Original Article

Analysis of Employee Work Ethic in Improving Performance in Mampotu Village, Amali District, Bone Regency

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Abstract:
Work ethic is a positive attitude or ability to work well possessed by an employee, particularly those in the Mampotu Village, Amali District, Bone Regency. This study aims to analyze the work ethic of employees in improving performance in Mampotu Village, Amali District, Bone Regency, and what factors influence the work ethic of employees in improving performance in Mampotu Village, Amali District, Bone Regency. This research is qualitative, utilizing observation, interviews, and documentation as data collection techniques. The data analysis follows an interactive analysis model. The research results regarding the work ethic of employees in Mampotu Village, Amali District, Bone Regency reveal that the work ethic of employees in Mampotu Village, Amali District, Bone Regency is considered very good. Factors influencing the work ethic in improving performance in Mampotu Village, Amali District, Bone Regency can be assessed from several factors, namely, economic structure, religion, social, political, educational, motivational, and work discipline. Therefore, it can be concluded that the good work ethic of employees and certain factors have contributed to the improvement of performance in Mampotu Village, Amali District, Bone Regency.

Keywords: Work Ethic, Employees, Performance

Introduction

An office in carrying out government activities has several factors that are interrelated and influence each other. One very important factor used to run government is human resources (Afandi, 2018). The existence of Human Resources (HR) in an organization plays a very important role in supporting and demonstrating organizational activities (Mangkunegara, 2014). The potential that exists in every human resource must be utilized as well as possible, so that it can provide maximum results. The success of an organization in achieving its goals does not only depend on existing facilities and infrastructure but also depends on the performance of its employees.
Employees in an agency are basically the only main resource for an organization that cannot be replaced by other resources, because no matter how good an organization is, its complete facilities will not be useful without employees managing, using and maintaining them. An agency’s success in achieving its goals is a reflection of an effective and efficient organization (Kusna, 2004). How well employees do their jobs significantly influences performance improvement. Civil servants as government officials and as public servants are expected to always be ready to carry out their duties well and ready to serve the community well (Satria, 2008).

Work ethic is very dominant for a person’s maximum work success, in the sense that the higher the employee’s work ethic, the higher the employee’s performance. (Ruky, 2002). Work ethic is the spirit and inner attitude of a person or group of people to the extent that there is moral pressure (Ginting, 2016). It can be said that work ethic is a person’s perspective in responding, doing and acting at work, with the will and attention to the values and rules that apply in an organization, agency or company so that the work can be carried out well (Jansen, 2014). Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities, in order to achieve the goals of the organization in question legally, without violating the law and in accordance with morals and ethics (Imron, 2018). The quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Indrasari, Dkk 2018).

In providing good service, an employee must have a certain level of ability and expertise. Apart from that, good service arises from the personality of the employees themselves (Suwanto dan Priansa, 2016). Of the several factors that influence increased performance, work ethic is one of the key foundations for success in increasing performance in the sense that when a person has a work ethic which is indicated by hard work, work discipline, honesty, responsibility, diligent and serious in working, the performance also efficient and effective. One of them, employee discipline is an important point that is really needed in various organizations that must be implemented in an employee. Employee indiscipline can result in the downfall of the organization. Many employees in Mampotu sub-district still act undisciplined, resulting in delays in completing work. As is the situation in Mapotu Village, Amali District, Bone Regency, until now performance is still not optimal, so there are still problems that are always considered trivial which in reality can cause employee performance to decline. Therefore, work ethic plays a very important role in improving performance, but so far employees have not fully carried out their responsibilities well due to a lack of discipline. So people have difficulty managing population documents or other files.

Methods

The type of research carried out is qualitative research where implementation depends on the researcher’s ability to explain and describe the phenomenon to be studied in descriptive form. According to Sukmadinata (2006:72) Descriptive is a form of research aimed at describing existing phenomena, both natural phenomena and man-made phenomena. These phenomena can be forms of activity, characteristics, changes, relationships, similarities and differences between one phenomenon and another. In this research, the data sources used are primary data and secondary data (Purchantara, 2010:79). Primary data is data obtained directly
from the first data source at the research location or research object (original source). Primary data can be in the form of a subject's opinion, results of observations of a behavior or event, and test results. Secondary data is information data obtained indirectly from public research objects. The data collection techniques used in this research are; Observations, Interviews, and Documentation. As stated by Miles and Huberman (1984: 23), the flow of analysis follows the interactive analysis model. In this research, the analysis process is carried out through 4 stages, namely data reduction, data display, and drawing conclusions.

**Results**

**The Influence of Work Ethic in Improving Performance in Mampotu Village, Amali District, Bone Regency**

Work Ethic is a positive attitude towards work which has a strong relationship with hard work and requires very strong cooperation and is based on the basic belief of work ethic. This describes the personality of an employee or employees and is supported by the attitudes and behavior of employees or employees that have positive and negative impacts on themselves, the organization and the environment. Based on the results of interviews with several informants regarding the influence of employee work ethic in improving performance in Mampotu Village, Amali District, Bone Regency using several research sub-focuses as follows:

**Hard work**

Hard Work is a contribution made by employees to an office or organization by increasing their personal competence so as to produce satisfactory performance and achieve the goals of the office or organization. The following are several factors that support employees' hard work, namely, not knowing the time when working, not knowing the distance between co-workers and not having difficulty completing work in the office. According to information gathered from interviews:

“As the sub-district government, of course we provide and facilitate the community to create a conducive environment and maximum or excellent service. Especially in the Mampotu community, most of them are farmers whose activities are the same as office hours or service hours at the Mampotu sub-district office. Therefore, we, the Mampotu sub-district government, have agreed to provide 24-hour service. In this case, of course, Mampotu Village employees have to work without knowing the time in order to create excellent service. And employees must also be able to manage their performance time well so that health can be maintained as well as effective and efficient service (Interview with AD).

According to other sources, namely community leaders, said that:

"Our relationship with the sub-district government is good, because the sub-district head and several sub-district employees have the same hobbies as the community, one of which is playing dominoes. We went to the village head's house almost every night to play dominoes. Because of that, it makes it very easy for us to get services and it is not awkward to convey criticism or suggestions to the sub-district government" (Interview with AU).

**Discipline**

Discipline is a person's awareness of being willing and able to control oneself and comply with agreed rules or values, which relate to the rules and norms of oneself, work and the social environment. The following are several factors that support employee
discipline, namely, respecting and appreciating co-workers and leaders, being responsible for the tasks assigned, adhering to office regulations (written or unwritten) and being able to accept sanctions if they violate the rules.

According to information gathered from interviews:

“Every employee certainly has their own duties that they must be responsible for, including me as the village head of Mampotu. These duties are regulated in the law which we must comply with. Of course, if an employee does not carry out their duties well, then there will be sanctions. "I, as the head of the Mampotu sub-district or head of the Mampotu sub-district, will give appreciation to employees who can complete their tasks well and quickly” (Interview with AD).

According to other information, one of the Mampotu sub-district employees stated that:

"Every employee must of course be disciplined in following the rules that apply in the office, both written and unwritten. The achievement of an organization’s goals is determined by the capabilities of its Human Resources. For this reason, it is mandatory to be disciplined in complying with the applicable rules." (Interview with AS).

Honest

Honesty is an attitude that is based on efforts to make oneself a person who can be trusted in words, deeds and work. A good work ethic can be reflected in the honest attitude of employees. An organization can progress if its human resources have an honest attitude. The following are several factors to assess an employee’s honest attitude, namely, accepting work responsibilities in accordance with office rules and if given a mandate, always maintaining and carrying them out.

According to information gathered from sources based on interview results, namely:

“Mampotu sub-district employees carry out duties as given or the rules that apply at the office. Like the 24 hour service that is implemented for the community. "Mampotu sub-district employees carry out these duties with full responsibility." (Interview with AD).

Another informant, namely one of the Mampotu sub-district employees, revealed that:

"We as Mampotu sub-district employees have high diligence in completing the tasks given, this is because we are aware of the responsibilities we carry. "Excellent service must be implemented at the Mampotu sub-district office in order to create a society that is satisfied with our performance. “(Interview with SD).

Responsibility

Responsibility means carrying out all duties and obligations seriously, and being ready to accept the consequences of one's actions. Employees are expected to have a good attitude of responsibility. The following are several factors to assess an employee's attitude of responsibility, namely, completing work with high diligence and seriously pursuing the tasks that have been given.

Based on information gathered from sources, namely:

“Excellent service can be realized if employees have responsibility for the tasks at hand. Good responsibilities can be fulfilled with serious perseverance in carrying out and completing the assigned tasks. In this case, I see that Mampotu employees have true perseverance in carrying out and completing the tasks given. "For this reason, I declare that sub-district employees have serious diligence in carrying out the responsibilities given.” (Interview with AD).
Factors that Influence Work Ethic in Improving Performance in Mampotu Village, Amali District, Bone Regency

Factors that can influence work ethic in improving performance can be seen from several factors, namely, economic structure, religion, social, political, education, motivation and work discipline. Based on the results of interviews with several informants regarding the factors that influence employee work ethic in improving performance in the Mampotu sub-district, Amali District, Bone Regency using several research sub-focuses as follows:

Economic Structure

Economic structure is an economic system that is currently taking place in society, which explains the economic condition of society in terms of income. Economic conditions greatly influence work ethic from two factors, namely employee needs and salaries.

As the results of interviews with sources stated that:

"Employees' economic conditions greatly influence employees' work ethic, as can be seen from meeting employees' needs with the amount of salary they receive. When the salary is able to meet needs, of course the employee's work ethic will also increase. For Mampotu sub-district employees, Alhamdulillah, their needs can be met well because apart from working at the Mampotu government office, employees also have side jobs, namely farming and other jobs. "For this reason, cooperation must be established well because it is for the sake of carrying out office duties and also so that employees can do side jobs (Interview with AD).

As another informant stated that:

"We employees have other jobs apart from the Mampotu sub-district office, like me who is also the treasurer of the Amali District Election Committee for the 2024 elections. Everything can be carried out well because we, the Mampotu sub-district employees, work together well and understand each other regarding activities outside the sub-district office mampotu." (Interview with HR).

Religion

Religion is a belief or belief held by a community group. Religion influences employee work ethic from the doctrinal factors of beliefs held by employees. All Mampotu sub-district employees adhere to the Islamic religion, where the Islamic religion requires them to diligently work hard as in the Al-Qur'an Surah At-Taubah verse 105 which contains the command of Allah SWT to his servants to always work to meet their living needs. In another verse we are also ordered to be responsible as in Surah Al-Muddassir verse 38 which means "Everyone is responsible for what he has done". Therefore, the higher the level of employee trust and confidence in Allah SWT, the higher the level of devotion, the better the work ethic.

From interviews with sources, it was revealed that:

"As the leader of the Mampotu sub-district government, I really emphasize obedience to worship, because obedience will increase piety. Increasing devotion will affect employee work ethic. Because of that, every time we are in the office and it is prayer time, we are asked to go to the mosque together, and the office is next to the main mosque in Mampotu sub-district. The employees in the Mampotu sub-district, judging from their devotion to worship, look very good. "And it is directly proportional to their performance in carrying out their mandate, duties and responsibilities as employees at the Mampotu sub-district office." (Interview with AD).

Social

Social is an interaction order of social life that is built in a group. A way of life that
develops within a social order. The life that develops in society, whether good or bad, depends on the social conditions that develop within that community group. The social life that is built within community groups influences the ethics of community behavior, as well as organizational ethics within the Mampotu sub-district government office. The social interactions that are built affect employee-employee relationships and relationships with the community, this influences employee work ethic. The better employee-employee interactions and relationships with the community affect employee performance, also in terms of employee service to the community. The better the relationship, the better the social relations, the better the service provided. Likewise in the social interaction system within the Mampotu sub-district. There must be a good relationship between the Mampotu sub-district government and the Mampotu community, in order to build harmony in carrying out daily life. This harmonious relationship will increase the work ethic of employees because they feel comfortable at work.

From the results of interviews with sources, it was revealed that:

"The social life that is built in Mampotu sub-district is well established, especially the relationship between employees and employees as well as the relationship between employees and the community. "We, the Mampotu sub-district government, still uphold the attitude of mutual cooperation, this builds harmonious relationships in the social life of the Mampotu government." (Interview with AD).

**Political**

Politics is the process of society in making a policy, especially in a country. Political developments that develop in a region will influence the social order in that region. Especially in areas that have a strong political culture. Political interests will influence the attitudes or behavior of the people, as well as the world of work, including the conditions of government offices. Political decisions that sometimes give rise to disappointment in some communities create social conflicts that affect harmony in society. Likewise in the condition of employees in a government, especially employees in the Mampotu sub-district.

From the results of interviews with sources, it was stated that:

"It cannot be denied that politics greatly influences people's social life, especially during the democratic party period, especially during village head elections. However, for the Mampotu sub-district government, politics does not affect the work ethic of employees. Because we are a sub-district, there is no village head election which sometimes destroys harmony in the social order of society. Employees in Mampotu sub-district are not influenced by politics, let alone our work ethic, politics does not influence it. We work based on applicable regulations and also to achieve the vision of the Mampotu sub-district. We appoint employees in Mampotu sub-district, especially honorary employees, because of their skills in carrying out their duties serving the community. "For this reason, politics does not affect the work ethic of employees in the Mampotu sub-district." (Interview with AD).

**Education**

Education is a certain process to improve the capabilities of Human Resources or employees in an office. The higher a person's education, the greater their abilities are expected to increase. Education will influence employee work ethic, because education is a specific activity aimed at improving abilities. Including at the Mampotu sub-district office, the level of employee education influences the employee's work ethic.

As the results of the author's interviews with sources stated that:
"A person's level of education does not determine performance but influences performance. The higher the employee's education level, the more visible their capacity and ability to carry out the tasks given." (Interview with AD).

From interviews with other sources, one of the Mampotu sub-district employees stated that:

"An employee's ability can be seen from his scientific discipline or level of education. "Education does not determine a person's intelligence, but it really influences it because I felt the benefits of my educational experience when working at the sub-district office" (Interview with ST).

### Motivation

Motivation is a work enthusiasm that naturally requires someone to work hard. The higher a person's work motivation, the better the person's work ethic. Likewise, in the case of Mampotu sub-district government, the higher the level of employee motivation, the better the level of employee work ethic.

As the author's interview with the source stated that:

"Motivation really influences employee work ethic, because work enthusiasm is born from motivation. For this reason, as the village head, I always motivate the employees to always work diligently to achieve common goals. For the sake of realizing excellent service." (Interview with AD)

From another interview stated that:

"We employees always get motivation from the leadership, we also always motivate each other's fellow employees in the Mampotu sub-district. Because we realize that laziness in carrying out tasks is due to lack of motivation at work. We are also aware that when one employee's duties are hampered, it also hinders the work of others. "For this reason, we always support each other and provide motivation to fellow employees." (Interview with HR)

### Work Discipline

Work discipline is an attitude of compliance with the rules of an organization. The better a person's level of work discipline, the better the performance of an organization and the better the opportunity for an organization to develop. This includes the scope of government in the Mampotu sub-district. It can run well if the employee's work discipline is good. On the other hand, poor employee work discipline will result in poor employee performance.

Based on interviews with sources, it states that:

"Work discipline is very important to implement in an organization, including in the Mampotu sub-district government. An employee's performance is influenced by the employee's level of work discipline. The employees in Mampotu sub-district are quite good in terms of work discipline. Judging from the employee's ability to carry out the assigned tasks, they can be completed well. This is due to fairly good work discipline (Interview with AD).

From another interview, stated that:

"The Mampotu sub-district government implements work discipline, we instill a culture or habit of being disciplined in the tasks given. "Because of that, we in Mampotu sub-district are used to implementing work discipline." (Interview with ST).

### Discussion

From the results of research related to employee work ethic in improving
performance in Mampotu Village, Amali District, Bone Regency, it is revealed that the work ethic of employees in Mampotu Village, Amali District, Bone Regency is considered very good. It can be measured by the employee’s ability to work hard. Employees do not know the time when working, do not know the distance between employees and the community, do not experience difficulties in resolving problems in the office. Employees from Mampotu Village, Amali District, Bone Regency have a good level of discipline. This can be seen from the ability of employees who are responsible for the tasks given, comply with office regulations both written and unwritten and are able to accept sanctions if they violate the regulations. Employees from Mampotu Village, Amali District, Bone Regency have an honest attitude. This can be illustrated by the employee’s attitude in accepting work responsibilities in accordance with office rules and being able to maintain and carry out the mandate given. Employees of Mampotu Village, Amali District, Bone Regency have a responsible attitude. This can be reflected in the attitudes and abilities of employees who are able to complete work with high diligence and an attitude of seriously pursuing the tasks they have been given.

Regarding the factors that influence work ethic in improving performance in Mampotu Village, Amali District, Bone Regency, it can be assessed from several factors, namely, economic structure, religion, social, educational politics, motivation and work discipline. The research results reveal that the factors that can influence the work ethic of employees in Mampotu Village, Amali District, Bone Regency are: The economic structure of employees, where this greatly influences employee work ethic, based on the employee’s income and needs. When income cannot meet needs, this tends to reduce employee work ethic. Religion influences employee work ethic. This is influenced by the level of employee confidence and trust. The higher the level of devotion and understanding regarding each employee’s religion, the better the employee’s work ethic. The social life of society also greatly influences employee work ethics. This is influenced by the social relationships that are built within a community group. The better the relationship between the public and employees, the relationship between employees and employees and the relationship between leaders and subordinates, the better the employee’s work ethic. Politics does not affect the work ethic of employees in Mampotu Village, Amali District, Bone Regency. This is because politics is separated from the duties and responsibilities of employees, especially in the Mampotu sub-district, there is no village head election which sometimes tends to influence community social relations. Education influences employee work ethic. This is influenced by the employee’s level of scientific discipline, the better the employee’s understanding of the scientific discipline they have, the better the employee’s performance. Motivation influences employee work ethic. This is because motivation is a natural urge for a person or employee to work. The higher the employee’s work motivation, the more employee morale will increase. Employee work discipline also influences employee work ethic. This is due to a disciplined attitude or good habits or culture that is built within an office or organization, making employees accustomed to working hard and completing responsibilities well. The better the employee’s work discipline, the better the employee’s work ethic.

Conclusion

From the results of research regarding the work ethic of employees in Mampotu Village, Amali District, Bone Regency, it can be concluded that conditions are very good. The employees there have the ability to work hard regardless of time and distance, and are able to solve problems well. A high level of discipline can be seen from responsibility
for tasks, compliance with regulations, and readiness to accept sanctions. An honest and responsible attitude is also reflected in the acceptance and implementation of duties seriously. Factors such as economic structure, religion, social life, education, motivation and work discipline influence the work ethic there. Even though politics has no influence, other aspects such as religious level, good social relations, and high work motivation form a strong basis for a good work ethic in Mampotu Village.

**Suggestion**

The results of this research produced several recommendations for improving work ethics in Mapotu Village. First, develop education and training programs for employees. Second, prioritize strengthening religious and ethical values. Third, reward good performance to encourage achievement. Fourth, continue to monitor compliance with the rules effectively. Fifth, encourage good social relations between employees and the community. Finally, conduct further research to manage influencing factors more effectively. By implementing these recommendations, work ethics in Mampotu Village can be improved, supporting community development and progress.

**References**


