

**THE INFLUENCE OF WORK DISCIPLINE, WORK ETHICS, WORK ETHOS AND
WORK COMMUNICATION ON THE WORK PRODUCTIVITY OF PT
EMPLOYEES. TRI ADI WITH TEGAL DISTRICT BRANCH**

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ABSTRACT

This research aims to determine the influence of work discipline, work ethics, work ethic and work communication on PT. Tri Adi with Tegal Regency Branch. The population in this study was 34 employees. The sample was determined using a saturated sampling technique, namely by taking a total of 34 respondents from the entire population. The analytical tools used are validity and reliability tests using descriptive statistical data analysis methods, MSI tests, classical assumption tests, multiple linear regression, hypothesis tests and coefficient of determination tests (R^2) using IBM SPSS Version 25. The results of the research show that 1) work discipline has a significant influence on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch. 2) work ethics has a significant influence on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch. 3) work ethic has no influence and is not significant on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch. 4) work communication has no influence and is not significant on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch. 5) work discipline, work ethics, work ethic and work communication have a significant influence on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch.

Keywords: Work Discipline, Work Ethics, Work Ethics, Work Communication and work productivity.

ABSTRAK

Dalam penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, etika kerja, etos kerja dan komunikasi kerja terhadap PT. Tri Adi Bersama Cabang Kabupaten Tegal. Populasi dalam penelitian ini berjumlah 34 karyawan. Penentuan sampel menggunakan teknik pengambilan sampel jenuh yaitu dengan mengambil jumlah dari seluruh populasi sebanyak 34 responden. Alat analisis yang digunakan uji validitas dan uji reliabilitas dengan menggunakan

metode analisis data statistik deskriptif, uji MSI, uji asumsi klasik, regresi linier berganda, uji hipotesis dan uji koefisien determinasi (R^2) dengan menggunakan IBM SPSS Versi 25. Hasil penelitian menunjukkan bahwa 1) disiplin kerja memiliki pengaruh dan signifikan terhadap produktivitas kerja karyawan di PT Tri Adi Bersama Cabang Kabupaten Tegal 2) etika kerja memiliki pengaruh dan signifikan terhadap produktivitas kerja karyawan di PT Tri Adi Bersama Cabang Kabupaten Tegal. 3) etos kerja tidak memiliki pengaruh dan tidak signifikan terhadap produktivitas kerja karyawan di PT Tri Adi Bersama Cabang Kabupaten Tegal. 4) komunikasi kerja tidak memiliki pengaruh dan tidak signifikan terhadap produktivitas kerja karyawan di PT Tri Adi Bersama Cabang Kabupaten Tegal. 5) disiplin kerja, etika kerja, etos kerja, dan komunikasi kerja memiliki pengaruh dan signifikan terhadap produktivitas kerja karyawan di PT Tri Adi Bersama Cabang Kabupaten Tegal.

Kata Kunci: Disiplin Kerja, Etika Kerja, Etos Kerja, Komunikasi Kerja dan Produktivitas Kerja.

INTRODUCTION

Human resources are an asset for every company, because they are directly involved and play an active role in carrying out company activities. Companies need to give maximum attention to their employees by increasing employee abilities, knowledge and skills, especially to face rapid technological developments and very tight competition. One solution that can be taken to face this competition is to increase competitiveness, both in terms of products and employee resource capabilities in preparing for this competition. Improving the quality of employee resources is very necessary in a planned, directed manner and work productivity is a matter results of an employee's work, employee work results are an employee's work process in producing goods or services.

According to Hasibuan (2020) that productivity is a comparison between output (results) and input. If productivity increases, it is only possible by increasing efficiency (time, materials and energy) and work systems, production techniques, as well as improving the work skills of employees in the workforce. One way to increase work productivity is to improve employee discipline, strengthen work ethics and the work ethic and communication that exist within an organization or company..

According to Mentari & Anandita (2020) One of the targets of work discipline is to enable the workforce to achieve a high level of productivity in accordance with the organization's expectations, in the short and long term. Good discipline reflects the extent of a person's responsibility for the tasks assigned to him. This can encourage

work motivation, work enthusiasm which has an impact on achieving organizational goals.

Pakpahan et al., (2020) concluded that in developing and increasing employee productivity, it cannot be separated from the work ethics that these individuals believe in. Ethics is a set of values about good, right, bad and wrong based on the principles of morality, especially in behavior and actions. Ethics is a reference used by an individual or organization as a guide in carrying out its business activities, so that the activities they carry out do not harm other individuals or institutions.

Sukardewi (2013:3) Work ethic is an attitude that arises from one's own will and awareness which is based on a system of cultural value orientation towards work. Developing the work ethic of employees can be done by providing work motivation to employees to carry out their duties in accordance with the provisions. Work ethic itself is a determining factor in an individual's success in achieving their goals.

Darmawan et al., (2020) stated that communication is one of the most important but also complex aspects of human life. Communication within the organization enables each employee of the organization to carry out their work more definitely. A good communication relationship between leaders and employees, as well as between one employee and another, is one of the

keys to success in achieving the organizational goals that have been set.

This relates to a service company in the delivery of goods, namely PT Tri Adi Bersama (Anteraja Expedition) whose employees have to send packages to their customers almost every day. Service companies are companies that do not provide products in physical or intangible form, but rather in the form of services that consumers need. One example of a service company is PT Tri Adi Bersama (Anteraja). PT Tri Adi Bersama, which is a subsidiary of the Triputra Group, introduced Anteraja as a technology-based delivery company that is ready to become the first choice for consumers in meeting their needs for sending goods.

PT Tri Adi Bersama (Anteraja) is an expedition service or technology-based shipping service provider company that has coverage throughout almost all of Indonesia. This Anteraja expedition service was established on March 27 2019. This service company is starting to develop and has many branches spread across several cities in Indonesia. In this research, researchers took research at one of the branches of the Anteraja Expedition in Tegal Regency, which is located on Jalan Raya Selatan Banjarn, Dagan Village, Procot, Slawi District, Tegal Regency, Central Java. The Tegal Regency Branch of

the Anteraja Expedition started in June 2020 and currently has 34 employees.

The phenomenon of Work Productivity in the Tegal Regency branch of the Anteraja Expedition, based on the information obtained, is currently experiencing a decline caused by Work Discipline, Work Ethics, Work Ethic and Work Communication. Employee discipline is also still low, employees still lack discipline in complying with organizational regulations, especially

regarding delays in work. The attendance used at the Tegal Regency branch of the Anteraja Expedition still uses a manual attendance system, the manual attendance system itself still has weaknesses at the supervision level. Thus, violations often occur such as being late at work.

The following is data on the recapitulation of late attendance for employees of PT Tri Adi Bersama (Anteraja) Tegal Regency Branch:

Table 1
Employee Absence and Late Recapitulation
Anteraja Expedition, Tegal Regency Branch

No	Moon	Number of employees	Lateness			Percentage
			2020	2021	2022	
1	January	34 employees	-	3	4	20,59%
2	February	34 employees	-	4	1	14,71%
3	March	34 employees	-	3	2	14,71%
4	April	34 employees	-	1	1	5,88%
5	May	34 employees	-	2	4	14,71%
6	June	34 employees	-	4	2	17,65%
7	July	34 employees	1	2	2	17,65%
8	August	34 employees	1	1	6	23,53%
9	September	34 employees	1	2	3	17,65%
10	October	34 employees	2	2	3	20,59%
11	November	34 employees	2	6	3	32,35%
12	December	34 employees	4	4	6	41,18%
Amount			11	34	37	241,18%

Source: Archives of PT Tri Adi Bersama (Anteraja) Tegal Regency Branch

Based on the data in table 1 above, it shows that the lowest level of lateness for employees of PT Tri Adi Bersama (Anteraja) Tegal Regency Branch occurred in 2020, namely with 11 employees, while the highest level of lateness occurred in 2022 with 37 employees. The level of employee tardiness at PT Tri Adi Bersama (Anteraja) Tegal Regency Branch

according to the percentage of data in April 2020 saw no employee tardiness, in 2021 and 2022 there was 1 employee tardiness each, so that in April it decreased, reaching 5.88% employee tardiness, whereas in December 2020 and 2021 each there were 4 employee tardiness, then in 2022 there were 6 employee tardiness, so that in December

there was an increase of 41.18% employee tardiness.

LITERATURE REVIEW

A. Work Productivity

According to Mentari & Anandita (2020) Work productivity is a universal concept that applies to all systems, because every activity requires productivity in its implementation. In order for productivity to increase, company efforts need to be made to improve employee performance so that the desired productivity results can be achieved. With this link to work productivity, high work discipline, work ethic, work ethic and good work communication are required. An organization, whether small or large, will be inspired by the importance of improving work productivity levels. According to Yin Kimsean (2020) Productivity is the attitude and behavior of workers in a company towards the regulations and standards determined by the company which have been realized both in the form of behavior and actions. According to Gaol (2020) Work productivity is an employee's achievement in their work environment. Work productivity is the utilization or utilization of human resources effectively and efficiently. High productivity is a reflection of employees who are satisfied with their work and fulfill all their obligations as employees. Work productivity is an employee's ability to

produce compared to the input used. Employees can be said to be productive if they are able to produce goods or services as expected in a short or precise time.

B. Work Discipline

Harras (2020:109-110) The basic concept and goal of discipline is obedience. Discipline is how each employee obeys the organization/leadership or employees carry out the organization/leadership's orders (within the scope of their work). According to Handoko & Sinambela (in Juliyanti & Onsardi, 2020) Work discipline is a person's willingness that arises with his own awareness to follow the rules that apply in the organization. According to Goodin & Klingeman (2020:111) "Discipline was defined as people whose work is influential across multiple branches of the discipline". That discipline is a multidimensional trajectory that affects all employees. Starting from time management, attitudes, behavior, tasks, reports and work results. Everything is arranged without exception.

C. Work Ethics

According to Harras et al., (2020:186) Work ethics are normative rules that contain a system of moral values and principles which serve as guidelines for employees in carrying out their work duties within the company. The aggression and behavior of employees with work ethics is a reflection of the work ethics of employees in the company. Keraf (2020:187) believes that

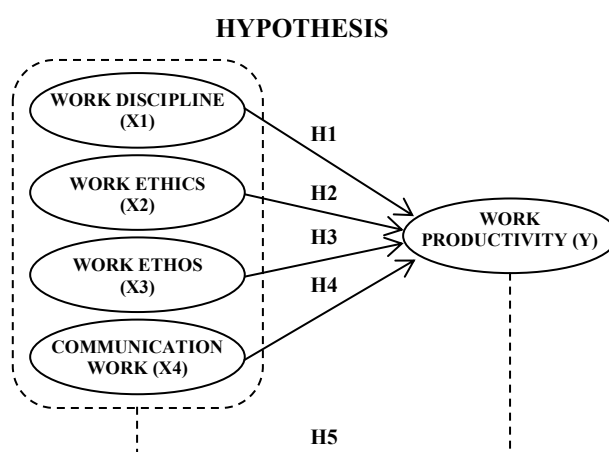
ethics is a critical and rational reflection regarding moral values and norms that determine and are manifested in the attitudes and behavioral patterns of human life, both individually and as a group. According to Widnyani & Suartina (2021) Work ethics are attitudes, views, habits, characteristics or characteristics regarding the way of working that a person, a group or a nation has.

D. Work Ethos

Aqsariyanti et al., (2019) states that work ethos is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm. The term paradigm here means the main concept of work itself which includes the underlying idealism, governing principles, driving values, attitudes that are born, standards to be achieved, including main characters, basic thoughts, codes. ethics, moral code, and code of behavior for its adherents. According to Darmawan et al., (2020) is the total attitude of an employee by appreciating himself which encourages him to act and achieve optimal results at work. An employee's behavior at work will show his work ethos because it is a manifestation of his self-concept. Employees who have a work ethos have a disciplined attitude, are honest and responsible for carrying out their assigned tasks.

E. Work Communication

According to Fransiska, (2020) Communication is the process of transferring understanding in the form of ideas or information from one person to another. The aim of the communication process is to achieve mutual understanding between the two parties. Before messages are sent to the communicant, the communicator provides meanings in the message (decode) which are then captured by the communicant and given meaning according to the concept they have (encode). According to Mangkunegara (2020) Communication can be defined as the process of transferring information, ideas, understanding from one person to another with the hope that the other person can interpret it according to the intended purpose.



Picture 1
Conceptual Thinking Framework

H₁: Work Discipline influences the Work Productivity of PT Employees. Tri Adi with Tegal Regency Branch.

H₂: Work Ethics influence the Work Productivity of PT Employees. Tri Adi with Tegal Regency Branch.

H₃: Work Ethos influences the Work Productivity of PT Employees. Tri Adi with Tegal Regency Branch.

H₄: Work Communication influences the Work Productivity of PT Employees. Tri Adi with Tegal Regency Branch.

H₅: Work Discipline, Work Ethics, Work Ethos and Work Communication simultaneously influence the Work Productivity of PT Employees. Tri Adi with Tegal Regency Branch.

RESEARCH METHODS

This research uses quantitative research methods. The population in the study was 34 employees, the sample in the study used a saturated sampling technique, namely by taking samples from all employees who worked at PT. Tri Adi with Tegal Regency Branch. The analytical tools used are validity and reliability tests, descriptive statistical data analysis methods, classical assumption tests, multiple linear regression, hypothesis testing, and R² coefficient of determination tests, data are processed using IBM SPSS Version 25 software.

RESULTS AND DISCUSSION

A. Validity and Reliability Test Results

This test was carried out to measure the validity of a questionnaire statement item, and was carried out on 30 respondents who

had the same characteristics. With the criterion that the calculated r value $> r$ table.

Table 2
Hasil Uji Validitas

No Item	r Count					r Table	Info
	Y	X1	X2	X3	X4		
1	0.413	0.549	0.478	0.510	0.585	0.361	Valid
2	0.666	0.705	0.763	0.671	0.755	0.361	Valid
3	0.663	0.762	0.781	0.687	0.770	0.361	Valid
4	0.575	0.615	0.558	0.816	0.822	0.361	Valid
5	0.575	0.700	0.726	0.676	0.700	0.361	Valid
6	0.447	0.668	0.651	0.742	0.707	0.361	Valid
7	0.616	0.566	0.695	0.822	0.432	0.361	Valid
8	0.506	0.811	0.689	0.728	0.546	0.361	Valid
9	0.614	0.838	0.670	0.750	-	0.361	Valid
10	0.666	0.639	0.634	0.745	-	0.361	Valid

Source: Data processing SPSS 25 (2023)

Based on table 2 above, it can be concluded that all statement items in the variables Y, X1, X2, X3, X4 Validation

Table 3
Reliability Test Results

Variable	Nilai		
	Cronbach's Alpha	Standard	Information
X1	0,872	0,60	Reliabel
X2	0,892	0,60	Reliabel
X3	0,854	0,60	Reliabel
X4	0,818	0,60	Reliabel
Y	0,771	0,60	Reliabel

Source: Data processing SPSS 25 (2023)

Based on table 3 above, all variables have positive Cronbach's Alpha values and the standard alpha coefficient is 0.60. So it can be concluded that the data tested in this research is reliable or consistent.

B. Hasil Uji Asumsi Klasik

Table 5
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		34
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,55617496
Most Extreme Differences	Absolute	,095
	Positive	,084
	Negative	-,095
Test Statistic		,095
Asymp. Sig. (2-tailed)		,200 ^{c,d}

Source: Primary data is processed SPSS 25 (2023)

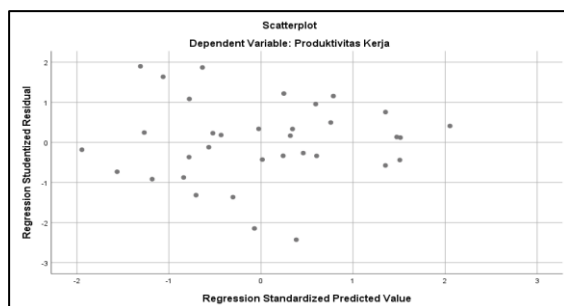
From table 5 above, the Asymp value. Sig $0.200 > 0.05$, it can be concluded that the data is normally distributed.

Table 6
Multicollinearity Test Results

Model	Coefficients ^a	
	Collinearity Tolerance	Statistics VIF
1 (Constant)		
(X1)	,549	1,821
(X2)	,620	1,613
(X3)	,839	1,192
(X4)	,708	1,413

Source: Data processing SPSS 25 (2023)

The test results show that the tolerance value is >0.01 and the VIF value is <10 , Ghazali, (2018). So there is no indication of multicollinearity between variables.



Picture 2
Heteroscedasticity Test Results

Based on the Scatterplot graph of the distribution of points above and below zero on the Y axis, the data is homoscedastic.

C. Results of Multiple Linear Regression Analysis

Table 7
Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
1 (Constant)	22,600	4,230	5,342	,000
X1	,303	,100	3,024	,005
X2	,275	,131	2,099	,045
X3	-,162	,080	-2,022	,052
X4	-,164	,103	-1,589	,123

Source: Data processing SPSS 25 (2023)

Based on table 7 above, it can be written in the regression equation formula as follows:

$$Y = 22,600 + 0,303X_1 + 0,275X_2 - 0,162X_3 - 0,164X_4 + e$$

D. Hypothesis Test Results

Table 4
t Test Results (Partial Test)

Model	t	Sig.
1 (Constant)	5,342	,000
X1	3,024	,005
X2	2,099	,045
X3	-2,022	,052
X4	-1,589	,123

Source: Data processing SPSS 25 (2023)

1. The Work Discipline variable (X1) has a t-test value of $3.024 > t\text{-table } 2.045$ with a significant value of $0.005 < 0.050$. This means that Work Discipline (X1) has a significant effect on Work Productivity (Y), so that H_0 is rejected and H_1 is accepted.
2. The Work Ethics variable (X2) has a t-test value of $2.099 > t\text{-table } 2.045$ with a significant value of $0.045 < 0.050$. This means that Work Ethics (X2) has a significant effect on Work Productivity (Y), so that H_0 is rejected and H_2 is accepted.
3. The Work Ethos variable (X3) has a t-test value of $-2.022 < t\text{-table } 2.045$ with a significant value of $0.052 > 0.050$. This means that Work Ethos (X3) has no significant effect on Work Productivity (Y), so H_0 is accepted and H_3 is rejected.

4. The Work Communication variable (X4) has a t-test value of $-1.589 < t\text{-table } 2.045$ with a significant value of $0.123 > 0.050$. This means that Work Communication (X4) has no significant effect on Work Productivity (Y), so H_0 is accepted and H_4 is rejected.

Table 5
F Test Results (Simultaneous Test)

Model	ANOVA ^a			F	Sig.
	Sum of Squares	df	Mean Square		
1 Regression	253,588	4	63,397	8,527	,000 ^b
Residual	215,623	29	7,435		
Total	469,211	33			

a. Dependent Variable: Work productivity

b. Predictors: (Constant), X4, X3, X2, X1

Source: Data Processing SPSS 25 (2023)

The calculated F value was $8.527 > F$ table 2.701 and the significance was $0.000 < 0.050$. So it can be concluded that the regression model of all independent variables (Work Discipline, Work Ethics, Work Ethos and Work Communication) simultaneously influences Work Productivity..

E. Coefficient of Determination Results R^2

Table 6
Coefficient of Determination Test Results

Model Summary ^b				Std. Error of the Estimate
Model	R	R Square	Adjusted R Square	
1	,735 ^a	,540	,477	2,727

a. Predictors: (Constant), X4, X3, X2, X1

b. Dependent Variable: (Y)

Source: Data processing SPSS 25 (2023)

Based on table 9 above, the Adjusted R Square column obtains a value of 0.477, when calculated using the coefficient of

determination formula it is obtained $0.477 \times 100\% = 47.7\%$. So it can be concluded that work productivity can be influenced by the variables Work Discipline, Work Ethics, Work Ethos and Work Communication by 47.7% while the remaining 52.3% is influenced by other variables not examined in this research.

F. Discussion

1. With the results of the regression coefficient value on Work Discipline (X1) which is 0.303, and has a positive sign, the significance value is $0.001 < 0.050$, and the calculated t value is $3.024 >$ from t table 2.045, meaning that there is an influence of the Work Discipline variable on the Work Productivity of PT Employees . Tri Adi with Tegal Regency Branch. So that the proposed hypothesis is accepted as true, and is supported by previous research Pakpahan et al, (2020).
2. With the results of the regression coefficient value on Work Ethics (X2) which is 0.275, and has a positive sign, the significance value is $0.045 < 0.050$, and the calculated t value is $2.099 >$ from t table 2.045, meaning that there is an influence of the Work Ethics variable on the Work Productivity of PT Employees . Tri Adi with Tegal Regency Branch. So that the proposed hypothesis is accepted as true. This research is supported by research conducted by Pakpahan et al, (2020).

3. The results of the regression coefficient value on Work Ethos (X3) are 0.218, and have a negative sign, the significance value is $0.052 > 0.050$, and the t-count value is $-2.022 < t$ table value of 2.045, meaning that there is no significant influence of the Work Ethos variable on Productivity Employee Work at PT. Tri Adi with Tegal Branch. So the hypothesis proposed by H3 is rejected. The research results agree with research conducted by Lengkong et al., (2020) which states that work ethic has no effect on employee work productivity.
4. The results of the regression coefficient value on Work Communication (X4) are -0.164, and have a negative sign, the significance value is $0.123 > 0.050$, and the t-count value is $-1.589 < t$ table value of 2.045, meaning that there is no significant influence of the Work

Communication variable on Employee Work Productivity at PT. Tri Adi with Tegal Branch. So H4 is rejected. The research results agree with research conducted by Madona et al., (2022) which states that work communication has no effect on employee work productivity.

5. Based on the results of simultaneous testing, the calculated F value is 8.527 with a significance value of $0.000 < 0.050$, and the calculated F value is $8.527 > F$ table 2.779, it is concluded that the variables Work Discipline, Work Ethics, Work Ethos and Work Communication together have an influence and significance on Employee work productivity at PT. Tri Adi with Tegal Branch.

CONCLUSIONS AND RECOMMENDATIONS

A. Conclusion

1. Work Discipline has a significant and influential effect on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch.
2. Work Ethics has a significant and influential effect on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch.
3. Work Ethos has no effect and is not significant on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch.
4. Work Communication has no effect and is not significant on employee work productivity at PT Tri Adi Bersama Tegal Regency Branch.
5. Work Discipline, Work Ethics, Work Ethos and Work Communication have a joint and significant influence on Work Productivity at PT Tri Adi Bersama Tegal Regency Branch.

B. Suggestions

1. For PT Tri Adi Bersama Tegal Regency Branch, in increasing work productivity, it is necessary to pay attention to the discipline of its employees, such as respecting time at work, employees having high initiative when carrying out assignments, obeying orders from superiors, and always following applicable company policies, in this way The discipline of PT Tri Adi Bersama Tegal Regency Branch employees can be maintained and it is hoped that this will have an impact on increasing work productivity.
2. For PT Tri Adi Bersama Tegal Regency Branch, in increasing work productivity, it is necessary to pay attention to the work ethics of its employees, such as having good morals for each employee, having a socialist spirit, such as being polite when working and having good behavior, being able to adapt to other employees, such as being able to work together well. , so it is hoped that increasing the work ethic of each employee will have an impact on achieving company targets and work productivity will also increase.
3. For PT Tri Adi Bersama Tegal Regency Branch, in increasing work productivity, it is necessary to pay attention to the work ethos of its employees, such as employees who are able to have a high hard working attitude, be selfless when working, always concentrate when carrying out assignments, and have an never give up attitude and are enthusiastic when working, So it is hoped that having a high work ethic can increase work productivity.
4. For PT Tri Adi Bersama, Tegal Regency Branch, it is necessary to pay attention to the work communication of its employees, such as in conveying all information, employees can speak clearly and in detail, use good and correct language, and have positive things from all the information provided, so that when every employee has good communication, can minimize

errors in every assignment given, and is also expected to increase productivity at PT Tri Adi Bersama Tegal Regency Branch.

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