# THE INFLUENCE OF WORK ETHICS ON EMPLOYEE PERFORMANCE WITH WORK CULTURE AS A MODERATING VARIABLE

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### **Abstract**

This research is a quantitative study with an explanatory approach, namely an approach that uses a number of previous studies as the main supporting tool for building argumentative constructs in this study. The data used in this article are primary data that researchers obtained from 400 Bank Mandiri employees spread throughout Indonesia. Data obtained from 400 Bank Mandiri employees spread throughout Indonesia. The data were analyzed using the smart PLS 4.0 analysis tool.

Keywords: Work Ethics, Employe Performance, Work Culture

## **INTRODUCTION**

According to (Syahnita 2021) Work ethics etymologically, comes from Greek, namely ethos which means attitude, personality, nature (basic nature), character, will, morality, customs. Terminologically, the word ethics has three different differences, namely: 1. A general rule or way of life 2. A set of behavioral rules, 3. Investigation of the way of life and a set of behavioral rules.

Ethics are beliefs that guide a person, group or institution. Meanwhile, in The American Heritage Dictionary of English Language, Ethics has 2 meanings, namely: 1. Disposition, character, or special attitude of a person, culture or group that distinguishes it from other people or groups, underlying values or souls, customs. 2. The main principle or controller in a movement, work of art, form of expression, or the like. Work ethic describes an attitude that contains meaning as an evaluative aspect possessed by individuals (groups) in assessing work activities. According to (Darojat, 2015) Work ethic is a set of positive behaviors and foundations that include the motivation that drives them, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles, and standards (Prameswari 2020).

Work ethics and productivity are still low, which is reflected in discipline, work enthusiasm and productivity which are still low. This certainly does not support efforts to develop the economy and human resources. Because work ethics are a complex problem and contain many aspects, both economic, social and cultural. A person's work ethics are formed from the motivation that radiates from their basic attitude towards

work. Work ethics are dynamically always influenced by various factors, both external and internal factors, in accordance with human nature as social beings (RIDA OKTARI YANESTI 2018).

Based on these various definitions, work ethics, both etymologically and practically, are a set of fundamental attitudes or views held by a group of people to assess work as something positive for improving the quality of life, thus influencing their work behavior. Success in various areas of life is determined by human behavior, especially work ethics behavior. Work ethics have three functions Rusyan (Darojat, 2015), namely as a driver of action, an motivator in activities, and a driver of activities. This work ethics attitude is not only held by individuals, but also by groups and even society. This attitude can be influenced by various aspects, both from various habits, cultural influences, and the value systems they believe in. Max Weber, an economist and sociologist from Germany, stated that how a value system in this case is religion that influences human views on economic ethics. This is because of the belief of Western European and American society in the religious doctrine that laziness and wasting time are the most important sins. There is also the concept that work is a calling that makes its followers work hard to glorify the God they believe in (Adib and Santoso 2016).

From this work ethic, the word ethics is also known which is almost close to morals with good and bad (morals), so that in work ethics there is a high passion or enthusiasm to do something optimally, better, and even try to achieve the most perfect work quality possible. This means that there is a kind of enthusiasm to perfect a job and avoid all damage so that every job is directed to reduce or even eliminate errors from the results of his work (Syahputra 2016).

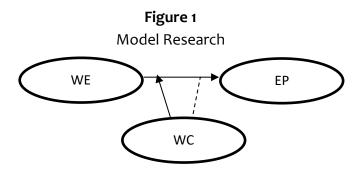
Based on the above explanation, the researcher believes that good Work Ethics can affect Employee Performance. Performance comes from the English word performance which means performance. The concept of performance is an abbreviation of work energy kinetics. Performance is the output produced by the functions or indicators of a job or a profession within a certain time(Winda Meidina and Netty Laura 2022). In general, performance can be understood as the work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics (Lestari and Ghaby 2018).

According to (Hartanto 2021)a person will always crave appreciation for the results of his work and expect fair rewards. Performance appraisal needs to be done subjectively because it will motivate employees in carrying out their activities. In addition, performance appraisal can provide information for the benefit of salary, promotion and Work Environment on employee behavior. An organization, be it government or private, is always driven by a group of people who play an active role in achieving the goals that the organization wants to achieve. The goals of the

organization will certainly not be achieved if the performance of its members or employees is not optimal (ASLIA 2019).

There are a number of previous .(Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017)that have a positive relationship direction and a significant influence on Employee Performance. Unlike a number of other studies, this study adds the Work Culture variable as a moderating variable.

#### **METHODS**



## **Hypothesis:**

WE: Work Ethics

EP: Employee Performance

WC: Work Culture

The first figure in this article indicates that the researcher has the main objective of analyzing the effect of Work Ethics on Employee Performance which is moderated by the Work Culture variable (Jonathan Sarwono 2016) & (Sugiyono 2019). This research is in line with a number of previous studies, namely (Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017). Unlike the studies mentioned above, this article adds the Work Culture variable as a moderating variable (Yulianti et al. 2022). This research is a quantitative study with an explanatory approach, namely an approach that uses a number of previous studies as the main supporting tool for building argumentative constructs in this study (Winda Meidina and Netty Laura 2022). The data used in this article are primary data that researchers obtained from 400 Bank Mandiri employees spread throughout Indonesia (Kurniawan and Ali Alam 2022). Data obtained from 400 Bank Mandiri employees spread throughout Indonesia (Ghufran Riziqurrahman 2016). The data were analyzed using the smart PLS 4.0 analysis tool with the following hypothesis (Sunaryo 2017).

# **Hypothesis:**

H1: The Influence of Work Ethics on Employee Performance

H2: Work Culture Can Moderates The Influence of Work Ethics on Employee

Performance

#### RESULT AND DISCUSSION

## **Background Analysis**

According to (Syahnita 2021) Work ethics etymologically, comes from Greek, namely ethos which means attitude, personality, nature (basic nature), character, will, morality, customs. Terminologically, the word ethics has three different differences, namely: 1. A general rule or way of life 2. A set of behavioral rules, 3. Investigation of the way of life and a set of behavioral rules.

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## **Validity Test**

The validity test stage remains the first stage that must be passed if it has passed the data collection stage. The data collected through the questionnaire method on 300 Bank Mandiri employees needs to be validated first to reach the next stages until reaching the path coefficient stage. The following are the results of the validity test in this article (Hair 2010):

**Table 1**Validity Test

| Variable             | Question Item             | Loading Factor |  |
|----------------------|---------------------------|----------------|--|
|                      | Work Ethics Can Affect    | 0.876          |  |
| Work Ethics<br>(X1)  | Employee Performance      |                |  |
|                      | Work Ethics can make      | 0.859          |  |
|                      | employees easily adapt to |                |  |
|                      | the work environment      |                |  |
|                      | Work Ethics can make      | 0.876          |  |
|                      | employees easier to work  |                |  |
|                      | on company targets        |                |  |
|                      | Work Ethics can make      | 0.884          |  |
|                      | employees more liked by   |                |  |
|                      | other coworkers           |                |  |
|                      | Employee Performance      | 0.879          |  |
|                      | can be influenced by Work |                |  |
|                      | Ethics                    |                |  |
|                      | Employee Performance      |                |  |
|                      | can be influenced by Work | 0.895          |  |
| Employee Performance | Culture                   |                |  |
| (Z)                  | Employee Performance      | 0.887          |  |
|                      | can be achieved if        |                |  |
|                      | employees easily adapt to |                |  |
|                      | the surrounding           |                |  |
|                      | environment               |                |  |
|                      | Employee Performance      | 0.893          |  |
|                      | can be influenced by the  |                |  |
|                      | superior's liking for     |                |  |
|                      | employees                 |                |  |
| Work Culture         | Work culture can          |                |  |
|                      | influence Work Ethics     | 0.978          |  |
| (Z)                  | Work culture can          | 0.962          |  |
|                      | influence Employee        |                |  |
|                      | Performance               |                |  |

Valid > 0.70

# **Reliability Test**

The next stage that should be passed after passing the validity test stage. Different from the validity test stage, the reliability test stage focuses on each variable used in this article, namely the Work Ethics variable, the Work Culture variable, and the Employee Performance variable. The following are the results of the reliability test in this article (Sarstedt et al. 2014):

**Table 2**Reliability Test

| Variable     | Composite<br>Reliability | Cronbach Alfa | Noted    |
|--------------|--------------------------|---------------|----------|
| Work Ethics  | 0.882                    | 0.840         | Reliable |
| Emmployee    | 0.953                    | 0.911         | Reliable |
| Performance  |                          |               |          |
| Work Culture | 0.984                    | 0.945         | Reliable |

Reliable > 0.70

#### **Path Coefisien**

The final stage and also the deciding round in this article is the Path Coefficient stage. At this stage, each hypothesis used in this article must be proven, namely the hypothesis of the influence of the Work Ethic variable on the Employee Performance variable and the Work Culture variable can moderate the influence of the Work Ethic variable on Employee Performance (Hair 2010):

**Table 3**Path Coefisien

|                    | Variable   | P-Values | Noted    |
|--------------------|------------|----------|----------|
| Direct Influence   | WE->EP     | 0.018    | Accepted |
| Indirect Influence | WC* WE->EP | 0.000    | Accepted |

Significant Level < 0.05

The last stage is also the determining stage in this article, namely the Path Coefficient stage. The third table of Coefficients in the first row shows that the Work Ethic variable can have a positive relationship direction and a significant influence on Employee Performance because the P-Values are positive and below the significance level of 0.05, namely 0.018. This research is in line with research by (Nurhasanah, Jufrizen, and Tupti 2022); (Dewi and Suhardi 2021); (Insyani 2019); (Prameswari 2020) and (Hadiansyah and Yanwar 2017). This is because Work Ethic can make employees mix easily, be liked by superiors and fellow employees, and can easily complete each existing job. In addition, in the next row, the Work Culture variable can strengthen the influence of the Work Ethic variable on Employee Performance because of the same thing, namely the P-Values value is positive and is below the significance level of 0.05, namely 0.000. This is because Work Culture can train employee Work Ethics to be polite so that it can also improve Employee Performance. Therefore, the first and second hypotheses in this article can be accepted.

### CONCLUSION

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