

**THE EFFECT OF WORK ETHIC AND WORK DISCIPLINE ON
PERFORMANCE OF ELEMENTARY SCHOOL TEACHERS OF
MUHAMMADIYAH IN TEGAL REGENCY**

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ABSTRACT

This study investigates the impact of work ethic and work discipline on the performance of Muhammadiyah elementary school teachers in Tegal City. A quantitative research design was employed, utilizing regression analysis to assess the relationships between these variables. The sample comprised 65 teachers from Muhammadiyah elementary schools in Tegal Regency. Data were collected using a structured questionnaire. The analysis revealed that both work ethic and work discipline have a significant positive effect on teachers' performance. Specifically, work ethic enhances teacher performance, work discipline contributes positively to performance, and together, they substantially influence teachers' effectiveness. To further improve teacher performance, it is recommended that educational institutions implement programs designed to strengthen work ethics and enhance work discipline among teachers. Additionally, future research could explore other factors that may interact with work ethic and discipline to affect teacher performance, including institutional support and professional development opportunities.

Keywords: *work ethic; work discipline; performance*

INTRODUCTION

Teachers have a very important active role in developing human resources through the educational process in schools (Hussain et al., 2014). The teacher is an important role in the ongoing learning process in schools because the teacher is the part that often deals directly or indirectly with students at school (Aslam, 2012). Especially in an elementary school, teacher performance is an embodiment of work that determines the ongoing learning process at school which makes a good step in achieving educational goals that can develop the potential of students and can provide proper education for students (Ahmadiansah, 2016). The work ethic is a belief, value, and principle that is combined to be able to better understand and act following the rights and responsibilities in working for a certain period. A teacher who has a good work ethic is someone who can place a high value on quality in doing his job well and tends to have a high commitment to work (Linz & Chu, 2013). Fathoni (in Putra et al., 2014) argues that work discipline is a behavior that is carried out consciously and can be willing to comply with the rules that have been set in the organization to make someone have good work behavior.

In a religion-based school, a good work ethic is shown by the presence of a patient teacher in teaching students, professionalism in educating a student without discriminating against others and good work discipline possessed by the teacher when the teacher arrives on time during study hours and obeys the rules. school regulations (Yanuar

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and Wibowo, 2021). Therefore, based on the description of the background, the authors are interested in conducting research on the influence of work ethic and work discipline that appears in working with the performance shown by teachers in elementary schools at an Islamic educational institution. From the previous research conducted by Lie (2019), it was stated that work ethic affects teacher performance with the spirit of teaching and carrying out their duties as a teacher, teachers who have the personality and behavior of working following their duties professionally will show a high work ethic. Thus a high work ethic can be seen from a teacher who works professionally and shows his responsibility in being given assignments and completing his assignments well, has the initiative in work, and is reliable at work so it can be said that teachers have a good work ethic.

LITERATURE REVIEW

Performance

Performance is output driven by processes, human or otherwise. Achievement or performance is the result or output of a process. Performance can be interpreted as work performance, work implementation, work achievement, and work results. Performance is a system used by organizations to evaluate and see the behavior of employees who have completed their general duties or the results of work that has been done well following their competencies.

There are several aspects to measure the performance of an employee, namely: (1) the quality of work, seen from the perception of a worker resulting from the perfection of the task performed on the skills and abilities shown by the worker; (2) quantity, is the number of results of an activity that has been completed and can be calculated which is usually expressed in terms such as the number of units and the number of activity cycles completed in one working time; (3) punctuality, is a condition where workers have reached certain production targets at an earlier time; (4) effectiveness, is the level in the use of organizational resources that can be utilized properly to improve the achievement of results in each work sector based on the use of company funds; and (5) independence is the level of a worker in working able to carry out his job function following his commitment to work. Factors that affect performance according to Simanjuntak (in Can & Yasri, 2013) grouped into three, namely: individual competence, organizational support; and management support. According to Law Number 14 of 2005 concerning Teachers and Lecturers in PP Number 74 of 2008 (in Wagiran, 2013) that teacher performance is said to be good when teachers can master various competencies as required, such as: (1) pedagogic competence, (2) personality competence, (3) social competence, (4) professional competence. Based on the description above, the conclusion that performance is a form of work results seen from the quantity and quality of a person at work to see a performance at work.

Work ethic

Work ethic is a work behavior that has positive things and shows high quality, is based on awareness, and can believe strongly in being able to achieve organizational goals (Sinamo, 2015). Supported by Pretty and Hill. statement(2005)which defines work ethic as a characteristic shown in the work behavior of an employee based on the personal values that exist in employees and customs at work. The teacher's work ethic is divided into seven dimensions, including: (1) work centralization; (2) independence; (3) hard

work; (4) free time; (5) morality/ethics; (6) delay in gratification; 7) time-wasting behavior.

Based on the description above, it can be concluded that work ethic is work behavior that is based on noble principles or values that move morale and is realized through determination with concrete behavior in the world of work seen from several aspects such as expertise, initiative, and trustworthiness.

Work Discipline

Lie (2019) Discipline is an activity shown by employees to be able to encourage them to comply with several rules, so work discipline is one way of training that seeks to improve performance. Riv'ai (2009) argues that a work discipline is a tool used by superiors to communicate with employees so that employees voluntarily change their behavior and strive to increase employee awareness so that they can comply with the rules and social norms that apply in the workplace. According to Riv'ai, indicators that exist in work discipline, include: (1) attendance, which is a benchmark to see a person's discipline in going to work every day; (2) compliance with work regulations are workers who always comply with existing regulations in the organization; (3) adherence to work standards, in which a worker who has responsibility for the tasks assigned is always carried out properly while working; and (4) a high level of vigilance is the behavior of employees who work with great care.

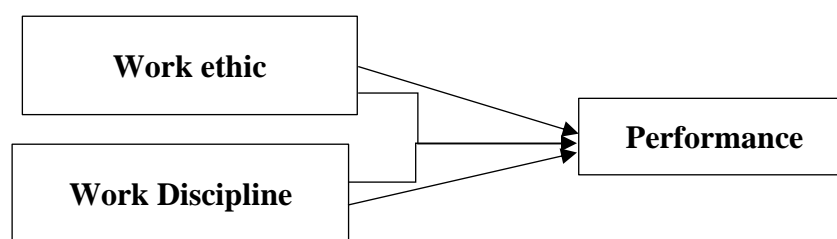
Based on the description above, it can be concluded that work discipline is a behavior possessed by workers to be able to comply with and obey the regulations set in the organization which is carried out consciously and voluntarily without any coercion from other parties.

The description of the hypothesis in this study is:

H1: Work ethic has a significant effect on the performance of elementary school teachers,

H2: Work discipline has a significant effect on the performance of elementary school teachers,

H3: Work ethic and work discipline have a significant effect on the performance of elementary school teachers.



Picture 1. Framework of Thinking

METHOD

According to Sugiyono (2013), a quantitative research method is a research method consisting of numbers and then analyzed using statistics to be able to test hypotheses that have been determined previously by the researcher, this type of research is quantitative research.

Population and Sampel

According to Sugiyono (2013) population is a form of area that becomes a generalization consisting of several subjects who have qualities and have certain

characters that have been determined to be studied and after that conclusions are drawn. The population in this study were Muhammadiyah elementary school teachers throughout Tegal City, amounting to 65 teachers consisting of 53 female teachers and 12 male teachers consisting of Muhammadiyah 1 Elementary School in Tegal City, Muhammadiyah 2 Elementary School in Tegal City, and Muhammadiyah 3 Elementary School in Tegal City. Tegal City and SD Muhammadiyah 3 Tegal City. The sampling technique used in this study is saturated sampling, because the researchers used all of the population used in the sample. The data analysis technique used in this study is multiple regression, which is used to determine the effect of work ethic and work discipline on teacher performance. The calculation is carried out with the help of the SPSS program, to determine the effect of work ethic and work discipline on performance.

Research Instrument

There are three questionnaires used in this study. The three instruments were adapted by researchers which were then validated by a psychologist. The three questionnaires consist of a performance scale, a work ethic scale, and a work discipline scale. Aspects of the performance scale used by researchers in making the scale (Wagiran, 2013), include pedagogic competence, personality competence, social competence and professional competence. The total number of items consists of 35 items using a Likert scale with five categories "strongly agree", "agree", "neutral", "disagree", and "strongly disagree". Reliability test using Cronbach's coefficient alpha yielded .899. Aspects of work ethics according to Rivai (2009) used by researchers in making work discipline scales include work centralization, independence, hard work, free time, morals/ethics, delaying gratification, and wasting time. The total number of items consists of 31 items using a Likert scale with five categories "strongly agree", "agree", "neutral", "disagree", and "strongly disagree". Reliability test using Cronbach's coefficient alpha yields .951. Based on several aspects of work discipline above, the researchers took according to Rivai (2009) the aspects of work discipline used by researchers in making the scale, including attendance, compliance with work regulations, compliance with work standards, and a high level of vigilance. The total number of items consists of 26 items using a Likert scale with five categories "strongly agree", "agree", "neutral", "disagree", and "strongly disagree". Reliability test using Cronbach's coefficient alpha yields .915.

RESULT

Normality Test Result

According to Ghozali (2018), the normality test is a test carried out to test in the regression model if there is a confounding variable or residual has a normal distribution. The normality test used in this study used the Kolmogorov-Smirnov (K-S) statistical test. In this study, the researchers used the exact Monte Carlo test using the Kolmogorov-Smirnov statistical test with a confidence level of 99%. The results of the normality test for each variable in the study showed different results but the same was categorized as normal. The results of the normality test per variable carried out can be seen in the table below:

Table 1. Normality Test Result

Variable	<i>p-value</i>	Keterangan
Kinerja	.199	Normal
Etos Kerja	.119	Normal
Disiplin Kerja	.314	Normal

The output of the normality test results above which have experienced an exact of 99%, shows that the three variables have a significant value (p) > .05. This means that the performance scale, work ethic scale, and work discipline scale have data that are normally distributed.

Linearity Test Result

Linearity test in this study was conducted to determine whether there would be a linear relationship between the predictor variables and the criteria, in addition to knowing the linear relationship between the three variables in the study. The relationship between variables is said to have a linear relationship if the significant value (p) > .05, otherwise if (p) < .05 then it is said to be non-linear. The results of the linearity test can be seen in the table below:

Table 2. Linearity Test Result

Variable X	Y	<i>p</i>	Keterangan
Etos Kerja	Kinerja	.593	Linear
Disiplin Kerja	Kinerja	.002	Linear

The above output results indicate that the work ethic with performance obtained a value of $p = .593$ ($.593 > .05$) which indicates that the data is linear, while the output of work discipline with performance obtains a value of $p = .02$, ($.02 < .05$) which indicates that the data is not linear.

Multicollinearity Test Result

The multicollinearity test in this study was conducted to determine whether or not there was a correlation between the independent variables in the regression model. Multicollinearity can be seen through the value of tolerance and variant inflation factor (VIF) as benchmarks. If the tolerance value is .10 and the VIF value is 10, it can be concluded that in this study there is multicollinearity (Ghozali, 2011).

Tabel 3. Multicollinearity Test Result

Variable X	Tolerance	VIF	Keterangan
Etos Kerja	.398	2.511	No multicollinearity
Disiplin Kerja	.398	2.511	No multicollinearity

Based on the results of the multicollinearity test in table 16, it can be seen that the regression model of the influence of work ethic and work discipline on performance has no tolerance of .10 and VIF 10, so it can be concluded that in this study there was no multicollinearity.

Hyphotesis Test Result

Table 4. Multiple Linear Analysis Test Result

Variable	Fcount	Tcount	Sig (p)	a	b
Work Ethic on Performance	187.549	1.958	.000	8.439	0.899
Work Discipline on Performance	62.485	4.571	.000	24.701	0.881
Work Ethics and Work Discipline on Performance	187.549	4.571	.000	24.701	0.881

The results of the regression test on the effect of work ethic on performance were obtained (Fcount = 187,549; Tcount = 1,958; p = .000) then the hypothesis was accepted, meaning that there was a significant influence between work ethic on performance. This is reinforced by the results of the regression line equation ($y = a + bx$), namely $y = 8.439 + 0.899x$. With this it is concluded that Performance will increase by 0.899 for every change that occurs in the Work Ethic. With the results of the regression test also obtained a determinant coefficient of Rsquare of 0.749. This shows that work ethic provides an effective contribution of 74% to performance, while 26% of other factors contribute. The results of the regression test for the effect of Work Discipline on Performance obtained (Fcount = 62.485; Tcount = 4.571; p = .000). This is reinforced by the results of the regression line equation ($y = a + bx$) namely $y = 24.701 + .881x$. With this, it is concluded that Performance will increase by .881 for every change that occurs in Work Discipline.

Multiple Regression test results for the effect of work ethic and work discipline on performance were obtained (Fcount = 93,769; Tcount = 1.781; p = .000). This is reinforced by the results of the regression line equation ($y = a + bx_1 + cx_2$), namely $y = 7.803 + .829x_1 + .108x_2$. Thus it can be concluded that performance will change by 1.052 for every change that occurs in work ethic and performance will change by 0.277 for every change that occurs in work discipline on performance. From the results of the regression test, the determinant coefficient Rsquare is 0.752. This shows that work ethic and work discipline provide an effective contribution of 75% to performance, while 25% of other factors contribute.

DISCUSSION

Work Ethic on Performance

The results of the regression test on the effect of work ethic on performance were obtained that the hypothesis was accepted, meaning that there was a significant influence between work ethic on performance. Work ethic can also be interpreted as a concept that exists in the behavior of a worker or the desire he has to achieve organizational goals which will later appear in behavior at work (Fajriani et al., 2013). A teacher who has a good work ethic is someone who can place a high value on quality in doing a good job and will tend to have a high work commitment (Linz & Chu, 2013). The job as a teacher is considered parallel to various other jobs that were previously considered professional so the teacher's job is also highly required to have a professional work ethic in working positively and consciously with the beliefs held by teachers and also required to have a sense of work commitment to the organization to achieve organizational goals (Fajriani et al., 2013). Garen (in Al-Nashash et al., 2018) states that work ethic is a collection of values and morality that is used to describe the actions and behavior of a worker and compare them with the work culture that exists in the organization. As in the research conducted by (Hadiansyah & Yanwar, 2017) showing the influence of work ethic on

performance, a good work ethic is indicated by the existence of job responsibilities that must be completed properly and correctly. The competence possessed by a person at work so that workers can carry out the tasks given will be following professional standards when working. Someone who has high trust when working with integrity than in carrying out their duties workers will work in accordance with ethical and moral standards in behaving.

Work Discipline on Performance

The results of the regression test for the effect of Work Discipline on Performance concluded that Performance will increase by .881 for every change that occurs in Work Discipline. The existence of disciplinary behavior in the workplace is expected by a worker to work together in groups with other workers to behave following existing procedures in the organization that can achieve common goals (Ebuara & Coker, 2012). A person who has a high work discipline attitude, the higher the performance shown at work, according to Fathoni (Putra et al., 2014) suggests that work discipline is an attitude that is carried out consciously and can be willing to comply with the rules that have been set in the organization. so that it makes someone have good work behavior in working in the organization.

As in the research conducted by (Azzahra et al., 2019) showing the positive influence of work discipline on performance, seeing the importance of work discipline on performance so that socialization and supervision of work discipline are very necessary to be carried out by relevant leaders so that the discipline of workers can increase, increase work discipline has an impact on improving the performance of the workers to achieve organizational goals.

Work Ethics and Work Discipline on Performance

Multiple Regression test results for the effect of work ethic and work discipline on performance shows that work ethic and work discipline provide an effective contribution of 75% to performance, while 25% of other factors contribute. Research conducted by (Lie et al., 2019) shows that there is a positive influence between work discipline and work ethic on performance, work discipline is an important factor in human resource management operations so the better the work discipline attitude shown by the teacher, the better the work discipline attitude shown by the teacher. The better the work performance that will be achieved in the organization. The work ethic in teaching is also a distinctive intensity that becomes enthusiasm for work which makes it stamina for a teacher in carrying out tasks, work ethic refers to moral behavior that is seen from work as a desired activity rather than a burden so that a person who has a good work ethic will have a good work ethic. good work commitment and will make workers more satisfied in working in an organization. In line with research conducted by (Barsah, 2020) showing that work ethic and work discipline have a positive and significant effect, changes that usually occur in the business environment are very encouraging to make companies more adaptive to the demands of existing circumstances so that they can achieve success in the company and can foster an attitude of work ethic and work discipline in a worker.

In line with research conducted by (Djawa, 2017) showing the results that work ethic and work discipline have a positive and significant effect on performance, worker performance is strongly influenced by the work ethic and work discipline. A good work ethic attitude is a path to success, without a good work ethic, workers will be less productive at work as well as work discipline attitudes must be possessed by workers, work discipline is a factor in the success of workers in achieving organizational goals. The better the work discipline attitude possessed by workers, the better the performance

results that will be shown by workers at work so that they can achieve organizational goals.

CONCLUSION

Based on the results of the analysis and discussion that has been carried out regarding the effect of work ethic and work discipline on the performance of Muhammadiyah elementary school teachers throughout Tegal City, there is a significant influence of work ethic on performance, work discipline on performance, and work ethic and work discipline on performance of Muhammadiyah elementary school teachers. The City of Tegal.

Recommendations

The limitations of researchers that need to be developed regarding Muhammadiyah elementary school teachers who do not explain the duties of a teacher in the Muhammadiyah association other than their duties to teach students. This research is expected to be a burden for evaluation which can later be used as training and development regarding the attitude of work ethic and work discipline of teachers in working in schools so that they can also improve the performance produced by teachers to achieve the vision and mission of Muhammadiyah elementary schools in Tegal City.

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