

Work Effectiveness in Terms of Competence, Motivation, Discipline and Work Ethic at the Central Klaten District Office

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ABSTRACT

This study intends to test and analyze the influence of competence, motivation, discipline, work ethic on work effectiveness at the Central Klaten District Office, Klaten Regency. This study used a quantitative approach. This research was conducted at the Central Klaten District Office of Klaten Regency which is addressed at Jl. Merbabu No.4, Mlinjon, Tonggalan, Central Klaten District, Klaten Regency, Central Java 57412. The research time was carried out for 6 (six) months. The population of all employees working at the Central Klaten District Office of Klaten Regency is 45 people. The number of samples taken was 45 people or respondents. The sampling technique used in this study is the census technique. The analytical tool in this study is Multiple Linear Regression which is processed using SPSS software.

ABSTRAK

Kata Kunci:
*kompetensi,
motivasi, disiplin
, etos kerja
efektivitas kerja*

penelitian ini bermaksud untuk Untuk menguji dan menganalisis pengaruh kompetensi, motivasi, disiplin ,etos kerja terhadap efektivitas kerja pada Kantor Kecamatan Klaten Tengah Kabupaten Klaten. Penelitian ini menggunakan pendekatan kuantitatif. Penelitian ini dilakukan pada Kantor Kecamatan Klaten Tengah Kabupaten Klaten yang beralamatkan di Jl. Merbabu No.4, Mlinjon, Tonggalan, Kec. Klaten Tengah, Kabupaten Klaten, Jawa Tengah 57412. Waktu penelitian dilakukan selama 6 (enam) bulan. Populasi dalam semua pegawai yang bekerja di Kantor Kecamatan Klaten Tengah Kabupaten Klaten yang berjumlah 45 orang. Jumlah sampel yang diambil sebanyak 45 orang atau responden. Teknik sampling yang digunakan dalam penelitian ini adalah teknik sensus. Alat analisis dalam penelitian ini adalah Regresi Linier Berganda yang diolah menggunakan software SPSS. Based on the results of hypothesis testing and discussions that have been carried out, it can be concluded that Competence, Motivation, Discipline and Work Ethic have a positive and significant effect on the effectiveness of employee work.

INTRODUCTIONS

The state civil apparatus always has an important position because without human resources an institution or agency cannot carry out its activities. Human resources who are skilled and dedicated and have reliable quality, as much as they can pay more attention to so that HR does not feel bored and will try more to have a good image in front of their leaders. The development of the business undertaken, institutions or agencies are expected to continue to increase business and create high productivity and human resources who are able to perform optimally in the form of work effectiveness. Efforts to increase effectiveness, increase awareness of productivity, efficiency and entrepreneurship as well as work ethic are carried out through various motivational activities, counseling, education and training in order to improve labor welfare and labor quality.

The role of employees in an organization occupying a very strategic position, by providing services to the company fairly and well based on loyalty and obedience to the organization. To be able to carry out tasks well, employees are given opportunities and supported to improve their quality in order to have the qualities, attitudes and behaviors needed to realize organizational goals by increasing employee work effectiveness. Efforts to improve work effectiveness can be done by providing competence, motivation, discipline and work ethic to all employees.

Work effectiveness as the completion of work on time that has been set. Work effectiveness makes the completion of work on time set. Work effectiveness is a reflection that describes the way a person does in carrying out his work to be successful and appropriate for the interests of his organization (Imhar & Najat Jaudin, 2022). Work effectiveness is a condition in which physical and spiritual activities carried out by humans in achieving results or consequences as they wish. A job is said to be effective when it can be completed on time according to a predetermined plan. Work effectiveness is a condition that shows work activities that provide results or consequences as desired in accordance with a predetermined time (Pandipa, 2018).

Competency is the ability to carry out a task or job based on knowledge, skills and attitudes in accordance with the required performance. Competency for several professions is an important requirement in carrying out the framework and goals of the organization. The issue of competence is important, because competence offers an

effective and efficient organizational framework for utilizing limited resources. The incompatibility of employee competence with their work can also make the employee uncomfortable with what he does (Akmal & Yasir, 2022). Competence is a characteristic and work ability that includes aspects of knowledge, skills, and attitudes according to the duties and / or functions of their position (Mulianti, 2022).

Motivation becomes a set of attitudes and values that influence the individual to achieve a specific thing according to the individual's goals. Motivation in management is aimed at increasing employee morale, so that their performance increases with all their ability to realize organizational goals. Motivation seeks ways to optimize employee potential to be able to work well, willing to work together to encourage employee performance improvement, so as to successfully achieve and realize predetermined goals (Hadi & Ismail, 2022). Work motivation becomes a nation's intellect and human intellectual mindset that offers energy, encourages activity or action and directs or channels behavior closer to achieving desires that fulfill or reduce imbalances. Work motivation can be very important for personnel, affected personnel will experience satisfaction and health so they will need to return to work. So that personnel are able to improve their overall performance while from within they develop pressure to work hard and want to reap most of the overall performance in achieving the desired goals (Fariska et al., 2022). Without good motivation, employees cannot carry out their duties properly, resulting in unsatisfactory work results (Dewi et al., 2023).

Discipline consists of an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and able to carry them out and not evade receiving sanctions if he violates the duties and authorities given to him. Discipline is also closely related to sanctions that need to be imposed on parties who violate (Nurmana et al., 2022). Discipline is a form of control so that the implementation of employee work is always within the corridors of applicable laws and regulations. Discipline in employees is based on the corridors of rules and regulations, meaning that rewards and punishments for employees are regulated based on the form of violations or achievements committed by these employees (Rahadian & Kencana, 2018).

Work ethic makes ethics of a person or group of people based on ethics and perspectives that are believed and carried out with determination and concrete behavior in the world of work (Anggara, 2020). An employee with a high work ethic has the

qualities to work hard, use time well, and produce something valuable at work. Work ethic is one of the things needed to achieve moral excellence and character excellence that can produce good employee work effectiveness (Risma & Arwiah, 2022). Work ethic becomes a view and attitude of a nation or people in viewing a job. Work ethic as a cue that contains personality, temperament, character, behavior, and beliefs in something. This attitude is not only shared by individuals, but also by groups, even society. Work ethic creates a value that is believed in the heart, which is formed from several components such as attitudes, ethics and values that shape the character of the individual. Where a person's character can be manifested in words and actions (behavior) (Yusuf & Fauziah, 2022).

This research was conducted at the Central Klaten District Office of Klaten Regency which is addressed at Jl. Merbabu No.4, Mlinjon, Tonggalan, Central Klaten District, Klaten Regency, Central Java 57412. The competence of employees owned by the Central Klaten District Office is considered inadequate because at this time it is required to be able to use technology. Motivation and discipline that are considered decreased and also work ethic that is not good make the author want to conduct research at the Central Klaten District Office, Klaten Regency.

RESEARCH METHODS

A. Type of Research

This study used a quantitative approach. Quantitative research as a scientific method because it has fulfilled scientific principles, namely concrete or empirical, objective, measurable, rational and systematic (Sugiyono, 2019: 7). The author chooses to use quantitative methods to determine the amount of influence and significance between the variables of competence, motivation, discipline and work ethic on employee work effectiveness.

B. Location and Time

This research was conducted at the Central Klaten District Office of Klaten Regency which is addressed at Jl. Merbabu No.4, Mlinjon, Tonggalan, Central Klaten District, Klaten Regency, Central Java 57412. The research time was carried out for 6 (six) months.

c. Population and Sample

Population is the overall subject of research (Arikunto, 2019: 173). The population of all employees working at the Central Klaten District Office of Klaten

Regency is 45 people. The sample is a portion or representative of the population to be studied (Arikunto, 2019: 179). The number of samples taken was 45 people or respondents.

D. Sampling Technique

According to Sugiyono (2019: 118), sampling technique is a sampling technique. To determine the sample in the study, there are various sampling techniques used. The sampling technique used in this study is the census technique. The census method is a sampling technique when all members of the population are used as samples.

E. Data Processing Techniques

The data processing technique in this study is Multiple Linear Regression which is processed using SPSS 25 software. The regression equation model used is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Information:

Y : Work Effectiveness Variable

X1 : Competency Variables

X2 : Motivation Variables

X3 : Discipline Variables

X4 : Work Ethic Variables

a : constant

B1, B2, B3, B4 : Correlation Coefficient

e : error term confounding error

RESULTS AND DISCUSSION

Multiple Linear Regression Test

Tabel 1. Multiple Linear Regression Test

No	Variabel	Unstandardized B	Description
1	(Constant)	8,409	Positive
2	Competence	0,426	Positive
3	Motivation	0,221	Positive
4	Discipline	0,229	Positive
5	Work Ethic	0,214	Positive

Source: Primary Data processed 2023

Based on the table above, it can be seen that the regression equation formed is:

$$Y = 8,409 + 0,426 X_1 + 0,221 X_2 + 0,229 X_3 + 0,214 X_4$$

From the equation it can be explained that:

a. Constant (a)

This means that if competence, motivation, discipline and work ethic are considered constant, then the effectiveness of employee work is positive.

b. Coefficient of Competency (b1)

This means that if competence increases, then the effectiveness of employee work will increase.

c. Coefficient of Motivation (b2)

This means that if motivation increases, then the effectiveness of employee work increases.

d. Coefficient of Discipline (b3)

This means that if discipline increases, then the effectiveness of employee work increases

e. Work Ethic Coefficient (b4)

This means that if the work ethic increases, then the effectiveness of employee work increases.

Goodnest of Fit

Tabel 2. Goodnest of Fit

Model	F _{hitung}	F _{tabel}	Sig.	Standar	Descriiption
Regression	15,356	2,61	0,000	0,05	Goodnes ofFit

Source: Primary Data processed 2023

From the results of the feasibility test of the model, $F_{\text{calculate}} > F_{\text{table}}$ was obtained at $15.356 > 2.61$ with a significant of 0.000, meaning that this analysis is significant with a level of significance less than 0.05, then H_0 is rejected and H_a is accepted. In other words, there is an influence between competence, motivation, discipline and work ethic simultaneously and significantly on the work effectiveness

of employees of the Central Klaten District Office of Klaten Regency and meet the feasibility test model.

Hypothesis Test

Tabel 3. Hypothesis Test

Hypothesis	t_{hitung}	t_{tabel}	Sig.	Standar	Description
H1	4,684	2,021	0,000	0,05	Accepted
H2	2,646	2,021	0,012	0,05	Accepted
H3	2,936	2,021	0,005	0,05	Accepted
H4	2,340	2,021	0,024	0,05	Accepted

Source: Primary Data processed 2023

Based on the results of the t test in the table above can be explained in the following hypothesis:

a. The Effect of Competency on Employee Work Effectiveness

The competency variable has a calculated value of $> t_{table}$ ($4.684 > 2.021$) and a significance of $0.000 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of competence on the effectiveness of the work of employees of the Central Klaten District Office, Klaten Regency.

b. The Effect of Motivation on Employee Work Effectiveness

The motivation variable has a calculated value of $> t_{table}$ ($2.646 > 2.021$) and a significance of $0.012 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of motivation on the effectiveness of the work of employees of the Central Klaten District Office, Klaten Regency.

c. The Effect of Discipline on Employee Work Effectiveness

The discipline variable has a calculated value of $> t_{table}$ ($2.936 > 2.021$) and a significance of $0.005 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of discipline on the effectiveness of the work of employees of the Central Klaten District Office, Klaten Regency.

d. The Effect of Work Ethic on Employee Work Effectiveness

The work ethic variable has a calculated value of $> t_{table}$ ($2.340 > 2.021$) and a significance of $0.024 < 0.05$ then H_0 is rejected and H_a is accepted. It can

be concluded that there is a positive and significant influence of work ethic on the work effectiveness of employees of the Central Klaten District Office, Klaten Regency.

Test Coefficient of Determination (R²)

Table 4. Results of the Coefficient of Determination

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	0,778	0,606	0,566	1,13215

Source: Primary Data processed 2023

Based on the calculation results, an adjusted R square value of 0.566 is obtained. This means that the variables of competence, motivation, discipline and work ethic contribute to the effectiveness of employee work by 56.6% while the remaining 43.4% is explained by other variables that are not proposed in this study such as: workload, work experience, education and others.

DISCUSSION

1. The effect of competence on the effectiveness of the work of employees of the Central Klaten District Office, Klaten Regency.

Based on the tests presented in Table 3, it shows that competence has a positive and significant effect on employee work effectiveness. These results prove that the higher the competence, the effectiveness of employee work will increase markedly. This research is in line with previous research conducted by (Akmal & Yasir, 2022); (Mulianti, 2022) competence has a positive and significant effect on employee work effectiveness.

Competency knowledge is very helpful for the Central Klaten District Office of Klaten Regency to find out the extent to which an employee can work optimally and make contributions in accordance with the wishes of the agency. An employee is responsible for solving problems and carrying out duties, as well as transferring information to others related to the duties instructed by superiors can be seen from the competence possessed by employees. Competencies are used to plan, assist, and develop employee work effectiveness.

2. The effect of motivation on the effectiveness of the work of employees of the Central Klaten District Office, Klaten Regency.

Based on the tests presented in Table 2 shows that motivation has a positive and significant effect on employee work effectiveness. These results prove that the higher the motivation, the effectiveness of employee work will increase markedly. This research is in line with previous research conducted by (Fariska et al., 2022); (Hadi & Ismail, 2022) motivation has a positive and significant effect on employee work effectiveness.

Motivation is a very important aspect to drive one's creativity and ability to do a job, and always be enthusiastic in carrying out the work. Motivation makes a person do his job to the best of his ability. Motivation also makes employees feel very unburdened in carrying out or completing their work.

3. The effect of discipline on the effectiveness of the work of employees of the Central Klaten District Office, Klaten Regency.

Based on the tests presented in Table IV.9 shows that discipline has a positive and significant effect on employee work effectiveness. These results prove that the higher the discipline, the effectiveness of employee work will increase markedly. This research is in line with previous research conducted by (Pandipa, 2018); (Rahadian & Kencana, 2018) discipline has a positive and significant effect on employee work effectiveness.

Discipline is something that every employee must have. Discipline reflects the personality of each employee. Discipline makes employees feel themselves they have to carry out all the work that has been given by following all the rules that have been set. Discipline makes existing work will be completed according to targets that have been set to maximum standards of workmanship.

4. The influence of work ethic on the work effectiveness of employees of the Central Klaten District Office, Klaten Regency.

Based on the tests presented in Table IV.9 shows that work ethic has a positive and significant effect on employee work effectiveness. These results prove that the higher the work ethic, the effectiveness of employee work will increase markedly. This research is in line with previous research conducted by (Risma & Arwiah, 2022); (Yusuf & Fauziah, 2022) work ethic has a positive and significant effect on employee work effectiveness.

Work ethic is the spirit of work that someone has when working according to high provisions, responsibilities, and commitments so that the work will be completed optimally. Employees who have a good work ethic will work earnestly. In addition, employees must also have a smart work concept.

CONCLUSION

Based on the results of hypothesis testing and discussions that have been carried out, it can be concluded as follows:

1. Competence has a positive and significant effect on the effectiveness of employee work.
2. Motivation has a positive and significant effect on employee work effectiveness.
3. Discipline has a positive and significant effect on the effectiveness of employee work.
4. Work Ethic has a positive and significant effect on employee work effectiveness.

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