

## The Influence of Work Ethic on Employee Job Satisfaction in Escort Bags Bandung Smes

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### Abstract

UKM Escort luggage Bandung is a business that sells diverse fashions of college baggage, backpacks, pc luggage, shoulder luggage, sling luggage and the like. This study targets to decide and analyze the effect of labor ethic on employee job delight at UKM Escort baggage Bandung. The research technique used is a quantitative data type technique with an associative approach in the shape of a causal relationship (motive and effect). records collection on this take a look at used 2 (two) techniques, particularly number one facts and secondary information. number one data with non-player observation techniques, structured interviews, and questionnaires dispensed to 26 respondents the use of saturated sampling techniques. As for the secondary records with library research strategies, journals or articles, and the net. The technique used to analyze the information consisted of variable score analysis, validity check, reliability check, easy linear regression, pearson correlation, coefficient of dedication, and speculation checking out. based on the consequences of information processing via records evaluation techniques, a end result may be obtained that there is a considerable impact on paintings ethic on task pleasure.

**Keywords:** *Work Ethic, Job Satisfaction*

### 1. Introduction

In the world of global competition which is continuously changing, the existence of human resources is a reference point so that they always contribute to the company in a professional manner. Human resource management helps companies to organize and manage human resources effectively. In this way, human resources or what are called employees must have a good personality base in working in order to achieve the success of a company.

The process of organizing, managing and maintaining human resources in organizational management needs serious attention to create a strong managerial system in the face of ever-evolving changes, both internally and externally. The existence of abilities that are mastered and possessed by employees will create jobs that are in line with employee competencies in achieving company success.

Human resources involved in the company are expected to be able to work according to their duties optimally and comfortably in a peaceful atmosphere in the organization which will create job satisfaction for employees. Job satisfaction is a major role in a job in order to obtain optimal results. When an employee feels satisfied at work, of course the employee is serious and responsible for the duties and authority given.

The regulations made by the company aim to ensure that the company implements human resources as employees who work to be trained and work fully with a work ethic attitude and character. Work ethic is a condition within a person in interpreting an activity regarding something. Employees need to have a work ethic as a form of confidence in having a good perspective and meaning that has a positive influence on work. If you view activities or work as high, then your work ethic will also be high.

The attitude of employees who have a high level of work ethic will encourage job satisfaction for employees within the company. The company's efforts to provide a sense of satisfaction at work must always be optimized. Creating satisfaction within employees must be the center point and full attention so that employees have a positive personality and perspective towards the company. Employees who have a work ethic can create an attitude of satisfaction with the work tasks given.

UKM Escort Bags Bandung is a business or organization that operates in the fashion sector, namely school bags, backpacks, laptop bags and the like which maximizes business online. UKM Escort Bags Bandung has an elegant and fashionable theme which is much sought after by young people or teenagers to adults, both women and men. With the results of increasing sales of products produced by UKM Escort Bags Bandung which is dense and increasing, these UKM need to pay attention to the employees who work. The aspect of employee work ethic will be closely related to the results achieved.

The work ability of employees appears to be decreasing, this can be proven by the increasing number of products that need to be improved in terms of work facilities, as follows:

**Tabel 1 Perbaikan Fasilitas Mesin Jahit Tahun 2022**

<b>Bulan</b>	<b>Jumlah perbaikan sendiri</b>	<b>Jumlah perbaikan ke tempat servis</b>
Agustus	16 kali	-
September	16 kali	-
Oktober	-	1 kali
November	16 kali	-
Desember	8 kali	2 kali
<b>Total</b>	<b>56 kali</b>	<b>3 kali</b>

This is related to stitching that is less neat, models that are less suitable, and replacement of machine spare parts which causes facilities to continue to be repaired and maintained. Continuous improvements to facilities are always carried out, making the level

of work efficiency less than optimal. Improvements in terms of work related to facility conditions need to be improved and taken more seriously.

There is great hope for employees who work to fulfill their living needs by being given wages that are fair and appropriate to the employees' living needs. Payments given to employees are in the form of wages which are paid daily and monthly on a regular basis if the employee is always present and works in accordance with the regulations applicable in the workplace. The wages earned by employees are considered unsatisfactory because there is quite a large gap in differences at the work unit level.

Based on the problems at UKM Escort Bags Bandung which have been described previously, there is a cause for the less than optimal work ethic of employees at work. Low work performance results in work production not reaching the planned target time and becomes an obstacle to production levels. Lack of attention is paid to skills and seriousness at work, such as employees who work full time and are able to work overtime, but who pay little attention to tidiness and maintenance regarding the condition of work facilities. This needs to be improved to provide satisfactory results for the work carried out by employees. Effective results in completing work tasks on time are not optimally implemented by UKM Escort Bags Bandung employees. This is related to the attitude of responsibility towards the leadership of UKM Escort Bags Bandung regarding the provision of remuneration which does not pay enough attention to employees in using their time.

The aim of this research is to find out how much influence work ethic has on the job satisfaction of UKM Escort Bags Bandung employees.

### **Literatur Review**

#### **1. Work Ethic**

Work ethic is related to the attitude/character of each individual human being. Work ethic is an interpretation in interpreting moral and social life that controls human behavior for decision making. Positive beliefs, a reflection of a person who has a good work ethic. According to (Darodjat, 2020:75) "Ethos comes from the Greek word ethos which means character, moral character, customary norms or norms. "As a subject, the meaning of ethos means ethics that are related to using the concepts held by individuals or groups to assess whether the actions they have carried out are wrong or right, bad or good." According to (Darodjat, 2020:78) work ethic means "containing the meaning of being an evaluative aspect that an individual (group) has in providing an evaluation of work activities"

According to (Badriati, 2021:6) "Work ethic can also take the form of an evaluation movement and have evaluative motility in each individual and group. With this evaluation, the graph will move upward and get higher in the following moments. It also means a mirror or consideration that can be used as a guide for someone to choose the steps to be taken next."

Research (Rostikawati et al., 2022:7829) entitled "The impact of compensation and paintings environment on work Ethos That impact on worker overall performance at PT. Mitraindo Perkasa in Jakarta" states that: paintings ethic is useful for the agency due to the fact if employees have a excessive paintings ethic, they may be capable of boom their competence. this is, work ethics is the primary capital for a person so one can improve their

know-how and capabilities. no longer best able, however the paintings ethic surely fosters superior man or woman for personnel.

As translated into Indonesian, work ethic is useful for the enterprise due to the fact if personnel have a excessive work ethic they'll be capable of increase their competence. which means that paintings ethic is the simple capital for someone as a way to improve their know-how and competencies. not only ready, but the paintings ethic virtually fosters advanced person in employees. According to Nawawi (2003:395) in the book quoted by (Darodjat, 2020:90) that to measure employee work ethic, elements are needed in evaluating work implementation, namely:

1. Loyalty, is the determination and potential for someone to obey, carry out/do and practice something that is obeyed with complete attention and responsibility. This dedication and potential need to be confirmed in every day attitudes and conduct in carrying out tasks.
2. Paintings overall performance, a work end result that may genuinely be performed through an employee in carrying out the responsibilities assigned to him. paintings overall performance could be stimulated by means of the skills, capabilities, experience and sincerity of the employee worried.
3. Duty, is the capacity of an worker to finish the paintings assigned to him in addition to viable and on time and dare to endure the threat of the selections he makes or the actions he is taking.
4. Obedience, the potential of an worker to comply with all relevant legal guidelines and authentic rules, obey official orders given by way of legal superiors not to violate certain prohibitions.
5. Honesty, sincerity of an employee in wearing out his obligations and the ability now not to abuse the authority given to him. in addition to potential
6. Cooperation, the ability of an worker to paintings together to complete a distinct challenge, with the intention to obtain most efficiency and effects.
7. Initiative, namely the potential of an employee to take decisions or steps and also carry out actions necessary to perform fundamental responsibilities with out looking ahead to orders from superiors.
8. Management, the potential of an employee to persuade other humans so they can be mobilized optimally to perform their foremost responsibilities. Job Satisfaction

Job satisfaction is basically an employee's self-assessment in satisfying the overall needs of their work. Employees who work certainly have their own motives and intentions regarding the need to work, both as a desire and as a necessity by creating work experience.

According to (Afandi, 2018:75) that " Process satisfaction is a positive mind-set of employees along with emotions and conduct toward their work through comparing one's paintings as a experience of appreciation in achieving one of the vital work values." according to (Agustini, 2019:57): activity satisfaction is a form of a person's emotions closer to their work, paintings scenario and relationships with co-people. accordingly, activity pleasure is something this is vital for personnel to have, where they could interact with the paintings surroundings so that paintings is accomplished nicely and agency goals may be accomplished.

According to (Suyatno et al., 2020:60) "The definition of job satisfaction includes employees' affective feelings towards their work. This can be in the form of a person's feelings of satisfaction/dissatisfaction with their job in general or feelings of satisfaction/dissatisfaction with specific aspects of their job, including in terms of salary, co-workers, or the physical environment of the workplace."

According to Luthans (2006) in research (Haerofiatna et al., 2021:110) is "*There are five (five) to degree worker job pleasure, which include delight with the task itself, pride with salaries, satisfaction with promotions, satisfaction with superiors and pride with colleagues.*"

As a measurement of job satisfaction, according to (Afandi, 2018:82) it includes, among others:

- 1) Job. Does the content of the work a person do have satisfying factors?.
- 2) Wages. the quantity of payment someone gets is a end result of whether or not the work is finished in accordance with wishes which can be felt to be fair
- 3) Advertising. The possibility that someone can develop via advertising.
- 4) Manager. a person who always offers orders or instructions in sporting out work.
- 5) Paintings Colleague, Colleagues pals with whom a person constantly interacts in sporting out work. one could experience his co-workers are very first-rate.

Thus, job satisfaction determines the level of work results achieved, employees who feel happy about their work activities can have a positive influence on the organization. This is because employees feel satisfied and in accordance with the results of their responsibilities during work.

## **2. Research Methods**

In this research, there is a method that further clarifies the data so that it is more detailed and comprehensive regarding the results studied with the suitability of the research method. The method used is research using quantitative data type methods. In step with (Sugiyono, 2017:23): Quantitative techniques may be defined as studies methods based totally on the philosophy of positivism, used to research certain populations or samples, accumulating information using studies contraptions, quantitative/statistical records evaluation, with the goal of describing and trying out mounted hypothesis.

The research technique used is the associative studies approach. *This research also has an* associative form of causal correlation. based on (Sugiyono, 2017:sixty four) "causal correlation way correlation that is reason and impact. So here there are unbiased variables (variables that have an impact on) and dependent (determined)."

Researchers accrued records using number one statistics as data acquired immediately from unique sources at UKM Escort baggage Bandung after which given to records creditors. in keeping with (Siyoto & Sodik, 2015:sixty seven-68) "number one data is facts acquired or accumulated by using researchers directly from the statistics supply." The studies done in records series took the shape of non-participant observation, dependent interviews, and questionnaires.

The research carried out in collecting data was in the form of non-participant observation by only looking at the behavior of the subjects/people being observed, objects/objects and ongoing activities at UKM Escort Bags Bandung. As a form of

conducting an interview, the aim is that the results of the research being studied can obtain real information regarding the problems that occur in the research object. This is about structured questions that have prepared several questions to be asked.

The researcher conducted a questionnaire as a data collection technique by distributing written statements to respondents in the production department at UKM Escort Bags Bandung. Measurements in the questionnaire, all respondents were asked to fill in answers based on their opinions according to what the respondents felt as employees. This measurement uses a Likert scale in filling in answers to statements provided by the researcher.

According to (Sugiyono, 2017:158) that " The Likert scale is used to degree the attitudes, critiques and perceptions of someone or institution of people concerning social fact. In studies, these social realities were especially decided by means of the researcher, which can be hereinafter called studies variables."

The results of the questionnaire that the respondent has filled in, for the purposes of quantitative analysis, the solutions may be given weighted values or rankings, as stated by (Sugiyono, 2017: 159) are as follows:

**Tabel 2 Alternative Questionnaire Answer Scores**

Information	Skor
SS (StrongLY Agree)	5
(Agree)	4
(Diss Agree)	3
(Don't Agree)	2
(Strongly Disagree)	1

Secondary data obtained includes literature/book studies, journal articles, and information from the internet. According to (Siyoto & Sodik, 2015:68) states " Secondary information manner statistics received or accrued by researchers from numerous current resources (researchers grow to be second hand). Secondary statistics may be acquired from diverse sources including the imperative Bureau of facts (BPS), books, reviews, journals, and many others."

The population taken in this research were all employees in the production section at UKM Escort Bags Bandung. The research used in sampling is using a sampling technique in the Nonprobability Sampling section with the Saturated Sampling technique.

According to (Sugiyono, 2017:139), Nonprobability Sampling way a sampling method a good way to not offer an identical hazard for each element or member of the population to be used as a sample. primarily based on (Siyoto & Sodik, 2015:66): Saturated sampling is a sample willpower technique if all contributors of the population are used as samples. that is often carried out whilst the populace is quite small or small, particularly less than 30 humans, or studies that wants to make generalizations with pretty small mistakes.

The use of the Saturated Sampling technique is because the researcher took the entire population as a sample. In this research, 26 people were used who were all employees of UKM Escort Bags Bandung as contributions to fill in the results of the questionnaire.

Analyzing data as a way to procedure the statistics acquired into records with effects which can be smooth to recognize and as a way to offer answers or solve current troubles inside the corporation/employer. The facts analysis approach used in this studies is as follows:

1. Validity Instrument Test

Research instrument testing is used to test the results of the instrument in fulfilling statements in terms of validity. According to (Sugiyono, 2017:198) that "A valid instrument means that the measuring instrument used to obtain data (measure) is valid. Valid means the instrument can be used to measure what it is supposed to measure."

The research validity instrument shows that whether the results are high or low will determine whether the data obtained does not deviate from the research variable reference and looks at the relationship between variables. The measurement tool in testing the validity of this research instrument uses a correlation technique, namely Product Moment Correlation, Sugiyono (2017:276) as follows:

$$r_{xy} = \frac{n(\sum xy) - (\sum x \sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2] [n\sum y^2 - (\sum y)^2]}}$$

2. Instrument Reability Test

The Reliability Test aims to be a measuring tool in the instrument for the reliability of accurate research results and detailed consistency over time. According to (Sahir, 2021:33) that "Reliability is testing the consistency of respondents' answers. "Reliability is expressed in numerical form, usually as a coefficient. The higher the coefficient, the higher the reliability or consistency of the respondent's answers."

Measuring the reliability of the questionnaire in this study used the Cronbach Alpha Method, namely:

$$r = \frac{k}{(k-1)} \left( 1 - \frac{\sum \sigma_i^2}{\sigma^2} \right)$$

3. Pearson Correlation

Pearson correlation is used to determine the connection or correlation among variables, specifically the impartial variable and the dependent variable. Pearson correlation shows the c programming language facts segment that may determine if the correlation cost between the unbiased variable and the established variable is big, then the connection between the 2 is positively correlated. Calculations for Pearson Product second Correlation, in step with (Sugiyono, 2017:276) are as follows :

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}}$$

According to (Sugiyono, 2017:278) there is a guideline table for providing interpretation of the correlation coefficient, as follows:

**Table 3 Guidelines for Interpreting Pearson Correlations**

No.	Interval Koefisien	Tingkat Hubungan
1.	0,00 – 0,199	Sangat Rendah
2.	0,20 – 0,399	Rendah
3.	0,40 – 0,599	Sedang
4.	0,60 – 0,799	Kuat
5.	0,80 – 1.000	Sangat Kuat

Table 3 shows that the coefficient interval results obtained using the Pearson Correlation test can be adjusted based on the relationship level categories in the guidelines for interpreting Pearson Correlation.

#### 4. Hypothesis Test Correlation of variables X with Y

Hypothesis testing aims to analyze the data that has been gathered and processed to decide the results of transient solutions to measurements that can be proven. hypothesis checking out is to peer the correlation between variables X and Y, which can be determined primarily based on statistical hypotheses, particularly :

Statistical hypothesis:

1.  $H_0 : \rho = 0$  = There is no significant correlation between the Work Ethic variable (X) and the Job Satisfaction variable (Y).
2.  $H_1 : \rho \neq 0$  = There is a significant correlation between the Work Ethic variable (X) and the Job Satisfaction variable (Y).

Pearson Correlation results need to be tested for significance using a formula. The formula for Hypothesis Testing the Correlation of variables X with Y is:

$$\sqrt{t} = r \frac{n-2}{1-r^2}$$

Hypothesis Test Criteria are as follows::

1.  $t \text{ count} > t \text{ table}$ , then  $H_1$  is accepted and  $H_0$  is rejected
2.  $t \text{ count} < t \text{ table}$ , then  $H_1$  is rejected and  $H_0$  is accepted

#### 5. Simple Linear Regression

Easy linear regression pursuits as a tool for analyzing which consists of 2 (two) variables, namely the unbiased variable and the based variable by using predicting that one variable will impact any other variable. consistent with (Sugiyono, 2017:298) "easy regression is based on practical or causal correlation of 1 impartial variable with one based variable." The that means of the equation in easy linear regression is:

$$Y' = a + bX$$

Information:



Y'= topics inside the anticipated structured variable.

a = rate Y if X = zero (konstan)

b = path variety or regression coefficient, which suggests the range/rate of boom or lower within the based variable primarily based on the impartial variable. If b (+) then it will increase, and if (-) then there may be a decrease.

#### 6. Test the Hypothesis of the Influence of Variable X on Y

Hypothesis testing is to determine the effect of variable X on Y, while the research hypothesis is "There is an Influence of Work Ethic on Employee Job Satisfaction". The statistical hypothesis is as follows :

1.  $H_0: \beta = 0$  = There is no significant influence on the Work Ethic variable (X) on the Job Satisfaction variable (Y).
2.  $H_1: \beta \neq 0$  = There is a significant influence on the Work Ethic variable (X) on the Job Satisfaction variable (Y).

According to (Suyono, 2015:135) the calculation formula used in test statistics can be presented as follows:

$$t = \frac{\beta}{S}$$

Information :

t = Signification Test

$\beta$  = Regresion Coefficient

S = Standard Error

Hypothesis testing criteria are as follows:

1. t count > t table, then  $H_1$  is accepted and  $H_0$  is rejected
2. t count < t table, then  $H_1$  is rejected and  $H_0$  is accepted

#### 7. Determinasi Coeficient

The usage of the coefficient of determination is to degree the proportion of variable X (paintings Ethic) with variable Y (task pleasure). Calculate and determine the magnitude of the impact between the two variables.

According to (Sahir, 2021:fifty four): The coefficient of dedication, that's often symbolized with the aid of R2, in principle looks at the magnitude of the affect of the independent variable at the established variable. If the coefficient of dedication in the regression model maintains to become small or gets closer to zero, it approach that the affect of all impartial variables on the dependent variable is getting smaller or the R2 value is getting toward 100%, meaning the influence of all unbiased variables on the based variable is getting larger. the subsequent is a description of the coefficient of dedication formulation:

$$KD = r^2 \times 100\%$$

Information :

KD = Determination Coeficient

r= Squared correlation coeficient

### 3. Research Results and Discussion

#### 1. Validity Instrument Test

In this study,  $\alpha = 5\%$  was used and the number of respondents was 26, with this measurement based on looking at the r-table, then the r-table value = 0.374.

If the correlation value for each statement item exceeds the r table number, then the statement can be said to be valid. The table regarding the results of the validity test on variable x which was processed using SPSS tools is as follows:

**Table 4 Variable X Validity Test Results**

Item Code	r-Count	r-Table	Information
X1	0,743	0,374	Valid
X2	0,562	0,374	Valid
X3	0,588	0,374	Valid
X4	0,511	0,374	Valid
X5	0,542	0,374	Valid
X6	0,699	0,374	Valid
X7	0,513	0,374	Valid
X8	0,560	0,374	Valid
X9	0,581	0,374	Valid
X10	0,550	0,374	Valid
X11	0,661	0,374	Valid
X12	0,632	0,374	Valid
X13	0,629	0,374	Valid

Sumber: Hasil Pengolahan Peneliti, 2023

Based on table 4, it shows the calculation results of the validity test correlation for each item of the Work Ethic (X) variable statement, the r-count results are greater than the r-table. This means that if the r-count is greater than the r-table, then it is included as a valid item and worthy of being tested using further analysis techniques.

Then, the results of the validity test calculations on the Job Satisfaction (Y) variable can be presented by researchers in table form as follows:

**Tabel 5 Result Variable Y Validitas Test**

Item Code	r-Count	r-Table	Information
Y1	0,571	0,374	Valid
Y2	0,556	0,374	Valid
Y3	0,722	0,374	Valid
Y4	0,531	0,374	Valid

Y5	0,550	0,374	Valid
Y6	0,532	0,374	Valid
Y7	0,519	0,374	Valid
Y8	0,508	0,374	Valid
Y9	0,526	0,374	Valid

Source: Researcher Processing Results, 2023

Based on table 5, it shows the calculation results of the validity test correlation for each item of the Job Satisfaction variable statement (Y), the r-count results are greater than the r-table. This means that if the r-count is greater than the r-table, then it is included as a valid item and worthy of being tested.

2. Instrument Reliability Test

**Tabel 6 Instrument Reliability Test Results**

Research Variable	Cronbach's Alpha	Information
Work ethic (X)	0,843	Realiabel
Job Satisfaction (Y)	0,720	Realiabel

Source: Researcher Processing Results, 2023

Based on table 6, it shows that the results of the reliability coefficient on Cronbach's alpha are included in the category of reliable information. For the Work Ethic Variable, the result was 0.843 and for the Job Satisfaction Variable, the result was 0.720. It can be stated that for each research variable the  $\alpha$  value is greater than 0.60, this research meets the reliability instrument testing which can then be analyzed using subsequent techniques.

3. Pearson Correlation

**Tabel 7 Pearson Correlation Result**

		Correlations	
		Work Ethic	Job Satisfaction
Work Ethic	Pearson Correlation	1	.868**
	Sig. (2-tailed)		.000
	N	26	26
Job Satisfaction	Pearson Correlation	.868**	1
	Sig. (2-tailed)	.000	
	N	26	26

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

Source: Researcher Processing Results, 2023

Based on table 7, the Sig value. (2-tailed) obtained a result of  $0.00 < 0.05$ . The correlation between the Work Ethic variable and Job Satisfaction was obtained at 0.868. So, these results can be adjusted to the guidelines for interpreting Pearson Correlation, because the results obtained are 0.868, which is in the range 0.80 – 1.000, so they are included in the very strong correlation category. These results show that the relationship between the Work Ethic variable and Job Satisfaction has a very strong and unidirectional correlation level, so that if Work Ethic is increased, Job Satisfaction will increase, and vice versa, if Work Ethic decreases, Job Satisfaction will also decrease.

#### 4. Correlation Hipotesis Test

**Table 8 Correlation Hypothesis Test Results**

Model	Coefficients <sup>a</sup>				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
1 (Constant)	9.254	2.503			3.697	.001
Etos Kerja	.488	.057	.868		8.562	.000

a. Dependent Variable: Kepuasan Kerja

Source: Researcher Processing Results, 2023

Statistic Hypothesis :

1.  $H_0 : \rho = 0$  = There is no significant correlation between the Work Ethic variable (X) and the Job Satisfaction variable (Y).
2.  $H_1 : \rho \neq 0$  = There is a significant correlation between the Work Ethic variable (X) and the Job Satisfaction variable (Y).

Based on table 8, it is found that  $0.000 < 0.05$  and t-count is 8.562. Meanwhile, the t-table is  $dk = n - 1$ , so  $dk = 26 - 1 = 25$ , and the t-table formula =  $t(\alpha ; n - 1)$ , then the t-table =  $t(0.05; 25)$ , we get t-table = 2.059. The hypothesis test is  $8.562 > 2.059$ , so t-count > t-table, then  $H_1$  is accepted and  $H_0$  is rejected. This means that there is a significant correlation between the variables Work Ethic (X) and Job Satisfaction (Y).

#### 5. Simple Linear Regression

**Table 8 Simple Linear Regression Results**

Model	Coefficients <sup>a</sup>				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
1 (Constant)	9.254	2.503			3.697	.001
Etos Kerja	.488	.057	.868		8.562	.000

a. Dependent Variable: Kepuasan Kerja

Sumber: Hasil Pengolahan Peneliti, 2023

Based on the results of table 9, it shows the processing of simple linear regression test results which can be formulated using a simple linear regression equation model:

$$Y' = 9.254 + 0,488 X$$

Explanation :

- a. The constant obtained is 9.254. The condition of work ethic will decrease if job satisfaction is equal to zero/is considered constant without changing, so that the influence of the Work Ethic variable on Job Satisfaction has a unidirectional relationship.

- b. The Work Ethic variable has a regression coefficient of 0.488, meaning it shows a positive value in the direction of the Job Satisfaction variable (Y). For every one unit increase in Job Satisfaction, Work Ethic will increase by 0.488.

Based on the explanation of the simple linear regression equation model, it can be said that the Work Ethic variable (X) has a positive and significant effect on Job Satisfaction (Y) and shows that if someone has a high Work Ethic, then Job Satisfaction will also be higher.

6. Hypothesis Testing the Effect of Variable X on Variable Y

**Tabel 9 Hasil Uji Hipotesis Korelasi**

Model	Coefficients <sup>a</sup>		t	Sig.	
	Unstandardized				Standardized
	B	Std. Error			Beta
1 (Constant)	9.254	2.503		3.697 .001	
Etos Kerja	.488	.057	.868	8.562 .000	

a. Dependent Variable: Kepuasan Kerja

Source: Researcher Processing Results, 2023

The statistical hypothesis is as follows:

1.  $H_0: \beta = 0$  = There is no significant influence on the Work Ethic variable (X) on the Job Satisfaction variable (Y).
2.  $H_1: \beta \neq 0$  = There is a significant influence on the Work Ethic variable (X) on the Job Satisfaction variable (Y).

Based on table 10, it shows that the  $\beta$  results for the Work Ethic variable on Job Satisfaction are 0.488 and the results for Std. The error obtained was 0.057. These results can be tested for the influence of variable X on Y using the calculation formula used in the test statistics which can be presented as follows:

$$t = \frac{\beta}{S}$$

$$t = \frac{0,488}{0,057}$$

$$t = 8,561$$

Based on the results of calculations using test statistics, the result obtained was 8.561. The  $\alpha$  results obtained were  $0.00 < 0.05$ . The t-table used is  $\alpha = 0.05$  and  $dk = n-1$ , so  $dk = 26-1 = 25$ . The t-table results obtained were 2.059. The results obtained are  $8.561 > 2.059$ , so  $t\text{-count} > t\text{-table}$ . This means that  $H_1$  is accepted and  $H_0$  is rejected, so that there is a significant influence on the Work Ethic variable (X) on the Job Satisfaction variable (Y).

7. Determination Coefficient

**Tabel 10 Hasil Koefisien Determinasi**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868 <sup>a</sup>	.753	.743	1.292

a. Predictors: (Constant), Etos Kerja

Source: Researcher Processing Results, 2023

Based on table 11, processing the Determination Coefficient results in an R Squared figure of 0.753. The results of the research carried out calculations using the following formula:

$$\begin{aligned} \text{KD} &= r^2 \times 100\% \\ &= 0,868^2 \times 100\% \\ &= 75,3\% \end{aligned}$$

Based on the results of the calculation of the Coefficient of Determination, it is 75.3%, meaning that the closer it is to 100%, the influence of the independent variable on the dependent variable is 75.3%. that the Work Ethic variable on Job Satisfaction has an influence of 75.3%, while the remaining 24.7% is a variable outside of this research.

#### 4. Conclusion

Based totally on what the researcher has finished in reading and processing the results of the statistics regarding the influence of work Ethic on worker job satisfaction at UKM Escort luggage Bandung, the researcher can conclude from the research results that UKM Escort bags Bandung is a enterprise that sells various merchandise together with backpacks, luggage laptops, tote luggage, and many other versions of bags that maximize commercial enterprise on-line. It has an elegant and fashionable topic that can be used by teens and adults, both males and females.

The have an impact on of labor Ethic on worker task satisfaction at UKM Escort baggage Bandung, primarily based at the outcomes of calculations and processing the usage of several techniques, suggests that there may be a enormous impact on the work Ethic variable on task delight of 75.three%, while the last 24.7% is an outside variable. from this research. The better the paintings ethic, the greater the employee's task delight can be.

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