

## **The Impact of Work Discipline and Work Ethos on Employee Performance in Cobleng District Office Bandung City**

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### **ABSTRACT**

*This study aims to determine the effect of work discipline and work ethic on employee performance at the Cobleng district office, Bandung city. This type of research uses quantitative research. The method used in this study is to use the statistical package for the social sciences version 25 with the analytical tools used, namely instrument test, classical assumption test, hypothesis test, multiple regression analysis and coefficient of determination. The number of samples in this study amounted to 59 respondents. Data collection techniques by distributing questionnaires using the google form. The results of this study indicate that work discipline has a significant positive effect on employee performance, work ethic has a significant positive effect on employee performance, and work discipline and work ethic simultaneously have a positive effect on employee performance.*

**Keywords:** *employee performance; work discipline; work ethos*

### **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan etos kerja terhadap kinerja karyawan di kantor kecamatan Cobleng, kota Bandung. Jenis penelitian ini menggunakan penelitian kuantitatif. Metode yang digunakan dalam penelitian ini adalah dengan menggunakan paket statistik ilmu sosial versi 25 dengan alat analisis yang digunakan yaitu uji instrumen, uji asumsi klasik, uji hipotesis, analisis regresi berganda dan koefisien determinasi. Jumlah sampel dalam penelitian ini berjumlah 59 responden. Teknik pengumpulan data dengan menyebarkan kuesioner menggunakan formulir google. Hasil penelitian ini menunjukkan bahwa disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan, etos kerja berpengaruh positif signifikan terhadap kinerja karyawan, dan disiplin kerja serta etos kerja secara bersamaan berpengaruh positif terhadap kinerja karyawan.

**Keywords :** karyawan; disiplin kerja; etos kerja

### **INTRODUCTION**

Human resources are very important and can't be separated from an organisation, whether it's a company or an institution. Human resources are also the most important thing that affects how the company grows (Hayati & Yulianto, 2021). Mathis and Jackson in (Mamiek & Syarif, 2016) say that human resources (HR) is the process of setting up formal systems in an organisation to make sure that talent and human potential are used effectively and efficiently to reach the organization's goals. One thing the agency does to keep its employees' performance up is to pay attention to their discipline and work ethic, which is one of the most important things to do to get the best work results. Employees are valuable to an institution because they can make the institution more valuable. An employee's role and function are to help speed up productivity, improve performance, and make the best use of time. Because if workers don't do their jobs well and efficiently, they stop being the most important asset for the agency and start being a problem. People are both the subject and object of development, which is a very important factor, especially when it comes to improving the quality of human resources, which is a top priority (Ansori, 2015); (Sintong, 2013).

The issue of work ethic, discipline, and the performance of the Cobleng sub-district office staff in achieving agency objectives are all intertwined. There are still workers who arrive late, and some even skip work without providing an explanation, showing that awareness of those in attendance is still missing. Although the Cobleng sub-district office workers work diligently and with a strong

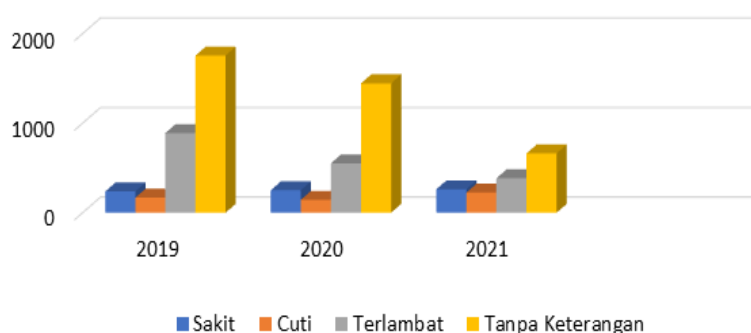
work ethic, some of them still fail to finish their assignments by the due date. Lack of Work Discipline: Several workers exhibit a low level of work discipline, which is demonstrated by their low levels of attendance and punctuality. The Coblong District Office needs to know how their employees are doing so that they can give the best service to the community. Every agency, including the Coblong sub-district office, needs to do well in terms of performance in order to reach the goals that have been set as a whole, especially when it comes to doing things that improve and increase the welfare of the people in general. Doing the right thing at the right time is the key to high performance. The level of performance depends on how well the behaviour matches the behaviour expectations of the job. Zahriyah et al., (2015) say that employee performance is the work that a group of employees has done in line with their duties and responsibilities. The following is a table of individual performance indicators (IKI) for the Coblong District Office from 2019-2021.

**Table 1**  
**Employee Attendance Data**

No	Target	Target	Indicator	Year		
				2019	2020	2021
1	Increasing Community Satisfaction with Public Services in Coblong District	100%	Average Value of Community Satisfaction Index	80,00	84,92	84,92
2	The Increasing Role of Community Institutions in Environmental Comfort Security	100%	Percentage of Posyandu Purnama	36,27	40,20	40,20
3	Empowerment Level of Superior Social Institutions	100%	Percentage of Superior Youth Organizations	97,91	97,91	97,91
4	Improving Community Empowerment	100%	Percentage of Realized Superior RW Sub-Activities	85,45	60,00	60,00

Source: Kantor Kecamatan Coblong

Based on Table 1, we can say that during the covid-19 pandemic in 2020–2021, the average indicator value of the community satisfaction index (IKM) and the percentage of superior youth organisations did not go up, but the percentage indicator for posyandu purnama did. The 19 posyandu are a guide for stakeholders and service providers in posyandu who are working to improve health. On the goal of increasing community empowerment, the percentage of superior rw sub-activities has actually gone down in 2020 and 2021. This is because the government suggested social distancing during covid-19. The sub-district office is one of the government service units that is at the forefront of basic government services and is expected to provide the community with high-quality services that meet their needs. You can get different kinds of licences at the Coblong subdistrict office in the city of Bandung. Permits are often given out for things like micro-small business licences (IUMK), cover letters for SKCK recommendations, identity cards (KTP), family cards (KK), and certificates of inability to work (SKTM). In addition to providing services to the government, Coblong District also provides services to the community through Posyandu Purnama. This is a form of community-based health efforts (UKBM) that are managed and organised from, by, for, and with the community to empower the community and make it easier for the community to get basic health services to speed up the reduction of maternal, infant, and under-five mortality rates. As well, there are great organisations for young people whose goal is to build society, especially by giving young people more opportunities to be involved in social welfare development and making them more aware of their own power.



Source: Kantor Kecamatan Coblong

**Figure 1**  
**Coblong District Office Attendance Diagram**

Ethos is a person's or group's unique personality, attitudes, habits, and beliefs (Ruswinarsih, 2013). Ethos is a set of values that people believe in and use as a better way to live their lives. The work ethic is in line with the values that people hold, and those values become the basis for work that helps people do better in life (Irawan, 2016). According to Kusuma et al., (2023); Hamid & Shaleha (2021) the work ethic is a set of positive work behaviours that are rooted in a strong awareness and fundamental beliefs, along with a total commitment to an integral work paradigm. Latainer in Elfira et al., (2023) says that discipline is a force that builds up inside an employee and makes it possible for them to voluntarily adjust to decisions, rules, and high standards of work and behaviour. Work discipline is a good way to teach employees to obey and follow the rules, procedures, and policies of the agency Febryanti, (2023); Husna (2017). So, maintaining work discipline is very important in agencies to make sure that employees follow the rules.

Based on the diagram above, it's clear that the Coblong District Office's employees haven't had the best attendance discipline in the past few years (2019, 2020, and 2021). This is because the number of employees who don't show up for work is still quite high. In 2019, employees were late to work 890 times and didn't say why 1775 times. In 2020, they were late to work 552 times and didn't say why 1445 times. In 2021, they were late to work 385 times and didn't say why as many as 662 times. This shows that the Coblong District Office is still not doing well because there are so many employees who don't follow rules.

## METHODE

This is research based on numbers Sugiyono (2017) says that quantitative research is a method of research based on concrete data, research data in the form of numbers, which will be measured using statistics as a test tool and related to the problem being studied to come to a conclusion. Quantitative research uses surveys and questionnaires to get first-hand information from respondents. Tools, like the SPSS (Statistical Product and Services Solutions) programme, are used to analyse and process data. Validity and reliability tests, classical assumption tests, testing a hypothesis, multiple regression analysis, and the coefficient of determination are all ways to look at data. All of the 59 people who work at the Coblong sub-district office, which was the population for this study, took part. In this study, all of the people in the population were used as samples. This method is called "saturated sampling. Sugiyono (2017) says that a saturated sampling technique is one in which samples are taken from the whole population. So, there were 59 samples taken.

In this study, the following hypotheses are put forward:

H1: Work Discipline Has a Positive Influence on Employee Performance at the Coblong District Office. This research agrees with The Effect of Work Discipline, Motivation, and Career Development on Employee Performance by Dyahrini & Nugraha (2022), which shows that there is a big effect on employee performance.

H2: Work Ethics Has a Positive Effect on Employee Performance at the Coblong District Office. This study fits with what Lawu et al., (2019) has already found article the effect of work ethics on employee performance at PT POS Indonesia, East Jakarta Youth Branch shows that work ethics have a big effect on how well employees do their jobs.

H3: Work Discipline and Work Ethics Have a Simultaneous Influence on Employee Performance at the Coblong District Office Nugraha & Oktafien (2022) called the effect of discipline and work ethic on employees at the Cisaraten Bina Harapan Village Service, which shows that discipline and work ethic have a big effect on how well employees do their jobs.

## RESULTS

**Table 2**  
**Recapitulation of Validity Test Results**

Variable	Item	R <sub>hitung</sub>	R <sub>tabel</sub>	Description
Work Dicipline (X1)	X1.1	0.598	0.256	Valid
	X1.2	0.595	0.256	Valid
	X1.3	0.731	0.256	Valid
	X1.4	0.501	0.256	Valid
	X1.5	0.647	0.256	Valid

	X1.6	0.665	0.256	Valid
	X1.7	0.673	0.256	Valid
	X1.8	0.477	0.256	Valid
	X1.9	0.607	0.256	Valid
	X1.10	0.301	0.256	Valid
Work Ethos (X2)	X2.1	0.697	0.256	Valid
	X2.2	0.791	0.256	Valid
	X2.3	0.762	0.256	Valid
	X2.4	0.782	0.256	Valid
	X2.5	0.339	0.256	Valid
	X2.6	0.539	0.256	Valid
	X2.7	0.581	0.256	Valid
	X2.8	0.845	0.256	Valid
	X2.9	0.668	0.256	Valid
	X2.10	0.848	0.256	Valid
Employee Performance (Y)	Y.1	0.701	0.256	Valid
	Y.2	0.382	0.256	Valid
	Y.3	0.738	0.256	Valid
	Y.4	0.721	0.256	Valid
	Y.5	0.732	0.256	Valid
	Y.6	0.718	0.256	Valid
	Y.7	0.704	0.256	Valid
	Y.8	0.726	0.256	Valid
	Y.9	0.823	0.256	Valid
	Y.10	0.796	0.256	Valid

Source : Data Processing

Table 2, based on the above validity test table, the value of  $r\text{-count} > r\text{-table}$  means that all of the questions in the questionnaire about work discipline (X1), work ethics (X2), and employee performance (Y) are considered valid because the total score for each question item was higher than 0.256, which was the value of  $r\text{-table}$ . Table 4, it can be seen that the Kolmogorov-Smirnov (K-S) value is 0.077. Because the Kolmogorov Smirnov (K-S) value is  $0.077 > 0.05$ , testing the dependent variable and independent variable regression model is said to be normal.

**Table 3**  
**Recapitulation of Reliability Test Results**

Variable	Reliability Coefficient	Critical Point	Description
Work Dicipline (X1)	0.726	0,6	Reliable
Work Ethos (X2)	0.861	0,6	Reliable
Employee Performance (Y)	0.880	0,6	Reliable

Source : data processing

**Table 4**  
**Normality Test**

		Unstandardized Residual
N		59
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.10588891
Most Extreme Differences	Absolute	.109
	Positive	.052
	Negative	-.109
Test Statistic		.109
Asym. Sig. (2-Tailed)		.077 <sup>c</sup>

Source : data processing

**Table 5**  
**Multicollinearity Test**

Model	Standardized Coefficient		Beta	t	Sig	Collinearity Statistic	
	B	Std. Error				Tolerance	VIF
1 (Constant)	4.940	4.013		1.231	.223		
Total_X1	.334	.113	.322	2.962	.004	.633	1.580
Total_X2	.540	.112	.523	4.816	.000	.633	1.580

Source : data processing

Table 5, based on the multicollinearity test table, it can be seen that the VIF value is 1.580 and the tolerance value is 0.633. It can be concluded that the regression model is free from multicollinearity because the VIF value is 1.580 < 10.00 and the tolerance value is 0.633 > 0.10. Table 6, based on the heteroscedasticity test table, it can be seen that the significance results of the independent variable, or variable X, are 0.199, which is above the standard significance value of 0.05. So it can be concluded that there is no heteroscedasticity problem.

**Table 6**  
**Heteroscedasticity Test**

Model	Standardized Coefficient		Beta	t	Sig
	B	Std. Error			
1 (Constant)	8.297	2.264		3.665	.001
Total_X1	-.043	.064		-.108	.505
Total_X2	.082	.063		-.209	.199

Source : data processing

**Table 7**  
**Multiple Linear Analysis Results**

Model	Standardized Coefficient		Beta	t	Sig
	B	Std. Error			
1 (Constant)	4.940	4.013		1.231	.223
Total_X1	.334	.113	.322	2.962	.004
Total_X2	.540	.112	.523	4.816	.000

Source : data processing

From the results of multiple linear regression analysis in table 8 above, the regression equation can be made as follows:  $Y = 4,940 + 0,334 X1 + 0,540 X2 + e$ . The regression equation above can be explained as follows:1) A constant of 4,940 means that if the independent variables, namely work discipline (X1) and work ethic (X2), are considered constants, then performance (Y) is considered good.2) The regression coefficient of the work discipline variable (X1) is positive. This shows that every increase in work discipline will increase the performance of its employees.3) The regression coefficient of the work ethics variable (X2) is positive.

**Table 8**  
**Partial significant test (t test)**

Model	Standardized Coefficient		Beta	t	Sig
	B	Std. Error			
1 (Constant)	4.940	4.013		1.231	.223
Total_X1	.334	.113	.322	2.962	.004
Total_X2	.540	.112	.523	4.816	.000

Source : data processing

Based on Table 9, the results of the partial significant test (t test) above show that:1. The work discipline variable (X1) has a significant value of 0.004 < 0.05 and a t value of 2.962 > t = 2.000, which means that the work ethic variable affects the performance variable (Y).2. The work discipline variable (X2) has a significance level of 0.000 < 0.05 and a t value of 4.816 > t = 2.000, which means that the work discipline variable affects the performance variable (Y). Based on Table 10 above, it is

known that the significance value for the influence of work discipline (X1) and work ethic (X2) simultaneously on performance (Y) is 0.000 0.05 and the calculated F value is 38.911 > F table 3.16, so it can be concluded that H3 is accepted, which means that there is an influence of work discipline and work ethic simultaneously on employee performance. Based on the results of the determination test above, it can be seen that the adjusted R square value is 0.567. This means that there is an influence of work discipline (X1) and work ethics (X2) variables on employee performance (Y) of 56.7%.

**Table 9**  
**Simultaneous Significant Test (F-test)**

Model	Regression	Sum of Square	df	Mean Square	F	Sig.
1	Regression	1558.793	2	679.397	38.911	.000 <sup>b</sup>
	Residual	977.783	56	17.460		
	Total	2336.576	58			

source : data processing

**Table 10**  
**Coefficient of Determination**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.763 <sup>a</sup>	.582	.567	4.179

Source : data processing

#### *The Effect of Work Discipline on Employee Performance*

Based on the results of the t-test calculations, it shows that the significant value of 0.004 is less than 0.05. This shows that work discipline has a positive effect on employee performance.

#### *The Effect of Work Ethics on Employee Performance*

Based on the results of the t test calculations, it shows that the significant value is 0.000 <0.05. This shows that the work ethic has a positive effect on employee performance).

#### *The Effect of Work Discipline and Work Ethics on Employee Performance*

Based on the test results obtained, it shows that work discipline and work ethic have a positive effect on employee performance, with a significant value of 0.000 less than 0.05 and a coefficient value of 38.911 > F table 3.16. This shows that work discipline and work ethic have a positive effect simultaneously on the performance of employees in the Coblong District office, Bandung City, so this study is able to prove the third hypothesis. The contribution of work discipline and work ethic to performance has an adjusted R square value of 0.567, or 56.7%.

## **CONCLUSION**

Based on the formulation of the hypothesis problem and the analysis of the data using the SPSS 25 program, the following can be said about how work discipline and work ethic affect the performance of employees at the Coblong District Office in Bandung City, Work Discipline has a positive and significant effect on the performance of employees at the Coblong District Office in Bandung City, because the sig value for the work discipline variable (X1) on employee performance (Y) is 0.004 0.05 in the t test. Work ethic has a positive and significant effect on employee performance in the Coblong District Office, Bandung City, because in the t test, the sig value for the work ethic variable (X2) on employee performance (Y) is 0.000 0.05. Work discipline and work ethic simultaneously have a positive effect on the performance of employees of the Coblong District Office, Bandung City, because in the F test, the significance value for the influence of work discipline (X1) and work ethics (X2) simultaneously on employee performance (Y) is 0.000 0.05, and the calculated F value of 38.911 > F table 3.16. The test results for the coefficient of determination with the value of the adjusted R square are 0.567. This means that there is an influence of work discipline (X1) and work ethics (X2) variables on the performance of employees in the Coblong District Office, Bandung City, amounting to 56.7%.

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