

The Effect of Work Discipline and Work Ethics on Employee Performance at the Cibeunying Kidul District Office

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ABSTRACT

Human resources influence the progress of an agency in carrying out its activities to achieve its goals. Employees are human resources who are in an agency. To provide an increase in the quality of work of employees in an agency by paying attention to work discipline and work ethic of employees. In this paper, research was carried out in the Cibeunying Kidul District Office, Bandung City, where the performance of employees in that office was still relatively low because there were still several employees whose performance targets were not achieved. The purpose of this study is to obtain results from an analysis of the influence of work discipline and work ethic on the work quality of the Cibeunying Kidul District Office, Bandung City. This research uses quantitative techniques through a descriptive approach. The method of taking samples uses saturated sampling and collecting data is done through observation, interviews, and questionnaires. The population and sample in this study are the entire workforces of the Cibeunying Kidul District Office, Bandung City, totaling 57 employees. The data analysis technique used is validity testing, reliability testing, classical assumption testing, and multiple linear regression analysis. The results of this study found that work discipline has a partial effect on employee performance, while work ethic does not affect the work quality of the Cibeunying Kidul District Office, Bandung City. As well as discipline and work ethic simultaneously influence the quality of work of the Cibeunying Kidul District Office, Bandung City.

Keywords: Employee performance, work discipline, work ethics.

INTRODUCTION

To advance an institution, human resources are needed in it. HR is one of the crucial reasons for carrying out an agency's activities in achieving the goals of the agency. (Melayu, 2016) HR is a science and art that manages correlation with employee functions so that it can assist in implementing agency targets, employees, and the public. Human resources referred to in an agency are employees. Employees are among the crucial causes of an agency. Even though some of the factors needed are available in the agency, without the role of employees, the agency will not run properly. Because employees are determinants of the course of an agency. Therefore, it is expected that every employee can work well so that the agency can improve and compete in harmony with the times.

Efforts are made to improve the performance of employees in an institution, namely by paying attention to work discipline and the work ethic of the workforce. Because in principle work discipline and work ethic can encourage employees to work hard to create a good government order. The work quality of the workforce can be improved if discipline and work ethic are made important components in carrying out the activities provided by the agency.

Performance is the acquisition of work according to quality and the amount achieved by individual workers to carry out their obligations according to the burden given to them

(Sudarmanto, 2019; Wibowo, 2011). At the Cibeunying Kidul District Office, Bandung City, how to evaluate employee performance, namely each employee is measured based on individual performance indicators per quarter and year. These individual performance indicators are called Employee Performance Targets. Individual work indicators that are measured are the performance targets of superiors and strategic plans-organizational plans. So every 3 months and every year every employee is required to upload in the manga application, proof of success and targets achieved on superiors' performance goals and strategic plans-organizational work plans, and will be validated directly by superiors. Employees who are not achieved will be given a warning which will affect the number of benefits. However, in reality, the employee performance variable shows that the work quality of the workforce in the Cibeunying Kidul District Office, Bandung City, is still relatively small because there are still several employees whose performance targets have not been achieved. This can affect employee performance.

Work discipline is an attitude of respect, and obeys, and obeys written and unwritten regulations that apply and can carry them out, and does not avoid punishment if he violates the assigned task (Saleh et al., 2019). However, in reality, the work discipline variable proves that work discipline at the Cibeunying Kidul District Office, Bandung City, still has some undisciplined workers, for example coming to the agency, not on time as per the predetermined schedule.

According to Priansa (2017) work ethic is work motivation which is a special characteristic of individuals or groups who do work, which is based on adab and a work perspective that is believed and implemented with determination and real action in the world of work. An employee with a high work ethic is qualified to work hard, be responsible by always coming to work, use time well, and produce something of value at work. The work ethic of the workforce in the Cibeunying Kidul District Office, Bandung City, can be seen from how often employees come to work and use their time well. But in fact, the work ethic variable shows that the work ethic at the Cibeunying Kidul District Office, Bandung City, there are still some workers who do not come to work or are absent, and there are still some workers who spend their working time talking and playing with their gadgets.

In December 2021 many employees came late to the office, namely 42 employees, and employees who were late to the office without explanation, namely 13 employees. This happens because many employees are affected by traffic jams on the road. This means that the level of employee discipline is very low, which can cause a decrease in employee performance and productivity. As well as seen in May 2021 employees who came late to the office, namely 29 employees, and employees who were late to the office without explanation, namely 5 employees. This happens because there are many obligations given to the workforce that must be completed on time and many employees have to pursue work targets, so many employees come to work to complete these tasks.

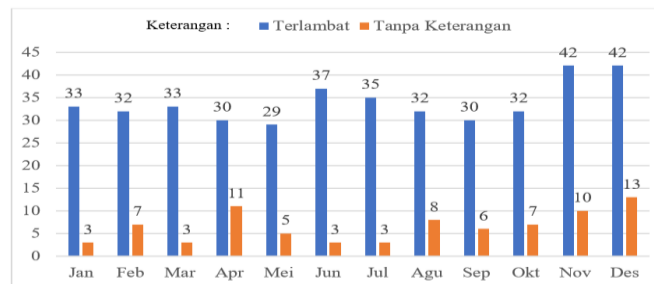


Figure 1 Graph of Employee Tardiness Data in 2021

Source: Cibeunying Kidul District Office, Bandung City

Based on the results of an interview with Mr. Yuqiul Ihsan on August 12 2022 as part of the human resource analysis he stated that: 1) At the Cibeunying Kidul District Office, Bandung City, there are still several workers who are not disciplined, for example coming to an agency, not on time as the schedule has stipulated, 2) At the Cibeunying Kidul District Office, Bandung City, there are still several workers who do not come to work or absent workers, 3) At the Cibeunying Kidul District Office, Bandung City, there are still several employees who fill their working time by chatting, 4) At the Office Cibeunying Kidul District, Bandung City, there are still some workers who use their working time by playing with their cellphones, 5) At the Cibeunying Kidul District Office, Bandung City, there are still several workers whose work quality is poor, such as not being able to complete the time at the appointed time. From the explanation above, the author will carry out a study entitled "The Effect of Work Discipline and Work Ethics on Employee Performance at the Cibeunying Kidul District Office, Bandung City"

METHOD

This study uses a quantitative technique using a descriptive study. (sugiyono, 2017) descriptive technique is an assessment that provides an overview of the condition of the object being studied as it is, following the conditions when the study was carried out. The population used in this study is the entire workforce of the Cibeunying Kidul District Office, Bandung City, which has a total of 57 employees. The samples used in this study were all employees of the Cibeunying Kidul District Office, Bandung City, which means that there were 57 respondents. Then the method of taking samples used is saturated sampling. (sugiyono, 2017) saturated sampling technique is a method of determining a sample in which the entire population membership is used as a sample. Collecting data was carried out through observing, interviewing, and questionnaires. The data analysis technique used in this study is validity, reliability testing, classical assumption testing, and multiple linear regression analysis. For the stages of testing use the Windows SPSS application version 25.

RESULT AND DISCUSSION

Normality test

The Principle of Taking Determination of Normality Testing with the Kolmogorov-Smirnov Test: 1). If the Sig. > 0.05 so that the residual data collection is normally distributed 2). If the Sig. < 0.05 so that the residual data collection is not normally distributed Below are the results of the normality test using SPSS:

Table 1.
Normality Test (1-Sample KS Test)

		Unstandardized Residual
N		57
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	3,92774523
Most Extreme Differences	Absolute	,090
	Positive	,064
	Negative	-,090
Test Statistic		,090
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: Data Processed by Researchers, 2022

Based on the results of the Kolmogorov Smirnov test in SPSS, the value of sig (0.200) > 0.05 can be concluded that the data collection has been normally distributed .

Multicollinearity Test

The basis for Multicollinearity Testing: 1). If the tolerance number is <0.100 and the VIF number is > 10, then there is multicollinearity in the independent variables; 2). If the tolerance number is > 0.100 and the VIF number is < 10 so that there is no multicollinearity in the independent variables. The following is the acquisition of the output of the Multicollinearity Test in SPSS:

Table 2.
Multicollinearity Test

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	31,028	5,501		5,640	,000		
	Work Discipline	,276	,081	,424	3,417	,001	,986	1,015
	Work ethic	-,117	,151	-,096	-,775	,441	,986	1,015

a. Dependent Variable: Employee Performance

Source: Data Processed by Researchers, 2022

From these results, it can be concluded that the independent variables Work Discipline and Work Ethics have a tolerance number of 0.986 and a VIF value of 1.015. From the tolerance and VIF numbers obtained, it can be concluded that there is no multicollinearity in the data

because the VIF numbers for the two independent variables are <10 and the tolerance values for the two independent variables are > 0.100 .

Heteroscedasticity Test

The principle of making decisions on heteroscedasticity testing: 1). if the new Sig value after using the ABSERS value as the dependent variable in SPSS <0.05 then there is/occurs heteroscedasticity; 2). if the new Sig value after using the ABSERS value in SPSS > 0.05 then there is no heteroscedasticity. The following are the results of the heteroscedasticity test:

Table 3.
Heteroscedasticity Output

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	1,544	2,858	,540	,591
	Work Discipline	-,082	,042	-,252	,057
	Work ethic	,151	,079	,248	,060

a. Dependent Variable: ABSRES

Source: Data Processed by Researchers, 2022

From these results, it can be concluded that the Work Discipline variable has a Sig value of 0.057 and the Work Ethics variable has a Sig value of 0.060. Because the two independent Sig > 0.05 , it can be concluded that there is no heteroscedasticity problem in the data.

Data Descriptive Statistics

Table 4.
Output Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work Discipline	57	28	50	38,82	6,671
Work ethic	57	21	43	32,28	3,559
Employee Performance	57	28	48	37,95	4,336
Valid N (listwise)	57				

Source: Data Processed by Researchers, 2022

From this output, it is obtained that the minimum score for the work discipline variable is 28, the work ethic variable is 21 and the employee performance variable is 28. The maximum score for the work discipline variable is 50, the work ethic variable is 43 and the employee performance variable is 48. The average variable score is work discipline of 38.82, work ethic variable of 32.28, and employee performance variable of 37.95. Standard Deviation The score for the work discipline variable is 6.671, the work ethic variable is 3.559 and the employee performance variable is 4.336.

Multiple Linear Regression Analysis Test

This analysis aims to find out how influential Work Discipline (X_1) and Work Ethics (X_2) have on Employee Performance (Y) in the Cibeunying Kidul District office, Bandung City. Through data processing that has been carried out, the following results are obtained: The linear regression equation to be examined is: $Y = \alpha + \beta_1 X_1 + \beta_2 X_2$

Below is the result of testing the multiple regression coefficients:

Table 5. Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31,028	5,501		5,640	,000
	Work Discipline	,276	,081	,424	3,417	,001
	Work ethic	-,117	,151	-,096	-,775	,441

a. Dependent Variable: Employee Performance

Source: Data Processed by Researchers, 2022

Then the regression model obtained is: $Y = 31.028 + 0.276 X_1 - 0.117 X_2$. Based on the regression model, the following analysis is obtained: 1). constant of 31.028 explains that if work discipline (X_1) is accompanied by a work ethic (X_2) that is constant or does not change, then the employee performance score (Y) is 31.028. 2). The variable regression coefficient of Work Discipline (X_1) is 0.276, meaning that each increase of one Work Discipline score (X_1) then adds to the Employee Performance score (Y) of 0.276 assuming the Work Ethic (X_2) is constant. 3). The variable regression coefficient if the Work Ethic (X_2) is equal to some sar - 0.117 means that each increase by one score Work Ethics (X_2) then reduces the Employee Performance score (Y) by 0.117 assuming Work Discipline (X_1) is constant.

Correlation Coefficient Test

The following is a simultaneous correlation analysis between Work Discipline (X_1) and Work Ethics (X_2) on Employee Performance (Y):

Table 6.
Simultaneous Correlation Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424 ^a	,179	,149	4,000

a. Predictors: (Constant), Work ethic, Work Discipline

Data Sources Processed by Researchers, 2022

According to the results of simultaneous correlation testing in the table, it is found that the correlation coefficient between Work Discipline (X_1) and Work Ethics (X_2) on Employee Performance (Y) is 0.424. According to the correlation coefficient criteria, the value of 0.424 is in the range of 0.400 – 0.599 which is a moderate correlation classification, so the correlation between Work Discipline (X_1) and Work Ethics (X_2) on Employee Performance (Y) is a

unidirectional relationship and the relationship category is moderate. The following is a partial correlation analysis between Work Discipline (X_1) and Employee Performance (Y):

Table 7.
Partial Correlation Coefficient Test (X_1)

		Work Discipline	Employee Performance
Work Discipline	Pearson Correlation	1	,413**
	Sig. (2-tailed)		,001
	N	57	57
Employee Performance	Pearson Correlation	,413**	1
	Sig. (2-tailed)	,001	
	N	57	57

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data Processed by Researchers, 2022

According to the results of the correlation test in the table, the correlation coefficient between work discipline (X_1) and employee performance (Y) is 0.413 through the Sig. 0.001 < 0.05. According to the correlation coefficient criteria, the value of 0.413 is in the range of 0.400 – 0.599 which is a moderate correlation classification and has a positive value, so it can be concluded that there is a positive correlation and significance between Work Discipline (X_1) and Employee Performance (Y). The following is a partial correlation analysis between Work Ethics (X_2) and Employee Performance (Y):

Table 8.
Partial Correlation Coefficient Test (X_2)

		Correlations	
		Work ethic	Employee Performance
Work ethic	Pearson Correlation	1	-,045
	Sig. (2-tailed)		,738
	N	57	57
Employee Performance	Pearson Correlation	-,045	1
	Sig. (2-tailed)	,738	
	N	57	57

Source: Data Processed by Researchers, 2022

According to the results of the correlation test in the table, the correlation coefficient between Work Ethics (X_2) and Employee Performance (Y) is -0.045 through the Sig. 0.738 > 0.05, so it can be concluded that there is a negative correlation and no significance between Work Ethics (X_2) and Employee Performance (Y).

Determination Coefficient Test

The following is an analysis of the coefficient of simultaneous determination between Work Discipline (X_1) and Work Ethics (X_2) on Employee Performance (Y):

Table 9.
Simultaneous Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424 ^a	,179	,149	4,000

a. Predictors: (Constant), Work ethic, Work Discipline

Source: Data Processed by Researchers, 2022

Obtaining the determination test in the table, the coefficient of determination is 0.179, meaning that 17.9% contributes to Work Discipline (X_1) and Work Ethics (X_2) simultaneously in influencing Employee Performance (Y), the remaining 82.1% of Employee Performance (Y), given the influence of other variables outside of this study. Following are the results of the partial determination coefficient test of Work Discipline (X_1) on Employee Performance (Y):

Table 10.
Partial Determination Coefficient Test (X_1)

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients		Correlations		
Model		B	Std. Error	Beta	t	Sig.	Zero-order	Partial
1	(Constant)	27,534	3,144		8,758	,000		
	Work Discipline	,268	,080	,413	3,360	,001	,413	,413

a. Dependent Variable: Employee Performance

Source: Data Processed by Researchers, 2022

According to the results of the test table above, the calculation process can be carried out to get the effect simultaneously between Work Disciplines (X_1) on Employee Performance (Y) through the formula below:

$$R = \text{Beta} * \text{Zero Order}$$

$$R = 0.413 * 0.413 = 0.171$$

Then the coefficient of partial determination between Work Discipline (X_1) on Employee Performance (Y) is 0.171, so a total of 17.1% contribution of Work Discipline (X_1) partially influences Employee Performance (Y). The following is the result of testing the partial determination coefficient of Work Ethics (X_2) on Employee Performance (Y):

Table 11.

Partial Determination Coefficient Test (X_2)

Model		Unstandardized Coefficients		Standardized Coefficients		Correlations		
		B	Std. Error	Beta	t	Sig.	Zero-order	Partial
1	(Constant)	39,729	5,328		7,456	,000		
	Work ethic	-,055	,164	-,045	-,336	,738	-,045	-,045

a. Dependent Variable: Employee Performance

Source: Data Processed by Researchers, 2022

According to the results of the test table above, the calculation process can be carried out to get a partial effect between Work Ethics (X_2) on Employee Performance (Y) with the formula below:

$$R = \text{Beta} * \text{Zero Order}$$

$$R = -0.045 * -0.045 = 0.002$$

Then the partial determination coefficient between Work Ethics (X_2) on Employee Performance (Y) is 0.002, so a 0.2% contribution of Work Ethics (X_2) partially influences Employee Performance (Y).

Simultaneous Hypothesis Test

Table 12.

Simultaneous Hypothesis Testing

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	188,920	2	94,460	5,904	,005 ^b
	Residual	863,922	54	15,999		
	Total	1052,842	56			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work ethic, Work Discipline

Source: Data Processed by Researchers, 2022

Hypothesis:

Ho: There is no positive effect of work discipline (X_1) and work ethic (X_2) on employee performance (Y). Is a positive and significant effect of work discipline (X_1) and work ethic (X_2) on employee performance.

The basis for Decision Making

$$F_{0,05;2;54} = 3.168$$

If the calculated F value < 3.168 and the sig number > 0.05 then Ho is accepted

If the calculated F value > 3.168 and the sig number < 0.05 then Ho is rejected

If the F count is $5.954 > 3.168$ and the sig value is $0.005 < 0.05$, it can be concluded that H_0 is rejected and H_a is accepted, so it can be concluded that: there is an influence of Work Discipline (X_1) and Work Ethic (X_2) with a positive and significant Employee Performance (Y)

Partial Hypothesis Test

Table 13.

Partial Hypothesis Testing

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	31,028	5,501		5,640	,000
Work Discipline	,276	,081	,424	3,417	,001
Work ethic	-,117	,151	-,096	-,775	,441

a. Dependent Variable: Employee Performance

Source: Data Processed by Researchers, 2022

Effect of Work Discipline (X_1) on Employee Performance (Y)

Hypothesis:

H_0 : There is no significant effect of Work Discipline (X_1) simultaneously on Employee Performance (Y)

H_a : There is a significant effect of Work Discipline (X_1) simultaneously on Employee Performance (Y)

The basis for Decision Making :

$$t_{tabel} = \frac{t_{0,05}}{2},54 = 2.005$$

If t count < 2.005 or t count > -2.005 and sig value > 0.05 then H_0 is accepted

If t count > 2.005 or t count < -2.005 and sig value < 0.05 then H_0 is rejected

Conclusion :

The calculated t value of the Work Discipline variable is $4.417 > 2.005$ and the Sig value is $0.001 < 0.05$ then H_0 is rejected so it is concluded that there is a partially significant effect of Work Discipline (X_1) on Employee Performance (Y).

Effect of Work Ethics (X_2) on Employee Performance (Y)

Hypothesis:

H_0 : There is no significant effect of work ethic (X_2) partially on employee performance (Y) is a partially significant effect of work ethic (X_2) on employee performance (Y). The basis for Decision Making :

$$t_{tabel} = \frac{t_{0,05}}{2},54 = 2.005$$

If t count < 2.005 or t count > -2.005 and sig value > 0.05 then H_0 is accepted

If t count > 2.005 or t count < -2.005 and sig value < 0.05 then H_0 is rejected

Conclusion :

The calculated t value of the Work Discipline variable is $-0.775 > -2.005$ and the Sig value is $0.441 > 0.05$, then H_0 fails to be rejected so it is concluded that there is no work ethic (X_2) which is partially significant on Employee Performance (Y).

Discussion

In this discussion sub-chapter, the reviewer then conducts a detailed discussion according to the results of the previous sub-chapter. The results of the assessment were obtained through distributing questionnaire data collection related to work discipline variables (X_1), work ethic (X_2), and employee performance (Y) at the Cibeunying Kidul District Office, Bandung City, both descriptively and vertically which were disseminated to 57 respondents who then processed using the SPSS V.25 application to get the effect between variables.

The Effect of Work Discipline on Employee Performance at the Cibeunying Kidul District Office, Bandung City

Based on the acquisition of hypothesis testing, the results prove that there is a partial influence between work discipline on the workforce of the Cibeunying Kidul District Office, Bandung City. This can be seen through the t-test which shows the work discipline variable has a significant number of 0.001, this figure is relatively low compared to 0.05 ($0.001 < 0.05$). Then it can be known through the t-test number, this matter can also be known through the $t_{\text{count}} 4.417 > t_{\text{table}} 2.005$, then H_0 is rejected and H_a is accepted which means that work discipline has a partial and significant influence on the quality of work of workers at the District Office Cibeunying Kidul Bandung City.

According to Uno & Lamatenggo (2022), work discipline is controlling individuals to regulate their actions following applicable rules. Elements of work discipline, namely regulations serve as guidelines for behavior and consistency in the implementation of regulations. Meanwhile, according to (Erpidiawati & Yuliastanty, 2019) work discipline is the conscious willingness of employees to comply with every regulation that applies to the company as well as an effort for employees to carry out work as they should. Work discipline can be used as a tool for managers as a medium of communication with the workforce so that they are willing to change action to provide increased awareness and availability for each employee to comply with company regulations (Surajiyo et al., 2020). The bad reasons that can lead to a decrease in the quality of work for the workforce are reduced self-will in the workforce to achieve good performance for the company and the absence of the right time to complete the work and not complying with the rules set by the company (Mursidi & Robbie, 2022). Employee performance is then realized if the workforce has a commitment to the company and is supported by great work discipline. If the rules contained in the company are always blamed and violated the level of employee discipline will get worse. Conversely, if employees always comply with company regulations, this will describe good work discipline conditions (Astrama et al., 2021).

The results of this study are consistent with the previous (Primary, 2020)Pratama study (2020) which had the title *"The Influence of Work Discipline on Employee Performance at PT Wisata Angkasa Permai"* using as many as 60 research respondents which showed a significant effect between work discipline variables on the work quality of employees worth $t_{\text{count}} > t_{\text{table}}$ of $3.054 > 1.671$. If work discipline is well implemented in the company the work quality of the workforce has increased better and vice versa if work discipline has decreased so that the work quality of the workforce has also decreased. The results of this study are in line with (Pratiwi, 2018) entitled *"The Influence of Work Discipline on Employee Performance at Darmayu Ponorogo General Hospital"* through the finding that there is a significant influence between

work discipline and employee performance. The company's goals are then achieved well if the workforce understands and accepts well the goals to be achieved and the workforce can carry out their obligations following applicable regulations to achieve these targets. However, this study is not in line with the study of (Treasure, 2014) that partially work discipline does not affect employee performance.

The Effect of Work Ethics on Employee Performance at the Cibeunying Kidul District Office, Bandung City

Based on the hypothesis testing carried out, it shows that there is no partial effect between work ethic on the workforce of the Cibeunying Kidul District Office, Bandung City. This can be seen through the t-test which shows the work ethic variable has a significant number of 0.441, the significant value exceeds 0.05 ($0.441 > 0.05$). Then it can be reviewed through the t-test numbers, this matter can also be known through the $t_{\text{count}} -0.775 < t_{\text{table}} 2.005$, so that H_0 is accepted and H_a is rejected which means that the work ethic does not have a simultaneous and significant effect on the quality of work of the workforce at Cibeunying Kidul District Office, Bandung City.

Work ethic is an action on a job with a good work ethic then provides good quality work so that it then has a significant influence on the progress of the company where the employee does the work. Work ethic dominates for optimal employee performance success, the greater the employee's work ethic, the greater the employee's performance (Nurjaya et al., 2021). Work ethic behavior is characterized by enthusiasm and agility in taking advantage of opportunities that arise, confidence in one's abilities, being full of energy, and having a willingness to think far into the future (Sutrisno, 2019). A high work ethic can affect the success of a company. Work ethic has a positive and significant influence on work quality. A low work ethic results in low work productivity because behavior doing work lacks enthusiasm and tends to be lazy and hopeless.

The results of this study are consistent with the previous study by (Treasure, 2014) that simultaneously work ethic does not affect employee work quality. Companies should pay more attention to the work ethic of employees because work ethic is one of the reasons that can influence and improve the quality of work of the workforce. The results of this study are consistent with the study by (Lawu et al., 2019) that work ethic has a significant number > 0.05 , which is 0.064, so work ethic does not affect the quality of work. It is recommended that the work ethic be improved in quality and encourage the workforce often do work consciously and enthusiastically so that the work can be completed properly. However, this study is not in line with the studies of (Nurjaya et al., 2021) that work ethic has a significant influence on the work quality of the workforce.

The Effect of Work Discipline and Work Ethics on Employee Performance at the Cibeunying Kidul District Office, Bandung City

According to the results of testing the hypothesis, obtaining results that prove that there is a concurrent influence between work discipline and work ethic on the work quality of the Cibeunying Kidul District Office workforce, Bandung City. This can be seen through the F test which shows the variables of work discipline and work ethic have a significant testing value of 0.005, this number is relatively small compared to 0.05 ($0.005 < 0.05$). Apart from being able to

see from the value of the F test, this can be seen through the $F_{\text{count}} 5.954 > F_{\text{table}} 3.168$, then H_0 is rejected and H_a is accepted which means that simultaneously work discipline and work ethic have a significant influence on the work quality of workers in the Office Cibeunying Kidul District, Bandung City. According to the analysis, the coefficient of determination obtained a value of 0.179, which means that the contribution of work discipline and work ethic simultaneously in influencing employee performance is 17.9% and the remaining 82.1% is influenced by other variables that are not used in this study.

Performance in a company will increase if it is shown through timeliness, work results, skills, and good communication. Work discipline at the company if it is good needs to be maintained and if it is not good then it needs to be improved so that employees can help achieve company goals (Nurjaya et al., 2021). If the work ethic and work discipline simultaneously increase it has an impact on increasing performance efficiency and vice versa (Hakim, 2017).

The results of this study are in line with previous research by (Nurjaya et al., 2021) entitled "*The Influence of Work Ethics and Work Discipline on Employee Performance at the Bogor City Forestry and Plantation Service*" that work ethic and work discipline simultaneously have a significant effect on employee performance with an influence contribution of 53 % and the calculated F value of $32.194 > 2.770$. Existing work discipline needs to be maintained by encouraging employees to continue to comply with the rules set by the company which keeps employees motivated to always complete the assigned tasks on time. These results are also in line with (Treasure, 2014) that simultaneously work ethic and work discipline influence employee performance. A good work ethic and good discipline will improve employee performance by directing the abilities and skills they have. Efforts to improve better performance need to be supported by a good work ethic to support the quality of human resources who have a high level of discipline.

CONCLUSION

According to the results of the study and discussion above, it can be concluded that: 1). From the results of this study, work discipline has a positive and significant influence on the workforce of the Cibeunying Kidul Office, Bandung City. 2). From the results of this study, work ethic has a negative and insignificant effect on the Cibeunying Kidul Office workforce in Bandung City. 3). Through the acquisition of this study, work discipline and work ethic have a positive and significant influence on the quality of work of the workforce at the Cibeunying Kidul District Office, Bandung City.

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