

The Effect of Organizational Culture and Work Ethic through Motivation on the Performance Achievements

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari variabel budaya organisasi dan etos kerja terhadap kinerja pegawai melalui variabel motivasi. Kondisi budaya organisasi yang kondusif yang didalamnya sudah tertata peraturan yang baku, maka budaya organisasi tidak akan memberikan dampak terhadap kinerja pegawai melalui motivasi pegawai. Kondisi seperti ini disebabkan oleh motivasi pegawai yang cenderung tidak mau memberikan ide – ide kreatifitas. Etos kerja tidak berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi, hal ini disebabkan pemberian pengakuan dan insentif menjadikan pegawai dapat bekerja lebih maksimal karena merasa lebih termotivasi dan lebih dihargai. Populasi dalam penelitian ini adalah seluruh teknisi yang ada pada bidang kerja Bidang Keamanan Dan Infrastruktur Teknologi Informasi Dinas Komunikasi dan Informatika Kota Surabaya. Metode analisis data menggunakan metode Partial Least Square Structural Equation Modelling (PLS SEM). Diperoleh hasil bahwa etos kerja berpengaruh signifikan terhadap motivasi dan kinerja, namun budaya organisasi tidak berpengaruh signifikan terhadap motivasi. budaya organisasi dan motivasi tidak berpengaruh signifikan terhadap kinerja begitu juga dengan budaya organisasi dan etos kerja melalui variabel motivasi tidak berpengaruh signifikan terhadap kinerja. Organisasi dengan birokrasi yang kuat dan keteraturan yang taat, membuktikan pengaruh tidak signifikan antara budaya organisasi dan etos kerja terhadap capaian kinerja dengan pengaruh motivasi.

Kata Kunci: Budaya Organisasi, Etos Kerja, Motivasi, Kinerja Pegawai

ABSTRACT

This study aims to determine the effect of organizational culture variables and work ethic on employee performance through motivation variables. Conducive conditions of organizational culture in which standardized regulations have been arranged, then organizational culture will not have an impact on employee performance through employee motivation. This condition is caused by the motivation of employees who tend not to want to provide creative ideas. Work ethic does not have a positive and significant effect on employee performance through motivation, this is because the provision of recognition and incentives makes employees work more optimally because they feel more motivated and more valued. The population in this study were all technicians in the work field of the Information Technology Security and Infrastructure Division of the Surabaya City Communication and Information Technology Office. The data analysis method uses the Partial Least Square Structural Equation Modeling (PLS SEM) method. The results showed that work ethic has a significant effect on motivation and performance, but organizational culture has no significant effect on motivation. Organizational culture and motivation have no significant effect on performance as well as organizational culture and work ethic through motivational variables have no significant effect on performance. Organizations with strong bureaucracy and regularity proved the insignificant influence of organizational culture and work ethic on performance outcomes with the influence of motivation.

Keywords: Organizational Culture, Work Ethic, Motivation, Employee Performance

INTRODUCTION

Organizational performance targets and achievements are the most important things for an organization, especially in a service oriented government without a tendency to gain profit to the community. The same thing with other government organizations, Dinas Komunikasi Dan Informatika Kota Surabaya (hereinafter referred to as Dinas Kominfo Kota Surabaya) also sets targets and performance achievements that have been determined in accordance with Regional Government regulations. Structurally, Dinas Kominfo Kota Surabaya is an agency under the auspices of the Surabaya City Government which is formed based on Regional Regulations which are technically regulated in Regional Head Regulations. Agencies in the Big Indonesian Dictionary (Kamus Besar Bahasa Indonesia) are part of the general government that is engaged in certain parts. Historically, Dinas Kominfo Kota Surabaya has developed based on policies that dynamically face continuous changes towards a better direction in achieving the targets and development goals of Surabaya City.

In accordance with the Mayor Regulation (Perwali) Number 82 of 2021 concerning the Position, Organizational Structure, Job Description and Function as well as Work Procedures of Dinas Komunikasi Dan Informatika Kota Surabaya, the Office is an implementing element of government affairs in the Communication and Informatics Sector, government affairs in the Statistics Sector and government affairs in the Cybersecurity Sector. The Office of Communication and Information Technology of Surabaya City is led by the Head of the Office of Communication and Information Technology of Surabaya City who is domiciled under and responsible to the Mayor of Surabaya as the Regional Head through the Regional Secretary of Surabaya City.

Structurally, the Surabaya City Communication and Information Office is side by side with other agencies within the Surabaya City Government which are responsible for government affairs in their fields which are appointed by legal force by the Regional Head of Surabaya City (Mayor) as the highest structure in accountability in local government. In the responsibility of implementing government affairs, together with other agencies within the Surabaya City

Government. Dinas Kominfo Kota Surabaya is led by the Head of the Dinas Kominfo Kota Surabaya who is domiciled and responsible to the Mayor of Surabaya City as Regional Head through the Regional Secretary of Surabaya City.

Structurally, Dinas Kominfo Kota Surabaya is side by side with other agencies within the Surabaya City Government responsible for government affairs in the field appointed by legal force by the Regional Head of Surabaya City (Mayor) as the highest structure in reporting responsibilities in local government. In the responsibility of implementing government affairs, together with other agencies within the Surabaya City Government, Dinas Kominfo Kota Surabaya periodically within a period of 1 (one) year provides a performance achievement report written in the Surabaya City Government Performance Report.

Megantara et.al (2019) found the conclusion that in conditions of a conducive organizational culture in which standardized rules have been arranged (such as companies) which tend to remain the norms that exist in it, then organizational culture will not have an impact on employee performance through employee motivation. This condition is caused by the motivation of employees who tend not to want to provide ideas - creative ideas at work so that performance does not increase, work motivation has a very large role in performance. The availability of recognition in the organization can also have an influence on work ethic, in organizational conditions that have high stability (such as government agencies), the level of recognition will decrease and work ethic through stimulation of employee motivation will not have a significant effect on performance. A similar conclusion was also obtained from the research of Lamere et.al, (2021) that work ethic does not have a positive and significant effect on employee performance through motivation. This is because the provision of recognition and incentives allows employees to work more optimally because they feel more motivated and more appreciated.

1. Conceptual Framework

The research conceptual framework is as follows:

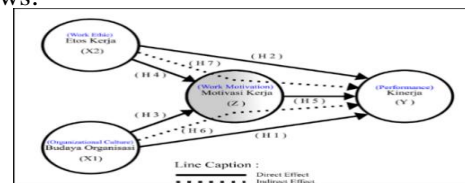


Figure 1. Conceptual Framework

Source: Author (2024)

Based on the conceptual framework, several hypotheses can be formulated in this study as follows:

1.1. The Effect of Organizational Culture (X1) on Performance (Y)

Research from Tardin et.al (2021), Hidayat (2019), and Karauwan et.al (2015) has almost the same results, namely organizational culture has a significant effect on performance. Other research from Runtuwene et.al (2022), Hakim et.al (2021), Qomariyah et.al (2020), and Undayani et.al (2020) have slightly different results, namely organizational culture has a simultaneous significant effect on performance.

A simultaneous significant effect is obtained if the effect is obtained together with other variables such as leadership style, commitment, satisfaction, compensation, work ethic, workload, and work motivation.

Organizational culture becomes an order to carry out every activity. A good organizational culture can have an impact on optimizing discipline at work because every employee must be serious and responsible for their work. So that a hypothesis can be formulated as follows:

H1: Organizational culture has a significant effect on employee Performance.

1.2. The Effect of Work Ethic (X2) on Performance (Y)

Research by Trisnawaty et.al (2023), Mewahaini et.al (2022), Lamere et.al (2021), Aliani (2021), Tardin et.al (2021), and Hasing et.al 2019 get almost the same results, namely work ethic has a significant effect on performance. Other studies from Runtuwene et.al (2022), Wijaya (2022), Hakim et.al (2021), Dolonseda et.al (2020), Qomariyah et.al (2020), Damanik (2018), and Dwiningwarni et.al (2017) get slightly different results, namely work ethic has a simultaneous significant effect on performance. A simultaneous significant effect is obtained if the effect is obtained together with other variables such as leadership style, work environment, organizational culture, workload, integrity approach, and work motivation.

The work ethic that is formed because of the enthusiasm to do their duties and functions

optimally will create better performance. A poor work ethic will also have an impact on employee attitudes that tend to be negative towards the organization, which is certainly a reflection of poor performance. Employees who are motivated to do their work thoroughly will improve their quality and job satisfaction, this means that it is in line with the influence of motivation on employee performance (Hafni et.al, 2020).

So that a hypothesis can be formulated as follows:

H2: Work ethic has a significant effect on employee Performance.

1.3. The Effect of Organizational Culture (X1) on Work Motivation (Z)

Research by Saputra et.al (2023) found that organizational culture has a significant effect on work motivation. Maintaining a good organizational culture and creating a new organizational culture in accordance with the development of organizational conditions will increase the motivation of each employee.

Conversely, employee motivation that continues to increase will create a good organizational culture. Good motivation will give employees enthusiasm in carrying out work or have a sense of unifying views to achieve organizational goals. Slightly different results were obtained from Aliani research (2021) which concluded that positive motivation is obtained from performance stimulated by a positive organizational culture. In contrast to Megantara et.al (2019) found the conclusion that organizational culture will not affect employee motivation if the norms applied in the organization tend to remain and the organizational culture is conducive.

So that a hypothesis can be formulated as follows:

H3: Organizational culture has a significant effect on work Motivation.

1.4. The Effect of Work Ethic (X2) on Work Motivation (Z)

Research by Saputra et.al (2023) found that work ethic has a positive influence on work motivation. A high work ethic can be created from employee motivation which cannot be separated from the role of the organization in carrying out human resource management. The role of organizations such as providing training and skills development will stimulate employee motivation to improve their performance, for the feeling that the abilities they have are still not

enough or motivation to get better skills experience than they have. Ethos can increase employee enthusiasm or motivation.

Slightly different results were obtained from Aliani research (2021) which concluded that positive motivation is obtained from performance stimulated by an increase in work ethic. This is in line with Damanik (2018) who concluded that increasing work ethic can be stimulated by motivation.

So that a hypothesis can be formulated as follows:

H4: Work ethic has a significant effect on work Motivation.

1.5. The Effect of Work Motivation (Z) on Performance (Y)

Research by Saputra et.al (2023), Wijaya (2022), Aliani (2021), and Damanik (2018) found almost the same results, namely work motivation has an influence on performance. To improve employee performance, it can be done by providing motivation for employees to be enthusiastic about working and have creativity at work. The same thing is also obtained from Hidayat's research (2019) which found that motivation has a positive effect on performance. Motivation that is directed, clear, and structured will create performance success. Motivation that is always oriented towards interests that can achieve organizational goals will trigger an increase in the performance of employees who are driven by motivation itself, who are born to be enthusiastic about being better.

So that a hypothesis can be formulated as follows:

H5: Work Motivation has a significant effect on employee Performance.

1.6. The Effect of Organizational Culture (X1) on Performance (Y) with Work Motivation (Z) as Intervening

Research by Saputra et.al (2023) found that organizational culture has a significant effect on employee motivation, where motivation affects employee performance. Organizations must maintain a good culture and create a new culture in accordance with the development of company conditions, a good and appropriate culture for employees will increase employee motivation, and as mentioned motivation will provide enthusiasm for work in employees. In the research of Tardin et.al (2021), it was found that the organizational culture formed

must be maintained because it affects performance, which is also influenced by motivation itself according to the results of research by Aliani (2021) and Damanik (2018). This employee's enthusiasm for work will have a significant effect on employee performance.

So that a hypothesis can be formulated as follows:

H6: Organizational culture has a significant effect on employee Performance through employee work Motivation as an intervening variable.

1.7. The Effect of Work Ethic (X2) on Performance (Y) with Work Motivation (Z) as Intervening

Research by Saputra et.al (2023) found that work ethic has a significant effect on employee motivation, where motivation affects employee performance. High employee work ethic will help employees develop skills in self-management such as not being easily satisfied with the results of the work achieved and having a responsible attitude at work, having a commitment to work hard, and being able to use time efficiently. In the research of Megantara et.al (2019) obtained almost the same results, namely the higher the work motivation, the higher the employee performance. Conversely, the lower the work motivation, the lower the employee performance.

Work ethic and motivation together have an effect on performance. The same thing is also obtained from Wijaya's research (2022) which found that work ethic has a significant effect on performance simultaneously with motivation.

So that a hypothesis can be formulated as follows:

H7: Work ethic has a significant effect on employee Performance through employee work Motivation as an intervening variable.

2. Literature Review

2.1. Organizational Culture

Megantara et.al (2019), wrote that organizational culture is a value system obtained and developed by the organization which is formed into rules that are used as guidelines for thinking and acting in achieving organizational goals. From the explanation above, it can be interpreted that organizational culture affects aspects of life in organizations. Organizational culture will create commitment and stability in the organization that accommodates the behavior and attitudes of

employees in the organization.

2.2. Work Ethic

Sono et.al (2017), define work ethic as the dignity that exists in a person's personality and identity which contains the spirit to do something optimally, better, and even strive to achieve the best possible quality. The existence of a high work ethic in employees will make employees in the organization effective at work. Work ethic can be concluded as an employee's perspective in responding and acting with the will of the organization so that work can be done well.

2.3. Motivation

Motivation is an effort that can cause the desire to be moved to do something to achieve the desired goal or satisfaction. Motivation is what causes, channels, and supports employee behavior to do work to achieve optimal results in accordance with their enthusiasm (Rahadianto et.al, 2022).

2.4. Performance

Performance is an individual or group benchmark, because performance is defined as achievement or work results which can include an understanding of what is done, how it is done, and the results of the work (Ainanur et.al, 2018). Performance is an achievement in qualitative and quantitative form in an organization that can be generated from the functions, mechanisms, and responsibilities of each component.

METHOD

1. Research Approach

1.1. Research Population

Hardani et.al (2022) define population as the entire research object in the form of creatures, symptoms, test scores, or events as data sources that have certain characteristics in research. The population is clearly stated in the research, because it determines the scope of the research. The population will limit the scope of the research area. In this research, the population consists of all technicians in the field of work “Keamanan Dan Infrastruktur Teknologi Informasi Dinas Kominfo Kota Surabaya”.

1.2. Research Sample

Samples are defined by Hardani et.al (2022) as members or parts of the population taken by sampling that can describe the state of the

population. In this research, the number of samples taken amounted to 80 (eighty) members.

2. Sources and Techniques of Data Collection

2.1. Data Source

The data collection tool in this research used a questionnaire instrument distributed to respondents to obtain data input. The data in this research are primary data taken directly from respondents who are a group of technicians (field and non-field) totaling 80 (eighty) members of the population.

2.2. Data Collection Technique

In this research, data collection techniques were used using a questionnaire. The questionnaire is a data collection technique that is done by giving a set of questions to respondents to answer (Sugiyono, 2013). The questionnaire in this research uses closed questions with Likert scale. Closed questions are questions that expect short answers or expect respondents to choose one of the alternative answers to each question that is available (Sugiyono, 2013).

Table 1. Likert Scale (Respondent Questionnaire Answer Scale)

Respondent’s answer	Scale
Strongly agree	5
Agree	4
Quite agree (hesitant)	3
Disagree	2
Strongly disagree	1

Source: (Sugiyono, 2013)

2.3. Operational Definition of Variables

Variables are anything that is determined in research so that information about the object is obtained and conclusions are drawn (Veronica et.al, 2022). Variables can be distinguished based on their relationship with other variables, as follows:

2.3.1. Independent Variable

Is a variable that causes or has an impact on other variables. Independent variables are often referred to as stimulus. In general, it is denoted as X (predictor) which is the stimulus of Y. The independent variables used in this research are organizational culture variables (X1) and work ethic (X2). The explanation of the independent variables in this research is as follows:

a. Organizational Culture (X1)

Is a mindset or pattern of attitudes, values,

and norms that underlie certain behaviors adopted by members of a typical and identical organization so that it can distinguish it from other organizations that are upheld by the organization.

b. Work Ethic (X2)

It is the character, characteristics and attitudes, habits, and special beliefs of an employee that generate enthusiasm to do something optimally, better, and even strive to achieve the best possible quality and effectiveness in work.

2.3.2. Dependent Variable

It is a dependent variable because it appears as a result of the independent variable or is influenced and caused by other variables. The independent variable is often referred to as output. It is generally denoted as Y (consequent) which is caused by stimulus X. The dependent variable used in this research is the performance variable (Y). Performance is the achievement or work of an employee related to what is done, how it is done, to the results of the work. Performance is a measure of organizational success because it involves the results of the achievements of each employee component.

2.3.3. Intervening Variable

Is an intermediate variable in the relationship between the independent variable and the independent variable. With intermediate variables, the independent variable has no direct influence on the independent variable. Generally denoted as Z. Intermediate variables are concepts that are studied in depth in research. The intermediate variable used in this research is the work motivation variable (Z). Work motivation is an impulse that arises from within an employee to take action to achieve certain achievements and goals in the organization.

RESULTS

Based on data processing from the results of the questionnaire using the smartPLS 3 program, the results are as follows:

1. Test of Influence between Variables

Testing the influence between variables is done using Indirect Effect to analyze how strong the influence of a variable is with other variables.

Table 2. Direct Effect

Variabel	Original Sample	Sample Mean	Standard Deviation	T-Statistics	P-Value
Organizational Culture Performance →	-0,006	0,002	0,032	0,175	0,861
Work Ethic →	0,089	0,092	0,093	0,953	0,341
Performance					

Source: Author's Data (2024)

The value of Indirect Effect shows that organizational culture has an indirect and insignificant effect on performance with a T-Statistics value of 0.175 or < 1.96 and a P-Values value of 0.861 or > 0.05 in the criteria. Work ethic has an indirect and insignificant effect on performance with a T- Statistics value of 0.953 or < 1.96 and a P-value of 0.341 or > 0.05 in the criteria.

Table 3. Analysis Direct Effect

Variable	Direct	Indirect	Total
Organizational culture → Performance	0,166	-0,006	0,160
Work ethic → Performance	0,376	0,465	0,841
Organizational Culture → Work Motivation	-0,040	-	-
Work ethic → Work motivation	0,646	-	0,646
Work motivation → Performance	0,138	-	0,138

Source: Author's Data (2024)

2. Test of Influence between Specific Variables

Testing the effect between specific variables or Specific Indirect Effect is carried out to see the indirect effect.

Table 3. Indirect Effect

Variable P-Values	Original Sample	Standart	Mean Deviation	T-Statistics
Organizational Culture → Work motivation → Performance	-0,006	0,002	0,032	0,175
Work ethic → Work motivation → Performance	0,089	0,092	0,093	0,953

Source: Author's Data (2024)

The value of Specific Indirect Effect shows that organizational culture has an insignificant influence on performance through work motivation with a T- Statistics value of 0.175 or < 1.96 and a P-value of 0.861 or > 0.05 in the criteria. Work ethic has an insignificant influence on performance through work motivation with a T- Statistics value of 0.953 or < 1.96 and a P-value of 0.341 or > 0.05 in the criteria. Thus it can be concluded that the role of work motivation is partial mediation where organizational culture or work ethic can directly affect performance and can also be through work motivation.

Based on the results of the Direct Effect analysis, several explanations can be concluded as follows:

- a. The direct effect of organizational culture on performance is 0.166, indicating that the magnitude of the influence is 16.6 percent and is positive.
- b. The direct effect of work ethic on performance is 0.376, indicating that the magnitude of the effect is 37.6 percent and is positive.
- c. The direct effect of organizational culture on work motivation is -0.040, indicating that the magnitude of the effect is 4.0 percent and is negative.
- d. The direct effect of work ethic on work motivation is 0.646 indicating that the magnitude of the influence is 64.6 percent and is positive.
- e. The direct effect of work motivation on performance is 0.138, indicating that the magnitude of the influence is 13.8 percent

and is positive.

Based on the results of the Indirect Effect analysis or indirect effects, several explanations can be concluded as follows:

- a. The indirect effect of organizational culture on performance through work motivation is -0.006, indicating that the amount of influence obtained for performance from organizational culture through work motivation is 0.6 percent and is negative.
- b. The indirect effect of work ethic on performance through work motivation is 0.089, indicating that the amount of influence obtained for the performance of work ethic through work motivation is 8.9 percent and is positive.

Based on the results of the Total Effect analysis or the total effect, several explanations can be concluded as follows:

- a. The indirect effect of organizational culture on performance through work motivation is worth 0.160, indicating that the amount of influence obtained for performance from organizational culture through work motivation is 16 percent and is positive.
- b. The indirect effect of work ethic on performance through work motivation is 0.465, indicating that the amount of influence obtained for performance from work ethic through work motivation is 46.5 percent and is positive

DISCUSSION

Based on the results of data processing, using the Path Coefficient value as follows:

Table 5. Path Coefficient

Variable P-Values	Original Sample	Standart	Mean Deviation	T-Statistics
Organizational culture → Performance	0,166	0,172	0,150	1,109
Work ethic → Performance	0,376	0,376	0,132	2,851
Organizational culture → Work motivation	-0,040	-0,030	0,149	0,271
Work ethic → Work motivation	0,646	0,659	0,111	5,813
Work motivation → Performance	0,138	0,145	0,145	0,951

Source: Author's Data (2024)

1. Hypothesis Test 1 or Organizational culture (X1) has a significant effect on employee Performance (Y)

Based on the value of the Path Coefficient, it shows that the effect between organizational culture on performance at the Surabaya City Communication and Information Office is 1.109 with a significance value of $0.268 > 0.05$, so it can be interpreted that organizational culture has an insignificant effect on performance at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 1 (one) is rejected.

2. Hypothesis Test 2 or Work ethic (X2) has a significant effect on employee Performance (Y)

Based on the value of the Path Coefficient, it shows that the effect between work ethic on performance at the Surabaya City Communication and Information Office is 2.851 with a significance value of $0.005 < 0.05$, so it means that work ethic has a significant effect on performance at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 2 (two) is accepted.

3. Hypothesis Test 3 or Organizational culture (X1) has a significant effect on work Motivation (Z)

Based on the value of the Path Coefficient, it shows that the effect between organizational culture on work motivation at the Surabaya City Communication and Information Office is 0.271 with a significance value of $0.786 > 0.05$, so it can be interpreted that organizational culture has an insignificant effect on work motivation at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 3 (three) is rejected.

4. Hypothesis Test 4 or Work ethic (X2) has a significant effect on work Motivation (Z)

Based on the value of the Path Coefficient, it shows that the effect between work ethic on work motivation at the Surabaya City Communication and Information Office is 5,813 with a significance value of $0.000 < 0.05$, so it can be interpreted that work

ethic has a significant effect on work motivation at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 4 (four) is accepted.

5. Hypothesis Test 5 or Work Motivation (Z) has a significant effect on employee Performance (Y)

Based on the value of the Path Coefficient, it shows that the effect between work motivation on performance at the Surabaya City Communication and Information Office is 0.951 with a significance value of $0.342 > 0.05$, so it can be interpreted that work motivation has an insignificant effect on performance at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 5 (five) is rejected.

6. Hypothesis Test 6 or Organizational culture (X1) has a significant effect on employee Performance (Y) through employee work Motivation (Z) as an intervening variable

Based on the value of the results of the Path Coefficient test, it shows that the effect between organizational culture on performance through work motivation is 0.611 with a significance value of $0.564 > 0.05$, so it can be interpreted that organizational culture has an insignificant effect on performance with work motivation at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 6 (six) is rejected.

7. Hypothesis Test 7 or Work ethic (X2) has a significant effect on employee Performance (Y) through employee work Motivation (Z) as an intervening variable

Based on the value of the results of the Path Coefficient test, it shows that the effect between work ethic on performance through work motivation is 3.382 with a significance value of $0.171 > 0.05$, so that work ethic has an insignificant effect on performance with work motivation at the Surabaya City Communication and Information Office. In accordance with the results of the Path Coefficient significance value, the hypothesis statement 7 (seven) is rejected.

CONCLUSION

Based on the results of the research analysis, the researcher draws the following conclusions:

A stable and regular organizational culture in the sense that its implementation has been regulated by predetermined rules is very likely to lead to a diversity of work ethics and work motivation from employees. An organizational culture that tends to be stable will make employees feel comfortable and have no significant impact on employee performance achievement if the performance achievement scheme has become a requirement that must be met.

Organizational culture that is maintained with the demands of performance achievement that must be done is very likely to cause various other work motivations in the direction of achieving performance such as self-development both in technical and non-technical terms. Experience can be an opportunity for them to develop themselves, open communication, and create trust to seniority in certain fields of work.

Work ethic will determine how strong an employee's work motivation is. A strong work ethic will stimulate employee motivation for certain purposes and goals to be obtained. Work ethic in translating the rules in the organization will determine how strong and priority of work motivation they have for certain purposes and goals. Good and bad work ethics can also affect the results of employee performance can be achieved excellently or poorly.

The work motivation of an employee will determine the quality of the employee because motivation is the reason for achieving something desired. Work motivation is the action of an employee in order to get an added value or function in his actions. Motivation stimulates an employee to develop his potential both in experience and social relations.

Motivation is closely related to work ethic because the intentions that occur can be generated from the translation and encouragement of a strong work ethic to achieve the ultimate goal. Motivation formed from a strong and specific work ethic will determine an employees style and performance achievements at work.

Performance is a measure of goal achievement within an employee in the organization. Performance has excellent or poor value depending on the achievement

process carried out in this case influenced by the work ethic that exists in the view of an employee.

Performance is a target that in its implementation can be less than optimal depending on what is the work ethic in the organizational environment. Work ethic is something that determines the size of good and bad so that performance can be achieved in the most effective and efficient way. Performance is an obligation that must be fulfilled in any conditions and organizational culture because it is a measure of success that can be released into an achievement.

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