THE ROLE OF INTEGRITY, WORKLOAD, WORK ETHIC ON EMPLOYEE PERFORMANCE IN THE FIELD OF PROCUREMENT, DISMISSAL, INFORMATION AND FACILITIES OF BKPSDM CITY OF BATAM

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ABSTRACT

This study aims to examine the relationship between integrity, workload, and work ethic on employee performance in the Division of Procurement, Termination, Information, and Facilitation at the Batam Regional Civil Service Agency (BKPSDM), both individually and collectively. The population of this study consisted of all 32 employees in the aforementioned division, with no classification based on employee rank or status, as all employees were treated equally. The results indicate a significant positive influence of integrity, workload, and work ethic on employee performance. Improved integrity, higher workloads, and stronger work ethic among employees contribute to enhanced employee performance. The relationship between these variables is expressed through a multiple regression model, demonstrating how these factors collectively and individually impact performance. Validity and reliability tests confirmed that all instruments met the necessary criteria. Among the variables, work ethic had the most significant influence, suggesting it as the primary factor affecting employee performance.

Keywords: Integrity, workload, work ethic and performance

1. INTRODUCTION

The presence of employees in an organization is a very essential factor, who always plays an active and dominant role in every organizational activity and also as a planner, actor and determinant in the realization of organizational goals. Meanwhile, managing employees is difficult and complex, because they have different thoughts, feelings, statuses, desires and needs that they bring with them into his organization.

To achieve organizational goals, management must be able to create mutually beneficial working conditions, so that employees will voluntarily carry out their obligations as well as possible if they see that carrying out their duties gives them meaning. Employees who know that their activities and work results are recognized and appreciated will improve their performance for the betterment of the organization. Without performance, all activities will not bring profits and progress for the realization of organizational goals. Therefore, organizations strive to foster employee enthusiasm for performance.

Employees as the most important element in the company are required to be planners, implementers, controllers and play an active role in maintaining and improving the quality of management in accordance with standards. *Quality Management System* (QMS), one way is to apply the company's work ethic to high integrity in its work activities. High integrity is reflected by ethics, which is assessed through attitudes through

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work behavior, such as discipline, tenacity, likes to work hard, diligent, highly dedicated, professional, trustworthy and honest, best service, and noble morals. Through such work behavior, it is hoped that employees will have high work morale and work optimally, thereby encouraging the achievement of their work performance, because ultimately employee work performance will influence performance, performance and achievement of company goals, namely providing the best service.

Workload is also related to employee work performance. Employees who have a high workload means that the employee has integrity towards their profession which can result in reducing various acts of indiscipline such as absenteeism and arriving late. So, having employee integrity will be able to increase organizational effectiveness.

On the other hand, employees without a high workload cannot be expected to have high integrity in the organization. Employees tend to carry out alienation (stretching) towards their work, such as not involving themselves in work, no enthusiasm for work, often rejecting organizational policies and values, not feeling at home and tending to move to another job or another organization if the opportunity arises. If this happens, it will affect his work performance.

Apart from workload, another factor that is equally important in achieving work performance is work ethic. Work ethic among employees needs to be fostered both individually and in groups. Because without a good work ethic among employees, work effectiveness will decrease. Apart from that, in achieving company goals, a work ethic is absolutely necessary among employees because each job requires more than one person to complete it.

The spirit (morale) of work also influences the work performance achieved by employees. If employees view the work climate and environment as stimulating, then generally they are able to accept and overcome the problems they face. For this reason, agencies must be able to create a work environment that is stimulating, so that it can increase work enthusiasm (morale) which ultimately improves employee work performance.

Another factor that influences employee work performance is work facilities. Having adequate work facilities that suit your needs will make it easier for employees to carry out their assigned tasks so that they can improve their work performance. Employee work performance is also influenced by motivation. Each employee has different motivations for working, so by providing high motivation, an employee will be more enthusiastic about achieving agency targets.

Promotion of the department that is done fairly and objective will increase the morale of employees and work agencies. With a promotion, employees are given the opportunity to develop abilities, skills, knowledge and experience as well as being challenged by authority and a work ethic that is different from their previous position according to their performance.Starting from the problem related with work performance, the author will examine physical and non-physical aspects related to personnel management, namely through integrity, workload, work ethic, and employee work performance.

Based on the background of the problems described previously, it can be understood how important it is to improve employee work performance in order to create better dynamics of organizational life. From this description it can also be understood that many factors can influence the increase or decrease in the work performance of an employee of an organization. The factors referred to are: (1) How is the work performance of employees in the Procurement, Termination, Information and Facilitation Sector of BKPSDM Batam? (2) Are there efforts made to encourage employees to improve work performance? (3) How is the integrity in the Procurement, Dismissal, Information and Facilitation Sectors of BKPSDM Batam? (4) Are there any efforts made by the leadership to improve integrity? (5) What is the workload for the Batam BKPSDM Procurement, Dismissal, Information and Facilitation Sector? (6) Are there any efforts made by the leadership to increase the workload? (7) What is the work ethic of employees in the Batam BKPSDM Procurement, Dismissal, Information and Facilitation Sector? (8) Are there any efforts made by the leadership to improve the work ethic of employees? (9) Is there an influence of work morale on employee work performance? (10) Is there an effect of promotion on employee work performance? (11) Is there an influence of work facilities on employee work performance? (12) Is there an influence of integrity on employee work performance? (13) Is there an influence of workload on employee work performance? (14) Is there an influence of work ethic on employee work performance? The questions mentioned above can be identified through research studies.

In this case the author will limit the problems to only a few variable, among which is variable integrity (x1), work workload variables (X2), variable work work ethos (X3) and variable work performance (Y), so the number of variables is four variable.

Based on the background description previously stated, the problem of this research can be formulated as follows:

1. Is there an influence of integrity on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam?
2. Is there an influence of workload on employee work performance in the Batam BKPSDM Procurement, Termination, Information and Facilitation Sector?
3. Is there an influence of work ethic on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam?
4. Is there an influence of integrity, workload and work ethic together on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam?

In general, this research aims to obtain information regarding the relationship between independent variables, namely; integrity (X_1), workload (X_2), and work ethic (X_3) with the dependent variable namely employee work performance (Y) in the field of Procurement, Termination, Information and Facilitation of BKPSDM Batam, both individually and collectively.

Specifically, this research aims to:

1. To determine the effect of integrity on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam.
2. To determine the effect of workload on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam.
3. To determine the influence of work ethic on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam.

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4. To determine the influence of integrity, workload and work ethic together on employee work performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam.

It is hoped that the results of this research will be especially useful for employees in the Procurement, Dismissal, Information and Facilitation Sectors of BKPSDM Batam, namely as accurate information material to always increase integrity, workload and work ethic so that optimal work performance can be achieved. The results of this research can also be used as important information for leaders of the Batam BKPSDM Procurement, Dismissal, Information and Facilitation Sector in creating dynamic development of employee work performance.

Apart from that, the results of this research can also be used as accurate information for employees, while for all parties who are interested in obtaining basic information and data in conducting further research related to this research, especially regarding other factors that influence performance improvement. employee work.

From the theoretical explanation above, the variables in this research are integrity, burden work, and work ethic as the independent (free) variable and employee performance as the dependent (dependent) variable.
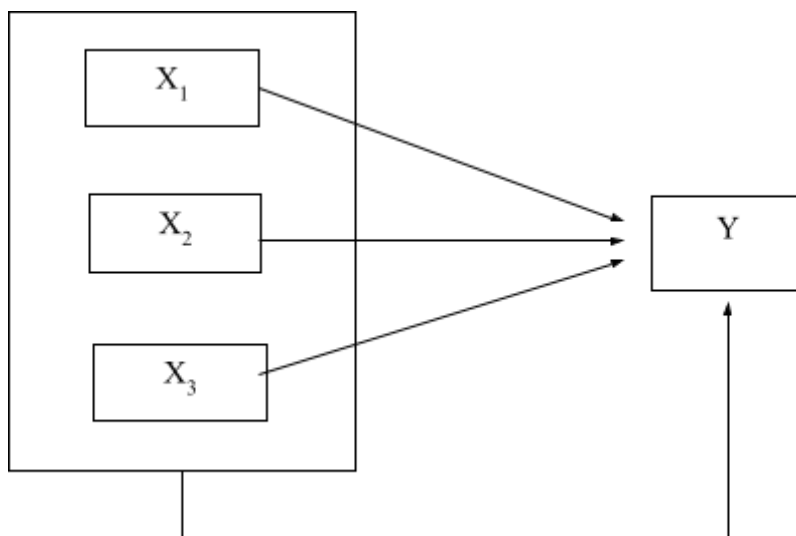

Figure 1. Research Framework

Information:
X_1 : Integrity
X_2 : Workload
X_3 : Work ethic
Y : Employee Performance

Based on the theoretical basis and framework that has been put forward, this research hypothesis can be formulated as follows:

1. Integrity influences employee performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam.
2. Workload influences employee performance in the Procurement, Dismissal, Information and Facilitation Sectors of BKPSDM Batam.
3. Work ethic influences employee performance in the Procurement, Dismissal, Information and Facilitation Sectors of BKPSDM Batam.
4. Integrity, burden work, and work ethic together influence employee performance in the Procurement, Termination, Information and Facilitation Sectors of BKPSDM Batam.

To obtain empirical data regarding the observed variables, this research used a set of instruments in the form of questionnaires. Questionnaires are used to collect information regarding work integrity, burden work, work ethic and employee performance.

The conception underlying the preparation of the instrument departs from the research variable indicators which are derived from dimensions based on the theory of each variable that has been constructed. Next, the indicators or grid are explained into several questions/statements, according to the meaning contained in the indicators.

The research instrument is in the form of a questionnaire regarding work integrity variables, burden work, the work ethic and employee performance will be described in detail as follows:

1. Employee Performance Variables (Y)
a. Conceptual Definition
Employee performance is the result achieved by an employee who works as an actualization of his abilities in relation to work to achieve the desired goals, taking into account the following things: 1) initiative in work, 2) obedience to work regulations, 3) accuracy in work , 4) ability to complete work, and 5) work ethic for work results.

b. Operational Definition
Employee performance is an activity to see employee attitudes regarding their level of performance, which is measured using a questionnaire, grades or scores obtained using a Likert Scale in the form of a scale with five choices and consisting of 5 statement items. Employee performance scores are obtained from the total score of 5 statement items with a theoretical score range between 5 and 25.

c. Some instrument
From the conceptual definition that has been described on, then the indicators measured in this variable are work effectiveness which originates from: 1) initiative in work, 2) compliance with work regulations, 3) accuracy in work, 4) ability to complete work, and 5) work ethic regarding work results. These indicators were developed into 5 instrument items. The distribution of these items can be seen in the following table.

2. Work integrity variable (X₁)
a. Conceptual Definition
Work integrity is the values, norms, philosophy and applicable regulations that exist within a group in an institution to carry out the work that has been determined in an effort reach mutual success. The indicators used to measure organizational integrity variables are; 1) there is an even distribution of tasks, 2) reporting work that has been completed, 3) there are regulations and working hours, 4) ANDtoss work work with others, and 5) recognition of the existence of employees.

b. Operational Definition
Work integrity is an activity to see employee assessments of the values, norms, philosophies and regulations that apply within a group at an institution whose measurement

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is carried out using a questionnaire, values or scores obtained using a Likert Scale which is in the form of a scale with five options and consists of 5 point statements. The work integrity score is obtained from the total score of 5 statement items with a score range between 5 and 25.

c. Some instrument

From the conceptual definition and operational definition that have been described on, the indicators measured in this work integrity variable are 1) there is an equal distribution of tasks, 2) reporting work that has been completed, 3) the existence of regulations and working hours, 4) ethos work with other people, and 5) recognition of the existence of employees.

3. Workload Variable (X_2)

a. Conceptual Definition

Workload employee is compliance with the rules, norms, standards, laws, regulations that apply in the work environment, where a person dedicates himself to work as measured by; 1) observance of working hours, 2) observance of work regulations, 3) observance of work procedures, 4) good use of facilities, and 5) work ethic in carrying out tasks.

b. Operational Definition

Workload is an activity to see employees' views regarding compliance with rules, norms, standards, laws, regulations that apply in the work environment, where a person dedicates himself to work which is measured using a questionnaire, values or scores obtained using a Likert scale in the form scale with five choices and consisting of 5 statement items. Load score work obtained from the total score of 5 statement items with a score range between 5 and 25.

c. Some instrument

From the conceptual definition and operational definition that have been described on, indicators measured in load variables work These are 1) compliance with working hours, 2) compliance with work regulations, 3) compliance with work procedures, 4) good use of facilities, and 5) work ethic in carrying out tasks.

4. Work ethic variable (X_3)

a. Conceptual Definition

Work ethic is a business activity carried out by several people or groups of individuals from various levels and work units, interacting to reach a common goal. The indicators of work ethic that suit the objectives of this research are; 1) Level of willingness to andworking high fives with co-workers, 2) the level of willingness to help between co-workers, 3) the level of activity in the group, 4) encouraging group decision making, and 5) encouraging the spirit to do more than usual.

b. Operational Definition

Work ethic is an activity to see employees' views on business activities carried out by several people or groups of individuals whose measurements are carried out using questionnaires, values or scores obtained using a Likert Scale in the form of a scale with five choices and consisting of 5 statement items. The work ethic score is obtained from the total score of 5 statement items with a score range between 5 and 25.

c. Some instrument

From the conceptual definition and operational definition described above, the indicators measured in this work ethic variable are 1) The level of willingness to work with co-workers, 2) The level of willingness to help among co-workers, 3) The level of activity in the group, 4) Encourage group decision making, and 5) Encourage the spirit to do more than usual.

2. METHODS

The research analysis used is simple and multiple regression analysis. Technique This is used to answer problems related to which factors are the most dominant influencing employee performance and to determine the extent to which the independent variables that researchers suspected at the beginning of the research influence employee performance.

A measurement scale is an agreement that is used as a reference to determine the length and shortness of the intervals involved in the measurement, so that if the measuring instrument is used in the measurement it will be able to produce quantitative data. With this measurement scale, the variable values measured by this instrument can be expressed in numerical form so that it will be more accurate, efficient and communicative. The most frequently used way to determine scores is to use a Likert scale. The way to measure it is by providing answers, the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about a social phenomenon. In scoring, each answer given by the respondent is given a score using a Likert scale.

1. *Descriptive Analysis*

Descriptive analysis is a method related to collecting and presenting a group of data so that it provides useful information. This descriptive analysis is used for further analysis purposes.

2. *Validity Test*

Validity as a data collection tool according to Sugiyono (2012), construct validity is the method used to assess questionnaires, namely through product moment correlation, between the score of each question item and the total score. The formula used is as follows:

$$r_{xy} = \frac{n\Sigma XY - (\Sigma X)(\Sigma Y)}{\sqrt{\{n\Sigma X^2 - (\Sigma X)^2\}\{n\Sigma Y^2 - (\Sigma Y)^2\}}}$$

Information :
r = Reliability coefficient
X = Statement Score
AND = Shoes Total
n = Number of samples

3. *Reliability Testing*

Reliability tests were carried out to determine degree consistency dependence and stability of the measuring instrument. From the results of the reliability test carried out with the SPSS 16.0 program, the questionnaire was said to be reliable if it gives Cronbach Alpha > 0.60. Decision making criteria:
a. A variable is declared reliable if it gives a Cronbach Alpha value > 0.60.
b. A variable is declared not reliable if it gives a Cronbach Alpha value <0.60.

4. *Simple Multiple Linear Regression Analysis*

The research data used by researchers in this study are variables related to the hypothesis formulated. The basic model used in this research is:

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$$Y_i = \beta 0 + \beta_1 X_{1i} = b_2 X_{2i} + b_3 X_{3i} + ei$$

Information :
1. Work integrity variable (X_{1i})
2. Load Variables work (X_{2i})
3. Work Work Ethic Variable (X_{3i})
4. Employee Performance Variables (Y_i)

The coefficients $\beta 1$, $\beta 2$, and $\beta 3$ show the short-term coefficient values of variable X_{1i}, X_{2i}, and X_{3i}. This model is shown to determine the level of significance and elasticity value of changes in each explanatory variable which will influence the performance of employees in the Batam BKPSDM Procurement, Termination, Information and Facilitation Sector.

5. Hypothesis Testing

The accuracy of the sample regression function in estimating actual values can be measured from *Goodness of Fit This*. Statistically, at least this can be measured from the coefficient of determination value, the F statistical value, and the t statistical value. Statistical calculations are said to be statistically significant if the statistical test value is in the critical area (the area where Ho is rejected). It is better to say that it is not significant if the statistical test value is in the area where Ho is accepted (Ghozali, 2009)

a. Simultaneous Significance Test (F Statistical Test)

The F statistical test basically shows whether the independent variables included in the model have a joint influence on the dependent variable (Ghozali, 2009).

The hypothesis used in this research is:

I have : $\beta_1 = b_2 = 0$,   This means that the independent variables do not have a significant influence simultaneously or together on the dependent variable.

Ha : $\beta_1 \neq b_2 \neq 0$,   This means that the independent variables have a significant influence together on the dependent variable.

Decision-making criteria as follows:
1) When the probability significance > 0.05, then Ho is accepted and Ha is rejected.
2) When the probability significance < 0.05, then Ho is rejected and Ha is accepted.

By comparing the F values$_{count}$ with F_{table}, when $F_{table} > F_{Count}$, then Ho is accepted and Ha is rejected, when $F_{table} < F_{count}$, then Ho is rejected and Ha is accepted.

b. Parameter Significance Test Individual (T Statistical Test)

The t statistical test shows how far the influence of the independent variables included in the model has a joint influence on the dependent variable (Ghozali, 2009).

The hypothesis used in this research is:

I have : $\beta_0 = 0$, This means that the independent variables individually do not have a significant influence on the dependent variable.

Ha : $\beta_1 \neq 0$,   This means that the independent variables individually have a significant influence on the dependent variable.

The basis for decision making is as follows:

If t table > t count, then Ho is accepted and Ha is rejected.

If t table < t count, then Ho is rejected and Ha is accepted.

By using probability numbers significance :

1) When the probability figure significance > 0.05, then Ho is accepted and Ha is rejected.
2) When the probability figure significance < 0.05, then Ho is rejected and Ha is accepted.

c. Coefficient of Determination Test (R^2)

Coefficient of determination test (R^2) is used to measure how far the model's ability to explain the dependent variable. The coefficient of determination value is between 0 and 1. R value^2 small means the independent variable provides almost all the information needed to predict the dependent variable (Ghozali, 2009). The fundamental weakness of using the coefficient of determination is that it biases the number of dependent variables included in the model. Therefore, many researchers recommend the adjusted R value^2 when evaluating which regression model is the best because of the adjusted R value^2 can increase or decrease if one independent variable is added to the model (Ghozali, 2009)

3. RESULTS

A trial of the research instrument was carried out to select valid instrument items. By obtaining the validity of each item, it can be known for certain which items do not meet the requirements in terms of their validity.

1. *Validity Test*

The instruments tested were analyzed with the aim of selecting valid items. Analysis of the instrument provides information on the items that were answered with assessments that are not much different from most Batu Ampar Sub District Office employees, as well as informing which items from the items provided can represent indicators of the variables being measured.

To see the relationship between the score of each item and the total score in this variable, the Pearson formula is used.*Product Moment*". Whether an item is valid or not is determined by a comparison between the correlation coefficient and the r table. If the correlation coefficient is greater than r table, then the item is declared valid, conversely if the correlation coefficient is lower or equal to r table then the item is declared invalid.

2. *Reliability Test*

Reliability shows an understanding that an instrument is trustworthy enough to be used as a data collection tool because the instrument is good. A good instrument will not direct respondents to choose certain answers. Instruments that are reliable will produce reliable data too. If the data really matches reality, then no matter how many times it is taken it will still be the same. Reliable means trustworthy, so reliable. (Suharsimi Arikunto, 2006)

A research instrument is said to be reliable if it has an alpha value greater than 0.60. To test the reliability of the instrument, coefficients are used reliability Cronbach's alpha is calculated using the reliability procedure in the SPSS for Windows version 17.00 program package. Of all the questions asked by the researcher, namely 20 questions from 3 independent variables and 1 dependent variable, each with 5 questions, the result was that all questionnaire questions were declared RELIABLE. So that all the questionnaire questions can be processed properly.

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Table 1
Reliability Test Results

No.	Variable	Reliability Value (Cronbach Alpha)	Table Parameters	Information
1	Work integrity	0,733	0,600	Reliable
2	Work load work leader	0,745	0,600	Reliable
3	Work work ethic	0,689	0,600	Reliable
4	Employee performance	0,773	0,600	Reliable

Source: SPSS viewer processed data

In this research, the data collected is data from four variables, including employee performance as the dependent variable, work integrity, workload work leader, and work ethic as independent variables. The research was carried out by distributing research instruments to 32 employees. The description of each research variable can be explained as follows:

Employee performance is obtained from distributing research instruments to employees which include; 1) initiative in work, 2) obedience to work regulations, 3) accuracy in work, 4) ability to complete work, and 5) work ethic for work results. From the five instrument items, data was obtained for 44 respondents. After statistical processing it shows the following results: the minimum value obtained is 14 and the maximum value is 22 from the calculated range. The next calculation, gives the average value ($\overline{Y}$) is 18.63, the mean or Median (Me) is 18.50 and the Mode (Mo) is 18, 21 and 22, the standard deviation is 2.52 and the variance is 6.37.

Work integrity as the first independent variable is described in the instrument items as follows; 1) there is an even distribution of tasks, 2) reporting work that has been completed, 3) there are regulations and working hours, 4) ethos work work with others, and 5) recognition of the existence of employees. Based on the data obtained after statistical processing, it shows the following results: the minimum value obtained is 14 and the maximum value is 24 from the calculated range. The next calculation gives the average value (X_1) 19.03, the mean or median value is 19 and the mode is 19, the standard deviation is 2.06, and the variance is 4.23.

Work ethic as the third independent variable is described in the instrument items as follows; is; 1) Level of willingness to ethos work with co-workers, 2) The level of willingness to help between co-workers, 3) The level of activity in the group, 4) Encouraging group decision making, and 5) Encouraging the spirit to do more than usual. Based on the data obtained after statistical processing, it shows the following results: the minimum value obtained is 18 and the maximum value is 23 from the calculated range. The next calculation gives the average value (X_3) 20.34, the mean value or Median (Me) is 21 and the Mode (Mo) is 21, and the standard deviation is 1.41.

Based on the results of multiple linear regression analysis between pairs of work integrity data (X_1), workload work leader (X_2), and work ethic (X_3) on employee

performance (Y), as shown in the attachment, it is known that the value of the multiple regression coefficient $b_1 = 0,497$, $b_2 = 0,079$, $b_3 = 0.937$, with a constant value of -11.443. In this way, the influence of work integrity is a form of influence (X_1), workload work leader (X_2), and work ethic (X_3) on performance employees (Y) can be described by the regression equation, namely: $\hat{Y} = -11,443 + 0,497X_1 + 0,079X_2\ \ 0.937X_3$. To find out whether the regression line equation model can be used to draw conclusions or whether the regression line equation is significant or not, it can be tested using analysis of variance (F-test). The research results show that the regression equation is very significant because F_{count} smaller than $F_{table\ (3.28)}$ (30,799 > 2,95). Multiple correlation analysis of pairs of work integrity data (X_1), workload work leader (X_2), and work ethic (X_3) on employee performance (Y) produces a double R correlation coefficient of 0.876. This means that employee performance is influenced by these independent variables. This means better work integrity where the officer works (X_1), the more high workload work leader officer (X_2), and the higher the work ethic between officers (X_3), the higher the employee's performance will be.

To determine the magnitude of the contribution of the work integrity variable (X_1), workload work leader (X_2), and work ethic (X_3) on employee performance (Y) can be done by squaring the correlation coefficient. The result of squaring this quantity is 0.767. Thus, it can be concluded that there is a large contribution to work integrity (X_1), workload work leader (X_2), and work ethic (X_3) together on employee performance (Y) is 76.7%, in the sense that 23.3% others are influenced by other variables not observed in this study.

The next calculation is to find the correlation coefficient of each variable with the following results;

The results of simple linear regression analysis calculations pairing work integrity data with employee performance obtained a regression coefficient b value of 0.927 and a constant value of 0.988. Thus, the regression equation between the work integrity variable and employee performance is $\hat{Y} = 0.988 + 0.927X_1$.

A simple correlation calculation of the work integrity variable data pair with employee performance (Y), produces a correlation coefficient r of 0.755. To find out whether the correlation coefficient r obtained is significant or not, a test was carried out using the "t" test analysis. The results of the "t" test analysis obtained the t value$_{count}$ amounting to 6,300. If this value is consulted with the t value$_{table\ (0.05)}$ t value is obtained$_{table}$ amounting to 1,697. This shows that the correlation coefficient between work integrity (variable$_1$) with employee performance (variable Y) is very significant.

4. DISCUSSIONS

The Effect of Work Integrity on Employee Performance

The results of a simple correlation analysis show that there is an influence of work integrity on employee performance. The strength of the relationship between work integrity and employee performance can be seen from the calculation of the coefficient of determination of 0.570. This means that 57% of the variation in employee performance is explained by work integrity.

The Effect of Workload on Employee Performance

The results of simple linear regression analysis calculations between workload and employee performance show a regression coefficient value of 0.751 and a constant of 3.847. The regression equation between workload and employee performance is:

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$Y = 3{,}847 + 0{,}751X_2$

A simple correlation analysis between workload and employee performance produces a correlation coefficient (r) of 0.647. The significance test using the t test shows that the t value is 4.652, which is greater than the t table value of 1.697 at a significance level of 0.05. This shows that there is a significant influence between workload and employee performance. The coefficient of determination of 0.419 means that 41.9% of the variation in employee performance is explained by workload.

The Influence of Work Ethic on Employee Performance

The results of simple linear regression analysis calculations between work ethic and employee performance show a regression coefficient value of 1.440 and a constant of -10.660. Thus, the regression equation between work ethic and employee performance is:

$Y = -10{,}660 + 1{,}440X_3$

The results of simple correlation calculations between work ethic variables and employee performance show a correlation coefficient (r) of 0.801. To determine the significance of the correlation coefficient, a "t" test was carried out. As a result, the t value is 7.340, which is greater than the t table value of 1.697 at a significance level of 0.05. This shows that the relationship between work ethic and employee performance is very significant. The strength of this relationship can also be seen from the coefficient of determination of 0.642, which means that 64.2% of the variation in employee performance is explained by the work ethic variable. Based on this analysis, it can be concluded that work ethic makes the largest contribution to employee performance, namely 64.2%. Hypothesis testing shows that there is a positive and significant influence between work integrity, workload and work ethic on employee performance. This result is shown by the calculated F value of 30.799, which is smaller than the Ftable value at the alpha significance level of 0.05, namely 2.95. The regression equation that describes the relationship between the four variables is:

$Y = -11{,}443 + 0{,}497X_1 + 0{,}079X_2 + 0{,}937$

This equation shows that every one unit change in the independent variables (work integrity, workload, and work ethic) will affect employee performance. The results of multiple regression analysis produced a multiple correlation coefficient (Ry) of 0.876, which shows the very high influence of the three independent variables on employee performance.

The contribution of work integrity, workload and work ethic variables together to employee performance is explained by a coefficient of determination of 0.767. This means that 76.7% of the variation in employee performance can be explained by work integrity, workload and work ethic. The regression equation illustrates that if these three variables are measured together, then 76.7% of the variation in employee performance will follow the predetermined pattern of the regression equation.

Per variable, work ethic has the greatest influence on employee performance, with a coefficient of determination of 64.2%, which shows that work ethic is the most significant factor in improving employee performance.

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