

The Influence of Work Ethos, Work Disiplin and Organizational Commitment on Employee Performance at Pt. Kahatex Production Sectionin Bandung

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Abstract

The condition that is often experienced by companies is that there are still many employees who lack a work ethic, work discipline and organizational commitment. This can hinder employee performance and have a negative impact on achieving company goals. Therefore, this research was conducted with the aim of analyzing the effect of work ethic, work discipline, and organizational commitment on employee performance. This research was conducted at PT. Kahatex Bandung using a quantitative approach. The results of the research data were analyzed using descriptive and verification analysis. The results of this study indicate that, employees of PT. Kahatex Bandung shows an adequate response to work ethic, work discipline and organizational commitment, while responding less to performance. Furthermore, work ethic, work discipline, and organizational commitment have a positive and significant effect on the performance of employees of PT. Kahatex Bandung, either partially or simultaneously.

Keywords

Work Ethos, Work Disiplin, Organization Commitment And Employee PerformanceINTRODUCTION

employee performance is an important factor in achieving organizational goals, especially in the face of increasingly fierce business competition. Employee performance is influenced by several factors, including work ethic, work discipline and organizational commitment. Work ethic is a mental attitude possessed by individuals in working diligently, persistently and responsibly. Work discipline is an individual's ability

to comply with the rules and procedures set by the organization. Meanwhile, organizational commitment is the willingness of individuals to contribute optimally in achieving organizational goals.

The conditions that are often experienced by companies in practice are that there are still many employees who lack a work ethic, work discipline and high organizational commitment. This can hinder

employee performance and have a negative impact on the achievement of organizational goals. Therefore, it is necessary to conduct research to determine the effect of work ethic, work discipline and organizational commitment on employee performance.

Conditions of employee performance at PT. Kahatex Bandung has decreased every year. As shown in the following figure.

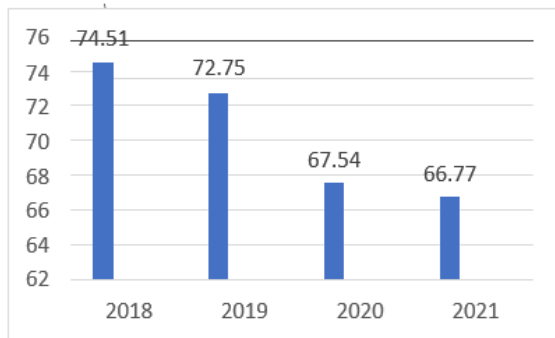


Figure 1 Graph of the Average Employee Performance of PT. Kahatex Bandung 2018-2021
Source: PT. Kahatex Bandung, 2022

Based on Figure 1 and the average performance of PT. Kahatex Bandung has decreased every year, from 2018 the total production was 74.51 % , in 2019 the average performance decreased by 7.2.75 % , in 2020 the average performance decreased by 67.54 % and in 2021 the average performance decreased again by 66.77 %.

The decline in employee performance is caused by several constraints that exist within the company. From the results of interviews with the HRD (*Human Resources Development*) PT. Kahatex Bandung that the decline in employee performance was caused by production targets that were not achieved, the thing that affected the low achievement of production targets was the buildup of products during the sewing process. This is because during the sewing process it often produces products that do not match the quality or can be interpreted as *defective* products . The number of products produced does not comply with product quality standards resulting in continuous rework activities to repair *defective products*. So to overcome the achievement of production targets, companies often increase operational working hours (overtime). In addition to the lack of employee discipline, there are several employees who still violate the rules, such as the number of employees who are late for work. In addition, there was also a decrease in demand for goods which caused many employees to be laid off and some employees preferred to resign because they

were often laid off.

Based on the phenomenon above, researchers are interested in conducting research entitled "The Influence of Work Ethics, Work Discipline and Organizational Commitment on Employee Performance in the Production Section of PT. Kahatex in Bandung

Formulation of the problem

Based on the background described above, the writer can formulate the problems in the research as follows:

1. How the influence of work ethic, work discipline and organizational commitment to employee performance partially.
2. How the influence of work ethic, work discipline and organizational commitment to employee performance simultaneously.

Research purposes

There are several objectives of the research that has been carried out:

1. To determine the influence of work ethic, work discipline and organizational commitment to the performance of employees in the production department at PT. Kahatex Bandung Partially.
2. To determine the influence of work ethic, work discipline and organizational commitment to the performance of employees in the production department at PT. Kahatex Bandung Simultaneously.

Literature Review

Employee performance

Employee performance (Work Achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Londok and Asaloei, 2019) .

Factors that influence employee performance include compensation, leadership style, motivation and job satisfaction (Hasnah and Asyari, 2022)

Work ethic

According to Pramuditha (2022) work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by a total commitment to an integral work paradigm. The term paradigm here means the main concept of work itself which includes the underlying idealism, governing principles, driving values, attitudes that are born, standards to be achieved, including the main character,

basic thoughts, code. ethics, moral code, and code of conduct for its adherents.

According to Alfathan (2022) in general, the factors that can affect work ethic are grouped into 2 things, namely

1. Internal factors. There is an influence of motivation that affects a person's work ethic that arises from within (internal factors). Work ethic is a view and attitude that is based on the values that are believed by individuals. education, skills, quality of education, skills, and individual skills will determine a person's work ethic.
2. External factors. External factors that affect the work ethic include the culture that has always existed in the midst of society which will be able to influence the work ethic that a person will emerge. The culture in question is the attitude of discipline and the spiritual mental attitude of the community that is believed. People who have forward- looking views will have a high work ethic. At the same time, individuals or groups that have a conservative system (thoughts that are not looking ahead) will have a low work ethic. The work environment can affect individual work ethic to improve their performance, this is because the work environment is supported by work facilities, salary/benefits, and work interactions work relations work relationships between individuals within the organization will be able to encourage increased performance when individuals can handle the pressure of work that is handled with calm that exists because of the relationship between individuals within the organization.

Work Discipline

According to Singodimedjo Hustia, (2020) discipline is an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him.

According to Agustini (2017) the factors that influence employee discipline are as follows:

1. Big/small compensation Big or small compensation can affect the enforcement of discipline.
2. Presence/Absence of Exemplary Leaders in the Company Exemplary Leaders are very important, because in an organization/company, all employees/employees will pay attention to how the leader is able to uphold discipline within himself and how he can control himself from words, actions and attitudes that can harm the rules established discipline.
3. There are certain rules that can be used as a

guideline. Discipline development will not be carried out within the organization/company.

4. Courage of leaders in taking action If an employee violates discipline, it is necessary to have courage from the leadership to take action according to the level of the violation he committed.
5. Whether or not leaders pay attention to employees Employees are human beings who have different characters from one another.
6. The creation of habits that support the formation of discipline.

Organizational Commitment

According to Luthans (2019) Organizational Commitment is a strong desire to remain as a member of a particular organization, the desire to try hard according to the wishes of the organization and certain beliefs as well as the acceptance of organizational values and goals.

According to Edison (2019) the factors that influence Organizational Commitment are as follows:

1. Logical factors, namely employees will stay in the organization because they see logical considerations, for example having a strategic position and sufficient income or because of the difficulty factor in finding another better job.
2. Environmental factors, namely employees who have a commitment to the organization because of a pleasant environment, feel valued, have opportunities to innovate and be involved in achieving innovation, and are involved in achieving organizational goals.
3. Expectations factor, namely that employees have broad opportunities for careers and opportunities to reach higher positions, through an open and transparent system. d. Emotional Bond Factors, namely employees who feel there is a high emotional bond, for example, they feel a family atmosphere in the organization, or the organization has provided extraordinary services for their lives, or it could also be because they have a relative/family relationship.

Research Methods

Types of research

The type of research used is quantitative research. According to Sugiyono (2019) the quantitative research method is a research method based on the philosophy of positivism, used to research certain

populations or samples.

Place and time of research

This research was conducted at PT. Kahatex production department in Bandung. The research time period is from March to May 2023.

Population and Sample

The population in this study is 110 employees of the production division of PT.

Kahatex Bandung. The sampling method is a saturated sample, where the entire population is used as a respondent.

Method of collecting data

Data collection methods in this study can be grouped into two types, namely:

Observation

According to Sugiyono (2019) "Observation as a data collection technique has specific characteristics when compared to other techniques, observation is not limited to people, but other natural objects.

Interview

The interview technique is a meeting of two or more people to exchange information and ideas through question and answer, so that the meaning of a topic can be constructed. In this study interviews were conducted with employees as well as HRD of PT. Kahatex Bandung.

Questionnaire

The questionnaire technique is a data and information collection technique used to analyze the attitudes, beliefs, behaviors, and characteristics of several key people within the organization whomay be affected by the proposed system or existing systems.

Data analysis

The research data were analyzed by doing the following: Data testing, descriptive analysis and multiple linear regression analysis.

Data testing:

Validation Test

Validity test is a test of the accuracy of measuring instruments or to find out whether the questionnaire used in data collection is valid or not. Validity testing is used with the convergent validity method, namely a measuring instrument is declared valid if among the measuring instruments used has a high

enough correlation.

Reliability Test

According to Sugiyono (2019) states "A reliable instrument is an instrument which, when used several times to measure the same object, will produce the same data".

Classic assumption test

The classic assumption test aims to ensure that the results can be used for further analysis. The classic assumption tests carried out in this study were the normality test, heteroscedasticity test, autocorrelation test, multicollinearity test and linearity test.

Multicollinearity Test

According to Ghozali (2020) The multicollinearity test is: "The multicollinearity test aims to see whether or not there is a high correlation between the independent variables in a multiple linear regression model." The provisions for detecting the presence or absence of multicollinearity are if the *Variance Inflation Factor* (VIF) value is not more than 10, and the *Tolerance value* is not less than 0.1, then the model can be said to be free from multicollinearity.

Test Autocorrelation

Test Autocorrelation is A analysis statistics Which done For find out whether there is a correlation of the variables in the prediction model with change time. Test Autocorrelation in in model regression linear, must done if the data is time series data or time series. The reason in question autocorrelation is A mark on sample or observation certain very influenced by value previous observations.

According to Imam Ghozali (2020) Autocorrelation Test is: "The autocorrelation test aims to test whether there is a linear regression model correlation between error bully on period t with error bully in period t-1 (before). If there is a correlation, then there is a problem autocorrelation. The autocorrelation test is an assumption test in which regression variable dependent not correlated with him Alone".

In this study using the *Durbin- Watson test* (DW Test) to determine whether or not there is an autocorrelation problem in the regression model.

The hypothesis is as follows:

H0 : Autocorrelation does not occur H1 : Autocorrelation occurs

When using the Durbin Watson Test (DW-Test), the conditions are as follows:

1. If $DW < DL$ or $DW = 4-DL$, then H_0 is rejected, which means that there is autocorrelation
2. If $DU < DW$, then H_0 is accepted, which means that autocorrelation does not occur
3. If $DL < DW$ or $4-DU < DW < 4-DL$, then no definite conclusion will be drawn

Normality test

According to Ghazali (2018) the Normality Test is: "The normality test aims to test whether in the regression model, the dependent and independent variables both have a normal distribution or not". It is said to be normal if the resulting residual value is above the specified significance value (0.05). The data normality test uses the *Kolmogorov Smirnov Test of Normality* in the *Statistical Package for Social Sciences SPSS 25* program.

Meanwhile, one of the statistical tests that can be performed to test normality is the non-parametric Kolmogorov-Smirnov (KS) test, with the hypothesis: H_0 : residual data normally distributed
 H_1 : residual data is not normally distributed
 The basis for decision making is:

1. If the significant value < 0.05 then the data distribution is not normal
2. If the value is significant > 0.05 , then the data distribution is normal (Ghozali, 2018)

Heteroscedasticity Test

The heteroscedasticity test aims to test whether a regression model occurs the variance of the variance from the residual of one observation to another observation is still called homoscedasticity, while for different variants it is called heteroscedasticity. A good regression model is homoscedasticity or there is no heteroscedasticity. Ghazali (2018)

The way to find out whether there is heteroscedasticity is to look at the graph plot between the predicted value of the dependent variable (ZPRED) and its residual (SRESID). predicted and the X axis is the studentized residual (Y predicted

-Y actually). This graphical analysis was performed using SPSS 25 software. The basis for the analysis is as follows.

1. If there is a certain pattern, such as the dots that form a certain regular pattern (wavy, widens and then narrows), then it indicates that heteroscedasticity has occurred.
2. If there is no clear pattern and the points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity (Ghozali, 2018).

Linearity Test

According to Ghazali (2018) the Linearity Test is "a linearity test is used to see whether the model specifications used are correct or not". Is the function used in an empirical preferably linear, quadratic or

cubic. With the linearity test, information will be obtained whether the empirical model should be linear, quadratic, or cubic.

Descriptive Analysis

According to Sugiyono (2019) Descriptive Analysis is: "Descriptive Analysis is statistics used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations.

In statistical measurements, the descriptive method can be seen using mean, mode or frequency calculations.

Multiple Linear Regression Analysis

According to Ghazali (2020) "Multiple regression analysis is a regression that has one dependent variable and two or more independent variables". Analyze this to find out. The direction of the relationship between the independent variables is related to the dependent variable.

The verification method is used to test the truth of a hypothesis, the tests that will be used in the verification analysis are Multiple Regression Analysis, Persian Significant Test (t test), Simultaneous Significant Test (f test) and Coefficient of Determination Test (R^2) In this test plan , to determine whether there is influence between the independent variables (Work Ethic, Work Discipline and Organizational Commitment) on the dependent variable (Employee Performance)

The multiple linear regression equation can be formulated as follows

$$Y = \alpha + b_1 X_1 + b_2 X_2 + b_3 X_3$$

Y = Employee performance

α = Constant

b_1, b_2, b_3 = Regression coefficient

X_1, X_2, X_3 = Independent variables

Results and Discussion

Data Testing

The results of data testing are as follows:

Validity test

From the results of the validity test, it was found that each statement item from the work ethic, work discipline, organizational commitment and

employee performance variables had valid criteria, all statement items from each variable had a significance value or Sig (*2-tailed*) less than 0.05. Therefore, all statement items from the variables of work ethic, work discipline, work commitment and employee performance have proven their validity, so they are suitable for use in research.

Reliability Test

Based on the results of reliable analysis, it can be seen that each statement item from the variables of work ethic, work discipline, organizational commitment and employee performance has a *Cronbach Alpha value* of > 0.60. Therefore, it can be concluded that the measuring instrument in this study is declared reliable .

Normality test

it can be seen that this regression model has a significance value of 0.200 , which means a significance value of 0.200 > 0.05 . So, it can be concluded that this regression model is normally distributed or meets the assumption of normality. Therefore, it can be concluded that the variables of work ethic, work discipline, organizational commitment and employee performance have data that are normally distributed.

Multicollinearity Test

Conclusion
Based on the results of the multicollinearity test, it

can be seen that each independent (free) variable has no symptoms of multicollinearity.

Autocorrelation Test

Based on the overall results of the autocorrelation test, it can be concluded that this research model does not have autocorrelation symptoms.

Heteroscedasticity Test

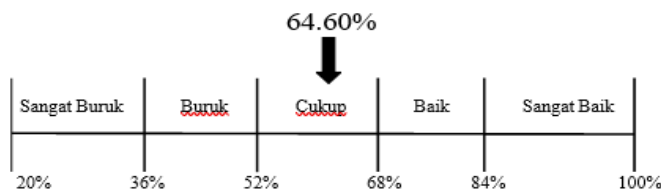
Based on the results of the Heteroscedasticity test, it can be concluded that in this regression model there are no symptoms of heteroscedasticity . This regression model is suitable for use because it has no inaccuracies in the data.

Linearity Test

Based on the results of the linearity test, it can be seen that each independent variable, namely work ethic (X1), work discipline (X2) and organizational commitment (X3) has a *linearity p (Sig) value* of 0.000 < 0.05. Therefore, it can be concluded that in this study there is a linear relationship between the independent variables which include work ethic, work discipline and organizational commitment with employee performance as the dependent variable.

Descriptive Analysis Work Ethics Variable (X1)

From the score calculation, the average score for the work ethic variable (X1) is 64.60%. These values are presented in a continuum line as shown in the image below.



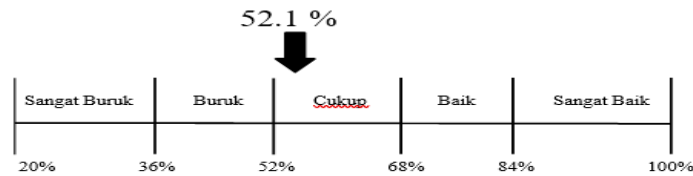
Gambar 2. Garis Kontinum Variabel X1

Based on the analysis of the score interpretation of the continuum line, the overall value of the work ethic variable (X1) is in the sufficient category with a value of 64.60%. Then, the highest score is in the 3rd item (statement) with a value of 75.5%, where most of the respondents have the opinion that they as an employee always do their job with honesty. Meanwhile, the lowest score of 43.6% is found in the 1st item (statement), namely the attitude of the

respondent as an employee who always tries to work hard to complete the job gets a low response.

Work Discipline Variable (X2)

From the score calculation, the results show that the average score of the work discipline variable (X2) is 52.1 % . These values are presented in a continuum line as shown in the image below.



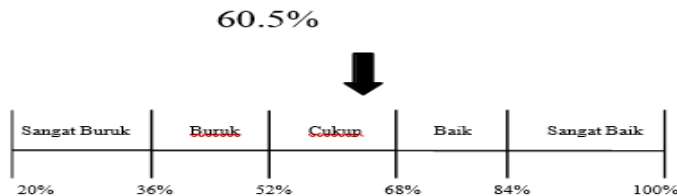
Gambar 3. Garis Kontinum Variabel X2

Based on the analysis of the score interpretation of the continuum line, the overall value of the work discipline variable (X2) is in the sufficient category with a value of 52.1%. Then, the highest score is in item (statement) 2 with a value of 68.9%, where most respondents have the opinion that they as employees are always disciplined with the rules set by the company. Meanwhile, the lowest score of 43.5% is found in the 3rd item (statement), namely the attitude of the respondent as an employee who

always does work according to work guidelines gets a low response.

Organizational Commitment Variable (X3)

From the calculation of the score, the results show that the average score of the organizational commitment variable (X3) is 60.5%. These values are presented in a continuum line as shown in the image below.



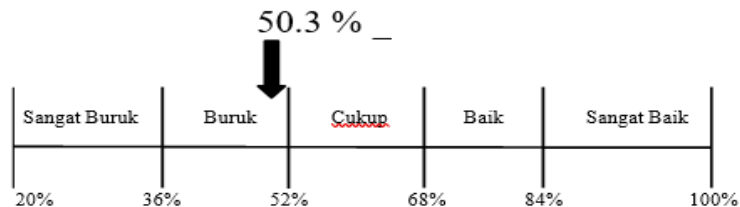
Gambar 4. Garis Kontinum Variabel X3

Based on the analysis of the score interpretation of the continuum line, the overall value of the organizational commitment variable (X3) is in the fairly high category with a value of 60.5%. Then, the highest score is in item (statement) 2 with a value of 71.6%, where most of the respondents have the opinion that their current company deserves the loyalty of them as employees. Meanwhile, the lowest score of 42.5% is found in the 3rd item (statement), namely regarding the respondent's (employee) sense of responsibility to

advance his company currently receiving a low response.

Employee Performance Variable (Y)

From the calculation of the score, the results show that the average score of the employee performance variable (Y) is 50.3%. These values are presented in a continuum line as shown in the image below.



Gambar 5. Garis Kontinum Variabel Y

Based on the analysis of the score interpretation of the continuum line, the overall value of the employee performance variable (Y) is in the less category with a value of 50.3%. Then, the highest score is in the 1st item (statement) with a value of 72.9%, where most of the respondents have the opinion that they as employees are able to finish the job neatly. Meanwhile, the lowest score of 42.2% was found in the 3rd item

(statement), namely regarding their willingness to do work without having to be ordered by the company, which received a low response.

Multiple Linear Regression Analysis

The following is a detailed table of the results of multiple linear regression tests from the variables work ethic (X1), work discipline (X2), organizational commitment (X3) to

employee performance (Y).

Table 1 . Multiple Linear Regression Results Variables X1, X2, X3 Against Y

ANOVA ^a						
Model	Sum of Squares	Df	MeanSquare	F	Sig.	
1	Regression	338,259	3	112,753	24,258	.000 ^b
	residual	492,693	106	4,648		
	Total	830,952	109			
a. Dependent Variable: EMPLOYEE PERFORMANCE						
b. Predictors: (Constant), ORGANIZATIONAL COMMITMENT, WORK DISCIPLINE, WORK ETHICS						

To analyze the results of the regression coefficient, it can be done by making a regression equation, based on the table above, it can be seen that this regression model has the following regression equation.

$$Y = 0.892 + 0.261X1 + 0.420X2 + 0.365X3$$

The regression equation shows that this study has a constant value of 0.892 . This means that the employee performance variable (Y) is worth 0.892 score without being influenced by other variables. In addition, the coefficient of work ethic variable (X1) of 0.261 indicates that for every increase in work ethic (X1) of 10 score units, employee performance (Y) will increase by 2.61 score units. The variable coefficient of work

discipline (X2) is 0.420 indicating that for every increase in work discipline (X2) of 10 score units, employee performance (Y) will increase by 4.20 score units , and the variable coefficient of organizational commitment (X3) is 0.365 shows that for every increase in organizational commitment (X3) by 10 score units, employee performance (Y) will increase by 3.65 score units. **Simultaneous Significance Test (TEST F)**
The F test is carried out by comparing the F table value with the F value resulting from the calculation (F count) using IBM SPSS 25. The following is the result of the calculated F test for the variable work ethic (X1), work discipline (X2) and organizational commitment (X3) on employee performance (Y).

Table 2. F test results of variables X1, X2, X3 against Y

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	.892	.968		.92	.359
					2	
	WORK ETHIC	.261	.127	.202	206	.041
					5	
	WORK DISCIPLINE	.420	.104	.330	4,0	.000
					43	
	ORGANIZATION COMMITMENT	.365	.119	.286	3,0	.003
					54	
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Based on the table above, it can be seen that the variable work ethic (X1), work discipline (X2) and organizational commitment (X3) have a calculated F value of 24.258, which means that F count is $24.258 > F$ table 2.690. Besides that, this study also has a Sig value of $0.000 < 0.05$. Therefore, it can be concluded that H0 is rejected, which means that the independent variables namely work ethic, work discipline and organizational commitment simultaneously and significantly influence employee performance as the dependent variable.

Partial Significance Test (TEST t)

The partial significant test or t test is carried out by comparing the t table value with the t value resulting from the calculation (t count) using IBM SPSS 25. The following is the result of the calculated T test for the variable work ethic (X1), work discipline (X2) and organizational commitment (X3) on employee performance (Y).

Table 3. T-test results of variables X1, X2, X3 against Y

Coefficients ^a				
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

	B	std. Error	Betas		
1	(Constant)	.892	.968		.92 .359
				2	
	Work Ethic	.261	.127	.202	206 041
				5	
	Work Discipline	.420	.104	.330	4,0 .000
				43	
	Organization	.365	.119	.286	3,0 003
				54	
	Al Commitment				

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the table above, several important points regarding the t test can be identified, including the following.

1. The work ethic variable (X1) has a calculated t value of 0.261, which means that the calculated t value is greater than the t table value ($0.261 > 1.982$). In addition, the work ethic variable (X1) has a significant effect on employee performance variable (Y).
2. The work discipline variable (X2) has a calculated t value of 0.420, which means that the calculated t value is greater than the t table value ($0.420 > 1.982$). In addition, the work discipline variable has a probability value (sig) of $0.000 < 0.05$. Therefore, this study concludes that H0 is rejected, which means that partially, the work discipline variable (X2) has a significant effect on employee

performance variables (Y).

3. Organizational commitment variable (X3) has a t-count value of 0.365, which means that the t-count value is smaller than the t-table value ($0.365 > 1.982$). In addition, the organizational commitment variable has a probability value (sig) of $0.003 > 0.05$. Therefore, variable has a probability value (sig) of $0.041 < 0.05$. Therefore, this study concludes that H0 is rejected, which means that partially, the work ethic this study concludes that H0 is rejected, which means that partially, organizational commitment variable (X3) has a significant effect on employee performance variables (Y).

Determination Coefficient Test (R²

TEST)

Table 4. R² Test Results Effect of Variables X1, X2, X3 on Y

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.638 ^a	.407	.390	2.155933

a. Predictors: (Constant), ORGANIZATIONAL COMMITMENT, WORK DISCIPLINE, WORK ETHICS

Based on the table above, it can be seen that this regression model has an *adjusted R square* value of 0.390. This value indicates that all independent variables, namely work ethic, work discipline and organizational commitment have a significant simultaneous effect of 39.0% on employee performance as the dependent variable. Meanwhile, the remaining 61.0% is explained or influenced by other variables outside this research model.

Conclusions and Suggestions

Based on the discussion of the results of the research that has been done, it can be

willingness to do work without having to be ordered.

2. Work ethic, work discipline and organizational commitment have a positive and significant effect on the performance of employees of PT.

Kahatex Bandung partially.

3. Work ethic, work discipline and organizational commitment have a positive and significant effect on the performance of employees of PT. Kahatex Bandung simultaneously.

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concluded that: Work ethic, work discipline and organizational commitment are in a sufficient position. This means that employees provide enough support for these three variables. Meanwhile, the performance variable is in a low position, meaning that employees lack a commitment to performance quality, especially to their

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