 %

Source: Office of the Ministry of Religion of South Tangerang City 2022

Table 2 above is pre-survey data for work ethic while working at the Office of the Ministry of Religion, South Tangerang City. From the data above, it was found that those who did their job by getting satisfaction at workwork reached 73.3% of 22 people, those who did not get pleasure in carrying out the company's mandate reached 26.7% of 8 people

because they were not given the opportunity to advance so employees felt dissatisfied , While those who work with feeling get 80% of 24 people, those who do not work with feeling for the company reach 20% of 6 people because employees are under pressure from superiors, while those who are willing to carry out their workwork get 83.3% of 25 people , who were not ready to carry out their workwork reached 16.7 out of 5 people because the workwork was not in accordance with the jobdesk provided by the company, while those who had accuracy in working 86.7% of 26 people, who did not have accuracy in workwork reached 13.3% of 4 people due to lack of thoroughness in completing their Work, Moderate Employees who are serious about meeting their workwork get 90% of 27 people, those who are not serious about achieving their workwork reach 10% of 3 people because employees are lazy—the number of employees who work with a full work ethic.

So that job satisfaction can be achieved so that employees who are passionate about continuing to develop at work reach 90% of 27 people while those who are not enthusiastic about doing or completing their work go 10% of 3 people. These conditions will affect the performance of employees with a work ethic to fulfil and implement the provisions that the company has implemented can achieve its goals.

The following is a table of attendance data at the Office of the Ministry of Religion Hajj and Umrah Division in South Tangerang City from 2019-2021 obtained by the author regarding employee discipline as follows:

Table 3
 Employee Attendance Data for the Office of the Ministry of Religion, Hajj and Umrah
 Division, South Tangerang City Year 2019-2021

Year	Number of employees	Sick	Permission	Alpha	Late
2019	60	12	11	7	38
2020	60	10	8	5	34
2021	60	15	14	10	45
Total		37	33	22	117

Source: Office of the Ministry of Religion of South Tangerang City 2022

Based on the data in table 3 above, it can be seen that every year the absentee level fluctuates. In 2019, 12 employees were sick because their employees had accidents and

health which made it impossible to come to work. Permission for 11 employees due to leave to visit relatives, and some were married. Alpha 7 employees due to not entering without explanation and 38 employees who were late due to waking up late, so the total reached 68 employees. In 2020 ten employees were sick due to poor health, eight were permitted due to maternity and marriage leave, alpha five were absent without explanation and were late, and 34 were due to oversleeping and traffic jams traffic; the total reached 57 employees.

In 2021 15 employees were sick due to poor body condition, 14 employee permits due to an emergency, alpha ten employees due to not entering without explanation and being late, 45 employees due to traffic jams, and the rest woke up late, a total of 84 employees. From the table above it can be seen that there is fluctuation in the number of employees who are tardy each year. It is the background for the author to take this problem where the work discipline of existing employees is the main problem in this study.

METHOD

This type of research is quantitative. According to Sugiyono (2019:8), quantitative research is: "Research methods based on the philosophy of positivism, are used to examine certain populations or samples, collect data using research instruments, data analysis is quantitative or statistical, with the aim of to test the hypotheses that have been set." This research is an empirical study that examines the effect of work ethic and discipline on employee performance—conducted at the Office of the Ministry of Religion, South Tangerang City, Jl. Wana Kencana, Ciater, Kec. Serpong, South Tangerang City, Banten 15310

Sugiyono (2019:215) argues, "population is the number of generalization areas consisting of objects and characteristics set by researchers, and then conclusions are drawn". Meanwhile, Arikunto (2014:173) said that "the population is the entire research subject". From the above understanding, it can conclude that population is the overall characteristics or nature of the subject or object that can be drawn as a sample. This study's population was employees of the Ministry of Religion in South Tangerang, totalling 60 employees. In taking samples can use saturated sampling. Sugiyono (2019:82) argues, "saturation sampling is a sampling technique when all population members are used as samples". Another term for a saturated sample is a census, where members of the population are sampled. In this study, the

example used was all the Ministry of Religion employees in South Tangerang City, totalling 60 employees.

RESULTS AND DISCUSSION

Table 4 Multicollinearity Test Results

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,272	3,483		1,801	,077		
	Work_Ethic	,514	,134	,509	3,847	,000	.315	3.179
	Work_Discipline	,346	,128	,356	2,695	,009	.315	3.179
a. Dependent Variable: Employee_Performance								

Source: SPSS output results in 2022

Based on the data processing results above, it can see that work ethic has a VIF value of 3,179 and a VIF value of work discipline of 3,179, where the two variable VIF values are smaller than 10 (multicollinearity test criteria, Ghazali; 2016: 112).

Then it can conclude that the data in this study are free from multicollinearity assumptions.

Table 5 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		60
Normal Parameters ^b	Mean	,0000000
	Std. Deviation	2,03775854
Most Extreme Differences	Absolute	,072
	Positive	,057

One-Sample Kolmogorov-Smirnov Test		
	Negative	-,072
Test Statistic		,072
Asymp. Sig. (2-tailed)		,200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS output results from 2022

Based on the table above, it is known that Asymp. Sig. (2-tailed) of 0.200 is greater than the minimum criterion of 0.05 (Ghozali, 2016: 102). All variables in this study have fulfilled the normality criteria.

Table 6

Simultaneous Correlation Coefficient Test Results Between Work Ethic (X_1) and Work Discipline (X_2) Against Employee Performance (Y)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Durbin-Watson
1	,828 ^a	,686	,675	2,073	1,895
a. Predictors: (Constant), Work Discipline, Work Ethic					
b. Dependent Variable: Employee Performance					

Source: SPSS output results from 2022

Based on the results of the data processing above, it can see that the value of DW of 1,895. The data in this study did not correlate with variables because the DW value was at 1.550 - 1.895 - 2.460.

Table 7

Simultaneous Linear Regression Test Results Work Ethic Variables (X_1) and Work Discipline (X_2) Against Employee Performance Variables (Y)

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,272	3,483		1,801	,077		
	Work Ethic	,514	,134	,509	3,847	,000	,315	3,179
	Work Discipline	,346	,128	,356	2,695	,009	,315	3,179
a. Dependent Variable: Employee Performance								

Source: SPSS output results in 2022

Based on the results of the data processing above, it can state that the multiple linear regression equation is as follows: $Y = a + \beta_1 X_1 + \beta_2 X_2$

Information:

Y = Employee Performance

a (konstanta) = 6.272

b (regression coefficient) = The work ethic coefficient is 0.514. The work discipline coefficient is 0.346

The above equation has the following explanation:

1. The constant value of 6,272 means that even though there is no influence from the variables of work ethic and work discipline, employee performance at the Office of the Ministry of Religion is still formed at 6,272.
2. Work ethic is proven to have a significant effect on employee performance. It can be shown by the regression coefficient value of 0.514, the tcount value of 3.847 is greater than 1.672 ($3.847 > 1.672$), and a significance value of 0.000 is less than 0.05 ($0.000 < 0.05$).
3. Work discipline has proven to have a significant positive effect on employee performance in this case which can be shown by the regression coefficient value of 0.346, the tcount value of 2.695 is greater than 1.672 ($2.695 > 1.672$), and a significance value of 0.000 is less than 0.05 ($0.009 < 0.05$).

Table 8 Coefficient of Determination Results

Model Summary ^b						
Model	R	R	Adjusted	Std. The	Change Statistics	Durbin-

		Square	R Square	error in the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Watson
1	,828 ^a	,686	,675	2,073	,686	62,335	2	57	,000	1,895
a. Predictors: (Constant), Work Discipline, Work Ethic										
b. Dependent Variable: Employee Performance										

Source: SPSS output results in 2022

Based on the table above, the contribution value (Adjusted R Square) of work ethic and work discipline variables to employee performance is 0.675. It means that work ethic and discipline can explain employee performance variables of 67.5% while other variables explain the remaining 32.5% outside this study.

Table 9 F test results (simultaneous)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	535,855	2	267,927	62,335	,000 ^b
	Residual	244,995	57	4,298		
	Total	780,850	59			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Discipline, Work Ethic						

Source: SPSS output results in 2022

Based on the table, it is known that the Fcount value of 62,335 is greater than the Ftable of 3.16 ($62,335 > 3.16$) and a significance value of 0,000 is less than 0.05 ($0,000 < 0.05$). Work ethic and discipline simultaneously positively and significantly affect employee performance.

The Effect of Work Ethics on Employee Performance

Based on the results of the analysis, it shows that the work ethic variable has a regression coefficient value of 0.813, the tcount value is greater than ttable ($3.847 > 1.672$), and a significant discount is less than 0.05 ($0.000 < 0.05$). It means that H_a is accepted and H_0

is rejected. With this interpretation, if the work ethic increases by 1 unit, the employee's performance will increase by 0.813.

Effect of Work Discipline on Employee Performance

Based on the results of the analysis, it shows that the work discipline variable has a regression coefficient value of 0.754, the tcount value is greater than ttable ($2.695 > 1.672$), and a significant discount is less than 0.05 ($0.009 < 0.05$). It means that H_a is accepted and H_0 is rejected. With this interpretation, if work discipline increases by 1 unit, employee performance will increase by 0.754.

The Effect of Work Ethic and Work Discipline Simultaneously on Performance Employee.

The analysis results show that work ethic and discipline simultaneously significantly affect employee performance with a contribution value of 0.675, a Fcount value of $62.335 > 3.16$, and a significance value of $0.000 < 0.05$. It means that work ethic and discipline simultaneously can explain employee performance variables of 67.5% while other variables outside this study describe the remaining 32.5%.

CONCLUSION

This study aims to examine and analyze the effect of work ethic and work discipline on employee performance at the Office of the Ministry of Religion of South Tangerang City. Referring to the data that has been collected and tested using multiple linear regression analysis models, conclusions can draw, including:

1. The value of t count $>$ t table ($3,847 > 1,672$) is obtained from a significant deal of $0.000 < 0.05$. Thus H_0 is rejected, and H_1 is accepted, meaning that there is a partially significant influence between work ethic on employee performance at the Office of the Ministry of Religion of South Tangerang City.
2. The value of t count $>$ t table ($2,695 > 1,672$) is obtained from a significant deal of $0.000 < 0.05$. Thus H_0 is rejected, and H_1 is accepted, meaning that there is a partially significant influence between work discipline on employee performance at the Office of the Ministry of Religion of South Tangerang City.
3. Work ethic and discipline simultaneously significantly affect employee performance with the regression equation $Y = 8.448 + 0.813X_1 + 0.754X_2$. The correlation value of 0.778

means that the independent and dependent variables have a strong relationship. The coefficient of determination is 67.5%, while other factors influence the remaining 32.5%. Hypothesis testing obtained the value of $F_{count} > F_{table}$ or $(62.335 > 3.16)$; thus, H_0 and H_3 are accepted. It means that there is a significant influence simultaneously on Work Ethic and Work Discipline on Employee Performance.

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