



The Influence of Work Motivation and Loyalty on Employees Work Ethic PT. United Rope Medan

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ABSTRACT

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Work ethic is important as the totality of the employee's personality and the way employees express, perceive, believe and give meaning to something that encourages them to act in achieving optimal work results. Motivation is a set of forces that come from within and from outside a person who encourages him to work better and is willing to spend a higher level of effort to achieve the direction and goals that the company wants to achieve. Loyalty is the nature of an employee who is willing to participate in achieving company goals with all his abilities, skills, thoughts and time and keeps company secrets and does not take actions that harm the company as long as the employee is still active in the company. Regression analysis used in this study is multiple linear regression. The sampling technique used is a saturated sample of 73 employees. The scale used is a Likert scale. Simultaneously there is a significant influence between the variables of motivation and work loyalty on the work ethic of employees of PT. United Rope. While partially found the motivation variable has a significant effect on the work ethic of employees of PT. United Rope. Partially, it was found that the work loyalty variable had a significant effect on the work ethic of the employees of PT. United Rope.

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1. Introduction

Human resources or employees as resources in the company are very important in their existence and role for increasing the development or progress of a company (Tampubolon, 2016). Therefore, the existing human resources in the company need to accept development and improvement in quality with continuous planning, organizing, implementing and controlling efforts in accordance with the conditions of the company that exist in the company so that human resources can continue to experience changes in a better direction. better than before (Nariska, 2019). Entrepreneurs as founders of a company that has been in business for a long time always have goals including business profits and business expansion where if in the company there is an obstacle that is considered to be hampering the development and progress of the company, other alternative solutions will be sought. It is undeniable that the success of the company, either in whole or in part, depends on how the company manages and utilizes its human resources as the main driver in all operational activities of the company.

Therefore, every company will certainly improve the quality of its human resources in various ways and one of them is work ethic (Amelinda and Ferryal, 2018). It is undeniable that the success of the company in whole or in part depends on how the company manages and utilizes its human resources as the main driver in all company operational activities. Therefore, every company will certainly improve the quality of its human resources in various ways and one of them is work ethic (Amelinda and Ferryal, 2018). It is undeniable that the success of the company, either in whole or in part, depends on how the company manages and utilizes its human resources as the main driver in all operational activities of the company. Therefore, every company will certainly improve the quality of its human resources in various ways and one of them is work ethic



(Amelinda and Ferryal, 2018).

Work ethic is considered important as the totality of the employee's personality and the way employees express, perceive, believe and give meaning to something that encourages them to act in achieving optimal work results (Dini, 2018). In doing a job, a person needs a good work ethic so that the work he does can get maximum work results because with a good work ethic, any work done can be easily completed. However, maintaining a work ethic also requires things that can give the employee a boost or motivation. Motivation can be a set of forces that come from within or from outside a person who encourages him to work better and is willing to spend a higher level of effort to achieve the direction and goals that the company wants to achieve (Rivai, 2010: 837). Motivation is very important to encourage someone to give their best while carrying out activities, either doing work or when doing other activities.

In addition, the loyalty that exists within employees is also considered important in maintaining employee work ethic because with this loyalty, an employee will be willing to participate in achieving company goals with all his abilities, skills, thoughts and time and keep company secrets and not take actions that are detrimental to the company as long as the employee is still active in the company (Andriko and Zelvi, 2021). The loyalty of an employee is also important for the company so that employees do not leave the company when needed and also prevent employees from always thinking about trying to move to another place of work.

PT. United Rope is a manufacturing company engaged in the production of plastic goods with various types of commodities ranging from plastic mines, fishing nets, plastic pipes, plastic hoses to plastic bands. PT. United Rope itself makes plastic mining the main commodity in its sales and plastic mining is a product that is rarely used in people's daily lives. The problem that exists in the company for now is the decline in the work ethic of employees which causes employees to feel bored and lazy in carrying out their work. So far, with a high work ethic, employees feel enthusiastic because according to him work is their obligation, however, for now, employees always consider all their work a burden so that when they are given a new job, employees will always give temporary complaints to the co-workers who gave him the job. Employees are currently also considered not to have a better vision for themselves because employees know that they still do not have the opportunity to develop their careers.

As for some employees who in several jobs often relinquish their responsibilities and give their work to their juniors on the grounds that their work is related to their work so that the juniors have to experience additional work from their seniors. Common examples that often occur are giving reports which are usually submitted by seniors, but now new employees are asked to deliver reports to their superiors. For the implementation of documentation, usually each employee does their own documentation, but when there is a change of new employees, the implementation of the documentation is submitted to the new employee of the documentation department.

The lack of an employee's work ethic also makes employees unreliable in carrying out various jobs where usually employees are often asked for help by their colleagues, but lately, employees have never been asked for other help because their colleagues feel that all work assisted by employees is always experienced an error so that his co-workers judged that the employee might be doing it insincerely or not wholeheartedly so that the results of the work they provided were not optimal. In addition, employee initiative has also decreased because usually employees can offer assistance to co-workers, but for now employees are considered to be a bit lazy to work.

Motivation is important for companies in improving the work ethic of their employees in carrying out the work given by the company. So far, employees assess their motivation to continue to decline from time to time because to motivate themselves, employees also need help from the company such as being motivated to buy all their desires, but the amount of income from salary also has limitations. In addition, the company has never given any motivation to its employees such as rarely giving awards to qualified employees or inviting all employees to gather together in order to improve their working relationship.

Examples of general awards given can be in the form of small awards such as praise or thanks from superiors to employees who have worked well, or can be given promotions and more satisfying salary increases so that employees feel more appreciated for their work. Some employees think that they don't need too much appreciation where for employees just a compliment or a thank you is enough for them to work better because it makes employees feel that they have been appreciated and recognized while carrying out work activities within the company. Some employees also provide information that in the company, career opportunities are considered quite low where career development is also one of the main motivations so that

employees can work well so that when they know this, employees will provide mediocre work results or in accordance with their standard abilities without strives to always give the best in carrying out the duties and responsibilities assigned to him by his superiors.

Loyalty is an important thing that underlies employees in improving all their abilities including their work ethic, while employee loyalty in the company is considered low because the desire to resign continuously arises in his mind. Some employees are seen to have made job applications that were delivered to other companies during their lunch break. Moreover, the feeling of being unfaithful makes him often postpone all his work until the job is really important needed by his boss. This is also because employees are afraid of punishment from their superiors such as salary cuts and so on. The disloyal employee also often compares the company where he works with other companies or his friend's workplace where from this comparison, the employee explains that the company is not very good at taking care of its employees and only maintaining profits.

In addition, disloyal employees also begin to disobey regulations such as starting late, often eating while doing work, not continuing work when the boss is not in place, especially if the boss is on leave, what employees usually do is open Instagram or play games. some even watch Korean dramas and make their work often delayed.

In this case, there is research that finds an influence between motivation on work ethic where in 2017, there was research conducted by Adiswarawith the title: The influence of leadership and work motivation on work ethic in the warehouse department of PT. Mulia Boga Raya which has research results that leadership and work motivation have a significant influence on work ethic in the warehouse department of PT. Venerable Boga Raya. Studyanother from Saleh (2018) with the title The effect of work discipline, work motivation, work ethic and work environment on the work productivity of production employees at PT. Inko Java Semarang which has research results that work discipline, work motivation, work ethic and work environment significantly affect the work productivity of production employees at PT. Inko Java Semarang.

In addition, there is research that finds an influence between work loyalty and work ethic where in 2019, there was research conducted by Sianipar and Salimwith the title: Factors of work ethic and work environment in forming employee loyalty at PT. Timur Raya Alam Damai which has research results that work ethic has a relationship with employee work loyalty at PT. The Great East of the Peaceful Realm. Other research conducted by Alfiyah (2016) with the title Motivation, loyalty and employee quality on the performance of employees of PT. Varia Usaha Gresik which got the results of his research that motivation, loyalty and quality of employees significantly affect the performance of employees of PT. Gresik Business Varia. Based on the background described above, the researcher is interested in conducting research with the title of the thesis: "The Effect of Motivation and Work Loyalty on the Work Ethic of Employees of PT. United Rope Medan."

2. Methods

2.1 Research Location and Time

The location of this research is PT. Untied Rope having its address at Jalan Yos Sudarso Km. 9.8 Terrain. The selection of this research location was done purposively with the consideration that there was a company's willingness to provide the necessary information in accordance with the research. The research time is planned from July 2021 to June 2022.

2.2 Population and Sample

The research population that will be used in the study are all employees who work at PT. Untied Rope where the total number is 73 employees. Because the population is only 73 employees, the researcher will use a sampling technique in the form of a saturated sample where the entire population will be used as the research sample.

2.3 Data collection technique

In this study, the data collection techniques used related to the problems studied by the researchers were as follows:

- a. Questionnaire (Questionnaire)
Questionnaire distributed to.
- b. Interview

Interviews were conducted with several company consumers at the beginning of the study to find out



about phenomena or problems that occur in the company.

c. Literature review

The literature study used in this research are: books and journals related to the variables in the research

d. Documentation study

Study documentation obtained from company history, organizational structure, vision and mission.

2.4 Data Types and Sources

This type of research is quantitative research in the form of data in the form of numbers whose characteristics are always in numerical form such as income data, population, consumption levels, bank interest and so on.

There are two sources of data based on their sources which are generally used in research, namely:

a. Primary data

Is data taken from the source, and has never been published by a particular agency. Generally generated from field survey activities and by using instruments such as questionnaires, questionnaires and others.

b. Secondary Data

Is data that has been processed and published by certain agencies, for example data published by the Central Statistics Agency, Bank Indonesia or other institutions.

2.5 Validity Test and Reliability Test

The criteria for testing the validity are as follows:

1. If the value of $r_{count} > r_{table}$, the item can be declared valid.
2. If the value of $r_{count} < r_{table}$, the item is declared invalid.

Reliability test is used to determine the consistency or consistency of measuring instruments that usually use a questionnaire. The method that is often used in research to measure the range scale is Cronbach Alpha where if the Cronbach Alpha value is > 0.6 then it will be considered reliable (Ghozali, 2016).

2.6 Data analysis technique

Classical assumption test consists of:

1. Normality test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. Some of the normality test methods are by looking at the histogram graph where the data if the histogram graph shape follows the normal curve that forms mountains or bells, the data will be normally distributed. While the Normal PP Plot of Regression if the Normal Probability Plot of Regression graph follows a normal diagonal line, the data will be considered normally distributed. For testing One Sample Kolmogorov Smirnov. If the significance value is > 0.05 , then the data is normally distributed

2. Multicollinearity Test

Multicollinearity test is needed to determine the state of the regression model, it is found that there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or near perfect correlation between the independent variables. The multicollinearity test method commonly used is by looking at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance number more than 0.1.

3. Heteroscedasticity Test

Heteroscedasticity test aims to test the difference in residual variance from one observation period to another observation period.

2.6 Multiple Linear Regression Analysis

The research analysis model used to answer the research hypothesis is multiple linear regression analysis. Multiple linear regression analysis has the following formulation

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information :

- Y = work ethic
a = Constant
b₁₋₂ = Regression coefficient
X₁ = Motivation
X₂ = work loyalty
e = Percentage of error (5%)

2.7 Hypothesis testing

Hypothesis testing in this study are:

1. Coefficient of Determination Test (R²)

The smaller the value of the coefficient of determination, this means that the influence of the independent variable (X) on the dependent variable (Y) is getting weaker. Conversely, if the value of the coefficient of determination is getting closer to number 1, then the influence of the independent variable on the dependent variable is getting stronger.

2. Simultaneous Test (F Test)

The F test or regression coefficient test is used to determine whether the independent variable simultaneously has a significant effect on the dependent variable. The criteria for evaluating the hypothesis in this F test are:

- a. H₀ is accepted if: Fcount < Ftable
- b. H_a Accepted if: Fcount > Ftable

3. Partial Test (t Test)

The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect or not on the dependent variable. The criteria for evaluating the hypothesis in this t-test are:

- a. H₀ Accepted if: tcount < ttable
- b. H_a Accepted if: tcount > ttable

3. Results and Discussion

3.1 Normality test

The normality test was tested using graphical and statistical analysis. Here's the discussion:

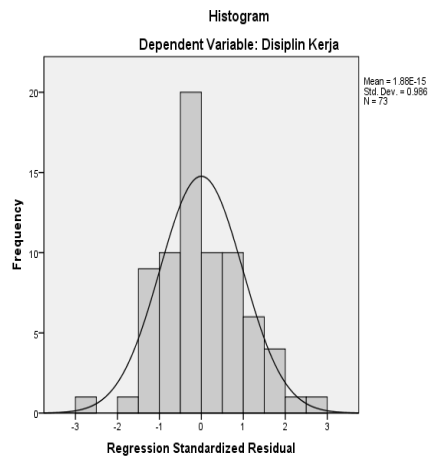


Fig 2. Histogram Graph

Source: 2022 Research Results (Data processed)

Figure 2.it can be seen that the bell-shaped line is symmetrical to the left and to the right. This shows that the data are normally distributed and meet the assumption of normality.

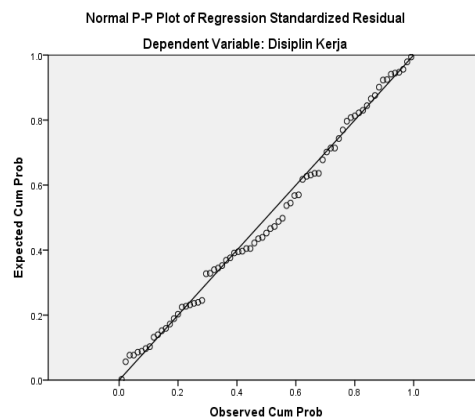


Fig 3. PP Plot Normal Graph

Source: 2022 Research Results (Data processed)

Figure 3.it can be seen that the points approach and follow and surround the diagonal line. This shows that the data are normally distributed and get the assumption of normality.

The results of the statistical calculation of the one sample Kolmogorov Smirnov Test can be seen below:

Table 1
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		73
Normal Parameters, b	mean	.0000000
	Std. Deviation	1.92875442
Most Extreme Differences	Absolute	.053
	Positive	.053
	negative	-.035
Kolmogorov-Smirnov Z		.456
asyp. Sig. (2-tailed)		.985

- a. Test distribution is Normal.
- b. Calculated from data.

Source: 2022 Research Results (Data processed)

Based on the table the results of the normality test prove that the significant value generated is greater than 0.05, namely: equal to 0.985, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Test multicollinearity can be seen as follows:

Table 2
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Motivation	.959	1.043
	Work loyalty	.959	1.043

a. Dependent Variable : Work ethic

Source: 2022 Research Results (Data processed)

The correlation value for the motivation and work loyalty variable has a tolerance value > 0.1 and a VIF value < 10 so it can be concluded that the independent variable (independent variable) does not have symptoms of multicollinearity.

3.3 Heteroscedasticity Test

Glejser's statistical heteroscedasticity test looks like this:

Table 3
Glejser Stats

Model	t	Sig.
1 (Constant)	1.074	.287
Motivation	-1,248	.216
Work loyalty	.635	.528

a. Dependent Variable: Work ethic
Source: 2022 Research Results (Data processed)

From table 3 above, the level of significance on the variables of motivation and work loyalty is > 0.05. From the calculation results and the significant level above, it is not found that there is heteroscedasticity. Test The heteroscedasticity of the Scatterplot graph is shown below:

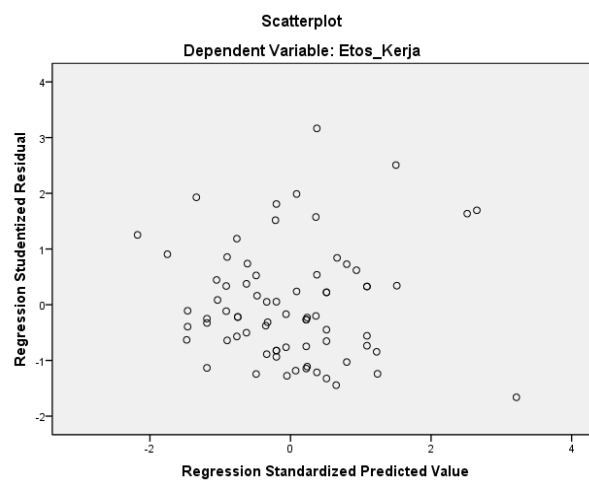


Fig 4. Scatterplot Graph

Source: 2022 Research Results (Data processed)

From the picture above, it can be seen that the points on the scatterplot graph spread randomly and are not patterned and are spread above and below the number 0 on the Y axis. It can be concluded that from the sample of respondents there is no heteroscedasticity between samples.

3.4 Multiple Linear Regression Analysis

Here are the results multiple linear regression analysis test, namely:

Table 4
Multiple Linear Regression Analysis

Model	Unstandardized Coefficients	
	B	Std. Error
1 (Constant)	1,292	3.266
Motivation	.290	.103
Work loyalty	.609	.137

a. Dependent Variable : Work ethic
Source: 2022 Research Results (Data processed)

$$\text{Loyalty to work} = 1.292 + 0.290 X1 + 0.609 X2 + e$$

- a. The constant (α) = 1.292 indicates a constant value, if the value of the independent variable (X1) is work motivation and the variable (X2) is work loyalty is 0 then work loyalty is fixed at 1.292.
- b. The coefficient of X1 (b_1) = 0.290 indicates that the work motivation variable (X1) has a positive effect on work ethic of 0.290. This means that for every increase in work motivation (X1) by 1 unit, the work ethic will increase by 29%.
- c. The coefficient of X2 (b_2) = 0.609 indicates that the work loyalty variable (X2) has a positive effect on performance of 0.609. This means that for every 1 unit increase in work loyalty (X2), the work ethic will increase by 60.9%.



3.5 Coefficient of Determination

The coefficient of determination test can be seen below:

Table 5
Coefficient of Determination
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.574 ^a	.330	.310	1,956

a. Predictors: (Constant), Work Loyalty, Work Motivation

b. Dependent Variable: Loyalty to work

Source: 2022 Research Results (Data processed)

Score *Adjusted R Square* or the coefficient of determination that has been correlated with the number of variables and the sample size so that it can reduce the element of bias in the event of additional variables or additional sample size obtained is 0.310. This means that the influence of work motivation and work loyalty on work ethic is 31% and the remaining 69% is influenced by other factors originating from outside this research model such as work supervision, training, work conflict, and work ethic and various other variables.

3.6 Partial Hypothesis Testing (t Test)

The following are the results of partial hypothesis testing:

Table 6
Partial Test

Model	t	Sig.
1 (Constant)	.395	.694
Motivation	2.826	.006
Work loyalty	4.457	.000

a. Dependent Variable : Work ethic

Source: 2022 Research Results (Data processed)

- The work motivation variable (X1) has a value of tcount (2.826) > ttable (1.994) with a significance level of 0.000 < 0.05 so it can be concluded that there is a partially significant positive effect between work motivation on the work loyalty variable so that H1 can be accepted.
- The work loyalty variable (X2) has a value of tcount (4.457) > ttable (1.994) with a significance level of 0.000 < 0.05 so it can be concluded that there is a partially significant positive effect between work loyalty and work loyalty so that H2 can be accepted.

3.7 Simultaneous Hypothesis Testing (F Test)

The following are the results of simultaneous hypothesis testing:

Table 7
Simultaneous Test

Model	F	Sig.
1 Regression	17,201	.000 ^a
Residual		
Total		

a. Predictors: (Constant), Loyalty, Motivation

b. Dependent Variable: Work ethic

Source: 2022 Research Results (Data processed)

Based on the table above, it can be seen that H3 is accepted which means that simultaneously there is a significant influence between work morale and selection on performance with a value of Fcount (17.201) > Ftable (3.13) and a significant level of 0.00 < 0.05.

3.8 Discussion

Based on the results of research that has been done, the discussion is as follows:

a. The Influence of Motivation on Work Ethic

Based on the results of the research conducted, the results of partial hypothesis testing using the t-test, it is known that the value of tcount (2.826) > ttable (1.994) with a significance level of 0.000 < 0.05 so it can be concluded that there is a partially significant positive effect between work motivation on work loyalty so that H1 can be accepted. The results of research conducted by siti (2020) show that work motivation has a positive effect on Islamic work ethic. This means that motivation can generate a person's work ethic in an

organization.

b. The Influence of Work Loyalty on Work Ethic

Based on the results of the research conducted, the results of partial hypothesis testing using the t-test, it is known that the value of $t_{count} (4.457) > t_{table} (1.994)$ with a significance level of $0.000 < 0.05$ so it can be concluded that there is a partially significant positive effect between work loyalty to the work ethic so that for H2 it is acceptable. The results of research conducted by Andriko and Zelvi (2021) show that work loyalty is related to work ethic. This means that loyalty to the company can generate a person's work ethic, so that it can improve employee performance in an organization or company.

c. The Influence of Work Motivation and Loyalty on Work Ethic

Based on the results of the research conducted, the results of simultaneous hypothesis testing using the F-test can be concluded that H3 is accepted, which means that simultaneously there is a significant influence between work morale and selection on performance with a value of $F_{count} (17.201) > F_{table} (3.13)$ and significant level $0.00 < 0.05$. Employees who have a high work ethic reflected in their behavior, such as likes to work hard, be fair, don't waste time at work, desire to give more than required, willing to work together, respect for co-workers, embodiment of attitudes of employees who have a good work ethic will affect its performance (Ike et al, 2021).

4. Conclusions

Based on the results of research and discussion, the conclusions in this study are as follows:

1. Work motivation partially has a significant influence on work ethic at PT. United Rope.
2. Work loyalty partially has a significant influence on the work ethic at PT. United Rope.
3. Work motivation and work loyalty simultaneously have a significant effect on work ethic at PT. United Rope.

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