

# **Relationship Work Ethic with Employee Performance PT. Logitech Saptanugraha South Jakarta**

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**ABSTRACT.** Based on the preliminary study of the employees of PT. Logitech Saptanugraha through interviews, it was obtained an explanation that employees complete their duties only as limited as their responsibilities without paying attention to other aspects. This research is an observational analytic study with a quantitative approach and a cross-sectional study design. The sample were all employees of PT. Logitech Saptanugraha which amounted to 41 people. Data collection using questionnaires filled out by respondents via google form. The results showed (1) hard work is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.047; (2) discipline is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.039; (3) thoroughness is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.023; (4) perseverance is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.002; (5) integrity is related to the performance of employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.023; (6) rational is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.040; and (7) responsibility is related to the performance of employees of PT. Logitech Saptanugraha as evidenced by the p-value = 0.008, it can be concluded that there is a significant relationship between work ethic and employee performance at PT. Logitech Saptanugraha, South Jakarta.

**Keywords:** *Work Ethic, Employee Performance, PT. Logitech Saptanugraha.*

## **1. INTRODUCTION**

The pressure of job competition in every company in the current era of globalization is getting heavier, Indonesia has tried to improve the quality of its human resources since thirty or twenty years ago because only reliable human resources can be a competitive advantage for developing countries. Human resources are the basis and key of all organizational resources. Human resources are people who are referred to as managers, employees, laborers, or workers who work for the organization. Quality human resources have the knowledge, skills, competencies, excellent and talented souls, and have a high work ethic and work motivation that can make an organization different between success and failure. The effectiveness and efficiency of other organizational resources can only be achieved if these human resources are of high quality[1].

Companies should have a planned strategy for human resource development, various ways have done to develop human resource, including by giving awards for work performance, promotions and transfers, providing incentives, career development, and providing education and training. This is intended so that a company can increase its output and survive even though job competition is getting fierce. Based on this explanation, one of the things that need to be done and able to answer this challenge is dedication, hard work, and honesty in work. Thus, companies

need employees who have a high work ethic related to the use of human resources, both human beings and equipment used in an effort to improve work ethics. If employees have a good work ethic, the company will automatically be given benefits by the employees, and vice versa, if employees have a low work ethic, the benefits of a company are not as expected[2].

Preliminary studies that researchers conducted on employees PT. Logitech Saptanugraha through an interview process in April 2020 obtained information that there are still employees who have a low work ethic such as employees come late to the office or to the field, employees do not concentrate while working because they are allowed to bring communication tools while working, employees do not wear personal protective equipment according to company regulations, and employees sometimes do not listen to criticism and suggestions from colleagues. Besides, based on the information the researchers obtained, employees at PT. Logitech Saptanugraha always achieves the company's goals in its work. However, company targets achieved is obtained on the basis that employees work only in terms of responsibility and obligation to complete their work. Therefore, it can be concluded that the problem in this study is the low work ethic of employees on their performance. Therefore, researchers are interested in conducting research that objective was to analyze the relationship

between work ethic and employee performance at PT. Logitech Saptanugraha, South Jakarta”.

**2. LITERATUR REVIEW**

Work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm[3]. Work ethic is a fundamental attitude towards self that forms positive work behavior which is rooted in mental awareness, fundamental beliefs, along with total commitment to an integral work paradigm. Employee performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him based on job requirements which includes behavior that comes from oneself, namely mental (thought) and physical effort which can be assessed as a result of work[4].

Employee performance is the result of a synergy of a number of factors, namely internal organizational environmental factors, external environmental factors, and internal factors of employees[1]. Employee internal factors are factors from within employees, namely factors that are inherited from birth and factors that are obtained when they develop, such as including talents, personal characteristics, physical and psychological conditions, knowledge, skills, work ethic, work experience, and work motivation. Organizational internal environmental factors, such as organizational support, organizational strategy, support for resources needed to carry out work, and management and compensation systems. Besides, the external environmental factors of the organization are conditions, events, or situations that occur in the external environment of the organization that affect employee performance, such as, include: opportunities, support received, work culture, and organizational characteristics. On the other hand, to measure employee performance, indicators of work

ethic can be used, namely hard work, discipline, thoroughness, perseverance, integrity, rationality, and responsibility[5].

**3. THE MODEL**

This research is an observational analytic study with a quantitative approach and a cross-sectional study design. The variables in this study are divided into independent variables and dependent variables. The independent variables used are respondent characteristics variables (including age, gender, and education) and work ethic (including hard work, discipline, thoroughness, perseverance, integrity, rational, and responsibility). Meanwhile, the dependent variable used is performance.

This research was conducted at PT. Logitech Saptanugraha South Jakarta and conducted for four months from April to June 2020. The populations in this study were all employees of PT. Logitech Saptanugraha South Jakarta, amounting to 41 people. The sample size in this study is the same as the population, in other words, the total sampling is the same as the total population, which is 41 people with the sampling technique used, namely saturated sampling technique. The instruments and data collection techniques used in this study were questionnaires using google form which was filled out directly and by the respondents themselves. Processing and data analysis in this study using data processing tools for further analysis using the chi-square statistical test.

**4. NUMERICAL EXPERIMENTS**

*4.1 Results and Discussion of Univariate Analysis*

1) Respondent Characteristics

The variable characteristics of respondents in this study were divided into age, gender, and education. The frequency distribution of the respondent characteristic variables is as described in the following table:

TABLE 1. RESPONDENT CHARACTERISTICS FREQUENCY DISTRIBUTION BASED ON AGE, GENDER, AND EDUCATION

		No. Respondent Characteristics Amount	Percentage
		(n)	(%)
1.	Age		
a.	Young Adults (18-35 years)	7	17.1
b.	Old Adult (36-65 years)	34	82.9
c.	Elderly (> 65 years)	0	0.0
	<b>Total</b>	<b>41</b>	<b>100.0</b>
2.	Gender		
a.	Male	39	95.1
b.	Women	2	4.9
	<b>Total</b>	<b>41</b>	<b>100.0</b>
3.	Education		
a.	Elementary	0	0.0

	School		
b.	Junior High	0	0.0
	School		
c.	Senior High	3	7.3
	School		
d. 1-Year Diploma,			
	2-Year Diploma,	10	24.4
	3-Year Diploma		
e.	Bachelor Degree	28	68.3
f.	Master Degree	0	0.0
	<b>Total</b>	<b>41</b>	<b>100.0</b>

Source: Primary Data (2020)

Based on the research results, it is known that most of the respondents aged 36-65 years, namely 34 respondents (82.9%). This shows that most employees are in a productive age where at this age the employees have the experience, expertise, and loyalty to the company. Besides, based on gender, almost all respondents were male, namely 39 respondents (95.1%). This shows that almost all who become employees at PT. Logitech Saptanugraha South Jakarta is male because employees of the male gender have a more assertive and courageous attitude and are stronger when placed in heavier jobs when working outside (in the field). Based on the results of the study

it is also known that more than half of the respondents have a bachelor degree (S1) educational background, which is 28 respondents (68.3%), with an undergraduate level of education so that expected employees have high knowledge and skills supported by high levels of education.

## 2) Work Ethic

Work ethic variables in this study are divided into aspects of hard work, discipline, thoroughness, perseverance, integrity, rational, and responsibility. The frequency distribution of work ethic variables is as described in the following table:

TABLE 2. WORK ETHICS FREQUENCY DISTRIBUTION BASED ON THE ASPECTS OF HARD WORK, DISCIPLINE, THOROUGHNESS, PERSEVERANCE, INTEGRITY, RATIONAL, AND RESPONSIBILITY

No.	Work Ethic	Amount (n)	Percentage (%)
1. Hard Work			
a.	High	10	24.3
b.	Moderate	22	53.7
c.	Low	9	22.0
	<b>Total</b>	<b>41</b>	<b>100.0</b>
2. Discipline			
a.	High	8	19.5
b.	Moderate	24	58.5
c.	Low	9	22.0
	<b>Total</b>	<b>41</b>	<b>100.0</b>
3. Thoroughness			
a.	High	9	22.0
b.	Moderate	23	56.0
c.	Low	9	22.0
	<b>Total</b>	<b>41</b>	<b>100.0</b>
4. Perseverance			
a.	High	8	19.5
b.	Moderate	23	56.1
c.	Low	10	24.4
	<b>Total</b>	<b>41</b>	<b>100.0</b>
5. Integrity			
a.	High	10	24.4
b.	Moderate	23	56.1
c.	Low	8	19.5

	<b>Total</b>	<b>41</b>	<b>100.0</b>
6. Rational			
a.	High	8	19.5
b.	Moderate	23	56.1
c.	Low	10	24.4
	<b>Total</b>	<b>41</b>	<b>100.0</b>
7. Responsibility			
a.	High	9	22.0
b.	Moderate	22	53.7
c.	Low	10	24.3
	<b>Total</b>	<b>41</b>	<b>100.0</b>

Source: Primary Data (2020)

Based on the results of the study, it is known that more than half of the respondents have a work ethic based on the level of hard work in the medium category, namely 22 respondents (53.7%). Besides, according to the discipline aspect, it is known that more than half of the respondents have a work ethic based on the level of discipline in the moderate category, namely 24 respondents (58.5%). Based on the results of the study, it is also known that more than half of the respondents have a work ethic based on the level of thoroughness in the medium category, namely 23 respondents (56.0%).

Besides, based on the results of the study it is also known that more than half of the respondents have a work ethic based on the level of perseverance in the medium category, namely 23 respondents (56.1%) and

more than half of the respondents have a work ethic based on the level of integrity in the medium category, namely 23 respondents (56.1%). Besides, according to the rational aspect, it is known that more than half of the respondents have a work ethic based on the rational level in the moderate category, namely 23 respondents (56.1%). Based on the research results, it is also known that more than half of the respondents have a work ethic based on responsibility in the medium category, namely 22 respondents (53.7%).

3) Employee Performance

The frequency distribution of employee performance variables is as described in the following table:

TABLE 3. EMPLOYEE PERFORMANCE FREQUENCY DISTRIBUTION

No.	Employee Performance	Amount	Percentage
		(n)	(%)
1.	High	9	22.0
2.	Moderate	26	63.4
3.	Low	6	14.6
	<b>Total</b>	<b>41</b>	<b>100.0</b>

Source: Primary Data (2020)

Based on the results of the study, it is known that more than half of the respondents have a moderate performance category, namely 26 respondents (63.4%).

4.2 Results and Discussion of Bivariate Analysis

1) Relationship of Work Ethics Based on Hard Work Aspects with Employee Performance

The following is Table 4 which describes the relationship between work ethic based on the aspects of hard work with employee performance.

TABLE 4. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHIC BASED ON HARD WORK ASPECTS WITH EMPLOYEE PERFORMANCE

Hard Work	Employee Performance						Total	P Value
	High		Moderate		Low			
	N	%	N	%	N	%	N	%
High	5	12.2	4	9.8	1	2.4	10	24.4
Moderate	4	9.8	16	39.0	2	4.9	22	53.7
Low	0	0.0	6	14.6	3	7.3	9	21.9

Source: Primary Data (2020)

Based on the results of the research that has been done, it is known that there are 5 respondents (12.2%) who have high performance because of high hard work, 16 respondents (39.0%) have moderate performance because of moderate hard work, and 6 respondents (14.6%) have moderate performance due to low hard work. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.047 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between hard work with employee performance at PT. Logitech Saptanugraha, South Jakarta.

Hard work is an attitude that exerts all available power and abilities in realizing every good job. Someone who has a high hard work attitude at work will have a serious nature to meet targets and even exceed the target or standards of the company, willing to sacrifice his break time to complete work at the

company, and are willing to spend more energy to work in the company for quickly completed<sup>[6]</sup>. According to researchers, employees who have a high level of hard work tend to have high performance too. This is because employees can make optimal use of the time they have regardless of time, distance, and difficulties that will be faced later. Hard work also showed what the employee's enthusiasm and efforts are in achieving good and most results

2) Relationship of Work Ethics Based on Discipline Aspects with Employee Performance

The following is Table 5 which describes the relationship between work ethic based on discipline aspects with employee performance.

TABEL 5. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHICS BASED ON DISCIPLINE ASPECTS WITH EMPLOYEE PERFORMANCE

Discipline	Employee Performance								P Value	
	High				Moderate					Total
	N	%	N	%	N	%	N	%		
High	5	12.2	3	7.3	0	0.0	8	19.5	0.039	
Moderate	3	7.3	17	41.5	4	9.8	24	58.6		
Low	1	2.4	6	14.6	2	4.9	9	21.9		

Source: Primary Data (2020)

Based on the results of the research that has been conducted, it is known that there are 5 respondents (12.2%) who have high performance due to high discipline, 17 respondents (41.5%) have moderate performance because of moderate discipline, and 6 respondents (14.6%) have moderate performance due to low discipline. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.039 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between discipline with employee performance at PT. Logitech Saptanugraha, South Jakarta.

Discipline is a mental attitude that is reflected in the actions of individual, group or community behaviour in the form of compliance or obedience to applicable rules, regulations, ethics, norms, and rules. A person who has high discipline will complete his unfinished task as soon as possible, is able and willing to work for a longer duration, wants to start work on time, is self-disciplined and has a high level of

compliance and worries and feels insecure if he does not fulfil his task<sup>[6]</sup>. According to researchers, employees who have a high level of discipline must know what their obligations and responsibilities are towards the company where they work so that with full dedication and loyalty they will try to fulfil these responsibilities. As for employees who have a low-level of discipline because they consider company regulations to be troublesome so they do not use these regulations as their work guidelines, postpone work due to personal matters, and arrive late several times.

3) Relationship of Work Ethics Based on Aspects of Thoroughness with Employee Performance

The following is Table 6 which explains the relationship of work ethic based on the aspect of thoroughness with employee performance.

**TABLE 6. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHICS BASED ON THE ASPECT OF THOROUGHNESS WITH EMPLOYEE PERFORMANCE**

Thoroughness	Employee Performance						Total	P	
	High		Moderate		Low				Value
	N	%	N	%	N	%	N	%	
High	5	12.2	3	7.3	1	2.4	9	21.9	0.023
Moderate	4	9.8	17	41.5	2	4.9	23	56.2	
Low	0	0.0	6	14.6	3	7.3	9	21.9	

Source: Primary Data (2020)

Based on the results of the research that has been done, it is known that there are 5 respondents (12.2%) who have high performance because of high thoroughness, 17 respondents (41.5%) have moderate performance because of moderate thoroughness, and 6 respondents (14.6%) have moderate performance due to low thoroughness. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.023 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between thoroughness with employee performance at PT. Logitech Saptanugraha, South Jakarta.

Thorough means being careful and thorough in doing something. A conscientious person is shown to be careful, full of interest, and careful in carrying out something so that no mistakes occur and get good

results[7]. According to researchers, a person with a high level of thoroughness is shown by his attitude at work, including concentration when working, completing all work thoroughly, being careful in his work, double-checking all his work when it is finished and wanting to ask for criticism and suggestions from his fellow colleagues regarding the work that has been completed. Therefore, the aspect of thoroughness is important and is related to the performance of employees in a company.

4) Relationship of Work Ethics Based on Perseverance Aspects with Employee Performance

The following is Table 7 which describes the relationship between work ethic based on the aspect of perseverance with employee performance.

**TABLE 7. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHICS BASED ON THE ASPECT OF PERSEVERANCE WITH EMPLOYEE PERFORMANCE**

Perseverance	Employee Performance						Total	P	
	High		Moderate		Low				Value
	N	%	N	%	N	%	N	%	
High	6	14.6	2	4.9	0	0.0	8	19.5	0.002
Moderate	2	4.9	17	41.5	4	9.7	23	56.1	
Low	1	2.4	7	17.1	2	4.9	10	24.4	

Source: Primary Data (2020)

Based on the results of the research that has been done, it is known that there are 6 respondents (14.6%) who have high performance because of high perseverance, 17 respondents (41.5%) have moderate performance because of moderate perseverance, and 7 respondents (17.1%) have moderate performance because of low perseverance. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.002 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between perseverance with employee performance at PT. Logitech Saptanugraha, South Jakarta.

Perseverance means diligent, hard-hearted, and earnest at work. People who are perseverance are people who work regularly, are able to withstand boredom, and are willing to learn from the mistakes of

others and themselves in the past so that they don't happen again<sup>[8]</sup>. According to researchers, a person with a high level of perseverance will always pay attention to his job well, every job is done or done in earnest, do whatever can be done in the workplace and always try to finish all his work before the time determined by the company.

5) Relationship of Work Ethics Based on Aspects of Integrity with Employee Performance

The following is Table 8 which describes the relationship between work ethics based on aspects of integrity with employee performance.

TABLE 8. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHICS BASED ON THE ASPECT OF INTEGRITY WITH EMPLOYEE PERFORMANCE

Integrity	Employee Performance						Total		P
	High		Moderate		Low				Value
	N	%	N	%	N	%	N	%	
High	6	14.6	3	7.3	1	2.4	10	24.4	0.023
Moderate	2	4.9	17	41.5	4	9.8	23	56.2	
Low	1	2.4	6	14.6	1	2.4	8	19.4	

Source: Primary Data (2020)

Based on the results of the research that has been conducted, it is known that there are 6 respondents (14.6%) who have high performance due to high integrity, 17 respondents (41.5%) have moderate performance because of moderate integrity, and 6 respondents (14.6%) has moderate performance due to low integrity. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.023 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between integrity with employee performance at PT. Logitech Saptanugraha, South Jakarta.

The word integrity comes from an integrated root, which means that various parts of character and skills play an active role in a person, which can be seen from the decisions and actions he takes. Integrity also requires individuals to adhere to technical and ethical

standards that are owned by the company[9]. According to researchers, individuals who have high integrity are able to complete their work well, are confident in their ability to meet company targets, always follow company instructions for their work, and always try to give consistent results in the company where they work. Therefore, this aspect of integrity is important and related with performance of employees in a company.

6) Relationship of Work Ethics Based on Rational Aspects with Employee Performance

The following is Table 9 which describes the relationship between work ethic based on the aspect of rational with employee performance.

TABLE 9. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHICS BASED ON THE RATIONAL ASPECTS WITH EMPLOYEE PERFORMANCE

Rational	Employee Performance						Total		P
	High		Moderate		Low				Value
	N	%	N	%	N	%	N	%	
High	5	12.2	3	7.3	0	0.0	8	19.5	0.040
Moderate	3	7.3	16	39.0	4	9.8	23	56.1	
Low	1	2.4	7	17.1	2	4.9	10	24.4	

Source: Primary Data (2020)

Based on the results of the research that has been done, it is known that there are 5 respondents (12.2%) who have high performance due to high rational aspects, 16 respondents (39.0%) have moderate performance because of moderate rational aspects, and 7 respondents (17.1 %) have moderate performance because of low rational aspects. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.040 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between rational with employee performance at PT. Logitech Saptanugraha, South Jakarta.

Rational is a person's mind which is based on a common sense and logical consideration, or it can also be said to be something that is done based on logical

thoughts and considerations, sound thoughts, and by reason. So what is called rational is a choice based on the logic or personal beliefs of each individual. Someone who has a high rational level will do work one by one quickly and carefully, do work according to existing procedures, make plans to complete some work, and get used to making schedules to make it easier for him to work. Therefore, the rational aspect is important and is related to the performance of employees in a company.

7) Relationship of Work Ethics Based on Responsibility Aspects with Employee Performance

The following is Table 10 which describes the relationship between work ethic based on the aspect of responsibility with employee performance.

TABLE 10. RESULTS OF RELATIONSHIP ANALYSIS OF WORK ETHICS BASED ON THE RESPONSIBILITY ASPECTS WITH EMPLOYEE PERFORMANCE

Responsibility	Employee Performance								P Value
	High		Moderate		Low		Total		
	N	%	N	%	N	%	N	%	
High	6	14.6	3	7.3	0	0.0	9	21.9	0.008
Moderate	2	4.9	16	39.0	4	9.8	22	53.7	
Low	1	2.4	7	17.1	2	4.9	10	24.4	

Source: Primary Data (2020)

Based on the results of the research that has been conducted, it is known that there are 6 respondents (14.6%) who have high performance because of high responsibility, 16 respondents (39.0%) have moderate performance because of moderate responsibility, and 7 respondents (17.1%) have moderate performance due to low responsibility. Based on the results of the bivariate analysis using the chi-square statistical test, the p-value was 0.008 which was less than  $\alpha = 0.05$ . This shows that there is a relationship between responsibility with employee performance at PT. Logitech Saptanugraha, South Jakarta.

Responsibility assumes that the work done is something that must be done with perseverance and sincerity[8]. According to the researcher, someone who has a high level of responsibility at work will complete his job well, do other tasks given by his boss well even though the task is not his responsibility, receive sanctions for any mistakes made in his work, and not feel angry when scolded by the boss when made a mistake. Therefore, the aspect of responsibility is important and related to the performance of employees in a company.

**5. CONCLUSION**

Based on the results of the bivariate test analysis, it is known that (1) the aspect of hard work is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value =  $0.047 < \alpha = 0.05$ ; (2) the aspect of discipline is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value =  $0.039 < \alpha = 0.05$ ; (3) the aspect of thoroughness is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value =  $0.023 < \alpha = 0.05$ ; (4) the aspect of perseverance is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value =  $0.002 < \alpha = 0.05$ ; (5) the aspects of integrity is related to the performance of employees of PT. Logitech

Saptanugraha as evidenced by the p-value =  $0.023 < \alpha = 0.05$ ; (6) the aspects of rational is related to the performance of the employees of PT. Logitech Saptanugraha as evidenced by the p-value =  $0.040 < \alpha = 0.05$ ; and (7) the aspects of responsibility is related to the performance of employees of PT. Logitech Saptanugraha as evidenced by the p-value =  $0.008 < \alpha = 0.05$ ; it can be concluded that there is a significant relationship between work ethic and employee performance at PT. Logitech Saptanugraha, South Jakarta. Researchers suggest that further research adds other variables that are closely related theoretically to employee performance, such as compensation, bonuses, work motivation, etc.

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