

Employee Performance Impact On Work Ethic And Work Discipline of Cirebon Port Authority And Private Office Employees

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ABSTRACT This study aims to examine the effect of work ethics and work discipline on the performance of employees of the Class II Cirebon Authority and Harbor Service Office. This research method uses a quantitative associative research type. The population in this study were all employees of the Class II Cirebon Authority and Harbor Service Office. A total of 61 employees. Sampling technique Nonprobability sampling with a sampling system with Saturated Sampling Technique, Namely all employees of Cirebon Class II Authority and Port Association. The data used in this study were obtained using a research instrument, namely a questionnaire and the results of data analysis were used multiple regression. The results of the study show that partially the positive and significant influence of the work ethic variable on employee performance can be seen from $t_{count} > t_{table}$, namely $3,476 > 1,671$. Work Discipline has a positive effect on employee performance. It can be seen from $t_{count} > t_{table}$, namely $3,17 > 1,671$, and simultaneously the variables work ethic and work discipline have a positive effect on employee performance shown by $F_{count} > F_{table}$, namely $31,293 > 3,16$. From all the results of hypothesis testing both partially and simultaneously, the sig value is less than 0.05 or 0.00 < 0.05.

Keywords: *Work Ethics, Work Discipline, Employee Performance*

1. INTRODUCTION

Human resources are a very important factor to support an organization, both companies and agencies, because human resources are a collection of groups of people who work together. In an organization to achieve a goal. The goals of the organization are made based on the vision and mission for the benefit of the vision and mission for the benefit of humans and its implementation is carried out and managed by humans. Human resources make an important contribution to the value of a company or institution in the long term.

A company must select qualified workers. Because in achieving the company's goal, namely profit (finance), the company must really pay attention to the management of human resources (HRM), which is usually called the workforce. Whether or not the company's goals are achieved is of course also determined by the extent of a leader's or employee's understanding of achieving a

company's goals. Therefore, managers must ensure that the company has a skilled workforce so that they can carry out their work well.

To find out employee performance, you can see how many employees have a good work ethic for the organization or company. Work ethic is a person's attitude towards his work. A good work ethic will try to show an attitude, character and confidence in carrying out a job to the best of his ability, so that employee performance results will also be high, encouraging the organization to achieve success in a faster time span. Without having a work ethic as mentioned above, an employee will feel burdened with all work responsibilities and the negative impact will be that he will not be able to improve the performance of company employees in accordance with the desired targets. (Sari et al., 2020)

The work ethic of Class II Cirebon Harbormaster and Port Authority employees can be seen in several aspects, namely work discipline, working hard, thinking positively, acting quickly. Apart from work ethic, work discipline is an important thing to improve employee performance and to create or create behavior that shows the values of obedience, compliance, regularity and order.

The next factor that must be considered is work discipline. Work discipline is very necessary for the smooth running of the office. Every employee must have a disciplined attitude to follow office rules in carrying out their respective duties. The office itself can create policies that will influence employee discipline. However, based on the results of the initial interview, information was obtained that there were delays in employee attendance, which was assumed to be a lack of work discipline. Sometimes there were employees who arrived late for more than the standard working hours. The reason given was due to overtime. The initial punishment given is a verbal warning, but if the employee commits the violation continuously, a written warning will be given to follow up.

In carrying out their work, employees cannot be separated from work discipline in their work because with high and good work discipline, employee performance will also increase so that work becomes fast and precise. Work discipline can essentially raise awareness for workers in carrying out the tasks that have been assigned, where its formation does not arise by itself, but must be formed through formal and non-formal education, and the motivation that exists in each employee must be well developed (Harlie. M, 2012)

Work discipline also shows how an employee has work enthusiasm or what is called work ethic because if an employee applies both then the organization's performance will run well to achieve the expected goals. Apart from that, to achieve good quality work results, it is necessary to increase high work discipline in carrying out the work. Because if work discipline is lacking it will hinder the production of good work results. Work ethic and work discipline influence employee

performance, because with a work ethic within the company, employees will improve creating good work results.

The problem with work discipline is that superiors pay less attention to their employees, so there are still employees who violate company regulations, such as employees arriving late, employees being less careful in completing their tasks because employees often do their work carelessly, while playing with cellphones and doing tasks in a hurry, creating discipline. employee work becomes low.

Based on the recapitulation list of KSOP Class II Cirebon absences, the data shows that there is still a lack of absenteeism from work among employees, with many employees still being found to be absent from work without explanation or absent from work, which indicates that the level of work ethic among employees is low. If employees have a high work ethic, this will increase. maximum performance. The results of the percentage of employees who are late for work in January-December 2022 are quite varied. The highest percentage of employee absences was in March with 33 employees with a percentage of 22.5% and in August with 26 employees with a percentage of 17.7%.

It is found that many employees come to work late causing low levels of discipline. There needs to be a re-instillation of positive discipline, such as, firmness towards the vision and mission that has been set by the organization needs to be increased again so that small mistakes do not occur which result in habits becoming embedded in an organization so that indiscipline will occur again in the organization.

2. METHOD

The research method used is a quantitative research method because the data analysis used is statistical or quantitative. The research method used is a quantitative research method because the data analysis used is statistical or quantitative. This research also uses the IBM SPSS statistics 22.0 for Windows tool, namely using validity, reliability, distribution, classical assumptions, multiple and simple linear regression analysis.

This research aims to examine the relationship between the influence of work ethic (X1), work discipline (X2), on employee performance (Y). The population in this study was all employees of the Bandaran Authority and Port offices, totaling 61 employees. This sampling was carried out using a saturated sampling technique where the entire population was 61 employees of the Cirebon port and authority port office. Data analysis method, instrument reliability testing is testing the precision, precision or accuracy shown by the measurement instrument. With the condition that Cronbach Alpha > 0.5 it is said to be reliable, conversely if Cronbach Alpha < 0.5

then the instrument is said to be unreliable, next is the multicollinearity test, and finally the hypothesis test: 1) Partial t test, if the result of $t_{\text{count}} \geq t_{\text{table}}$, meaning the independent variable is significant enough to explain the dependent variable. To find out this t test, a *two tailed test* is used. 2) Simultaneous F test, to find out whether H_0 is rejected or accepted, namely by comparing F_{hitung} with F_{table} .

3. RESULT AND DISCUSSION

Characteristics of Respondents Based on Gender

The characteristics of respondents in this study according to gender are shown in table 4.1 below:

Table 1 . Characteristics of Respondents Based on Gender

No	Gender	Number of Respondents	Percentage
1	Man	52	85.2%
2	Woman	9	14.8%
Total		61	100%

Source: Questionnaire Results Processed in 2023

Based on table 1 above, it shows that 52 male respondents or 85.2% of the Cirebon Harbormaster and Port Authority Class II employee respondents were male or 85.2% and 9 female respondents or 14.8% of the total number of respondents studied obtained a sample of 61 employees. So it can be concluded that the majority of respondents are male.

Characteristics of Respondents Based on Age

Data on employees of the Port Harbormaster and Port Authority Class II Cirebon based on age, as follows:

Table 2. Characteristics of Respondents Based on Age

Age	Amount	Percentage
< 25 Years	0	0%
25-35 Years	10	16.4%
36-45 Years	22	36.0%
> 45 Years	29	47.6%
Total	61	100%

Source: Questionnaire results processed in 2023

Based on Table 2 above, it shows that the age of employee respondents at the Class II Cirebon Harbormaster and Port Authority Office based on age group is dominated by employees with an age range of 25-35 years, namely 10 people with a percentage of 16.4% of the total number of employees at the Harbormaster and Authority Office. Cirebon Class II Port. Meanwhile, there are 22 employees aged 36-45 years with a percentage of 36.0% and the remaining employees aged >45

years are 29 people or 47.6%. So it can be concluded that the majority of respondents are >45 years old.

Characteristics of Education Level

Data on employees of the Port Harbormaster and Port Authority Class II Cirebon based on education level is as follows:

Table 3 . Characteristics of Respondents Based on Education Level

Respondent's Education	Amount	Percentage
elementary school	0	0
JUNIOR HIGH SCHOOL	2	3.3%
SENIOR HIGH SCHOOL	22	36.0%
D1-D4	6	9.9%
S1	25	40.9%
S2	6	9.9%
Total	61	100%

Source : : Questionnaire results will be processed in 2023

Based on table 3 above, it shows that the education level of the respondents of the Cirebon Class II Harbormaster and Port Authority employees is based on education group. Respondents with a secondary education level were 2 people with a percentage of 3.3%, respondents with a high school education were 22 people with a percentage of 36.0%, respondents with a D1-D4 education level were 6 people with a percentage of 9.9%, respondents with a secondary education level were 6 people with a percentage of 9.9%. There were 25 people with a bachelor's degree with a percentage of 40.9%, and 6 respondents with a master's level of education with a percentage of 9.9%. So it can be concluded that the majority of employees have high school and bachelor's degrees.

Characteristics of Respondents Based on Length of Work

Data on employees of the Port Harbormaster and Port Authority Class II Cirebon based on length of service, as follows:

Table 4. Characteristics of Respondents Based on Length of Work

Length of work	Amount	Percentage
< 5 Years	2	3.3%
5-10 Years	15	24.6%
10-20 Years	44	72.1%
Total	61	100%

Source: Questionnaire results processed in 2023

Based on table 4 above, it shows that the number of respondents working at the Office of Harbormaster and Port Authority Class II Cirebon with length of service < 5 years was 2 people with a percentage of 3.3%, respondents 5-10 years were 15 people with a percentage of 24.6%, and 10-20-year old respondents were 44 people with a percentage of 72.1%. So it can be concluded that the majority of respondents have worked for 10 - 20 years.

Data analysis

Reliability Test

An instrument is said to be reliable if it has a Chronbach'S Alpha value > 0.70 .

Work Ethic Variable Reliability Test (X1)

The results of calculating the reliability of the work ethic variable using IBM SPSS 25.0 are as follows:

Table 5. Output Results of Work Ethic Variable Reliability Test (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
,770	8

Source: IBM SPSS Statistics 25.0 Output Results

Based on variable 5 above, it can be seen that the work ethic variable has a Cronbach's Alpha value of $0.770 > 0.70$, which means the work ethic variable has a Cronbach's Alpha value > 0.70 so the variable is reliable.

Work Discipline Variable Reliability Test (X2)

The results of calculating the reliability of the work ethic variable using IBM SPSS 25.0 are as follows:

Table 6. Work Discipline Reliability Test Results (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
,813	8

Source: IBM SPSS Statistics 25.0 Output Results

Based on variable 6 above, it can be seen that the Work Discipline variable has a Cronbach's Alpha value of $0.813 > 0.70$, which means the Work Discipline variable has a Cronbach's Alpha value > 0.70 so the variable is reliable.

Employee Performance Variable Reliability Test (Y)

The results of calculating the reliability of the work ethic variable using IBM SPSS 25.0 are as follows:

Table 7. Employee Performance Reliability Test Results (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,861	8

Source: IBM SPSS Statistics 25.0 Output Results

Based on variable 7 above, it can be seen that the performance variable has a Cronbach's Alpha value of $0.861 > 0.70$, which means the performance variable has a Cronbach's Alpha value > 0.70 so the variable is reliable.

Multicollinearity Test

A good regression model does not have correlation between independent variables.

Table 8. Multicollinearity test results

Coefficients ^a							
		Unstandardize		Standar	Sig	Collinearity	
		d Coefficients	d Coefficients	dized		Statistics	V
Model		B	Std. Error	Beta	t	Tolerance	VIF
1	(Constant)	2,053	4,193		,490	,626	
	work ethic	,509	,146	,415	3,476	,001	,5831,716
	work discipline	,432	,136	,379	3,179	,002	,5831,716

a. Dependent Variable: performance

Source: IBM SPSS 25.0 Output Results

Based on table 8 above, it can be seen that the *Tolerance value* in the *Colinearity Statistics table* for the work ethic variable is $0.583 > 0.10$, the work discipline variable is $0.583 > 0.10$, then the VIF value for the work ethic variable is $1.716 < 10$, the work discipline variable is $1.716 < 10$. Thus it can be concluded that the regression model does not contain multicollinearity.

Hypothesis testing

T test

Influence of Work Ethic (X1) on employee performance (Y)

Table 9. Effect of Work Ethic (X1) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
	(Constant)	2,053	4,193		,490	,626
	work ethic	,509	,146	,415	3,476	,001
	work discipline	,432	,136	,379	,179	,002
a. Dependent Variable: performance						

Source: IBM SPSS Statistics.25.0 Output Results

Based on table 9 above, $t_{\text{count}} > t_{\text{table}}$ is $3,476 > 1.671$ with a significant value of $0.01 < 0.05$. So H_0 is rejected and H_a is accepted, which means that the work ethic variable has a positive and significant influence on the performance of the employees of the Cirebon Class II Port Authority and Port Authority.

Influence of Work Discipline (X2) on Employee Performance (Y)

Table 10. Effect of Work Discipline (X2) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
	(Constant)	2,053	4,193		,490	,626
	work ethic	,509	,146	,415	3,476	,001
	work discipline	,432	,136	,379	,179	,002

work discipline	,432	.136	,379	3,179	,002
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a. Dependent Variable: performance

Based on table 10 above, the $t_{\text{count}} > t_{\text{table}}$ is $3,179 > 1.671$ with a significant value of $0.02 < 0.05$. So H_0 is rejected and H_a is accepted, which means that the work discipline variable has a positive and significant influence on the performance of the employees of the Cirebon Class II Harbormaster and Port Authority.

F test

The F test (Simultaneous) is carried out to determine whether or not there is an influence of the independent variables, namely work ethic, on the dependent variable, namely employee performance together.

Below are the calculation results:

Table 11. F Test Results

ANOVA ^a					
Model		Sum of Squares	Df	Mean Square	Sig.
1	Regression	447,254	2	223,627	,000 ^b
	Residual	414,484	58	7,146	
	Total	861,738	60		

a. Dependent Variable: performance

b. Predictors: (Constant), work discipline, work ethic

Source: IBM SPSS 25.0 Output Results

Analysis

1. Determining statistical hypotheses

H_0 : $b_1=b_2=0$, the independent variable does not have a significant influence on the dependent variable.

H_a : $b_1 \neq b_2 \neq 0$, the independent variable has a significant influence on the dependent variable.

Look for the F value ($k-1-nk$) from the F table with a significant level of 5%, namely the F table value of 3.16

2. The results of the calculations in table 4.23 show that f_{count} is $31.293 > 3.16$, so it can be concluded that h_0 is rejected and H_a is accepted. This means that there is an influence between work ethic and work discipline together on the performance of employees of the civil service office and class II port authority of Cirebon city.

DISCUSSION

The influence of work ethic (X1) on employee performance (Y) KSOP class II Cirebon

Based on the research results with the help of the IBM SPSS statistics 25.0 application program, the t-count value was $3.476 >$, while the t-table with degrees of freedom ($df = 61-2 = 59$) at the 0.05 level of significance (two-sided test) was 1.671. Thus $3.476 > 1.671$ so it can be concluded that $t_{count} > t_{table}$ which means work ethic has a positive and significant influence on the performance of KSOP Class II Cirebon employees. This means that by improving a good work ethic, employee performance will increase.

The influence of work discipline (X2) on employee performance (Y) KSOP class II Cirebon

Based on the research results with the help of the IBM SPSS statistics 25.0 application program, the calculated t value was $3.179 >$, while the t_{table} with degrees of freedom ($df = 61-2 = 59$) at the 0.05 level of significance (two-sided test) was equal to 1,671. Thus $3.179 > 1.671$ so it can be concluded that $t_{count} > t_{table}$ which means work discipline has a positive and significant influence on the performance of KSOP Class II Cirebon employees. Which means that good work discipline will increase employee performance.

The Influence of Work Ethic (X1) and Work Discipline (X2) on Employee Performance (Y) KSOP class II Cirebon

The results of statistical tests on the work ethic and work discipline variables on employee performance show that the R square value is 0.502. This figure shows the large influence of work ethic and work discipline simultaneously on employee performance, 50.2% while the remaining 49.8% is influenced by other factors that were not studied. . It can be seen from the results of the calculated F analysis that it is 31.293% with the condition $\alpha = 0.05$ with a value of $df=2-k-1$ where k is the number of independent variables, so $61-2-1=58$ then you can get an f_{table} value of 3, 16 and a significance value of $0.000 < 0.05$, thus it can be concluded that $f_{count} 31.293 > F_{table} 3.16$ where H_0 is rejected H_a is accepted or the work ethic and work discipline variables together have a significant and positive effect on the performance of KSOP employees.

4. CONCLUSION

The work ethic variable has a positive and significant effect on the performance of the employees of the Cirebon Class II Authority and Port Authority Office, meaning that if the work ethic and work discipline are maximized, the performance of the employees will also increase. The

work discipline variable has a positive and significant effect on the performance of the employees of the Class II Cirebon Authority and Port Authority Office, meaning that having high work discipline makes employees feel comfortable in carrying out their work . The variables of work ethic and work discipline together (simultaneously) have a positive and significant effect on employee satisfaction at the Office of Harbormaster Authority and Class II ports, meaning that the more you maximize your work ethic and increase your work discipline at work, it can have an impact on increasing employee performance.

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