

EFFECT OF WORK ETHICS AND PERSONALITY ON EMPLOYEE PERFORMANCE PERMATA BUNDA CLINIC

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Abstract: The quality of performance can be measured from the work ethic and personality of employees. For this reason, this study will look at how ethics and personality can affect employee performance. The method used in this study is quantitative. The population in this study were all employees of the Permata Bunda Rengat Clinic, totaling 41 people. Data collection techniques were carried out by using observation, questionnaires, interviews, and documentation. The data analysis method used in this study is the classical assumption test regarding normality, multicollinearity, and heteroscedasticity and using the t test and f test. The results show. Based on the results of SPSS analysis, it shows that $F_{count} > F_{table}$ ($175.822 > 3,245$). So H_0 is rejected and H_a is accepted. The significance value is below 0.05 which indicates that the independent variable has a significant effect on employee performance at a significance of 5%, $Sig F < 5\%$ ($0.00 < 0.05$). This indicates that work ethics and personality have a significant effect on employee performance.

Keywords: Work Ethics, Personality, Performance

1. Introduction

Human resources are considered human capital or intellectual capital because of their ability to contribute to productivity in an organization. Human resource management is the systematic control of the organization's fundamental network processes involving all parties, including the processes of human resource planning, job design, training and development, staffing, representation and protection of the workforce, and organizational development.

In line with the dynamic changing times, humans are encouraged to be active in achieving better targets. In the world of work, this is shown through the quality of performance displayed at work. If employee performance is not optimal, then the organization is believed to experience a setback. This is because organizational development is not supported by the availability of good resources. The quality of performance can be measured from the work ethic and personality of employees.

Permata Bunda Clinic has been established since 2005. For clinics that are more than 15 years old, Permata Bunda Clinic is of the best quality for the community. Of course, this cannot be separated from the role of employee performance. Based on the results of initial interviews, Permata Bunda Clinic employees for 15 years have received, hired, and fired employees for various reasons. Permata Bunda Clinic, which is strategically located in the middle of the city, is one of the reasons why Permata Bunda Clinic is never empty. In

addition, many clinics have developed so that the demand does not decrease. However, the internal preparation of the clinic is certainly a concern, namely the performance of the clinic employees themselves. Good or bad performance can be seen from the ethics and personality of its employees. For this reason, this study will look at how ethics and personality can affect the performance of Permata Bunda Clinic employees.

2. Literature Review

Performance is a job that is a combination of a person's personal and organizational characteristics (Moehariono, 2012: 65). Performance is the quality and quantity of work achieved by an employee in carrying out his duties by following the responsibilities given to him (Winardi, 2015:34; Mangkunegara, 2010:9). To achieve good performance, of course, there are several factors. Some of them are ethics and personality.

Ethics comes from the Greek ethos, which means habit or character, and moral comes from the Latin mos, which means the way of life or habit. Ethics can be interpreted as the habits and customs of a person or group, the rules of life that are passed down from generation to generation (Kumorotomo, 2014: 6;). The world of work is also about the term work ethic, which is about how a person's habits are in doing work. Factors that influence work ethics include religion, culture, socio-politics, environmental conditions, and education. According to Darodjat (2015: 77), the forms of work ethics are hard work, smart work, and sincere work. Research evidence has shown that a strong work ethic contributes to good job performance while poor or low performance is caused by weak or negligent work ethics (Ntayi, 2005; Ghorpade, 2006; Mann, 2010; Rokhman, 2010; Meriac, 2012; Linz & Chu, 2012).

In addition to work ethics, a person's personality is also believed to have an influence on employee performance. Personality is a pattern of traits or character, a combination of overall characteristics or traits that appear in a person that causes the emergence of consistent feelings, thoughts, and behavior (Robbins, 2012; Pervin and Cervenone, 2021: 23).

The purpose of this study was to see whether work ethics and personality can have an influence on the performance of the employees of the First Bunda Clinic.

3. Method

The method used in this study is quantitative. The population in this study was all 41 employees of the Permata Bunda Rengat Clinic. Data collection techniques were carried out by means of observation, questionnaires, interviews, and documentation. The data analysis method used in this study is the classical assumption test the classical assumption test regarding normality, multicollinearity, and heteroscedasticity and using the t test and f test.

4. Result and Discussion

Before knowing the effect of work ethics and personality on employee performance, validity and reliability tests were carried out first. The result, shows that all questions related to variables X_1 Work Ethics, X_2 Personality, and Y, Employee Performance are ten questions with $r_{count} > r_{table}$ value or Sig value < 0.05 , it can be concluded that all questions are valid.

The reliability value was measured using the Cronbranch Alpha method, starting with $r_{count} > r_{table}$, so it can be concluded that all of the question variable questions are reliable, and can be used for further analysis.

Descriptive Analysis of Work Ethics (X1)

Based on the results of tabulation of data with all respondents in this study, information was obtained that the frequency distribution of the work ethic variable was classified as good criteria. This is indicated by the achievement of 80%. With this condition, the results of the study indicate that the work ethic at Permata Bunda Clinic has received a positive response. This means that work ethics are generally a good concern of Permata Bunda Clinic employees. It is known that the work ethic indicator that gets the highest response is having positive feelings at Permata Bunda Clinic.

Descriptive Analysis of Personality (X2)

Based on the results of tabulation of data with all respondents in this study, information was obtained that the frequency distribution of personality variables was classified as very good criteria. This is indicated by the achievement of 87.6%. With this condition, the results of the study indicate that the personality at Permata Bunda Clinic received a positive response. This means that work ethics are generally a good concern of Permata Bunda Clinic employees. It is known that the personality indicator that gets the highest response is always applying the smart work principle in working at the Permata Bunda Clinic.

Classic assumption test

Normality Test Results

Based on the statistical theory of the linear model, only the residue of the dependent variable Y must be tested for normality.

Table 1. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		41
Normal Parameters ^{a,b}	mean	.0000000
	Std. Deviation	1.02274731
Most Extreme Differences	Absolute	.209
	Positive	.152
	negative	-.209
Kolmogorov-Smirnov Z		1.339
asympt. Sig. (2-tailed)		.055
a. Test distribution is Normal.		
b. Calculated from data.		

In this study, the distribution of the data follows a diagonal line and this indicates that the data follows the criteria and is normal.

Heteroscedasticity Test Results

Heteroscedasticity is the residual variance that is not constant in the regression so that the level of accuracy of the research results becomes less. The following is the result of processing using the SPSS program.

For heteroscedasticity testing using a *scatterplot*, it can be seen that the points spread randomly and are evenly distributed above and below the number 0 on the Y-axis. It can be concluded that there is no heteroscedasticity in this regression model. So that the regression model can be used to predict the level of employee performance based on the input of the independent variables, namely work ethics and personality.

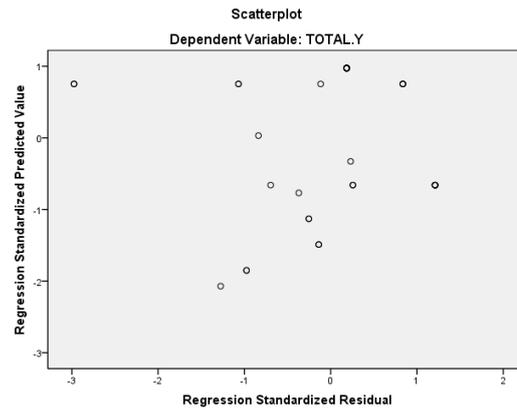


Figure 1: Heteroscedasticity Test Results

Multicollinearity Test Results

The following are the results of the multicollinearity test.

Table 2. Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.152	1.169		-1.841	.074		
	Total.X1	.342	.162	.264	2.109	.042	.164	6.098
	Total.X2	1.122	.200	.703	5.617	.000	.164	6.098

a. Dependent Variable :Y

It is known that the VIF value is $6.098 > 0.10$ with a tolerance value of $0.164 < 10$. So it can be concluded that the regression model in this study does not occur correlation between variables.

Multiple Linear Correlation Coefficient Results (R)

Multiple correlations is used to determine the level of simultaneous relationship between work ethics and personality on employee performance.

Table 3. Multiple Linear Correlation Coefficient Results (R)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.950 ^a	.902	.897	1.049

a. Predictors : (Constant), TOTAL.X2, TOTAL.X1

From the data, it can be seen that the correlation coefficient value of 0.950 is included in the criteria (0.80-1.000) which indicates that it belongs to the very strong criteria. The calculation results above, shows that there is an influence between work ethics and personality on employee performance of 0.950.

Coefficient of Determination Analysis (R²)

In the same table, namely table 3, the value of R square = $0.902 = 90.2\%$ is obtained. This means that the independent variables of work ethics and personality jointly affect the dependent variable, namely employee performance by 90.2%, and the rest is influenced by other variables not included in this study.

Simultaneous Test (F)

The calculation of the hypothesis test using the SPSS program looks like the following table.

Table 4. Simultaneous Test (F)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	387,184	2	193.592	175,822	.000 ^a
	Residual	41,840	38	1.101		
	Total	429,024	40			

Based on the results of SPSS analysis, it is shown that $F_{count} > F_{table}$ (**175.822 > 3,245**). So H_0 is rejected and H_a is accepted. The significance value is below 0.05 which indicates that the independent variable has a significant effect on employee performance at a significance of 5%, $Sig F < 5\%$ ($0.00 < 0.05$). This indicates that work ethics and personality have a significant effect on employee performance.

Partial Test (t Test)

The calculation of the hypothesis test using the SPSS program with the following calculation results.

Table 5. Partial Test (t Test)

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	-2.152	1.169			-1.841	.074		
TOTAL.X1	.342	.162	.264		2.109	.042	.164	6.098
TOTAL.X2	1.122	.200	.703		5.617	.000	.164	6.098

Based on the following analysis, the data shows that the t value for the work ethic variable (X1) is 7.146. Because the value of $t_{arithmetic} > t_{table}$ (**2.109 > 2.02269**) so reject H_0 and accept H_a . This means that the work ethic variable (X1) has an influence on employee performance. Furthermore, based on SPSS analysis, it can be seen that the t value for the personality variable (X2) is 0.015. Because the value of $t_{arithmetic} > t_{table}$ (**5.617 > 2.02269**) then H_0 is rejected and H_a is accepted, it is interpreted that the personality variable (X2) has a significant influence on employee performance (Y).

Overall, it can be concluded that work ethics and personality have an effect on employee performance at Permata Bunda Clinic. Between these two variables, it can be seen that the Personality variable has a greater influence than Work Ethics. However, there needs to be an increase in assertiveness. And in terms of personality, discipline in respecting time is still low and there needs to be a solution to overcome this problem. In addition, that still needs to be improved in order to increase. Seen from some of the work that has not been done well. Whereas personality has an important role as a form of individual character that shows the tendency of his identity through thoughts, emotions, and behavior.

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