

# The Relationship Between Supervision and Employee Work Ethic in Carrying Out Duties at the Regional Personnel Agency of West Sumatra Province

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## ABSTRACT

This type of research is a correlational study that looks at the relationship between supervision and employee work ethic at the Regional Personnel Agency of West Sumatra Province. The population of this study was all employees at the Regional Personnel Agency of West Sumatra Province totaling 70 people. The sample was determined using the Proportional Random Sampling technique, so that the sample totaled 62 people. The results of the data analysis showed that 1) Employee work ethic is at a high interpretation of 4.30, 2) Supervision is at a good interpretation of 4.15, 3) There is a significant relationship between the two variables with a correlation coefficient of 0.432 and a correlation significance test of 3.712. Based on the results of the study, it can be concluded that supervision is one of the factors that influences employee work ethic at the Regional Personnel Agency of West Sumatra Province.

## 1. INTRODUCTION

An organization in carrying out activities to achieve its goals has factors that influence each other. One factor that plays an important role in driving other factors is human resources. Employee performance in carrying out tasks must be driven by employee work ethic in order to create good performance and in accordance with expectations. Work ethic is the work spirit that is seen in the way a person responds to work, the motivation behind doing a job (Hadiansyah & Yanwar, 2017). Work ethic is a person's attitude and behavior in carrying out tasks that reflect their commitment, integrity, and responsibility for the work (Hasibuan & Arnesih, 2021). Work ethic is an important foundation for individual and organizational success. This attitude reflects a person's dedication, responsibility, integrity, and commitment in completing tasks and achieving goals. A strong work ethic motivates individuals to work harder, be disciplined, and consistent, resulting in higher productivity and better work quality.

According to Siagian (2007) in (Sukhidin, 2017), factors that influence work ethic include motivation, performance appraisal, organizational regulations, influence between co-workers, supervision, and coaching. Sinamo (2011) in (Hadiansyah & Yanwar, 2017) explains that there are eight aspects of work ethic that have been proven to be universally accepted and trusted. These aspects are work is a blessing, work is a mandate, work is a calling, work is actualization, work is worship, work is art, work is honor, and work is service.

According to the author's observations during the Educational Management Field Practice (PLMP) at the Regional Civil Service Agency of West Sumatra Province, it was seen that the work ethic phenomenon was not in accordance with what was expected, the author found several phenomena in the field, including: There are several employees who do not carry out their duties properly and carry out activities outside of work during working hours such as playing online games during working hours while the employee still has a job. Then, when there is an incoming letter

delivery that the employee should have received the letter, they instead give their task to other employees because they are busy playing online games. In addition, there are several irresponsible employees such as employees who are not in the work room during working hours. So that the work that is their responsibility is not completed properly. Then there are also employees who like to complain about receiving their work and feel burdened by their own duties.

The author suspects that this is related to supervision. One factor that is believed to have a significant influence on work ethic is supervision in an agency itself. Supervision is one of the essential management functions in every organization, including in the government sector. Supervision aims to ensure that every activity carried out by employees is in accordance with established standards, so that organizational goals can be achieved effectively and efficiently. Supervision has an important role in ensuring that the goals, plans, and standards set by the organization are implemented properly. Through supervision, management can monitor performance, detect problems or deviations, and take corrective action quickly and effectively. Through supervision, leaders can monitor how employees carry out their duties, ensuring that they work with high discipline, responsibility, and commitment. With good supervision, employees will be more motivated to work with greater discipline, responsibility, and commitment to their work.

The author found a factor that caused the work ethic to not be in accordance with what was expected, namely leadership supervision. The author suspects that the implementation of supervision is not optimal, such as the lack of monitoring or supervision of leaders on activities or work carried out by employees, the leadership is not yet optimal in paying attention to employees in carrying out their duties so that employee work results do not increase, the lack of leadership assertiveness towards employees in the office, the lack of a monitoring system by leaders and the lack of leadership supervision of compliance with working hours. Therefore, it is necessary to conduct a study at the Regional Personnel Agency of West Sumatra Province to see the relationship between supervision and employee work ethic at the Regional Personnel Agency of West Sumatra Province.

The purpose of this study is to obtain data and information on how employee work ethic, implementation of supervision, and the tone or not of the relationship between supervision and employee work ethic in carrying out duties at the Regional Personnel Agency of West Sumatra Province. This study will be conducted using a quantitative research method with a correlation technique that will see the relationship between supervision and employee work ethic in carrying out duties at the Regional Personnel Agency of West Sumatra Province. This correlation study reveals between two variables or the extent of variation in another variable. In the study, the implementation of supervision is described as an independent variable (X) and employee work ethic as a dependent variable (Y). Then, the tool used for data collection in this study is data collection by distributing questionnaires to employees at the Regional Personnel Agency of West Sumatra Province.

## **2. METHOD, DATA, ANALYSIS**

Given the many types of research and in accordance with the problems and objectives proposed in this study, this type of research is classified as correlational research. As stated by Arikunto (2006) that correlation research aims to find out whether there is a relationship or not. So this research can be classified as correlational research, namely revealing the relationship between supervision and employee work ethic in carrying out duties at the Regional Personnel Agency of West Sumatra Province. According to Sugiyono (2018), population as a general area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions are made. According to Arikunto (2014), population is the entire research subject.

Based on the title of the research, the population in this study is all employees at the Regional Personnel Agency of West Sumatra Province, totaling 70 people. Based on the population of all employees at the Regional Personnel Agency of West Sumatra Province, the author took the population in all fields of work such as the secretariat; mutation and promotion; the field of apparatus performance assessment and awards; the field of apparatus development; and the field of procurement, dismissal, and information.

The sample of this study consisted of 62 employees, so the sample size was determined using the Krejcie and Morgan formula. Since the population is 70 people, the sample size based on

the Krejcie table is 59 people. The technique used in this sampling is Proportional Random Sampling. This technique means that all areas of the population have an equal opportunity to be sampled according to their proportions (Fauzi & et al., 2022). With this Proportional Random Sampling technique, the number of samples needed in this study is 62 respondents).

### 3. RESULT AND DISCUSSION

#### Result

##### Description of Employee Work Ethic Research Data

The results of the study on the relationship between supervision and employee work ethic at the Regional Personnel Agency of West Sumatra Province showed high and good results. With a significance level of 5%, a correlation coefficient of 0.432 was obtained and a correlation significance test of 3.712. This shows that supervision has a significant relationship with employee work ethic in carrying out tasks at the Regional Personnel Agency of West Sumatra Province.

Table 1. Description of Employee Work Ethic Research Data

Variables	Indicator	Number of Items	Total Ideal Score	Average Score	Score Achievement Level	Category
Employee Work Ethic	Initiative	10	50	40,5	4,05	High
	Full of responsibility	10	50	44,4	4,44	High
	High work morale	10	50	43,2	4,32	High
	Disciplined	9	45	39,5	4,39	High
Total Average Score		39	195	167,7	4,30	High

From the table above, it can be concluded that the initiative indicator is in the "High" category with a score achievement level of 4.05, the full responsibility indicator is in the "High" category with a score achievement level of 4.44, the high work spirit indicator is in the "High" category with a score achievement level of 4.32, and the disciplined indicator is in the "High" category with a score achievement level of 4.39. When viewed based on sub-indicators, all sub-indicators are in the high category.

##### Description of Supervisory Research Data

Table 2. Description of Supervisory Research Data

Variables	Indicator	Number of Items	Total Ideal Score	Average Score	Score Achievement Level	Category
Supervisory	Standard setting	6	30	25,0	4,16	Good
	Measurement	8	40	33,1	4,14	Good
	Evaluation	11	55	45,8	4,17	Good
	Corrective action/follow-up	13	65	53,6	4,12	Good
Total Average Score		38	190	157,5	4,15	Good

From the table above, it can be concluded that the standard setting indicator is in the "Good" category with a score achievement level of 4.16, the measurement indicator is in the "Good"

category with a score achievement level of 4.14, the assessment indicator is in the "Good" category with a score achievement level of 4.17, and the corrective action/follow-up indicator is in the "Good" category with a score achievement level of 4.12. When viewed based on sub-indicators, all sub-indicators are in the good category.

To see the correlation coefficient of variables X and Y, the Pearson Correlation formula is used using the SPSS Version 26 Program.

Table 3. Correlation Test Results for Variables X and Y  
Correlations

		Supervision	Employee Work Ethic
Supervision	Pearson Correlation	1	.432**
	Sig. (2-tailed)		.000
	N	62	62
Employee Work Ethic	Pearson Correlation	.432**	1
	Sig. (2-tailed)	.000	
	N	62	62
**. Correlation is significant at the 0.01 level (2-tailed).			

Based on the table above, it can be seen that the calculation results obtained the correlation coefficient of supervision with employee work ethic of 0.432. To find out whether there is a significant relationship between supervision and employee work ethic, the t-test formula can be used. Based on the results of the t-test calculation, the t-count result was 3.712. After the t-count value is obtained, the next step is to find the t-table value at Alpha 0.5 with degrees of freedom (df = N-2), t-table with N = 62 at a significance level of 5% or at a confidence level of 95% is 1.669. From the results of the calculation of the correlation significance test, the t-count is greater than the t-table at a significance level of 5%, namely  $3.712 > 1.669$ . The criteria in the calculation of the correlation significance test state that if the t-count is greater than the t-table, then  $H_0$  is rejected and  $H_a$  which states that there is a significant relationship between supervision and employee work ethic is accepted, meaning that there is a significant relationship between supervision and employee work ethic.

### Discussion

Based on the results of the correlation test and significance test calculations, it was concluded that there is a significant relationship between supervision and employee work ethic in carrying out duties at the Regional Personnel Agency of West Sumatra Province, at a significance level of 5% with a coefficient of 0.432 and a correlation significance test of 3.712. This shows that supervision has a significant relationship with employee work ethic in carrying out duties at the Regional Personnel Agency of West Sumatra Province.

In general, the results of the study showed that employee work ethic was at a score achievement level of 4.30 with an interpretation of "high" and supervision was at a score achievement level of 4.15 with an interpretation of "good", meanwhile, the results of the correlation test and the significance test of the correlation of the relationship between the implementation of supervision and employee work ethic in carrying out duties at the Regional Personnel Agency of West Sumatra Province showed results that were greater than the values listed in the table. It can be concluded that there is a significant relationship between supervision and employee work ethic at a significance level of 5%.

Based on the results of the calculations, the t-count result was 3.712. After the calculated t value is obtained, the next step is to find the t table value at Alpha 0.5 with degrees of freedom (df = N-2), t table with N = 62 at a significance level of 5% or at a confidence level of 95% is 1.669. From the results of the calculation of the correlation significance test, the calculated t is greater than the t table at a significance level of 5%, namely  $3.712 > 1.669$ . The criteria in calculating the correlation significance test state that if the calculated t is greater than the t table, then  $H_0$  is rejected and  $H_a$  which states that there is a significant relationship between supervision and

employee work ethic is accepted, meaning that there is a significant relationship between supervision and employee work ethic.

Based on the description above, it can be concluded that supervision has a relationship with employee work ethic. The better the supervision, the better the employee work ethic. However, if supervision is not good, then the employee work ethic will also be less good. Therefore, both variables must be maintained and improved to become even better.

#### 4. CONCLUSION

Based on the results of the research and discussion that have been conducted in the previous chapter, it can be concluded that the work ethic of employees at the Regional Personnel Agency of West Sumatra Province is in the high category with a score achievement level of 4.30. The implementation of supervision by leaders at the Regional Personnel Agency of West Sumatra Province is in the good category with a score achievement level of 4.15. And there is a significant relationship between supervision and employee work ethic in carrying out tasks at the Regional Personnel Agency of West Sumatra Province. The magnitude of the correlation coefficient obtained is 0.432 and the correlation significance test is 3.712 at a significance level of 5% or at a confidence level of 95%.

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