

Work Facilities as A Moderating Variable of The Influence of Work Ethic Variables on Employee Performance

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ABSTRACT

This study is a qualitative study with a descriptive approach, namely an approach that explores the main topics in this study using descriptive texts. The data used in this study is secondary data that the researcher obtained indirectly from scientific articles, books, scientific journals, and various other sources commonly used in research. The data used was analyzed using smart PLS 4.0 analysis tools. The result in this article show that toll road infrastructure development has several positive impacts, including accelerating the distribution of goods and services, strengthening the industrial and manufacturing sectors, improving the tourism sector, encouraging the growth of MSMEs and the regional economy, and so on. In addition to its positive impacts on economic growth, toll road infrastructure development also has several negative impacts, one of which is environmental pollution. To address this issue, every toll road infrastructure development should also protect the environment and adhere to a sustainable development system.

Keywords : *Toll Road, Development, Economic Growth.*

INTRODUCTION

Work ethics are the norms, values, and rules that guide employees in their work. These include dress codes, behavior, task completion, and even prohibited practices. Work ethics is a formulation of the application of ethical values that apply in the environment, with the aim of regulating the behavior of employees in order to achieve maximum efficiency and productivity. Work ethics concerns the working relationship between the company and its employees, and individual ethics regulates relationships between employees. According to (Adib & Santoso, 2016), work ethics are attitudes and views towards work, work habits possessed by an individual, a group of people, or a nation. Work ethics are attitudes and views towards work, work habits possessed by an individual, a group of people, or a nation. According to (Syahputra, 2016), work ethics is a set of positive and high-quality work behaviors, rooted in clear awareness and a strong belief in interrelated work paradigms. According to (Syahnita, 2021), ethics is a critical and logical reflection on values and norms used as a means of self-control. Work ethics or work ethic is a set of positive and high-quality work behaviors, which are rooted in a strong level of awareness and belief in a holistic work paradigm.

According to (Yulyanti, 2021), work ethic is a work spirit that is a characteristic and belief of an individual or group. Work ethic can be formed within an individual, a group of people, or within an organization. Work ethic is everything that describes an attitude and contains meaning as an evaluative aspect possessed by an individual or group in assessing work. Based on the several definitions above, the author concludes that work ethic is the attitude, views, habits, characteristics, or traits possessed by an individual or group at work.

In general, work ethics serves as a constant driving force for individual actions and activities. According to Ernawan in (RIDA OKTARI YANESTI, 2018), the functions of work ethics are: 1) Driving action. Work ethics can be a driving force for action, where work ethics can enable individuals or groups to carry out actions in order to achieve desired outcomes. 2) Enthusiasm in activities. In carrying out daily activities, whether individually or in groups, work ethics can make them more enthusiastic in carrying out these activities, so that desired results can be achieved. 3) Driving force is like an engine for a large car. Work ethics can motivate individuals or groups of people to want to do something to achieve desired outcomes, thereby creating an agreement in achieving these targets.

The work ethic indicators in this study were taken according to the views of (Nurhasanah et al., 2022) as follows: 1) Responsibility. Every job requires responsibility, attention, and care. Responsibility means bearing all obligations and workloads in accordance with existing provisions within the company. 2) Self-confidence. An attitude of self-confidence can help everyone in terms of independence without depending on others. Self-confidence can help in solving problems faced. 3) Punctuality. Being punctual at work will make work more organized and create positive ethical values in the work environment. 4) Honesty. An honest attitude can ward off suspicion and concerns about damaging a built trust. Therefore, it is very important to have an honest attitude at work. 5) Education. The quality of human resources is closely related and cannot be separated from work ethics. Good work ethics will emerge in line with the improvement of human resources. According to Ridwan (2018) there are thirteen attitudes that are adequate for work ethics, namely: 1) Efficient. 2) Diligent. 3) Orderly. 4) Disciplined or punctual. 5) Thrifty. 6) Honest and thorough. 7) Objective in decision-making. 8) Willing to accept change. 9) Smart in taking advantage of opportunities. 10) Enthusiastic.

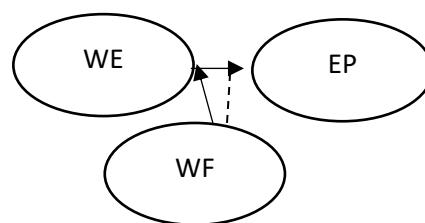
Employee performance is the result of an employee's work in a certain period compared to various possibilities such as standards, targets/goals or criteria that have been determined in advance and agreed upon together. Based on the explanation above, researchers believe that Work Ethics can have a positive relationship direction and a significant influence on Employee Performance. Indicators of employee performance are as follows (Rahmawati, 2020): 1. Quality: Quality is the quality of work measured from employee perceptions of the quality of work produced and the perfection of tasks against employee skills and abilities. 2. Quantity: Quantity is the amount produced expressed in terms such as the number of units, the number of activity cycles completed. Quantity is the quantity of work that

can indicate employee performance because the quantity of work sees how much work can be completed effectively and efficiently. 3. Timeliness: Timeliness is the level of activity completed at the beginning of the stated time, seen from the perspective of coordination with output results and maximizing the time available for other activities. 4. Effectiveness: Effectiveness is the level of use of organizational resources (labor, money, technology, raw materials) is maximized with the intention of increasing the results of each unit in the use of resources. 5. Independence: Independence is the level at which an employee will be able to carry out his/her work duties. 6. Commitment: Work commitment is the level at which an employee has a work commitment to the agency and employee responsibility towards the office

Several studies (VIA NAVIRA, 2024); (Prameswari, 2020) & (Maksum, 2020) show that the Work Ethic variable can have a positive relationship and a significant influence on Employee Performance. Unlike the studies (VIA NAVIRA, 2024); (Prameswari, 2020) & (Maksum, 2020), this article adds the Work Facilities variable as a moderating variable.

RESEARCH METHODS

Figure 1
Model



Noted:

WE: Work Ethics

WF: Work Facility

EP: Employee Performance

Hypothesis:

H1: The Influence of Work Ethics on Employee Performance

H2: Work Facility Can Modetates The Influence of Work Ethics on Employee Performance

Based on the explanation above, the researcher believes that the Work Ethic variable can have a positive relationship and a significant influence on Employee Performance. This is in line with the research of (VIA NAVIRA, 2024); (Prameswari, 2020) & (Maksum, 2020). This research is a quantitative study with an explanatory approach, an approach that uses previous research as the main reference to prove the researcher's hypothesis (Sugiyono, 2019). The data used in this study is primary data obtained by the researcher from 150 Sinarmas Insurance employees. The data obtained by the researcher was analyzed using the smart PLS 4.0 analysis tool (Jonathan Sarwono, 2016).

RESULT AND DISCUSSION

Validity Test

Work ethics are the norms, values, and rules that guide employees in their work. These include dress codes, behavior, task completion, and even prohibited practices. Work ethics is a formulation of the application of ethical values that apply in the environment, with the aim of regulating the behavior of employees in order to achieve maximum efficiency and productivity. Work ethics concerns the working relationship between the company and its employees, and individual ethics regulates relationships between employees. According to (Adib & Santoso, 2016), work ethics are attitudes and views towards work, work habits possessed by an individual, a group of people, or a nation. Work ethics are attitudes and views towards work, work habits possessed by an individual, a group of people, or a nation. According to (Syahputra, 2016), work ethics is a set of positive and high-quality work behaviors, rooted in clear awareness and a strong belief in interrelated work paradigms. According to (Syahnita, 2021), ethics is a critical and logical reflection on values and norms used as a means of self-control. Work ethics or work ethic is a set of positive and high-quality work behaviors, which are rooted in a strong level of awareness and belief in a holistic work paradigm.

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Validity Test

The first stage is the validity test of the data the researcher obtained. The data the researcher obtained from 150 Sinarmas insurance employees had to be validated first to determine whether the data used was valid or not. Based on this, the following validity test results are presented in this article (Ghozali, 2016).

Table 1 Validity Test

Variable	Qestion Item	Loading Factor
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Work Ethics (X)	Work Ethic Can Influence Employee Performance	0.862
	Work Ethic Can Make Employees Enthusiastic	0.897
	Work Ethic Can Make Employees Happy	0.884
	Work Ethic Can Improve Employee Performance	0.882
Employee Performance (Y)	Employee Performance Can Be Influenced by Work Ethic	0.921
	Employee Performance Can Be Influenced by Employee Happiness	0.933
	Employee Performance Can Be Influenced by Work Facilities	0.941
	Employee Performance Is Influenced by Employee Morale	0.953
Work Facility (Z)	Work Facilities Can Improve Employee Performance	0.982
	Work Facilities Can Make Employees More Enthusiastic at Work	0.993

Valid > 0.70

Reliability Test

The intermediate stage between the validity test and the path coefficient test is the reliability test. This stage focuses on the variables used in this article. Based on this, the following are the results of the reliability test in this article (Sarstedt et al., 2014):

Table 2 Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Work Ethics	0.897	0.856	Reliable
Employee Performance	0.924	0.885	Reliable
Work Facility	0.952	0.911	Reliable

Reliable > 0.70

Path Coefisien

The final stage is the Path Coefficient stage to test the hypotheses in this article. There are two hypotheses in this article: Work Ethic can have a positive relationship and significant influence on Employee Performance, and Work Ethic can moderate the influence of Work Ethic on Employee Performance. Based on this, the following are the results of the Path Coefficients in this article (Hair, 2010):

Table 3 Path Coefisien

Direct Influence	Variable	P-Values	Noted
	WE->EP	0.026	Accepted
Indirect Influence	WF*WE->EP	0.000	Accepted

Significant Level < 0.05

The results of the third table in this article show that the Work Ethics article can have a positive relationship direction and a significant influence on Employee Performance because the P-Values are positive and below the 0.05 significance level, namely 0.026. These results are in line with the research (VIA NAVIRA, 2024); (Prameswari, 2020) & (Maksum, 2020). In the next hypothesis, the Work Facilities variable can also moderate the influence of the Work Ethics variable on Employee Performance because the same thing is that the P-Values are below the 0.05 significance level, namely 0.000. Thus, it can be concluded that the first and second hypotheses in this article can be accepted and proven.

CONCLUSION

The results of the third table in this article show that the Work Ethics article can have a positive relationship direction and a significant influence on Employee Performance because the P-Values are positive and below the 0.05 significance level, namely 0.026. These results are in line with the research (VIA NAVIRA, 2024); (Prameswari, 2020) & (Maksum, 2020). In the next hypothesis, the Work Facilities variable can also moderate the influence of the Work Ethics variable on Employee Performance because the same thing is that the P-Values are below the 0.05 significance level, namely 0.000. Thus, it can be concluded that the first and second hypotheses in this article can be accepted and proven.

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