

## The Influence of Ethics on Employee Achievement PT. Kalibaru Investama

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### ***Abstract***

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*This study was conducted at PT. Kalibaru Investama to determine how work ethics, experience, and culture affect employees' ability to do their jobs. The author wonders whether work culture, job experience, and work ethics all have simultaneous, significant effects on employee performance. The survey approach, along with a descriptive analytic methodology and verification, were used in this study. Obtaining data through distributing questionnaires to respondents. 41 PT. Berau Agrotech Cihaur personnel make up the study's sample. The method of non-probability sampling was used. Using the Windows version of SPSS 24, analysis with a traditional assumption test, multiple linear regression analysis, coefficient of determination, and hypothesis testing (partial and simultaneous tests). The research's conclusions indicate that while job performance is exceptional, work ethics, experience, and culture are all positive. It suggests in part that job performance is positively and significantly influenced by work ethics, positively and significantly by work experiences, and positively and significantly influenced by work cultures. Showing how work culture, experience, and ethics have a positive and significant impact on work performance at the same time*

**Keywords:** *Work Ethics ; Work Experience ; Work Culture ;Employee Performance*

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## **INTRODUCTION**

Companies play an important role in managing the production of the various factors that go into reaching a goal. Wrong The human factor source of power is one thing that the organization should pay attention to. The development of a company terg heart on quality source Power man contained in the firm. Every action in the company cannot be independent of

source Power the human. Because employee engagement is essential to a company's operation, employees play a significant role in it. Due to the fact that man is the element at the core of every business activity, he is crucial to the company's ability to achieve its goals.

In order to become an asset that actually exists, an organization must optimize its employees in accordance with their functions. This may be done by looking at how well the employees perform at their jobs.

Developmental ethics work has a big impact on people's lives. "Ethics is a branch of philosophy, with the goal of studying behavior, either moral or immoral with objective make reasonable judgments and finally arrived at the recommendation adequate, of course acceptable to a class certain or individual," according to Johnson in Ernawan (2017).

One of them is a strong work ethic and the ability to contribute ideas at work. The goal is to push employees to arrive on time, complete tasks as assigned, and comply with organizational regulations in order to achieve the required level of performance from each employee. According to Nailatul Hasanah's research, ethics in the workplace have a substantial impact on employee performance. Additionally, Wakhyuni & Dalimunthe's research (2020) found that work ethics have a good and significant impact on an employee's ability to succeed.

Employee effort to improve performance needed Skills acquired by worker That Alone. Skills acquired by an individual employee can be influenced by all of their job, often known as experience in the workplace. Sutrisno's (2014: 5) experience states that employees are required to labor constantly. The level of work experience is greatly determined by a variety of factors, including previous work experience, abilities, and job relevance. The level of expertise, knowledge, and skills that a person possesses can be measured from the length of time they have worked and the kind of tasks they have completed.

Employee performance is influenced by work culture in addition to job experience. Strong organizational cultures have a positive impact on employee motivation and organizational performance. According to a prior study by Wakhyuni & Dalimunthe (2020), culture has a considerable and favorable impact on employee performance.

Based on the history of Which

#### Theoretical Framework Work Ethics

Current employees' work in the office is highly vital to the operation of the company's ethics job. working ethic This means that every employee must carry out their duties in an ethical and moral manner in order to support long-term business success. This is because both internal and external companies evaluate a company's reputation in the community.

According to Robbins (2014), the term "ethos" (Greek for character, morals, or custom) is the root of ethics. In a sense, ethics is directly tied to life behaviors that are good for oneself, others, or groups within the public or local community. Work ethics are normative rules that include moral principles and system marks that serve as guidance for employees performing their jobs in an organization (Simorangkir, 2013).

#### 1. Outlook

#### Working Knowledge

A business will often pick power. Work which experienced than the inexperienced, which resulted in they Which experienced higher quality in carry out work at a time not quite adequate response Which offered by the firm can be worked in accordance with provision or

request company. Experience Work is knowledge and skills that have been acquired by someone as a result of a deed or work that has been completed over a specific period of time (Handoko, 2014).

According to Handoko (2014), there are a number of ways to identify an experienced employee who is also an indicator of experience at work. These include:

1. Work that takes a lot of time.
2. Knowledge and skills levels that were possessed.
3. Expertise with tools and work tools.
4. Maintain silent.
5. Select a job.

#### Office Culture

Workplace culture is a set of presumptions or a system of beliefs, values, and conventions that evolved within a company and created instructions for its people to follow in order to solve problems with external adaption and internal integration (Mangkunegara, 2015). Workplace culture is already acknowledged as a key factor in helping a firm achieve its goals.

Indicators of work culture, according to Mangkunegara (2015), include:

1. Work ethic;
2. Hard effort;
3. Helping each other; and
4. Dedication.
5. Responsible

#### Work in Performance

Performance work is what you get. Work that can be completed by an individual or group in a given organization in line with power and responsibility assigned to each separately in the effort of goal-achieving organization legally and that does not break any laws or conflict with morals or ethics (Rivai, 2013). Another factor that is significant is loyalty to the firm, which means he doesn't feel like a loss if he does a lot for the company or even vice versa feels on that donation made. Achievements are not only judged by the aspect of how many lots have been contributed.

Sunyoto (2014) listed a variety of performance measures. Work:

1. Well-done Work
2. Productivity
3. toughness
4. initiative
5. Cooperation

## II. HYPOTHESIS

The temporary solution to a formula investigation is a hypothesis (Sugiyono, 2016). hence, in a study, Such is:

- H 1: Performance is influenced by work ethics Work.
- H 2: Work experience affects performance Work.
- H 3: Organizational culture affects performance Work.

H 4: Morals activity, expertise both work and culture Influence of work on performance  
 Work

## METHODS

The method study that is used is a method survey with a descriptive and verifiable approach. In this study, a questionnaire was used as the primary data gathering method. Primary data are the sources used in research. people being studied This is one of the 41 employees at PT. Kalibaru Investa. Non-probability sampling was used in the study by the author, as opposed to the sampling-fed-up approach.

## RESULT AND DISCUSSIONS

According to the study's findings, the majority of respondents are over 30 years old (40%), women make up 27 of the respondents, or 60% of all respondents, have worked for more than three years (47%), and senior high school graduates make up 21 of the respondents (or 47% of all respondents), according to the study's findings on type of education.

### Analysis Of Verification Normality Test

The findings of the data normality test, which were placed on a table below this, are as follows:

Table 1  
**Results Normality test**

<b>One-Sample Kolmogorov-Smirnov test</b>		Unstandardized residual
N		45
Normal Parameters a,b	Means	,0000000
	std. Deviation	1.20224657
Most Extreme Differences	absolute	,076
	Positive	,070
	Negative	-.076
test Statistics		,076
asympt. Sig. (2-tailed)		,200 <sup>c,d</sup>
a. test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. this is a lower bound of the true significance.		

Source : output SPSS

According to the table, the value of asymp.sig(2-tailed) is 0.200 larger than the mark sig0.05 (0.200>0.05). as a result, data analysis This distribution is typical.

In addition to the kolmogorov-Smirnov test, the graph histogram also displays the results of the normalcy test. The analysis chart histogram's findings are as follows:

Using the image in the context, Since the data spreads out diagonally and moves in the direction of the diagonal line, indicating that the pattern is normally distributed, it may be claimed that the model regression satisfies the normality requirement.

### Test Multicollinearity

Results test multicollinearity each variable is as following :

**Table 2**  
**Results Test Multicollinearity**

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		tolerance	VIF
1	(Constant)		
	ethics Work	,973	1.028
	experience Work	,974	1.027
	culture Work	,998	1,002

a. Dependent Variable: achievement Work

Source : Output SPSS

**Table 3**  
**Results Test Simultaneous**  
**ANOVA<sup>a</sup>**

Model		sum of Squares	df	Mean Squares	F	Sig.
1	Regression	37,048	3	12,349	7.961	,000 <sup>b</sup>
	residual	63,597	41	1,551		
	Total	100,645	44			

a. dependent Variable: achievement Work

b. Predictors: (Constant), culture Work, experience Work, ethics Work

Source: SPSS output From table he bag, obtained mark  $F_{count}$

7.961 and a 0.000 significance level. The  $H_0$  is rejected and the  $H_a$  is approved for the value of the  $F$  table received a value of 2.81, which signifies  $F_{count} > F_{table}$  (7.961 > 2.81). Therefore, the fourth hypothesis asserts that there is a substantial relationship between work ethics, experience, and culture and job performance.

## Discussion

Based on the results of the study's results analysis and descriptive information about the respondent's response distributed to 41 employees, the ethics work was included in the good category and received a score of 1,344. It indicates that PT. Kalibaru Investa's employee PT. Kalibaru has already acted ethically and morally, which aligns connections and collaboration and encourages serendipitous employee interactions that raise work employee performance. With a total score of 848, experience work is included in the old category. A motivated employee already puts in more than two hours every week. Culture With an overall score of 844, work that falls into the good category indicates that the work's culture is already acknowledged to be good. With a total score of 914, performance work falls under the category of good work, indicating that staff results have already met organizational targets.

A method of testing the results Work ethics are important to performance and

partially have a favorable impact on it. Work is a driving force behind bettering employee performance. Employees at PT. Berau Agrotech Cihaur perform better when they have a strong work ethic. Experience Work has a positive and important impact on performance. Workplace culture has a good and significant impact on productivity.

Results tested in such a way that ethics Work, experience are known Work and culture both have beneficial influences and are important to productivity. This indicates that when an employee's work ethic, experience, and work culture improve, their ability to achieve more will as well.

## CONCLUSION

Data that has been collected can then be accessed based on the findings of the research and analysis.

Work ethics are important to performance and are proud, good, and important.

Experience-based work has a good influence and is important for success-based work.

Workplace culture has a favorable influence and is important for productivity.

Work in ethics, experience, and culture that is simultaneously positive and significant to achievement work

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