

## Conference Paper

# The Effect of Work Ethics and Competence on Employee Performance at the Turatea District Office, Jeneponto Regency

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## Abstract.

Using a bivariate quantitative research approach, this paper aims to specify the effect of work ethics and competence on employee performance at the Turatea District Office, Jeneponto Regency, both singly and together. The population in this study were all employees of Turatea District Office, Jeneponto Regency—a total of 33 people consisting of permanent employees and contract employees. A total sampling technique was used, where the entire population is sampled. The analytical technique used to test the hypothesis is multiple linear regression analysis. The results of this study indicate that (1) work ethics has a positive and significant effect on employee performance, (2) competence has a positive and significant effect on employee performance, and (3) work ethics and competence simultaneously affect employee performance, at the Turatea District Office, Jeneponto Regency.

**Keywords:** work ethics, competence, performance, employee

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## 1. Introduction

Civil Servants (PNS) as state apparatus who are servants of the State and servants of the community. Where civil servants are tasked with providing services to the community in a professional, honest, fair and equitable manner in carrying out state, government and development tasks [1]. In order to provide professional, honest, fair and equitable services, quality government apparatus human resources are also needed and have a high awareness of their responsibilities as state apparatus, state servants, and community servants. while human resources can be said to be eligible when have ability to implement their main tasks and functions in appropriate with the authority provided to them.

Performance improvement is very much needed in government, to realize the creation of Good Corporate Governance, given the change in government policy direction as

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desired by the soul of reform to offers more room for mobilizing and greater participate for the society in government activities and building activities, where the government and its employees act as community servant. Performance problems are certainly related from process, yield and purpose, in this things appearances or work performance is the outcome of duty in quality and quantity reached by an employee in carry out his task in appropriate with the responsibility provided to him. Increase employee performance is very impactful in improving public services.

Factors that can increase performance is work ethic. Work ethic is a person's perspective in addressing, doing, and acting at work, with willingness and attention to the values and rules that apply in an institution [2–4]. Someone with a high work ethic will of course always be professional, disciplined at work, responsible for every action, especially those related to work, and always want to move forward by trying to improve self-quality for the betterment of the organization. In addition to work ethic, competence can be a factor that effect employee performance. Competence is the ability to carry out work based on skills and knowledge [5–7]. Placement of employee positions based on their competence is very necessary, not only for career development, but also to support work effectiveness. Position placement in this case must be in accordance with educational background, suitability of abilities, and suitability of expertise.

Based on Articles 1, 3, 4, and 5 of Law No. 5 of 2014 Challenge the State Civil Apparatus, it explains ASN as a profession based on the these tenet: 1) basic values, 2) code of ethics and code of conduct, 3) commitment, integrity morals, and accountable for public service, 4) competence needed in appropriate with the areas of tasks, 5) academic qualifications, 6) assurance of legal protection in implement tasks, and 7) professionalism of position. government officials both as individuals and as office holders [8].

However, in the current condition there are still several problems regarding the performance of the sub-district office in Jeneponto. As quoted from [www.makassar.terkini.id](http://www.makassar.terkini.id), there are reports from the public regarding the condition of the sub-district office's services such as slow performance in providing services, lack of discipline, rarely coming to the office, and there are still some employees who often skip work. Problems like this made the Jeneponto Regent carry out unannounced inspections at the sub-district office in Jeneponto to ensure the discipline of ASN in carrying out their duties and responsibilities. In his inspection, the Jeneponto Regent was accompanied by the Head of Inspectorate and Head of Public Relations and Protocol of the Jeneponto Regency Government to monitor the scope which included attendance discipline (checking

attendance lists), entering and leaving work discipline, observing working hours and serving discipline.

Observation results by looking at employee data at the Turatea Sub-District Office, Jeneponto Regency still encounter problems related to employee competence. The problem encountered is that there are still employees who are placed not according to their competence in this case their educational background, meanwhile a person's education can be considered as supporting the quality and capacity of officer in implement their job. Placement of employees not in their areas of competence can reduce work productivity which will later have an impact on employee performance.

Based on the background of the problems described above. The author wants to further examine the "Influence of Work Ethics and Work Competency on Employee Performance at the Turatea District Office, Jeneponto Regency".

## 2. Literature Reviews

### 2.1. Human Resource Management

#### 2.1.1. Definition of human resource management

According to Hasibuan human resource management as a science and art regulates the relationship and role of the workforce so that it is effective and efficient in helping the realization of company, employee and community goals [9]. While human resource management according to Handoko, human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals [10].

#### 2.1.2. The role of human resource management

The Role of Human Resource Management according to Hasibuan [11]The role of Human Resource Management is as follows:

1. (a) Specify the amount of employees and place them according to the field of duty, range of positions and evaluate the position
- (b) Specify the pullout, selection and placing of officer based on the principles of the right man in the right job.
- (c) Assign wellbeing programs, building promotions, and layoffs.

- (d) Analyze the needs of the number of employees that will be needed in the future.
- (e) Predict the economy in general and the development of the company in certain.
- (f) Observe well workforce laws and policies on remuneration of ;likeness company.
- (g) Supervise tech advances and trade union developments.
- (h) Conduct education, coaching, and employee performance assessment.
- (i) Maintain employee mutations both vertically and horizontally.
- (j) Manage pensions, laid off, and severance pay.

## 2.2. Work ethic

### 2.2.1. Definition of work ethic

According to Darajat, that the work ethic is a positive action and foundation which includes motivation which can affect a person, basic spirit, basic thoughts, code of ethics, includes morals and behavior and attitudes, aspirations, main characteristics as well as beliefs, principles and standards that be a reference [12]. According to Sinamo , the work ethic is a set of positive and high-quality work behaviors, which are rooted in a clear awareness and strong belief in a holistic work paradigm [13].

### 2.2.2. Factors influencing work ethics

According to Sinamo states that in general there are several factors that influence work ethic including [14] as follows:

#### 1. (a) Internal factors

In this case a person who has a work ethic can be influenced by motivation within a person, because a work ethic is a behavior that is based on belief in a person. A work ethic is created based on an expertise, a skill possessed to form a superior personality.

#### 1. (a) External factors

The external factor in question is a culture that has been continues down from generation to generation in society, which affects how much a person has a work

ethic. In this case the culture in question includes about a discipline and behavior that is believed by the community. The creation of a work ethic is caused by a work environment that encourages an increase in one's own performance.

## 2.3. Competence

### 2.3.1. Definition of competence

According to Tannady competence is everything that is owned by a person in the form of knowledge, skills and other individual internal factors to be able to do a job [15]. In other words, competence is the capabilities to execute duty based on the know-how and skills possessed by per person. According to Dharma competence is what a person carry to his work in the form of distict types and levels of behavior. It must be distinguished from the specific attributes (knowledge, skills and expertise) required to perform the various tasks associated with a job [16].

### 2.3.2. Factors affecting competence

Zwell in Wibowo revealed that there are several factors that can affect competence [17], including:

1. Beliefs and Values

A person's belief in himself and others will greatly affect his daily behavior. If the person has positive mind regarding his own or else , he will become person who has the characteristics of a person who thinks ahead.

2. Skills

Skills plays a role in most competencies. The development of skills that are specifically related to competencies can have an effects on both organizational culture and individual competencies.

3. Experience

Experience is an element of competency needed in the world of work, but experience alone is not enough to become an expert.

4. Characteristics

Characteristics are influenced by many factors that cause a person's characteristics to change, although it is very difficult to change personality. This happens because of interactions carried out with relatives and with the surrounding environment

## 5. Emotional Issues

Emotional issues can hinder the improvement of one's performance, such as not daring to do work outside of routine work because they feel afraid, embarrassed, feel unpopular, and so on so they cannot do activities reasonably

## 6. Intellectual Ability

Competence related to cognitive thinking such as conceptual thinking and analytical thinking

## 2.4. Employee performance

### 2.4.1. Definition of performance

According to Dahlan , performance conceived as work yield that can be reached by a someone or group of people in an organization according to their concerned powers and responsibility, to accomplish the aims of the organization related legally, not violating the law and in accordance with morals. as well as ethics [18]. Mangkunegara argues that performance 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 [19].

### 2.4.2. Factors influencing work ethics

Factors influencing performance achievement according to Mangkunegara [20]js:

#### 1. leadership factor

Psychologically, abilities consist of potential abilities and reality abilities. Means that ruler and officer who have an IQ above the average with adequate education for their position and are skilled in doing their daily work, it will be easier for them to achieve maximum performance.

#### 2. leadership factor

Motivation is defined as an attitude to improve performance due to having high morale. Employees who tend to have a positive attitude towards everything will be able to show high work motivation and vice versa, if employees have a negative attitude towards work situations, will show low work motivation. Performance is a multidimensional constructor that includes many influencing factors.

### 3. Research Method

This study used a bivariate quantitative approach. The research was conducted at the Turatea District Office, Jeneponto Regency. In this study the population was 33 employees including 23 permanent employees and 10 contract workers. While the sample in the study used the total sampling method. The total sampling method is a sampling technique in which the entire population is sampled [21]. So that the number of samples used in this study was 33 employees. Data collection was carried out using questionnaires, the measurement used a liker scale consisting of 5 choices of answer filled in by respondents according to the predetermined pelitian dimensions. This research method uses multiple linear regression analysis, to specify the effect of work ethic and competency variables on employee performance.

### 4. Result and Discussion

#### 4.1. Variable descriptive analysis

The formula used to determine the assessment category is:

$$\begin{aligned} \text{Score Range} &= \frac{\text{max}-\text{min}}{n} = 0,8 \\ &= \frac{5 - 1}{5} = 0,8 \end{aligned}$$

The results of the calculation of the scale range show a value of 0.8, thus the 0.8 scale range can be explained by its numerical value as follows:

TABLE 1: Variable Scale Range Overview.

intervals	Category
1 - 1.80 1.81 - 2.60 2.61 - 3.40 3.41 - 4.20 4.21 - 5.00	Strongly Disagree / Very Unfavorable Disagree / Not Good Neutral / Fairly Good Agree / Fine Strongly Agree / Very Good

Source: Primary data processed (2022)

#### 4.1.1. Work ethic variables

The work ethic variable consists of 3 indicators. Details of respondents' responses can be explained in the table below:

Based on the table 2, the average overall respondent's answer to the work ethic variable is 4.20. This score is in the range of 3.41 - 4.20 in the good category. So it

TABLE 2: Respondents' Responses to Work Ethic Variables.

Indicator	Ideal Score	Respondent Achievement Score	Average value	Category
Work as the main interest	660	558	4,22	Very good
Moral Approach	495	413	4,17	Good
Intrinsic Motivation	330	279	4,22	Very good
Amount	1485	1250	4,20	Good

Source: Primary Data Processed (2022)

can be concluded that the work ethic of the employees of the Turatea District Office, Jeneponto Regency, is in the good category.

#### 4.1.2. Competency variables

Competency variables consist of 3 indicators. Details of respondents' responses can be explained in the table 3:

TABLE 3: Respondents' Responses to Competency Variables.

Indicator	Ideal Score	Respondent Achievement Score	Average value	Category
Knowledge	330	274	4,15	Good
Ability	330	277	4,19	Good
Attitude	330	285	4,31	Very good
Amount	990	836	4,22	Very good

Source: Primary Data Processed (2022)

The overall average of respondents' answers to the competency variable is 4.22. this score is in the range of 4.21 - 5.00 with a very good category. So it can be concluded that the competency of the employees of the Turatea District Office, Jeneponto Regency, is in the very good category.

#### 4.1.3. Employee performance variables

Employee performance variables consist of 3 indicators. Details of respondents' responses can be explained in the table below:

The overall average of respondents' answers to employee performance variables is 4.25. this score is in the range of 4.21 - 5.00 with a very good category. So it can be concluded that the performance of the employees of the Turatea District Office, Jeneponto Regency, is in the very good category.



TABLE 4: Respondents' Responses to Competency Variables.

Indicator	Ideal Score	Respondent Achievement Score	Average value	Category
Work quality	495	417	4,21	Very good
Ability	495	428	4,32	Very good
Attitude	660	285	4,23	Very good
Amount	1650	1130	4,25	Very good

Source: Primary Data Processed (2022)

## 4.2. Data quality test

### 4.2.1. Validity test

The validity test utilized for a questionnaire is valid (legitimate) if the item in a questionnaire are afford to showed things to be quantified by the questionnaire. If the validity test is conducted on per item. The outcome of the validity test can be seen in the table 5:

Table 5 shows that, it can be seen that the  $r$  calculated grades of all statement items is more than the  $r$  table value, so it can be deduce that the assertion items of all variables are declared valid.

### 4.2.2. Reliability test

Reliability is to specify the measuring outcome keep consistently, if the measuring is do double or more for the same symptoms using the same measuring device.

Based on the table above, it can be seen that the Cronbach alpha value of all variables is greater than 0.6, so it can be concluded that all variables are declared reliable and further testing can be continued.

### 4.2.3. Hypothesis testing

#### 1. Analysis of the Coefficient of Determination

The results of the test for the coefficient of determination can be seen from the value of  $r$  square. Based on the table above, it can be seen that the value of  $r$  square is 0.752, indicating that 75.2% of employee performance variables at the Turatea Sub-District Office, Jeneponto Regency are influenced by work ethic and competence. The remaining 24.8% is influenced by other variables outside of this study.

TABLE 5: Validity Test Results.

Variable	Dimension	r-count	r-table	Information
Work Ethic (X1)	X1.1	0.634	0.344	√
	X1.2	0.707		√
	X1.3	0.657		√
	X1.4	0.699		√
	X1.5	0.574		√
	X1.6	0.815		√
	X1.7	0.721		√
	X1.8	0.774		√
	X1.9	0.773		√
Competency (X2)	X2.1	0.880		√
	X2.2	0.817		√
	X2.3	0.826		√
	X2.4	0.740		√
	X2.5	0.775		√
	X2.6	0.745		√
Employee Performance (Y)	Y1	0.728		√
	Y2	0.677		√
	Y3	0.739		√
	Y4	0.786		√
	Y5	0.781		√
	Y6	0.748		√
	Y7	0.848		√
	Y8	0.746		√
	Y9	0.783		√
	Y10	0.802		√
√=Valid				

Source: Primary Data Processed (2022)

TABLE 6: Reliability Test Results.

No	Variable	Cronbach Alpha	Information
1.	Work Ethic (X1)	0.869	√
2.	Competency (X2)	0.885	√
3.	Employee Performance (Y)	0.920	√
√=Reliable			

Source: Primary Data Processed (2022)

TABLE 7: Determination Coefficient Test Results.

Model	R	R <sup>2</sup>	Adjusted Square	R std. Error of the Estimate
1	,867a	,752	,736	2.29255

a. Predictors: (Constant), Competence, Work Ethic  
Source: SPSS Output 21 (2022)

1. T test results

The t test is used to partially test the hypothesis to show the effect of the independent variables individually on the dependent variable. The results of the t test can be seen in the table 8:

TABLE 8: T test results.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	€	β		
1 (C)	5,191	3,984		1.303	,202
Work ethic	,430	,138	,393	3,117	,004
Competence	,830	,191	,548	4,350	,000

a. Dependent Variable: Employee Performance  
Source: SPSS Output 21 (2022)

The f test is used to show the effect of the independent variables jointly on the dependent variable. The results of the f test can be seen in the table 9:

TABLE 9: F test results.

Model	Sum Squares	df	Means Square	F	Sig.
1 Regression	478,568	2	239,284	45,528	,000b
residual	157,674	30	5,256		
Total	636,242	32			

a. Dependent Variable: Employee Performance  
b. Predictors: (Constant), Competence, Work Ethic  
Source: SPSS Output 21 (2022)

Based on the table above, it can be seen that the f count is 45.528 which is greater than the f table value of 2.55, with a significance level of 0.000 which is less than 0.05. This means that the work ethic and competency variables jointly affect employee performance. Thus the third hypothesis is accepted.

Based on the output of the SPSS 21 program in the table above, the following equation results are obtained:

$$Y = 5.191 + 0.430 X_1 + 0.830 X_2 + e$$

The results of the interpretation of the proposed research hypothesis can be seen as follows:

1. Based on the table above, it can be seen that the work ethic variable has a t count that is greater than t table ( $3.117 > 1.977$ ), with a significant level of  $0.004 < 0.05$ . So it can be concluded that work ethic has a positive and significant effect on employee performance at the Turatea District Office, Jeneponto Regency. Thus the first hypothesis is accepted.
2. Based on the table above, it can be seen that the competency variable has a t count that is greater than t table ( $4.350 > 1.977$ ), with a significant level of  $0.000 < 0.05$ . So it can be concluded that competence has a positive and significant effect on employee performance at the Turatea District Head Office

Test Results f

### 4.3. The effect of work ethics on employee performance

Someone who has a work ethic is considered trustworthy and able to do his job reliably and with quality. Usually, in the workplace, ethos describes a person's abilities along with his profession, job, and expertise. Ethics does not depend on the level of one's education, or the number of academic degrees one has. The ethos is about the ability to act, execute, perform, produce the best, and fieldwork full of quality. The ethos is about being great, reliable, qualified, productive, performing, and always having fun at work [22].

The results of this study are in line with research studies (Mogot et al., 2019; Muslim et al., 2018; Simanjuntak [23–25] which states that work ethic has a positive and significant effect on employee performance. However, the results of this study are different from other studies [26] which states work ethic has no effect on employee performance.

### 4.4. The effect of competence on employee performance

Competence can be the second factor that affects employee performance. Competence is the capabilities to execute work based on skills and knowledge. Placement of employee positions based on their competence is very necessary, not only for career development, but also to support work effectiveness. Position placement in this case must be in accordance with educational background, suitability of abilities, and suitability of expertise. In addition, the organization is obliged to encourage each individual or

employee to learn and continue to improve their competence so that they can contribute to the progress of the organization.

The results of this research are in line with the research conducted by (Irianto; Mogot et al.; Muslim et al. [2,22,27] which states that competence has a positive and significant effect on employee performance. Irianto stated that if a person has high competence from within his personality, this can enhance work productivity, which in turn will increase employee performance [28].

#### **4.5. The effect of work ethics and competence on employee performance**

Employee performance in this study is influenced by two factors, namely work ethic and competence. The values of the work ethic that are implemented properly by employees will foster a high commitment to the organization, so that it will have an impact on improving performance. Irianto reveals that competency shows the characteristics of knowledge, skills and attitudes possessed by each individual so as to enable them to carry out their duties and responsibilities effectively and raise professional quality standards in their work [28]. If someone has high competence from within his personality then this can increase employee work productivity which will have an impact on improving performance.

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