

WORK ETHOS REVIEW FROM WORK CULTURE, WORK ENVIRONMENT AND LEADERSHIP (CASE STUDY AT PT. CAHAYA BUMI NASIONAL SURAKARTA)

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Abstract: *A running company must have a purpose. In making it happen, a company must have the right tricks that can encourage the success of the company's goals. Human resources are the key to this success. This purpose of experience is the effect of culture, environment, and leadership at PT. Cahaya Bumi Nasional Surakarta. The research approach used is descriptive quantitative. This study used primary and secondary data. Non-probability sampling was applied in this with a saturated sample method of 50 respondents. The counting is multiple linear regression. The results is work culture t calculated = $2.444 > t$ in the table = 1.679 , in the environment it is known that the calculated $t = 2.043 > t$ in the table = 1.679 , in leadership it is known that the calculated $t = 2.009 > t$ in the table = 1.679 , so conclusions are drawn is work culture, work environment, and leadership have a significant and positive effect on the work ethic at PT. Cahaya Bumi Nasional Surakarta.*

Keywords: *Work Ehos, Work Culture, Work Environment, Leadership.*

1. Introduction

A running company must have a purpose. In making it happen, a company must have the right tricks that can encourage the success of the company's goals. Human resources are the key to this success.

Talent, individual interests and work skills are inseparable from the work ethic. In this era of globalization, it is not enough to rely on brain intelligence alone, but there are other things that influence, namely a good and noble work ethic. Work ethic is a burning inner spirit and attitude to work well. Yonadi et al (2018) state that an employee's work ethic can be formed if the employee has a strong desire to work optimally. Arifin and Putra (2020) also mention that work ethic is an implementation of evidence of obedience and obedience by employees to their company to complete tasks in their company as well as possible.

The work ethic is not just formed, but through a process that is mutually sustainable with each other (Widodo and Susanti, 2019). Culture as a system that is obeyed by employees in the company (Safety, 2021). Work culture has individual benefits to provide opportunities for achievement and self-expression so as to improve the quality of work ethic.

The work environment has an impact on the work ethic of employees. Nazir et al (2021) in their research stated that a good environment such as a clean, comfortable, bright, quiet, and free environment from all distractions so that employees do not do bad things.

Good conditions in the work environment around employees can improve work ethic and work efficiency.

Another factor that influences work ethic is leadership. According to Wakhyuni et al (2019), leadership is the spearhead of company development because without a good leader it will be difficult to achieve organizational goals. Leadership factor have a significant impact on employees because a leader can be a part of planning, designing, and running the company well.

PT. Cahaya Bumi Nasional Surakarta is a power provider company that focuses more on sales and procurement of experts. PT. Cahaya Bumi Nasional needs employees with a positive work ethic. PT. Cahaya Bumi Nasional was first established in Jakarta and as a subsidiary of a national scale with experience in managing power experts since 2006 until now with a range of work in the archipelago, including in Surakarta. The number of employees working at PT. National Light of the Earth as many as 50 employees.

2. Literature Review

Work Ethic

Ginting (2016: 34) states that work ethic is a work spirit from the uniqueness of individuals who make work ethics or perspective something that is believed. Work ethic is in the form of attitudes or actions, character, behavior, morals, and one's ethics at work.(Santoso, 2016). The work ethic has 3 characteristics according to (Priansa et al, 2016: 283), namely interpersonal skills, initiative, and reliability. The indicators used in the work ethic according to Suryadin and Mistar (2020) are work is trust, service, self-actualization, art, and work is grace.

Work Culture

(Suwanto, 2019, p. 28)Work culture is having belief in a value that exists in society and then implemented to form new values that develop as behavior and management characteristics at work. Culture as a pattern is formed by a group with a specific purpose so that the company where they work can overcome obstacles from external and internal. The indicators used in the work culture according to (Arti, 2018) are professional, excellent service, trusted, responsible, spirit de corps, neutral, independent, and visionary.

Work Environment

The work environment is something within the employee's sphere that affects work productivity (Alex, 2011: 183). Sedarmayanti (2010: 21) work environment as a vehicle for employees to work, with all the rules. According to So according to the author, the work environment is an important area for employees in their activities in the company. The work indicators in this study according to Sedarmayanti (2011, in Suryadin and Mistar 2020) is a physical work environment and not a physical one.Physical work environment such as lighting, decoration, air temperature, and so on. While the non-physical environment such as boredom, fatigue, monotonous work, and so on.

Leadership

According to(Sutrisno, 2016, p. 218)leadership as part of directing and influencing employees in their duties. According to(Yuyun & Sri, 2020)Leadership as a characteristic of

leading in individuals to influence the way of thinking so that the person will take action as expected. From the opinions of these experts, the researcher concludes that leadership is an effort from a leader to realize individual goals or company goals. The indicators in this leadership according to Rivai (2014, in Rismayanti and Ramadona 2019) are the ability to work in a team, build good relationships, be participatory, manage time and authority.

3. Research Methods

The type of approach used is quantitative. The research is at PT. Cahaya Bumi Nasional having its address at Jl Demak Bintari II No. 8 Cangakan RT.03/10 Nusukan Banjarsari Surakarta. Non-probability sampling is a sampling technique used with saturated samples because all members of the population are used in this study. Arikunto (2010: 120), if the population is < 100 people then the entire population is used, if the population is > 100 people then 10-15% or 20-25% or more. This is because the population and sample are 50 people from all employees of PT. Cahaya Bumi Nasional.

4. Researched and Discussed Results

Classic assumption test

Normal P-P Plot of Regression Standardized Residual

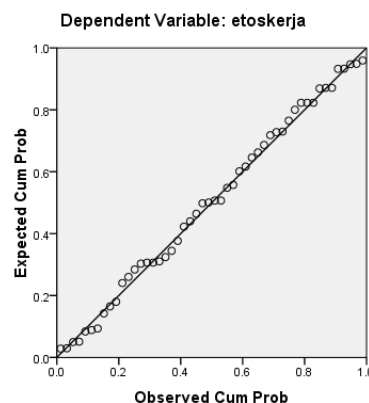


Figure 1. Normality Test Results

Source: 2022 data processing

From the figure, it can be seen that the points are distributed along the diagonal line, so the normality in this study is fulfilled. Next is the multicollinearity test.

Table 1
Multicollinearity

Model		Collinearity Statistics	
		Tolerance	VIF
1	Coefficient		
	Work Culture	.480	2.085
	Work Environment	.466	2.144
	leadership	.708	1.413

Source: 2022 data processing

It can be concluded that the independent variable with tolerance > 0.1 and VIF < 10 , then it is not multicollinearity. In this research model is good for employee productivity.

Scatterplot

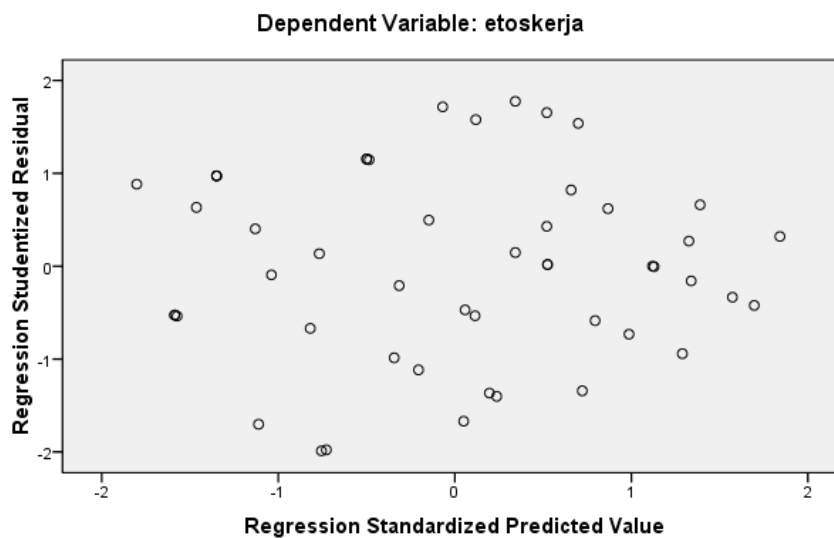


Figure 2. Heteroscedasticity Test Results

Source: 2022 data processing

It is found that the points spread along the Y axis, and there is no clear shape, then the regression model fulfills the assumption of no heteroscedasticity.

Multiple Linear Analysis

Table 2
Regression Estimation Results

Model	Unstandardized		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,288	2,799		2,604	.012
Work Culture	.328	.134	.422	2.444	.018
Work Environmen	.024	.099	.043	2,043	.809
Leadership	.335	.167	.286	2009	.050

Source: 2022 data processing

The equation is obtained, namely:

$$Y = 7.288 + 0.328X_1 + 0.024X_2 + 0.335X_3$$

The explanation is as follows:

- It is known that 7.288 is a value (constant) which means that if the value of the independent variable (work culture, work environment conditions, and leadership) is zero, the value of the dependent variable (work ethic) is 7.288.
- ScoreThe work culture variable shows a B value with a positive value of 0.328, meaning that for every 1 unit increase in work culture, the work ethic increases by 0.328, then if the work culture decreases by 1 unit, the work ethic decreases by 0.328.
- The value of working environment conditions with a positive B coefficient of 0.024. This means that if the work environment increases by 1 unit, then the work ethic increases by 0.024, then if the work environment decreases by 1 unit, the work ethic decreases by 0.024.
- The leadership value with a positive B coefficient is 0.335. This means that leadership increases by 1 unit, then work ethic increases by 0.335, then leadership decreases by 1 unit, so work ethic decreases by 0.335.

t test**Table 3****t test results**

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Source: 2022 data processing

Obtained X1 (work culture) the value of t count = 2.444. Using = 0.05 and $df = 50 - 4 - 1 = 45$, the value of t table = 1.679 is obtained. So the value of t table < t count so it can be concluded that H_a is accepted and H_o is rejected. In conclusion, work culture has a positive and significant effect on work ethic.

Obtained X2 (environmentwork) the value of t count = 2.043. Using = 0.05 and $df = 50 - 4 - 1 = 45$, we get t table = 1.679. So, t count > t table, it can be concluded that H_a is accepted and H_o is rejected. That is, the environment has a positive and significant effect on work ethic

Obtained X3 (leadership) the value of t count = 2.009. Using = 0.05 and $df = 50 - 4 - 1 = 45$, the value of t table = 1.679 is obtained. So, the value of t table < from the value of t count, it can be concluded that H_a is accepted and H_o is rejected. This means that leadership has a positive and significant effect on work ethic.

Coefficient of Determination Analysis (R^2)**Table 4.****Results of the Coefficient of Determination Analysis (R^2)****Model Summaryb**

Model	R	R ²	Adjusted R ²	Std. Error of the Estimate
1	.584a	.342	.299	2,504

Source: 2022 data processing

Obtained (R^2) obtained by 0.342. That is, 34.2% of employees' work ethic is influenced by culturework, environmentwork, and the subsequent leadership of 65.8% explained other factors not examined here. For example, competence, organizational culture, compensation and others.

5. Conclusion

Conclusion

Conclusions in this study:

- a. Work culture has a positive and significant effect on work ethic. Employee work culture at PT. Cahaya Bumi Nasional has an impact on a high work ethic, so the goal of PT. The National Light of the Earth Surakarta can be achieved.
- b. The work environment has a positive and significant influence on work ethic. When the work environment improves, the work ethic of employees also increases.
- c. Leadership positively and significantly has an influence on work ethic. Good and competent leaders can provide role models, direction, and guidance to their employees so that employee performance increases because they feel cared for and appreciated.

Suggestion

Suggested suggestions:

- a. PT. It is hoped that Cahaya Bumi Nasional Surakarta will conduct research as input to make the work ethic of its employees high so that the company's goals will be achieved.
- b. PT. Cahaya Bumi Nasional Surakarta can improve the state of the employee's work environment, and continue to provide supervision to employees even though the employee's work culture is relatively good so that employees like their work.
- c. In the next research can examine other things that are not studied here.

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