



The Influence of Work Ethics and Training on the Performance of Teachers and Educational Personnel

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Abstract

One of the efforts an organization can make to maintain employee performance is by paying attention to work ethic and employee motivation. Having qualified employees does not necessarily guarantee good performance, and vice versa. Employees who have not yet shown their best performance may be influenced by several factors, including: 1) a high number of employees not attending work; 2) low job satisfaction; and 3) poor work ethic among the employees. Therefore, the aim of this study is to determine: 1) the influence of work ethic on performance; 2) the influence of training on performance; and 3) the combined influence of work ethic and training on the performance of teachers and educational staff at SMPN 1 Punggur, Central Lampung Regency. This study uses a descriptive quantitative research method with 34 respondents. The analysis used is simple and multiple regression. Based on the data analysis, it was found that, partially, there is an influence of Work Ethic (X1) and training (X2) on Performance (Y) at SMPN 1 Punggur, Central Lampung Regency. Additionally, the combined influence of Work Ethic and Training has an impact on performance at SMPN 1 Punggur, Central Lampung Regency, with an effect level of 83.9%.

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INTRODUCTION

One of the efforts of an organization or agency to maintain the performance of its employees is by paying attention to the work ethic and motivation of employees (Nursilowati et al., 2022). Having quality employees cannot guarantee that someone has good performance or vice versa. Employees have not given their best performance can be caused by various factors, namely: 1) low employee work ethic, namely the number of employees who do not attend work, 2) low satisfaction at work and 3) low work ethic owned by employees (Nugraha, 2023).

Work ethic is one of the important factors to get optimal work results (Nofitasari, 2021). Work ethic, as a cultural norm that supports a person to perform and be responsible for their work based on the belief that the work has intrinsic value. Work ethic as training based on certain values or norms.

Work ethic is a primary component that must be possessed by quality human resources. Sinamo states that work ethic is a set of positive work behaviors that are rooted in a thick, fundamental belief, accompanied by a total commitment to an integral work paradigm (Bawelle & Sepang, 2016).

The State Civil Apparatus is one of the elements of the state apparatus that has a very strategic role in organizing the tasks of government and national development. Therefore, it requires a dedicated, qualified work attitude, aware of its responsibilities as an element of the state apparatus, a servant of the state and a servant of the community who is loyal to Pancasila and the 1945 Constitution.

Work ethic is a characteristic that must be possessed by state apparatus to be able to produce maximum work (Asniwati & Oktaviani, 2023). In other words, it is necessary for the State Civil Apparatus to have a work ethic that has interpersonal skills, initiative, and is reliable.

The application of a good work ethic makes employees work with dynamic activities and has a goal not only to meet physical and spiritual needs but sincerity to realize optimal achievement as worship (Septarini et al., n.d.). Work ethic is training that characterizes a person or group of work, which is based on work

ethics and perspectives that are believed and manifested through determination and concrete behavior in the world of work (Sukatno & AM, 2017).

The picture of the work ethic of employees, in this case educators and education personnel at SMPN 1 Punggur, Central Lampung Regency, is still considered to tend to be low. This can be seen in terms of punctuality. Often there are delays in work entry hours, delays in completing administrative work, delays in work implementation schedules or other delays caused by ineffectiveness in utilizing time. The implementation of daily work is only based on habits that make employees less creative and innovative so that they often make work not in accordance with predetermined targets.

This certainly greatly affects the performance achievements of educators and education personnel at SMPN 1 Punggur, Central Lampung Regency. As an illustration of employee performance achievements, the data can be seen in the following table 1.

Table 1. Strategic Objectives and Performance Indicators

No.	Target	2023	
		Target	Realization
1	Increased application of information and communication technology in learning system	49,21	48,67
2	Improved quality of education personnel	94,5	81,11
3	Improved quality of curriculum implementation and innovative learning patterns	94	89

The table 1 shows that in Fiscal Year 2022 there are still 3 performance indicators whose achievements are not as expected. The lowest target achievement is in the indicator Increased application of information and communication technology in the learning system is only 48.67%. On this basis, it can be stated that the performance of SMPN 1 Punggur employees in Central Lampung Regency is still not optimal.

Another factor that affects employee performance is training. Through this training, the objectives to be achieved are basically to increase knowledge, expertise,

skills, and attitudes to be able to carry out job duties professionally based on the personality and ethics of civil servants in accordance with the needs of the agency, create an apparatus that is able to play a role as a reformer and adhesive of national unity and integrity, strengthen the attitude and spirit of a service-oriented personality, protect, and empower the community, and create a common vision and dynamic mindset in carrying out general government and development tasks for the realization of good governance.

Training for organizations is carried out to increase productivity, while training for employees is carried out to improve performance because every human being needs to learn and practice in order to have adequate competence and ability to do a job. From this point of view, the importance of training and education programs for employees appears because employees will feel that there is attention from the organization to further improve their performance.

Training is a process of teaching employees the skills needed to perform a particular task or job (Maulyan, 2019). With the provision of education and training, it is hoped that employees will be able to work more efficiently and employees will be able to carry out their

duties better, so that the creation of a reliable development apparatus can be realized, in accordance with the goals and objectives that have been set.

This can also affect the improvement of employee performance, and ultimately can fulfill the main tasks and improve employee performance. Training is carried out to prepare employees to do current jobs and to improve employee performance in a particular job that is currently their responsibility, or a job that is related to their work.

The phenomenon seen at SMPN 1 Punggur Central Lampung Regency regarding employee training is the minimal amount of technical training attended by employees. This can be seen in the table 2 below.

Table 2. The Training Attended (2020-2022)

No.	Training Name	Year	Number of Participants
1	Scientific Writing	2020	3
2	English Language	2020	4
3	Qualification Improvement	2020	4
4	Teacher working Group Dvelopment	2021	3
5	Subject Teacher Conference	2021	3
6	Teacher Professionalism Development	2022	3
7	Training on Preparation of Teaching materials Based on Multimedia and IT	2022	5
8	Training on School Administration and Budget	2022	3
9	Training on Administration and Management of Secondary School Education	2022	2

The table 2 shows that training activities organized by SMPN 1 Punggur in Central Lampung Regency and attended by employees are still very limited. During the 2022 fiscal year, only 4 (four) training activities were held and only 13 employees participated. Thus, it can be said that the training activities held are very limited and the participation of employees has not been maximized.

Article 3 of Law No. 43/1999 on Civil Service Principles states that civil servants are state employees whose duty is to provide services to the public in a professional, honest, fair and equitable manner, in the implementation of state, government and development tasks.

Article 31 states that, in order to achieve maximum effectiveness and results, the regulation and organization of education and training (Diklat) for civil servants (PNS) is carried out which aims to improve the quality of expertise, abilities and skills (Kepegawaian et al., 2008).

Some of the research that forms the basis of this research is 1. research conducted by Darmawan with the title Effect of Work Ethic and Work Ethic on Employee Performance at Puri Lumbung Cottages Munduk and the results showed that (1) work ethic and work ethic affect employee performance, (2) work ethic affects employee performance (3) work ethic affects employee performance, and

(4) work ethic affects work ethic at Puri Lumbung Cottages Munduk (Darmawan & Prastiwi, 2022), 2. Research conducted by Ratnaduhita with the research title The Effect of HR Training and Development at ABA Collection on Employee Performance.

to Employee Performance with the research results The regression coefficient is 4.654, this figure indicates that there are other factors besides variable X2 that affect employee performance. The positive value of the regression coefficient illustrates that the direction of the relationship between the human resource development variable (X2) and employee performance (Y) is positive or unidirectional, so that employee performance will increase by 0.372 or 37.2% if the human resource development variable (X2) is increased by one unit (Nadiah Ratnaduhita et al., 2021).

Based on the problem statement, the objectives of this research are: 1) To determine the effect of work ethic on the performance of teachers and educational staff; 2) To determine the effect of training on the performance of teachers and educational staff; and 3) To determine the combined effect of work ethic and training on the performance of educators and educational staff at SMPN 1 Punggur, Central Lampung Regency.

RESEARCH METHODS

According to Sugiyono, population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics set by researchers to study

and then draw conclusions (Arifani & Purnami, 2015). So the population is not only people, but also objects and other natural objects.

Population is also not just the number of objects / subjects studied, but includes all the characteristics / properties possessed by the subject or object. Thus, all employees of SMPN 1 Punggur, Central Lampung Regency became the population in this study. Based on the data, the number of Civil Servants (PNS) in this research locus is 36 people.

The minimum sample size of the existing population is obtained by referring to Arikunto's theory that if the population members are greater than 100 then the sampling method can be done by taking a sample of 10% to 25% of the population members, but if the population members are smaller than 100 then the sample is taken from the entire population. (Amin et al., 2023). So with the basis of the theory above, this study used a sample of all civil servants after deducting the leader and the author so that it became 34 employees.

The methods used are validity test, reliability test, normality test, multiple linear regression test and determination coefficient test.

RESULTS AND DISCUSSION

Work Ethics (X1) on Performance (Y)

Based on the research results, the data on the effect of Work Ethic on Performance is obtained as follows

Table 3. Results of the t-test on the Work Ethics (X1) on Performance (Y)

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	5.228	.3470		1.507	.142
Work Ethics	.841	0.90	.855	9.314	.000

a. Dependent Variable: Performance

Based on the T test results, the t value is 9.314. When compared with the t table at a significant level of 0.05, namely

1.691, then the tcount 9.314 > t table 1.691 so it can be concluded that; Ha which states that there is an influence of the

Work Ethic variable (X1) on the Performance variable (Y) can be accepted. So the Work Ethic variable (X1) has an effect on the Performance variable (Y)

Training (X2) on Performance (Y)

Based on the research results, the effect of Training (X2) on Performance (Y) is as follows:

Table 4. Results of the t-test on the Training (X2) on performance (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.363	3.132		-.435	.666
Training	1.011	.081	.910	12.421	.000

a. Dependent Variable: Performance

Based on the T test results, the tcount value is 12.421. When compared with the t table at a significant level of 0.05, namely 1.691, then the tcount 12.421 > t table 1.691, so it can be concluded that; The hypothesis stating that there is an effect of the Training variable (X2) on Performance (Y) can be accepted.

Work Ethics (X1) and Training (X2) on Performance (Y)

Based on the research results, the simultaneous hypothesis test results are obtained as follows

Table 5. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	409.223	2	204.611	80.488	.000
Residual	78.806	31	2.542		
Total	488.029	33			

From the anova test or F test, the F count of 80.488 is much greater than the Ftable value of 3.276, so the Work Ethic (X1) and Training (X2) together (simultaneously) affect Performance (Y). Thus, the proposed hypothesis which states that there is an effect of Work Ethic (X1) and Training (X2) together on

Performance (Y) can be proven or accepted.

Determination Coefficient Test

The calculation of the coefficient of determination test using SPSS 23 is as follows:

Table 6. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916 ^a	.839	.828	1.594

a. Predictors: (Constant), Training, Work Ethics

The results of the calculation of the simultaneous correlation level between Work Ethic (X1) and Training (X2) together (simultaneously) on the Performance variable (Y) of 0.916 are included in the Very Strong category.

The coefficient of determination is 83.9%. So it can be concluded that the magnitude of the influence of Work Ethic

and Training on Performance is 83.9% and the remaining 16.1% is due to other factors not examined.

Multiple Linear Regression Test

Based on the results of the study, the multiple regression calculation data of Work Ethic (X1) and Training (X2) on Performance (Y) were obtained as follows

Table 7. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.323	3.085		-.429	.671
Work Ethic	.217	.154	.221	1.406	.170
Training	.793	.174	.714	4.553	.000

a. Dependent Variable: Performance

Based on the table 7 above, the Regression Model can be made:

$$Y = -1.323 + 0,217 X1 + 0,793 X2 + et$$

The explanation of the multiple linear regression test results is: 1. every increase in the value of the Work Ethic variable by one unit, the employee performance will increase by 0.217 units, 2. every increase in the value of the Training variable by one unit, the employee performance will increase by 0.793 units.

Based on the information above, it can be concluded that the regression coefficient value $X1 = 0.217$ is smaller than the regression coefficient $X2 = 0.793$. This shows that the contribution of the Training variable is greater than the Work Ethic variable in improving employee performance at SMPN 1 Punggur, Central Lampung Regency.

CONCLUSIONS AND SUGGESTIONS

Based on data analysis and discussion, the following conclusions are obtained: 1. The results of the T test for variables $X1$ and $X2$ that variable $x1$ has an effect on variable Y and variable $X2$ has an effect on variable Y , 2. there is an effect of Work Ethic and Training together on Performance at SMPN 1 Punggur Central Lampung Regency, 3. The coefficient of determination test shows a value of 83.9% and the remaining 16.1% is influenced by other factors outside the study.

Based on the research results, the following suggestions are given: 1. Employees must have an attitude of seriousness in carrying out every task assigned to them, 2. Every employee must

have an enthusiastic attitude in participating in training activities held to improve their skills and abilities in order to produce maximum performance, 3. Improving this performance indicator can be done by the leadership by paying attention and supervision to employees to increase employee attendance at work so that the expected performance can be achieved.

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