

## **Factors Affecting the Ethical Conduct of Local Government Officers (Study Case of the Behavior Agency of Yogyakarta City Civil Servants)**

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### **ABSTRACT**

State officers are based as an element of state apparatus in charge of providing services to the community in a professional and organizing the duties of State, government, and development. The study revealed several factors that influence the ethics of employee behavior. Quantitative research method by spreading Questionnaire five offices and two sub-districts in Yogyakarta, then processing Questionnaire using smartPLS, the application to process Questionnaire data. Factors that affect the ethics of employee behavior are Honesty, motivation, environmental conditions, code of ethics, and ethics of employees. For the implementation and application of behavioral ethics, state civil apparatus must realize the duties and associations of daily living, namely ethics in the State, ethics in Organization, Ethics in society, ethics and ethics towards fellow employees. This factor affects the ethics of Yogyakarta agency employees, who become the benchmark as employees in carrying out their duties in public services. Public services are not running well; still, there are drawbacks.

**Keywords:** Ethical conduct, behavior, government

### **INTRODUCTION**

The organization's behavior mainly focuses on job-related situations, so it is very determined with work, absence, employee turnover, productivity, human performance, and management Robbins, Stephen P; Judge, (2017). In organizations, especially government organizations, ethics of employee behavior determines the success of an institution. Article 5 number 5 the year 2014 about state civil apparatus. They explained that the government officials are domiciled as an element of state apparatus in charge of providing services to the community in a professional, honest, fair, and equitable manner in implementing State duties, government, and development. For the implementation and application of ethics or code of ethics, the state civil apparatus must realize the responsibilities and associations of daily living, namely with ethics in the State, ethics in organizations/Agencies, Ethics in society, ethics, and ethics towards fellow employees.

Ethics is expected to materialize a high-winning apparatus of honor and attitude in carrying out public service tasks to improve the performance of public services. The civil service apparatus should be able to Good and correct ethics that contain ethical behavior teachings to realize public service. In the agency is undoubtedly many factors that influence a person to achieve his goals (Dwi Nurfaishal et al., 2020). At the same time, the institution's path is controlled by the behavior of many individuals who have their interests. Therefore, the institution's culture is essential because it is the habits that exist in the institution. The practice regulates behavioral norms that

government employees must follow, thereby producing a productive culture. Thus, the progress of a government agency can only be achieved with qualified human resources and can be competitive.

Clearly and firmly establish an ethical obligation to be implemented or a barometer of the employee's attitude in carrying out friction and daily life. In terms of his authority, the government apparatus must perform its duties based on ethical values. High moral will always keep itself to avoid the Unblemished because it is called to maintain a given trust. Therefore, government agencies must have a great desire to implement functions effectively, in total capacity, and in the most satisfying way that the parties accept accountability.

The responsibility of the public, its government agencies, and the direct employer is to shed commitment or desire to throw responsibly. While in research (Areros, 2015) explained that based on researchers in the Institution of Pinolosian Sub-district can apply administrative ethics or employee ethics has reached an average category of "moderate," which has not entered the criteria/indicators set to meet the ethics of employees, from the field of observation, it turns out that the new employees can apply several criteria/indicators of administrative ethics/officers, while The spirit of patriotism and the importance of the public interest of personal interest or the low class in its implementation.

Government apparatus ethics are crucial concerning the execution of tasks. The ethics of government apparatus is intended to assist employees in improving apparatus work. So that researchers want to see what factors influence the ethics of the government employees of Yogyakarta. Ility to the other party. While in research Areros, (2015) explained that based on researchers in the Institution of Pinolosian Sub-district can apply administrative ethics or employee ethics has reached an average category of "moderate," which has not entered the criteria/indicators set to meet the ethics of employees, from the field of observation, it turns out that the new employees can apply several criteria/indicators of administrative ethics/officers, while The spirit of patriotism and the importance of the public interest of personal interest or the low class in its implementation.

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This research is a factor that is one of the elements of government ethics by participating in various education and training processes as well as seminars, which is a necessity to influence employees' attitudes and behaviors reflected From the extent that they perform their duties and responsibilities effectively and efficiently J et al., (2017). Then there is a high commitment from the leadership in enforcing the ethics of employees in the agency, which will impose strict sanctions on ethical violations Soamole et al., (2015). Meanwhile, the performance of state civil apparatus is also determined significantly by the moral factor of the Department; The higher or better level of understanding, the passion and the practice of civil servants of the government to the ethical norms of the position than the more elevated or proper level of performance E SISO, JM Ruru, (2016).

Daulima, (2018) suggests that the implementation of the ethics of public officials is seen from the execution or performance of the ethical values of the public office by officers who hold a structural office in carrying out duties and performing acts of office. According to Astuti &

Astika (2016), the locus of control, long-serving, and the sensitivity of justice affect the ethics of the composition of financial statements.

Cooper's thinking shows that ethical administrators are administrators who are always bound by the responsibilities and roles of the organization while being willing to apply ethical standards appropriately to administrative decision-making.

Meanwhile, gender and educational background do not affect the ethics of financial statements. This research explains how employees are ethical, which involves the preparation of financial statements in an institution. Ferrara, (2016) states that the ethics of local governance is to enforce ethics, behave, act and speak for any local government and community organizers in carrying out their duties, functions, roles, Powers, and Responsibilities in the process of highlighting local governance and Community citizens.

Based on some research above, can be withdrawn some conclusions, the previous research is focused on the ethics of employees and not much research that measures the ethics of its officials in Yogyakarta city, so the researcher will be done of course Different from some of the research that has been described above, factors affecting the conduct of local government officers (the study of conduct agency of Yogyakarta city government employees).

## **METHOD**

This research uses quantitative methods, which is a way of obtaining data according to its purpose and usefulness. According to (Sugiyono, 2018), quantitative can be interpreted as research on specific populations or samples, solving techniques are generally done randomly, data collection using data analysis research instruments are The purpose of testing a predetermined hypothesis. The population in this research is a clerk in the social service, Service cooperative UKM and Transmigration, Service BAPEDA, Empowerment and community service, and child protection, investment, and licensing office. Kecamatan Kraton and Ngampilan. There are two types of data sources: Primary Data is directly obtained from the object, the primary data of the research is from questions to employees. Data collection in this study uses a questionnaire, documents, interviews with local officers.

## **RESULT AND DISCUSSION**

### **Result**

Ethical attitudes/conduct performs duties and authorities under the provisions of the legislation of obligations with honest, responsible, and high integrity of meticulous and disciplined Endah, (2018). Employee ethics will be a guideline in regulating the behavior patterns of employees because the employee ethics contains moral teachings or provisions that govern the practice of ethical behavior, if realized then will get an implementation of officers who have loyalty and high obedience with the transparency and stability of the attitude to carry out the duties of governance, development, and community.

Work discipline is one of the essential things in an organization because, in every activity or daily activity, a work discipline is a tool used by leaders to change behavior as well as an effort to increase awareness and willingness to obey all rules and norms-prevailing social norms (Widnyani & Suartina, 2021). A high work ethic is undoubtedly a routine that will not make you bored, can improve work performance or performance. The thing that underlies a high work ethic is the quality of work, so individuals who have a high work ethic will participate in providing

input for ideas in the workplace (Massora, 2019). A high work ethic in completing a job will make a person work well and optimally (Jumriani et al., 2020).

Job satisfaction, there is a promotion opportunity that will feel satisfied with his job as a whole as well as those who are happy with the salary or benefits and facilities obtained, he will also feel confident with his workers as a whole or in total (Tery, Aris, 2020). According to Areros, (2015) employees' ethics, it is hoped that they can face, move, and direct their attitudes, behavior, deeds, and speech to perform their duties properly. Government bureaucracy is a public organization dealing with society in public services. Therefore, State and public officers must have good attitudes and behaviors, be aware of the community's demands, and streamline the public service.

Good performance is a step to achieve organizational or agency goals, so efforts need to be made to improve performance. But this is not easy because many factors affect a person's high and low performance. Employee performance means the achievement or contribution given by the employee in carrying out his duties and responsibilities as well as his function as an employee company. This can be achieved by relying on intellectual, emotional, and spiritual abilities and self-defense in dealing with situations in all aspects of life.

The behavior of bureaucrats in public services is practically operational by building public participation, which should not tend to be oriented towards the strong but should be more towards the weak and less empowered, and the role of the state apparatus must shift from controlling to directing and from empowering to developing transparency and accountability.

## Discussion

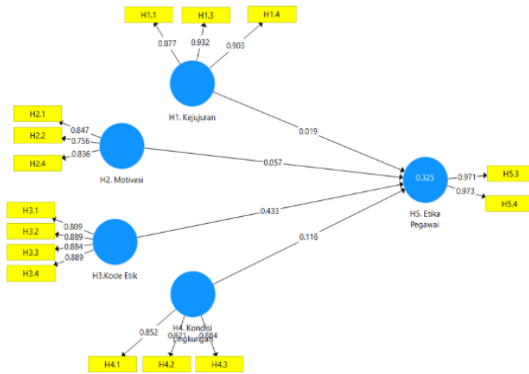
Government apparatus, including human resources that need to be developed in terms of quality to carry out its duties and functions, are governed in the code of Ethics of State officers through the Law on civil apparatus of the country (Habibie et al., 2021). The application of the ethics of the officers in the implementation of the task, with the high winning honors and attitudes in implementing it, and to improve the performance of public services then the apparatus must be able to apply ethics well and correctly with the doctrine of Good behavior can make an action in realizing maximum performance.

In employee ethics, There are several factors: cooperation, honesty, responsibility, toughness, motivation, code of Ethics, and environmental conditions. If the factors Diversifying it will be a variable that is the ethics of employees (Abas, 2017). The progress of an agency can only be achieved by talented human resources and can be competitive. If employees reach the ethics of employees well, then the employees will give good implications and effectively and efficiently.

The distribution of the Questionnaire was done directly by the researchers by spreading the Questionnaire in Yogyakarta, with the dissemination of the survey took place at the Department of Women and Social empowerment and children, the social service, Office of Cooperatives and transmigration, regional development planning agency, the Office of Investment and Licensing, District Keraton and Ngampilan. The Questionnaire distribution was conducted from 28 October 2019 to 18 November 2019, with the survey level reaching 100%. Factors affecting the ethics of local government officers (the study of government Employees conduct Agency of Yogyakarta).

It is testing the router model or as a measurement that defines how the indicator is Honesty, motivation, Code of ethics, environmental conditions, and employee ethics. This study uses a PLS

Algorithm that tests the unidimensionality of each construct by viewing convergent validity. With the size of reflection, the value is  $> 0.50$  with a construction measured. Here are the results of the model estimation by using the PLS Algorithm:



**Figure 1. Testing the Outer Model**  
 Source: *Processed by the author in 2019*

Testing the Outer Model one step of evaluating the outer model used to read calculations using PLS algorithm while testing the research hypothesis, evaluating the Outer model through Convergent validity the value of loading factor in Latent variable with an indicator of the expected value of  $> 0.5$ , discriminate validity the importance of cross loading beneficial aspect to know the construct has a desired loading value must be higher than the other loading value, and Composite reliability data that has composite reliability  $> 0.7$  that has increased security. With several indicators seen from the indicator score with the construction is worth  $> 0.50$ , it is from the comparison of Output outer loading as follows:

**Table 1.**  
**Outer Loading Output**

	H1. Honesty	H2. Motivation	H3. Ethics Code	H4. Environmental Conditions	H5. Employee Ethics	Critical Value	Model Evaluation
H1.1	0.871						Valid
H1.3	0.932						Valid
H1.4	0.903						Valid
H2.1		0.847					Valid
H2.3		0.756					Valid
H2.4		0.836					Valid
H3.1			0.809			$>0.50$	Valid
H3.2			0.889				Valid
H3.3			0.884				Valid
H3.4			0.889				Valid
H4.1				0.852			Valid
H4.2				0.921			Valid
H4.3				0.884			Valid

H5.3	0.971	Valid
H5.4	0.973	Valid

Source: Processed by the author in 2019

Based on the data feeds in table 1.1, Outoub Outer Loading data of the external loading values of each > 0.50 have fulfilled the Convergent Validity provisions as measurement. They can be calculated based on the collation between the score component. The research is measured through a measurement scale with a loading value of 0.5 for typing that smartPLS can use. Outer loading indicates that the indicator's contribution to the variable (Y) if the external loading value is more excellent and the participation of the index to the variable (Y) is more significant.

**Table 2.**  
**Output Cross Loading**

	H1. Honesty	H2. Motivation	H3. Ethics Code	H4. Environmental Conditions	H5. Employee Ethics
H1.1	<b>0.877</b>	0.482	0.554	0.278	0.369
H1.3	<b>0.932</b>	0.580	0.725	0.370	0.421
H1.4	<b>0.903</b>	0.595	0.744	0.349	0.338
H2.1	0.504	<b>0.847</b>	0.674	0.573	0.409
H2.3	0.569	<b>0.756</b>	0.591	0.455	0.373
H2.4	0.420	<b>0.836</b>	0.633	0.491	0.385
H3.1	0.640	0.674	<b>0.809</b>	0.434	0.466
H3.2	0.745	0.643	<b>0.889</b>	0.398	0.508
H3.3	0.580	0.662	<b>0.884</b>	0.597	0.456
H3.4	0.616	0.725	<b>0.889</b>	0.620	0.509
H4.1	0.489	0.567	0.567	<b>0.852</b>	0.414
H4.2	0.196	0.490	0.432	<b>0.921</b>	0.333
H4.3	0.253	0.592	0.538	<b>0.884</b>	0.338
H5.3	0.370	0.477	0.634	0.407	<b>0.971</b>
H5.4	0.444	0.453	0.554	0.397	<b>0.973</b>

Source: Processed by the author in 2019

Output Cross Loading above explains the correlation of each indicator that has a higher score when compared to other constructs.

**Table 3.**  
**Output Composite Reliability**

Variabel	Composite Reliability	Critical Value	Model Evaluation
H1. Honesty	0.931		
H2. Motivation	0.855		
H3. Ethics Code	0.924	>0.70	Reliabel
H4. Environmental Conditions	0.961		
H5. Etika Pegawai	0.972		

Source: Processed by the author in 2019

Based on the data table 1.3 above, to obtain an item that is a reliability statement, composite reliability should be 0.7 using the generated/output SmartPLS. This can be inferred if the actual value in each of these models has the right validity level. The results of the research above show that bureaucratic ethics and behavior play a role in shaping bureaucratic values and can strengthen the concept of governance in government. In addition, this research is widely considered as ideal values that should be used as the basis for the implementation of public affairs through aspects of good behavior such as transparency, responsiveness and accountability, non-discrimination (Satibi & Ediyanto, 2020). This value will be a guideline for bureaucratic officers to carry out their duties so that they can be controlled and protected from values that are not in accordance with organizational values because personal ethics will affect organizational values (Somali, 2012). The embodiment of government ethics is a code of ethics that is more binding or regulates the government to be more ethical and moral, but until now we often hear that it is not clear whether someone's actions violate the ethics or the code of ethics because the boundaries and sanctions are not clear.

## CONCLUSION

The results of this research can be concluded that the factors that affect the ethics of employees in the Yogyakarta institution of Honesty, motivation, code of ethics, and environmental conditions. This factor affects the ethics of Yogyakarta agency employees, who are the measure as employees carry out their duties in public service. Public service does not work correctly; still, there is a drawback. Therefore, the progress of a government agency can only be achieved with qualified human resources and can be competitive. The public sector, through various innovations. Not only for local governments in Indonesia but also for other regions around the world to realize Good Government. So the priority scale to prevent and overcome it is by: the need for internal control, upholding and enforcing bureaucratic ethics in the ranks of the public bureaucracy, external control in the form of good supervision and political, functional and community supervision (Hasanah, 2019).

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