

**THE INFLUENCE OF ETHICS, WORK CAPACITY AND WORK ABILITY ON THE WORK PRODUCTIVITY
WORKER AT KANTOR DINAS KEPENDUDUKAN DAN
CATATAN SIPIL, PIDIE DISTRICT**

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First Keyword : Ethics,
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ABSTRACT

This study aims to determine the effect of ethics, work capacity, work ability and the more dominant variables on the work productivity of the Population and Civil Registry Office of Pidie Regency. Data collection techniques consist of observation, interviews and questionnaires. Data analysis used multiple linear regression equation = $a + b_1X_1 + b_2X_2 + b_3X_3 + e$. The results of data analysis obtained a linear regression equation model as follows: $Y = 1.709 + 0.297X_1 + 0.271X_2 + 0.399X_3$. The Work Ability Variable (X3) has the most dominant influence on the productivity of the Population and Civil Registry Office of Pidie Regency. The determination index of the Ethics variable (X1), Work Capacity (X2), and Work Ability (X3) is 56.1% while the remaining 43.9% is influenced by other variables not examined in this study. Simultaneously, the value of Fcount 28,072 > Ftable 2,744, which means that the variables of Ethics (X1), Work Capacity (X2) and Work Ability (X3) together have a significant effect on employee productivity at the Population and Civil Registry Office of Pidie Regency. Ethics variable (X1) obtained a tcount value of 3,506 > ttable 1,955, which means that partially the Ethics variable (X1) has a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency. Work Capacity Variable (X2) obtained tcount 3,461 > ttable 1,955, which means that partially the Work Capacity variable has a significant effect on the work productivity of the Pidie Regency Population and Civil Registry Office employees. The Work Ability variable (X3) is obtained tcount 4.409 > ttable 1,955, which means that partially the Work Ability variable has a significant effect on the work productivity of the Pidie Regency Population and Civil Registry Office employees. work through improving work ethics and abilities.

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INTRODUCTION

Work productivity is strongly influenced by several factors. One of them is work ethic. Work ethics in a work organization is very important for the personal development of employees in carrying out their duties, so that they will be more focused, and can be controlled, and the productivity of a work organization will be good and optimal. The work capacity of an employee also affects work productivity. The achievement of ergonomics in an organization requires harmony between workers and their work, so that human workers can work according to their abilities, abilities, and limitations. Factors that affect work productivity are related to the work ability of employees. Workability is the capacity of an individual to do various tasks in a job. The totality of the abilities of an individual is essentially composed of two sets of factors, namely intellectual abilities and physical abilities. With the increase in the ability of employees to complete work, it will accelerate the completion of work. The formulation of the problem can be described as follows:

1. Does ethics have a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees?
2. Does work capacity have a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency?
3. Does Work Ability have a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees?
4. Among the three selected variables, which variable has a more dominant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency?

Based on the formulation of the problem above, this study aims to:

1. To find out whether ethics has a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees.
2. To find out whether work capacity has a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees.
3. To find out whether work ability has a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees.
4. To find out which variables have a more dominant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees.

LITERATUR REVIEW

1. Ethics

According to Keraf (2011:13), "ethics is related to good life habits, both in a person and in a society or community group". This means that ethics is related to values, good ways of living, good rules of life, and all habits that are adopted and passed on from one person to another, these habits are then revealed in patterned behavior that continues to be repeated as a habit. According to Kasmir (2013), general work ethic indicators are: 1. Attitude and Behavior 2. Appearance 3. How to Dress 4. How to Speak 5. Gestures

2. Working Capacity

Work capacity is the prime physical ability that a person needs to do his job optimally. According to WHO (2013) "Work capacity is defined as the body's maximum ability to produce energy and is a function of the availability of nutrients and the body's ability to obtain oxygen. The role of ergonomics is to ensure that the energy needed when a person works is within the individual's physiological capacity". According to Richard (2014) indicators of work capacity are as follows: 1. Knowledge, where employees who have knowledge about their work certainly have a good work capacity. 2. Communication skills, namely employees who have good communication skills will more easily complete their work. 3. Planning ability, where the work that has been planned will be easier to do. 4. Self-confidence, namely employees who have high self-confidence in doing a job, it will be easier for him to complete it. 5. Responsibility, employees who have responsibility for the work assigned to them will be easier to do and complete on time.

3. Work ability

According to Kaleta (2016), "Employment ability refers to a complex feature and reflects the degree of interaction between the volume of both physical and mental activities and functional abilities of workers, their health and subjective assessment of their status in given organizational and social conditions". Indicators of workability according to Amrullah (2012) are: The level of formal education that has been taken, the level of non-formal education (courses, training, upgrading, etc.), the level of work experience possessed, the level of desire/willingness/interest of employees towards science and development.

4. Work Productivity

According to Hasibuan (2015) stated that in a simpler way the meaning of "productivity is a arithmetic comparison between the amount produced and the amount of each source used during production". Sedarmayanti (2014) states that: "In general, productivity implies a comparison between the results achieved (output) and the overall resources used (input). "Based on this, the indicators of employee work productivity are: work attitude, skill level, relationship between workers in the organization, productivity management, and efficiency. 2.5. Hypothesis The hypothesis is a temporary answer to the research problem. The hypotheses in this study are: a. The work ethic is suspected to have an effect on the work productivity of the Population and Civil Registry Office of Pidie Regency employees.

RESULT AND DISCUSSION

1. Validity test

The validity test used the product moment correlation method, with the criteria for determining if the correlation coefficient (r) obtained was greater than the coefficient from the critical value table r, which was at a significant level of 5%, the test instrument being tested was declared valid. The value of r table for this study is 0.230. The results of the validity test can be seen in the following table:

Variable	Question	Koefisien of Corelasi	Critis Value=5% (70)	Note
X ₁	The attitude of everyday behavior that you show when dealing with fellow employees is always done well	0.439	0.230	Valid
	Your overall appearance in the office from the way you speak, gestures, attitudes and behavior can impress others.	0.472	0.230	Valid
	The way you dress in the office using clothes, pants, or accessories that are attached to clothes makes you look better at work	0.627	0.230	Valid
	Good communication at work. you always do. This is important because employees will always be in touch with other employees in completing work either with the leadership or with fellow employees.	0.584	0.230	Valid
	Gestures include facial expressions, eye gaze, hand movements, other body parts, always try not to disturb other employees in the office.	0.552	0.230	Valid
X ₂	The knowledge you have helps you in working in the office	0.640	0.230	Valid
	Your communication skills have an influence on the completion of work in the office	0.678	0.230	Valid
	The ability to plan carefully in completing work makes you always maximize your work	0.488	0.230	Valid
	The confidence you have has an impact on the completion of the work that is your responsibility	0.529	0.230	Valid
	The responsibility given to you in completing a job in the office is always your priority	0.489	0.230	Valid
X ₃	You have the skills to complete work in the office	0.402	0.230	Valid

	Your understanding of a job is faster than other employees	0.365	0.230	Valid
	Your speed in completing work in the office makes you appreciated by fellow employees and leaders	0.269	0.230	Valid
	Your reasoning ability makes it easy for you to complete work in the office	0.481	0.230	Valid
	Your good visualization at work is beneficial to your job completion A good memory helps you in getting the job done	0.567	0.230	Valid
	Your good visualization at work is beneficial to your job completion A good memory helps you in getting the job done	0.512	0.230	Valid
Y	Always take care of your work attitude in the office so that the work can be completed optimally	0.410	0.230	Valid
	The skills you have support you in completing work in the office	0.490	0.230	Valid
	Your relationship with other employees in the office has an influence on the completion of your work	0.657	0.230	Valid
	Work productivity management becomes your reference at work	0.481	0.230	Valid
	Workforce efficiency in the office is always considered in increasing work output	0.584	0.230	Valid

Sources : Output Result of SPSS

Based on the rcount value in the table above, it shows that the questionnaire items in this study are valid because the rcount value for each item is greater than r table (0.230).

2. Reliability Test

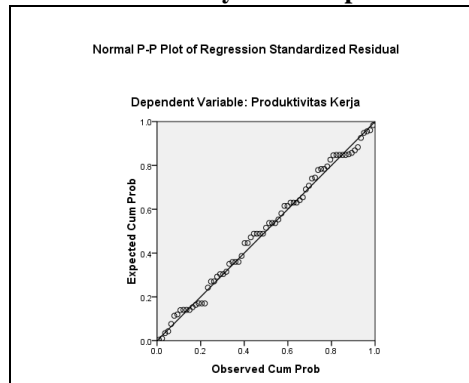
Reliability test to test the extent to which the measurement results can be trusted. The alpha coefficient value varies from 0 (zero) to 1 (one) and the alpha value = 0.60 or less indicates that the measuring instrument lacks reliability.

Table 4.7
ReliabilitasVariable of Alpha Research

No	Variabel	Nilai Alpha	Kehandalan
1	Ethics (X ₁)	0.691	Reliable
2	Working Capacity (X ₂)	0.713	Reliable
3	Work Ability (X ₃)	0.615	Reliable
4	Productivity (Y)	0.681	Reliable

Based on the table above, it can be seen that the alpha value for each variable is greater than 0.6 indicating that all items of the questionnaire are reliable as research instruments because the reliability measurement meets the reliability requirements. 4.3 Normality Test The normality test is used to test whether the data from the samples taken are normal or not. Residual variables that are normally distributed will lie around the horizontal line (not far apart from the diagonal line), as shown in the following figure:

Figures 4.1
Normality Test Graph



Based on the P-Plot in the appendix, it shows that the distribution of standardized residuals is within the range of the diagonal line.

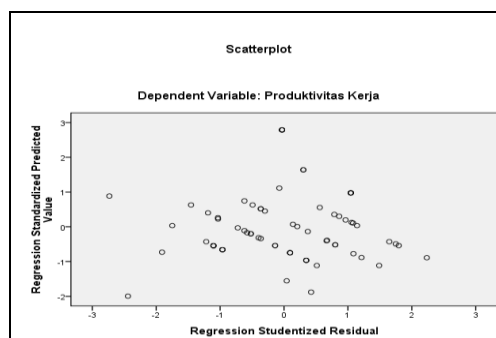
Tabel 4.8
VIF Value of Independent Variable

VariabelBebas	VIF	Keterangan
Variabel Etika (X_1)	1.012	NonMultikolinearitas
Variabel Kapasitas Kerja (X_2)	1.426	NonMultikolinearitas
VariabelKemampuan Kerja (X_3)	1.431	NonMultikolinearitas

Based on the table above, it can be explained that all indicators in this study are free from confounding variables that can reduce the validity of the research results, because the multicollinearity value obtained based on the VIF (Variance Inflating Factor) value is smaller than the value 10.

Heteroscedasticity Test

The results of data processing show a scatter plot graph as shown below:



From the picture above, it can be seen that the scatterplot graph does not have a certain regular pattern (wavy, widen and then narrows), thus it can be interpreted that there are no symptoms of heteroscedasticity.

DISCUSSION

The results of data processing using the SPSS program can be seen in the following table:

Variabel	B	Error Standard	Beta	T-result	T- Table	Sign
Constant	1.709	2.430		.691		.484
Ethics (X1)	.297	.085	.288	3.506	1.995	.001
Working Capacity (X2)	.271	.078	.337	3.461	1.995	.001
Workability (X3)	.399	.081	.482	4.940	1.995	.000
Correlation Coefficient (R) = .749a Coefficient of Determination (R ²) = .561 Adjusted R Squares = .541 F- Result = 28.072 F tabel = 2.744 Sign F = 0.000						

Sources: Output Result SPSS

Based on the SPSS output value above, the multiple regression model can be expressed in the following equation: $Y = 1.709 + 0.297X_1 + 0.271X_2 + 0.399X_3$ The determination index of the Ethics variable (X1), Work Capacity (X2), and Work Ability (X2) is 56.1% which means that the independent variable can explain the dependent variable by 56.1% while the rest is 43.9% influenced by other variables not examined in this study.

Uji F

Simultaneous test results are shown in the following table:

Table 4.10
Analysis Result Uji F

Model	Sum of Squares	Df	Mean Square	F	F _{tabel}	Sig.
Regression	95.187	3	31.729	28.072	2.744	.000 ^b
Residual	74.598	66	1.130			
Total	169.786	69				

Based on the table above, it can be explained that the test results simultaneously obtained a value of Fcount 28,072 > Ftable 2,744, thereby accepting the alternative hypothesis (Ha) and rejecting the null hypothesis (Ho), which means that the Ethics variable (X1), Work Capacity (X2) and Work Ability (X3) together have a significant effect on the productivity of the Population and Civil Registry Office of Pidie Regency employees.

T- test

The results of the t test are shown in the following table:

Table 4.11
Analysis Result T- Result

Model	Unstandardized Coefficients		T-result	T _{table}	Sig.
	B	Std. Error			
(Constant)	1.709	2.430	.691		.484
Ethics	.297	.085	3.506	1.955	.001
Working Capacity	.271	.078	3.461	1.955	.001
Work Ability	.399	.081	4.940	1.955	.000

Based on the table above, it can be explained as follows: Ethics variable (X1) obtained tcount 3,506 > ttable 1,955 so that the Zero Hypothesis (Ho) is rejected and the Alternative Hypothesis (Ha) is accepted, which means that partially the Ethics variable (X1) has a significant effect on the work productivity of the Population and Civil Registry Office of Pidie Regency. . Work Capacity Variable (X2) obtained t count 3,461 > t table 1,955 so that the Zero Hypothesis (Ho) is rejected and the Alternative Hypothesis (Ha) is accepted, which means that partially the Work Capacity variable has a significant effect on the work productivity of the Pidie Regency Population and Civil Registry Office employees. The workability variable (X3) is obtained tcount 4.940 > ttable 1.955 so that the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted, which means that partially the workability variable has a significant effect on the work productivity of the Pidie Regency Population and Civil Registry Office employees.

CONCLUSION

1. The results of data processing with the SPSS program obtained a linear regression equation model as follows: $Y = 1.709 + 0.297X_1 + 0.271X_2 + 0.399X_3$. The Work Ability Variable (X3) has the most dominant influence on the productivity of the Population and Civil Registry Office of Pidie Regency.
2. The relationship between the dependent and independent variables, namely Ethics (X1), Work Capacity (X2), and Workability (X3) on the Productivity of the Population and Civil Registry Office of Pidie Regency with a correlation index of 74.9%.
3. The determination index of the Ethics variable (X1), Work Capacity (X2), and Work Ability (X2) is 56.1% while the remaining 43.9% is influenced by other variables not examined in this study.
4. Simultaneous test results obtained Fcount 28.072 > Ftable 2.744, thereby accepting the alternative hypothesis (Ha) and rejecting the null hypothesis (Ho), which means that the variables of Ethics (X1), Work Capacity (X2) and Workability (X3) together have a significant effect on the productivity of the Population and Civil Registry Office of Pidie Regency.
5. Ethics variable (X1) obtained tcount 3,506 > ttable 1,955 so that the Zero Hypothesis (Ho) is rejected and the Alternative Hypothesis (Ha) is accepted, which means that partially the Ethics variable (X1) has a significant effect on the work productivity of the Population and Civil Registry Service employees. Pidie District.
6. Variable Work Capacity (X2) obtained tcount 3,461 > ttable 1,955 so that the Zero Hypothesis (Ho) is rejected and the Alternative Hypothesis (Ha) is accepted, which means that partially the Work Capacity variable has a significant effect on the work productivity of the Regency Population and Civil Registry Office employees. Pidie.
7. Workability variable (X3) obtained tcount 4.940 > ttable 1.955 so that the Zero Hypothesis (Ho) is rejected and the Alternative Hypothesis (Ha) is accepted, which means that partially the Workability variable has a significant effect on the work productivity of the Regency Population and Civil Registry Office employees. Pidie. Based on the results of the research and the conclusions above, the authors suggest several things, including: It is hoped that the staff of the Population and Civil Registry Office of Pidie Regency will further increase work productivity through improving work ethics and abilities.

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