



The Effect of Work Ethic and Discipline on Employee's Productivity at Village Business Office (BUMDES) in Lutur Village South North Aru District

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ABSTRACT

This research was conducted at Village Owned Enterprises Office (BUMDES) in Lutur Village, North South Aru District. This study uses work ethic and discipline as independent variables, and work productivity as the dependent variable. The purposes of this study were to determine the effect of work ethic and discipline on employees' work productivity at the Village Owned Enterprise (BUMDES) Lutur Village, North South Aru District, and to determine the dominant variables between work ethic and discipline on employees' work productivity at Village Owned Enterprise (BUMDES) Lutur Village, North South Aru District. The sample used is Amaris Hotel Ambon employees with a total sample of 37 respondents. The analysis used includes validity test, reliability test, model test, and multiple linear regression analysis and research hypotheses. Based on the results of the research, it can be seen that work ethic and discipline in this study proved to have a significant influence on work employees' productivity at Village Owned Enterprise (BUMDES) Lutur Village, North South Aru District. Also, work ethic is the dominant variable that affects the employees' work productivity at the Village Owned Enterprise (BUMDES) Lutur Village, North South Aru District. In this study, it was found that the variation in employee performance explained by work ethic and discipline is 74.8% while 25.2% was explained by other not-analyzed variables, including work stress, work environment, etc.

Keywords: BUMDES, Discipline, Productivity, Work Ethic

INTRODUCTION

Human resources are important in an organization since humans have reason, feelings, desires, abilities, knowledge, and effort. All the potential of human resources is very influential on the organization's efforts in achieving its goals. Handoko states that human resource management is a process of planning, organizing, directing and supervising the procurement, development, compensation, integration, maintenance activities and deliverance of human resources in order to achieve various individual, organizational and community goals.

One aspect related to human resources regarding to factors that able to increase the productivity, called work ethic and discipline. The lack of enthusiasm and discipline from an employee will affect the work effectiveness and efficiency which will have big impact in employee's productivity. According to (Sutrisno & Sunarsi, 2019) stated that motivation and discipline has the significant impact on employee productivity, while other elements that influence employee productivity was from another factors.

Village-Owned Enterprises (BUMDES) in Lutur Village, South Aru Utara District are village-owned enterprises that established in 2018. As stipulated in 90 provisions Article of Law No. 6 of 2014 regarding to Villages. Village-Owned Enterprises that are managed through the family-spirit and mutual cooperation have an important role in expanding the village economy as a manifestation of village autonomy in regulating village resources. The Lutur Village-Owned Enterprise has 37 employees with 15 undergraduate educational backgrounds, 10 high school students, 9 junior high schools, and 3 elementary schools. From the existing employee data, it is illustrated that employees at BUMDES Desa Lutur are mostly undergraduates and high school seniors; this greatly affects the employees' work ethic and discipline related to work productivity.

Based on field observations at Village-Owned Enterprises (BUMDES) Lutur Village, North South Aru District, the happened phenomenon is that there are still some employees who find it difficult to focus on their work and undisciplined attitudes that can be seen from the presence of some employees who are not working during office hour. This situation is can be bothering activities of organization's work, then the employee does not finish the task on time and will has an impact on achieving the organization vision and mission.

Based on the research background that was described above, the objectives of this research are to determine the effect of work ethic and discipline on employee's work productivity at the Village Owned Enterprise (BUMDES) Lutur Village, North South Aru District, and to find out the dominant influence between work ethic and discipline on employee's work productivity at Village Owned Enterprises (BUMDES) Lutur Village, North South Aru District.

LITERATURE REVIEW

Work Ethic

Work ethic is the emotional and mental reaction of a person to his work. The passion affects the quantity and quality of someone works (Purwanto, 2013). Nitisemito explaining that work ethic can be interpreted as a climate or work atmosphere contained in an organization that shows a sense of excitement in doing work and encourages them to work better and more productively. Meanwhile, according to Soedarso (2015) explains that work ethic reflects the condition of employees in their work environment. When the work ethic of the employee is good, then the company will gain benefits, such as low absenteeism, small turnover of employees, and increasing the employee productivity.

From the explanation above, it can be seen when the employees are able to increase their work ethic, the company will get a lot of benefits, employee work will be completed faster, and the possibility of employee displacement will be reduced, and will make employees work harder in achieving the company goals.

Discipline

Discipline is an attitude and behavior to show someone obedience to an applicable rule. The attitudes and behavior in discipline are regarding to the initiative, willingness and individual willing to obey the existing regulations.

Discipline means the willingness to obey with the applicable regulations in work environment in expecting to increase the work productivity. The good discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages work passion, work ethic, and the goal realization for company and employees. According to Sastrohadiwiryono (Lasnoto, 2017) discipline is an attitude of respect and obedience to the applicable regulations, both written and unwritten and able to implement them and do not avoid in accepting the sanctions when he violates his duties and authorities that given to him.

Productivity

Work productivity is the comparison between outputs (results) and inputs (inputs). An increase in efficiency (time-material-labor), work systems, production techniques and skill developing in the employee are able to increase the productivity. While Sinungan (2014) argues that productivity is a universal concept that aims to provide more goods and services that will be used for many people by using fewer real resources. Each company will basically have different policies on its human resources in order to achieve the employee work productivity.

The Relationship between Work Ethic and Discipline on Employee Work Productivity

The productivity is influenced by various factors, both related to the workforce itself and other factors. These factors are work ethic and discipline. The high productivity can be achieved when employee have high work ethic and discipline in doing their duties and obligations.

In a journal written by Al (2014) explained that there is a significant and positive relationship between work motivation and employee performance. Work motivation can provide energy that drives all the potential that exists, creates a high desire and noble, and improve togetherness.

Meanwhile, Alex (2015) argues that work ethic is doing work more actively then the work is expected to be better and faster. Work ethic is able to develop the ability to work and corporation which will increase the productivity indirectly. Then, when the company is able to increase work ethic and work enthusiasm, then company will get a lot of benefits since the work will be completed quickly, damage will be reduced, absenteeism will be minimized, the possibility of employee/employee transfer can be minimized into a minimum. Then, it is not only increasing the productivity, but also reduce the cost.

In addition to work ethic, another factor that determines the productivity is discipline, which means a willingness to comply with applicable regulations in work environment for increasing the work productivity. There is willingness that the work will be implemented as effectively as possible, when discipline is implemented well, it is possible that the setting goals cannot be achieved effectively and efficiently.

From the description above, it can be concluded that with work ethic and discipline as well as sincerity in doing work, it is expected to increase the employee work productivity, while R. Saint Paul, in his book *Hadawi Nawawi: The Art of Personnel Administration* for increasing work productivity, defines that productivity is a relationship between the quality produced and the amount of work done to achieve that result (Nawawi, 2003). The productivity indicators in this research are the quality and work results of the employees. The productivity of work organizations is not only related to the quantity aspect, but also the quality aspect. The quality aspect is very important to increase the competitiveness of work organizations in the economic and industrial fields in order to achieve the company goals.

Framework

Productivity is an important aspect for the company since when the employee in the company has high work ethic and is supported by discipline; the company will easily achieve its goals. Work ethic can be seen through absenteeism, satisfied with the work result, and cooperation in working which is supported by good working environment.

In addition to work enthusiasm, another factor that determines productivity is discipline, which means a willingness to obey the applicable regulations in work environment, and it is expected to increase work productivity. In this study the indicators of work discipline are obedience with the leadership, punctuality in completing work, obedience the regulations, compliance with work procedures and doing tasks, punctuality in coming and leaving the work place, and responsibilities. From the description above, it can be concluded that the work ethic and discipline is very influential on employee productivity. In achieving high productivity, it is necessary to have work ethic and discipline. With work ethic and discipline, it will affect employees to work well. Thus, the framework in this research is that work ethic as a variable (X_1) and discipline as a variable (X_2) affect employee productivity as the dependent variable (Y). In other words, good work ethic and discipline will be able to increase the work productivity which is getting better with good results. The framework in this preparation research can be described as follows:

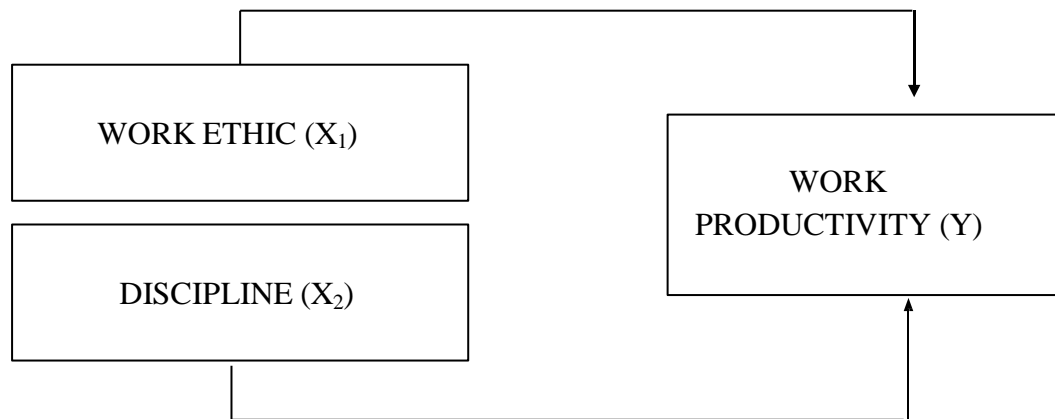


Figure 1. Framework in This Research

Source: Processed Data by Researcher

Hypotheses

The hypothesis proposed in this research suggests that work ethic and discipline are suspected to have both simultaneous and partial effects on the performance of Village-Owned Enterprises (BUMDES) employees in Lutor Village, North South Aru District. Additionally, it is suspected that work ethic has a dominant effect on the performance of these employees compared to discipline.

RESEARCH METHODOLOGY

Population and Research Sample Population

This research is quantitative research; it means the data process was explained through statistical number. According to P.D (2014), quantitative research method can be interpreted as the research method that has a certain sample.

According to Sugiyono (2013) the population is the whole of the object to be studied. The population is a group consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and drawn the conclusions. The populations in this research were employees of the Village Owned Enterprise (BUMDES) in Lutor Village, North South Aru District, amounting to 37 people who were used as research samples.

Sample

According to Sugiyono (2014) the sample is part of the number and characteristics owned by the population. In this study, 37 questionnaires were distributed to respondents at employees of the Village Owned Enterprises (BUMDES) in Lutor Village, South Aru Utara District, which were used as samples. The sampling technique in this research is using a sample census technique, which is a sampling technique when all members of the population are used as samples (Sugiyono, 2002).

Analysis Method

In this research, the used method is simple liner regression analysis. This analysis is used to measure the magnitude of the influence between the dependent and independent variable as stated by (Sugiyono, 2017):

$$Y=a+b_1X_1+b_2X_2+e$$

Description:

- X_1 = Work Ethic
- X_2 = Discipline
- Y = Work Productivity
- a = Constant
- b = Coefficient of Regression Direction
- e = Standard Error

RESULT AND DISCUSSION

The Description of Research Variables

The frequency table is used to describe the research variables on respondents' answers. The respondents' responses to the influence of work ethic and discipline of employees at Village Owned Enterprises (BUMDES) Lutur Village, North South Aru District, can be described as follows:

Work Ethic Variable (X_1)

These are the indicators of work ethic variable (X_1), such following below:

1. Presence ($X_{1.1}$)
2. Cooperation ($X_{1.2}$)
3. Responsibility ($X_{1.3}$)
4. Work Passion ($X_{1.4}$)
5. Harmonious Relationship ($X_{1.5}$)

Table 1. Variable Frequency Distribution of Work Ethic (X_1)

No	Pert	Frequency Result Value					
		5	4	3	2	1	
1	P1	24,3	32,4	21,6	21,6		Sample 37
2	P2	40,5	21,6	18,9	18,9		
3	P3	40,5	27,0	18,9	13,5		
4	P4	29,7	29,7	13,5	16,2	10,8	
5	P5	27,0	32,4	18,9	13,5	8,1	
6	P6	16,2	43,2	21,6	13,5	5,4	
7	P7	27,0	40,5	13,5	10,8	6,1	
8	P8	37,8	35,1	21,6	5,4		
9	P9	37,8	29,7	13,5	10,8	8,1	
10	P10	21,6	45,9	18,9	13,5		

Source: Primary Data Processed by Researcher (2022)

Discipline Variable (X_2)

These are the indicators of discipline variable (X_2), such following below:

1. Goals & Abilities ($X_{2.1}$)
2. Exemplary Leaders ($X_{2.2}$)
3. Retribution ($X_{2.3}$)
4. Justice ($X_{2.4}$)
5. Waskat ($X_{2.5}$)
6. Sanctions ($X_{2.6}$)
7. Firmness ($X_{2.7}$)
8. Human Relations ($X_{2.8}$)

Table 2. Variable Frequency Distribution of Discipline (X₂)

No	Pert	Frequency Result Value					
		5	4	3	2	1	
1	P1	35,1	21,6	16,2	24,3	2,7	Sample 37
2	P2	21,6	24,3	35,1	18,9		
3	P3	24,3	40,5	21,6	13,5		
4	P4	24,3	48,6	13,5	13,5		
5	P5	24,3	35,1	32,4	8,1		
6	P6	13,5	40,5	21,6	16,2	8,1	
7	P7	21,6	35,1	32,4	10,8		
8	P8	27,0	43,2	21,6	8,1		
9	P9	35,1	29,7	27,0	5,4	2,7	
10	P10	21,6	45,9	27,0	5,4		

Source: Primary Data Processed by Researcher (2022)

Work Productivity Variable (Y)

These are the indicators of employee work productivity variable (Y), such following below:

1. Work Quality (Y_{1.1})
2. Work Quantity (Y_{1.2})
3. Punctuality (Y_{1.3})
4. Error Rate (Y_{1.4})
5. Attendance Rate (Y_{1.5})

Table 3. Variable Frequency Distribution of Discipline (Y)

No	Pert	Frequency Result Value					
		5	4	3	2	1	
1	P1	24,3	45,9	21,6	5,4	2,7	Sample 37
2	P2	43,2	13,5	18,9	24,3		
3	P3	32,4	27,0	21,6	18,9		
4	P4	21,6	43,2	32,4		2,7	
5	P5	13,5	40,5	18,9	27,0		
6	P6	37,8	43,2	13,5	5,4		
7	P7	37,8	24,3	24,3	13,5		
8	P8	18,9	40,5	13,5	21,6	5,4	
9	P9	35,1	29,7	24,3	10,8		

Source: Primary Data Processed by Researcher (2022)

Analysis and Data Interpretation

The results of the validity test are presented in the following table:

Table 4. Validity Test Result

Variable	Indicators	Correlation Product Moment	Rtable ($\alpha=0,05$)	Desc.
Work Ethic (X₁)	P1	.603**	0,325	Valid
	P2	.955**		Valid
	P3	.897**		Valid
	P4	.900**		Valid
	P5	.857**		Valid
	P6	.905**		Valid
	P7	.781**		Valid
	P8	.614**		Valid
	P9	.851**		Valid
	P10	.682**		Valid
Discipline (X₂)	P1	.806**	0,325	Valid
	P2	.732**		Valid
	P3	.781**		Valid
	P4	.660**		Valid
	P5	.689**		Valid
	P6	.764**		Valid
	P7	.858**		Valid
	P8	.763**		Valid
	P9	.720**		Valid
	P10	.524**		Valid
Work Productivity (Y)	P1	.540**	0,325	Valid
	P2	.565**		Valid
	P3	.694**		Valid
	P4	.420**		Valid
	P5	.542**		Valid
	P6	.763**		Valid
	P7	.743**		Valid
	P8	.710**		Valid
	P9	.352*		Valid

Source: SPSS Output Data (2022)

Based on the results of the validity test showing the value of the correlation coefficient (R_{count}) is greater than the correlation value (R_{table}), it can be concluded that all statements used in this research are valid and these statements can be used for further analysis in this research.

The results of variables' reliability test used in this research can be seen in the following table:

Table 5. Reliability Test Result

Variables	Alpha Cronbach	R _{table}	Description
Work Ethic (X ₁)	0.941	0.60	Reliable
Discipline (X ₂)	0.902	0.60	Reliable
Work Productivity(Y)	0.767	0.60	Reliable

Source: SPSS Output Data (2022)

The hypothesis is testing by using inferential statistical analysis with multiple linear regression analysis techniques. Based on the calculation of multiple linear regression analysis using the SPSS 22 program, the following results can be seen in the following table:

Table 6. Simple Linear Regression Test Result

Variables	Unstandardized Coefficients	Tcount	Sig.	Desc.
Constant	10,557			
Work Ethic (X ₁)	0.359	5.412	0.000	Sig.
Discipline (X ₂)	0.268	3.215	0.000	Sig.
R	0.865			
R Square	0.748			
Adjusted R Square	0.733			
Fcount	50.380			
Sig. F	0.000			

Source: SPSS Output Data (2022)

Equation:

$$Y = 10.557 + 0.359 X_1 + 0.268 X_2$$

Description:

1. The constant value (α) is 10,557; it means when the independent variable is work ethic (X₁), discipline (X₂) is equal to 0, then the employee's work productivity is positive 10,557.
2. The value of morale regression coefficient of 0.359 indicates that the work ethic variable has a positive influence on employee work productivity; it means that the better work ethic given to employees, it will lead to an increase of employee work productivity of 0.359 or 35.9%.
3. The value of discipline regression coefficient is 0.268 indicates that the discipline variable has a positive influence on employee work productivity, it means that better discipline given to employees, it will

lead to an increase of employee work productivity of 0.359 or 35.9%.

F-Test (Test of Hypothesis I)

Table 7. Data Analysis Results of ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	844.575	2	422.288	50.380	.000 ^a
Residual	284.992	34	8.382		
Total	1129.568	36			

a. Predictors: (Constant), X_2 , X_1

b. Dependent Variable: Y

Source: Processed Data by Researcher

The first hypothesis test suspected that the effect of work ethic and discipline on employee work productivity at the same time is used the F-test. The F-test is conducted by comparing the F_{count} with F_{table} at a significant level of $\alpha = 0.05$.

Based on table 7, it can be concluded that F_{count} is $63.063 >$ from F_{table} at the df level: 2: 36 it is 3.32. Then $F_{\text{count}} > F_{\text{table}}$, thus H_0 is rejected, it means that work ethic variables (X_1), discipline (X_2) have a significant effect on employee productivity (Y) simultaneously. It can be accepted or tested at a significant level $\alpha = 0, 05$.

T-Test (Test of Hypothesis II)

The t-test is used to partially test the effect of independent variables on the dependent variable by comparing the t_{count} value with the t_{table} value at the real level of $\alpha = 0.05$.

Test criteria:

H_0 is rejected when $t_{\text{count}} > t_{\text{table}}$ means that H_0 is accepted when $t_{\text{count}} < t_{\text{table}}$. Then, the test result of each variable which explained as following below:

1. Work Ethic (X_1)

The results of regression analysis obtained that the t_{count} value is 5.412 while the t_{table} value is 2.021. Thus $t_{\text{count}} > t_{\text{table}}$ means H_0 is rejected. It means that work ethic variable has a significant effect on employee work productivity.

2. Discipline (X_2)

The results of regression analysis obtained that the value of t_{count} was 3.215, while the value of t_{table} was 2.021, thus $t_{\text{count}} > t_{\text{table}}$, meaning H_0

was rejected. It means that discipline variable had a significant effect on employee work productivity.

Based on the results of F-test, it can be seen that work ethic (X_1) and discipline (X_2) variables have a significant influence on employee work productivity (Y) simultaneously, as well as the t-test results that show that work ethic variable (X_1), and discipline (X_2) partially has a significant effect on work productivity. In addition, between the two independent variables in this research, it can conclude that the dominant influence of the work ethic variable on employee work productivity.

Coefficient of Determination (R^2)

Table 8. Coefficient of Determination Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.865 ^a	.748	.733	2.89519

a. Predictors: (Constant), X_2 , X_1

Source: Processed Data by Researcher

The coefficient of determination value R Square is 0.748 which indicates that the variations in employee work productivity are explained by work ethic and discipline of 74.8% while 25.2% is explained by other non-analyzed variables, including work stress, work environment, etc.

CONCLUSION AND SUGGESTION

Conclusion

Based on the discussion in this research, the researchers concluded several results as follows:

Both of work ethic and discipline variables in this research proved in having a significant effect on the employee's productivity at Village-Owned Enterprises (BUMDES) Lutor Village, North South Aru District. From 2 (two) independent variables in this research, work ethic variable is the dominant variable that affect in employee productivity at Village-Owned Enterprises (BUMDES) Lutor Village, North South Aru District. In this research, it was found that the variation in employee's performance showed through work ethic and discipline by 74.8%, while 25.2% explained through non-analyzed variables, such as work stress, work environment, and etc.

It can conclude that work ethic and discipline have significant effect on employee performance, and work ethic is the dominant variable that influences

the increasing of employee productivity. Factors that influence the increase of employee performance were explained by 74.8%, while other percentage was explained by non-analyzed variables.

Suggestion

Building a harmonious relationship between leaders and employees is crucial to motivate employees in performing their work effectively. The research findings also highlight that other factors influence employees' work ethic and discipline. Therefore, researchers recommend that future studies explore additional factors that could enhance employee productivity. Additionally, providing work safety guarantees and labor insurance is essential to create a secure environment for employees, protecting them against potential work accidents. Future researchers are encouraged to further develop studies on themes such as work ethic, discipline, and employee productivity, as these are vital aspects for both companies and employees.

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