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Influence Climate Of Organizational And Work Ethic On The Performance Of Dinas Bina Marga Dan Bina Konstruksi South Sulawesi

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Abstract

The aim of this research is to determine the influence of Organizational Climate and Work Ethic on the performance of State Civil Apparatus in Dinas Bina Marga Dan Bina Konstruksi Provinsi Sulawesi Selatan. This type of research is quantitative. The sampling technique in this study is purposive cluster random sampling, namely that each individual in the population in each field must have a known chance of being clarified as a choice in a study or more precisely as a sample in the study. The results of this study indicate that organizational climate and work ethic have a positive and significant effect on employee performance. The organizational climate variable has a T-value of 2.963 while the T value of the distribution table 0.05 (5%) is 2,000, so the $t\text{-value} > t\text{-table}$ and the value of significant is $0.004 > 0.05$, meaning that the individual variable of physical evidence (organizational climate) X_1 has a significant and positive effect on employee performance. For the Work Ethic variable, the $t\text{-value}$ is 2.801 while the $t\text{-value}$ of the distribution table 0.05 (5%) is 2,000, so the $t\text{-value} > t\text{-table}$ and the value of significant is $0.007 > 0.05$, meaning that the individual variable of work ethic has a positive and significant effect on employee performance.

Keywords : Organizational Climate, Work Ethic, Performance, Civil Apparatus

1. Introduction

In the research of Sinar Ritonga (2018) that every company will find several problems especially related to employee performance. Where Performance is a complex problem, because it includes technical problems, managerial problems, individual employees, leaders and other external factors. Performance is an interdisciplinary approach to determining effective goals, making plans, applying productive methods to use resources efficiently. Performance includes integrated utilization, human resources, skills, capital goods, technology, management, information and other sources. Performance problems are certainly inseparable from the process, results and utility, because performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

There are various ways to improve employee performance such as creating an organizational climate and work ethic. Organizational climate is also an organizational climate that is defined as the human environment where workers do their work, something that cannot be seen and touched, but exists and can be felt as long as someone works in an organization. Likewise, organizational climate is defined as the perception of organizational policies, practices and procedures that are felt and accepted by individuals in the organization, or the individual's perception of their place of work.

Likewise, the role of work ethic is very important in improving employee performance. An employee must have a good work attitude, making work a responsibility to improve employee performance. The ideal employee behaviour is one that shows wisdom which is marked by the ability to see the invisible, hear the unheard. This is

shown, among other things, by the ability to interpret the numbers commonly used in production and transaction activities so that the morals and ideals underlying the numbers can be brought out.

It can be said that the organization has a goal to be able to meet its life needs. Luthans in Simamora (2011) He said that organizational climate is the internal environment or psychology of an organization. Organizational climate has an impact on HR practices and rules accepted by participants in the organization.

In line with Irsan's research (2020) which states that work ethic is one of the determining factors in the success of human resources in achieving company goals and objectives which are influenced by first, religious differences make a person's way of thinking, behaving and behaving different according to the religion they adhere to. Second, cultural differences can also affect the mental attitude, determination, discipline and work enthusiasm of employees. Third, the high or low work ethic of employees can also be influenced by the presence or absence of a political structure that encourages employees to work hard and can enjoy the results of their work and fourth, environmental conditions can also affect the operational activities of the organization.

Climate is usually called one of the factors that is the achievement of the performance itself, organizational climate has an important role in developing the performance of our state civil apparatus. Organizational climate gives rise to the emergence of environmental images that show motivation and focus on reasonable views and give effects on their influence on the performance of the apparatus. A conducive organizational climate can create a comfortable working atmosphere, with a comfortable working atmosphere, it tends to increase employee enthusiasm so that performance will be achieved.

In line with the research conducted by Irsan (2020) which showed that organizational climate and work ethic have a significant influence on the performance of the Asset & Office Management Department of PT Semen Baturaja (Persero) Tbk, both partially and simultaneously. However, partially, organizational climate and work ethic do not have a positive and significant effect on employee performance. The results of this study contradict the results of Slamet's research (2022) where the results of his research showed that organizational climate and work ethic on performance have a positive relationship and have a significant effect on the Regional Development Planning Agency.

Therefore, it is important to understand to what extent these two factors influence the performance of the State Civil Apparatus. Dinas Bina Marga Dan Bina Konstruksi Provinsi South Sulawesi.

2. Method

This study uses descriptive analysis, using a qualitative approach and also using a reliable regression analysis technique, in addition to the regression analysis technique used by researchers also using the SPSS 23 program. The population in this study includes all permanent employees who work at the Office of the Highways and Construction Services of South Sulawesi Province. This population was chosen because of its relevance, motivation, and performance of the State Civil Apparatus. The sampling technique applied was purposive sampling, covering the following criteria: a) Permanent employees who have a minimum work period of 1 year. b) Have a direct superior who applies motivation. The number of samples was determined using saturated samples, where the entire population was used as a sample, so the number of samples was 70 samples.

3. Results and Discussion

a. Validity of test

Valid research results are data collected from the actual data that actually occurs in the object being studied. Valid instruments mean that the measuring instruments used to measure the data are valid. Valid means that the instrument can be used to measure the data that should be measured. The test can be seen in the table below:

Table 1
Validity of test for Climate Organization (X1)

Variable	r table	r count	Result
X11	.254	.777	Correct
X12	.254	.768	Correct
X13	.254	.749	Correct

X14	.254	.765	Correct
X15	.254	.600	Correct
X16	.254	.839	Correct
X17	.254	0,797	Correct
X18	.254	0,742	Correct
X19	.254	0,812	Correct
X10	.254	0,814	Correct

Data primer 2025 (with SPSS 23)

From the table of validity of the test, the organizational climate validity (X1) is valid, based on the assumption that the calculated $r > r$ table is valid.

Table 2
Validity Test for Ethic Work (X2)

Variable	r table	r count	Result
X11	.254	.962	Correct
X12	.254	.768	Correct
X13	.254	.724	Correct
X14	.254	.834	Correct
X15	.254	.786	Correct
X16	.254	.757	Correct
X17	.254	0,823	Correct
X18	.254	0,833	Correct
X19	.254	0,875	Correct
X10	.254	0,902	Correct

Data primer 2025 (with SPSS 23)

From the results of the test, the validity of the work ethic test (X2) is valid, based on the assumption that the calculated r is $> r$, the calculated r is valid.

Table 3
Validity Test For Performance (Y)

Variable	r table	r count	Result
X.11	.254	.824	Correct
X.12	.254	.824	Correct
X.13	.254	.804	Correct
X.14	.254	.758	Correct
X.15	.254	.807	Correct
X.16	.254	.778	Correct
X.17	.254	0,825	Correct
X.18	.254	0,815	Correct
X.19	.254	0,832	Correct
X.10	.254	0,832	Correct

Data primer 2025 (with SPSS 23)

From the table of validity test results, the validity of the Pegalwali Performance (Y) is valid, based on the assumption that the calculated r is $> r$ label, the validity is valid.

b. Reliability Test

To test the level of accuracy and accuracy in measuring the object, the reliability test is used. The reliability instrument usually uses a value called the Cronbach test at 0.60. If the reliability < 0.60 is less than the

return value, and at 0.70 it is acceptable, and at 0.80 it is called the return value. This is the validity of the reliability test.

Table 4
Reliability test for organizational climate (X1)

Cronbach's alpha	N of items
0.790	11

Data primer 2025 (with SPSS 23)

From the results of the reliability test in table 4 above, it can be seen and concluded that this variable has a Cronbach alpha > 0.70. This shows an acceptable level of reliability. So it can be concluded that all the measurements of the variables in this research questionnaire are reliable so that the items from each of these variables are then used as a measuring instrument.

Table 5
Reliability test for work ethic (X2)

Cronbach's alpha	N of items
0.786	11

Data primer 2025 (with SPSS 23)

From the results of the reliability test in table 5 above, it can be seen and concluded that this variable has a Cronbach alpha > 0.70. This shows an acceptable level of reliability.

Tabel 6
Realbility test for mayoral performance (Y)

Cronbach's alpha	N of items
0.781	11

Data primer 2025 (with SPSS 23)

From the reliability test of the tabular 6 above, it can be seen and concluded that this variable has a Cronbach alpha > 0.70. This shows an acceptable level of reliability.

c. Partial Test

Partial test is used to test whether the independent variable partially has a significant effect on the dependent variable if the calculation is > t table then it can be stated as significant, namely there is an influence between the independent variable studied and the related variable. The t-test is as follows:

Table 7
t Test (Parsial Test)

Coefficients^a

Model	Unstandardized coefficients		Standardized coefficients	T	Sig.
	B	Std. Error	Beta		
1 (constant)	3,139	2,405		4,557	,001
X1	,534	,147	,472	2,893	,000
X2	,520	,150	,451	2,711	,004

a. *Dependent Variable: Y*

Sumber : Data primer 2025 (diolah dengan SPSS 23)

The t-test analysis in the table above for the organizational climate variable, the calculated t value is 2.893 while the distribution t table value of 0.05 (5%) is 2,000, so the calculated $t > t$ table and the significant value is $0.004 > 0.05$, meaning that the individual physical evidence variable (organizational climate) X1 has a significant and positive effect on employee performance. For the Work Ethic variable, the calculated t value is 2.711 while the distribution t table value of 0.05 (5%) is 2,000, so the calculated $t > t$ table and the significant value is $0.004 >$

0.05, meaning that the individual work ethic variable has a positive and significant effect on employee performance.

Based on table 7 are:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2$$

$$Y = 5,139 + 0,534 x_1 + 0,520 x_2$$

Interpretation of the multiple regression results is as follows:

1. If the value of the variable X1 (organizational climate), in X2 (Work ethic) is constant and equal to zero, then the value of the variable Y (Employee Performance) is 5.139.
2. The organizational climate variable (employee) X1 has a positive effect on employee performance (Y) with a coefficient of 0.534, which means that if there is an increase in the organizational climate variable (X1) by 0.520, then the employee performance (Y) will decrease by 0.520. With the note that traffic variables remain constant.

4. Conclusion

Based on the research conducted by researchers to test the Organizational Climate and Work Ethic: The Influence of Malpractice on the Performance of State Civil Apparatus at the Highways and Construction Service of South Sulawesi Province, the following conclusions can be drawn: Organizational climate has a positive and significant effect on the performance of the State Civil Apparatus at the Highways and Construction Service of South Sulawesi Province. This can be seen from the results of the tests that have been carried out by researchers. The indicators used in the validation are: Responsibility, support, identity, and conflict. Work Ethic has a positive and significant influence on the performance of State Civil Apparatus at the Highways and Construction Service of South Sulawesi Province. It means that the work ethic has an influence on the performance of State Civil Apparatus at the Highways and Construction Service of South Sulawesi Province. The indicators used in this variable are: hard work, discipline, honesty, and perseverance. Positive of significant by relationship between organizational climate and work ethic on mayoral performance. This can be seen from the three hypotheses that have been proposed and accepted, including the indicators used in the mayoral performance validation: work quality, work consistency, and effectiveness in self-efficacy. Organizational climate and work ethic can increase organizational commitment in an organization and company, and can become a bridge that connects management to employee behaviour in realizing organizational sales goals, so that employees can understand the practices that apply in the work environment and provide guidance to their leaders in promoting self-adjustment in the organization.

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