

## The Influence of Work Spirit, Leadership Style and Work Ethic on Employee Achievement of Universitas Pembangunan Panca Budi Medan

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### Abstract

*The purpose of this research is to find out whether work enthusiasm simultaneously and partially has a positive and significant effect on the work performance of Universitas Pembangunan Panca Budi employees, to find out whether leadership style simultaneously and partially has a positive and significant effect on the work performance of Universitas Pembangunan Panca Budi employees, to find out whether work ethic simultaneously and partially has a positive and significant effect on the work performance of Universitas Pembangunan Panca Budi employees. This research was carried out from December 2022 to July 2023, this research used quantitative methods. The population of this study was all employees of Universitas Pembangunan Panca Budi, totaling 198 people, the sample size in this study was 132 employees of Universitas Pembangunan Panca Budi, this sampling used the Slovin formula, in this study the data used was premier data, namely data obtained from questionnaires. Data processing in this research uses the SPSS software program. From the data obtained, the overall coefficient value exceeds 0.30, it can be stated that all question items and scores obtained are valid.*

**Keywords:** Work Ethic, Leadership Style, Employees, Work Spirit, Work Performance

### INTRODUCTION

Human resources are defined as all the people in an institution who contribute to the running of the organization, so that they require full attention in order to carry out their respective duties well. Human resources are the main driving factor in determining the success of an institution. Source Human resources can support an organization with work, talent, creativity, motivation and innovation (A. Yusmiar, 2014).

Universitas Pembangunan Panca Budi Medan is one of the private universities under the auspices of the Prof. Dr. Foundation. H. Kadirun Yahya who strives to produce teaching staff who can provide maximum and optimal results for their environment. The University has a vision to become a Higher Education Institution that is a world class university based on independent education. In the author's observations at Universitas Pembangunan Panca Budi, the author found several problems, namely the achievements of the employees. Increasing employee work performance is influenced by the enthusiasm that arises from within him, and work enthusiasm grows within him due to the involvement of encouragement or motivation provided by the leadership.

Work performance is very important for a company to achieve its goals. Work performance is the result of work in quality and quantity achieved by an employee carrying out tasks in accordance with the responsibilities given to him. Employees

can be said to have good work performance if they can provide the best results for their work, meaning that the employee can achieve or exceed certain standards or criteria specified in determining the company (Mangkunegara & Prabu (2019).

Work enthusiasm is an emotional attitude that is enjoyable and loves one's work. Work enthusiasm can be interpreted as a work climate or atmosphere within an organization that shows a sense of enthusiasm in carrying out work and encourages them to work better and more productively (Darmawan: 2019).

The role of leadership style in an organization is an important factor that determines the success or failure of an organization; therefore every leader must be able to carry out effective leadership. The relationship pattern that occurs between superiors and subordinates causes employees to feel happy or unhappy working at the company. Likewise, work ethic is a concept of soul characteristics (spirit) to achieve work success, both for individuals, groups and institutions.

## LITERATURE REVIEW

### Spirit at work

Work enthusiasm is an emotional attitude that is enjoyable and loves one's work. This attitude is reflected in work morale, discipline and work performance. Work enthusiasm is a person's inner reliability that can improve results to work faster and better in the organization. (Nitisemoto, 2015)

### Work Morale Indicator

Work enthusiasm is not always present in employees. Sometimes morale can also decrease. Indications of decreased work morale are always there and can generally occur. According to Nitisemoto (2015)

1. Low work productivity.

If there is a decrease in productivity, then this is an indication that within the organization there has been a decrease in work morale.

2. Rising or falling absenteeism rates.

In general, if work morale decreases, employees feel lazy about working. Moreover, the compensation or wages they receive are not subject to deductions when they are absent from work.

3. *Labor tour over* or high employee turnover rates.

Employee turnover increases mainly because employees experience displeasure or discomfort when they work, so they intend to even decide to look for another place of work that is more suitable for reasons of seeking comfort in working.

4. Anxiety everywhere.

Anxiety such as unease at work, complaints and other things. Disruption of employee comfort may lead to behavior that can be detrimental to the organization itself.

5. Frequent demands.

Demands are a manifestation of dissatisfaction, which at a certain stage will give rise to the courage to make certain demands.

6. Increased level of damage

Actually, shows that attention to work is reduced. The increasing level of damage is a fairly strong indication that morale has decreased.

7. Strike

A manifestation of dissatisfaction, anxiety and so on. If this continues it will end in demands and strikes

### Leadership Style

Leadership is one dimension of competence which also greatly determines the performance or success of an organization. The main essence of leadership is a way to fulfill other people in order to be effective, of course each person can do it differently. According to Rivai, (2018) leadership style is a set of characteristics that leaders use to influence subordinates so that organizational goals are achieved, or it can also be said that leadership style is a pattern of behavior and strategies that are liked and often applied by a leader.

### Leadership Style Indicators

According to Rivai, (2018) stated that a leader in implementing his leadership must be able to maturely carry out leadership in his agency or organization, measured in five dimensions, namely:

1. Ability to collaborate with subordinates.
2. Ability and effectiveness.
3. Participative leadership.
4. Ability to delegate tasks or time.
5. Ability to delegate tasks or authority.

### Work ethic

According to Darodjat (2015) "ethos" is one of the Greek words, namely ethos, which means attitude, personality, disposition (basic nature), character, will, morality, customs. Work ethic is a set of positive behaviors and foundations which include the motivation that drives them, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles and standards. .

### Work Ethic Indicator

According to (Darodjat, 2015), the dimensions of work ethic can be divided into 3, namely:

1. Hard Work Hard work is a form of directed effort in getting results by using one's own energy as input (working capital). Indicators include actualization work, trustworthy work, calling work.
2. Smart Work Smart work is a form of directed effort to obtain results by using intelligent machines as leverage for work performance. Indicators include artistic work, honorary work.
3. Sincere Work Sincere work is a form of directed effort in obtaining results by using purity of the heart as a manifestation of one's nobility. The indicators include work of grace, work of worship, work of service.

### Work performance

Every company definitely hopes to have employees with high work performance. According to Mangkunegara (2017) work 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 he has been given.

### Work Performance Indicators

Work with high results must be achieved by employees. Mangkunegara (2017) states that measures that need to be considered in work performance include:

1. Work quality.  
The assessment criteria are work accuracy, work skills, work accuracy and work neatness.
2. Working quantity.  
The assessment criterion is work speed.
3. Work discipline.  
The assessment criteria are following superiors' instructions, complying with company regulations, and observing attendance times.
4. Initiative.  
The assessment criteria are always being active or enthusiastic about completing work without waiting for superiors' orders, meaning not being passive or working at the encouragement of superiors.
5. Cooperation.  
The assessment criteria are the ability to socialize and adapt as well as the ability to provide assistance to other employees within the limits of their authority.

## METHOD

The research was carried out from December 2022 to July 2023. This research used a type of approach *quantitative*. The population in this study was all employees at Universitas Pembangunan Panca Budi, totaling 198 people. The number of samples in this research was 132 employees of Universitas Pembangunan Panca Budi. This sampling uses the Slovin formula (Sugiyono, 2017).

The data used in this research is primary data, namely data that is obtained and must be reprocessed, namely a questionnaire. Collecting data related to what will be discussed is carried out directly using the questionnaire method. Data processing in this research uses a program *software* SPSS.

## RESULTS AND DISCUSSION

### Validity and Reliability Test

#### Validity test

The validity test is to determine the suitability of the items on the questionnaire that have been given to respondents, so a validity test is needed to measure whether a questionnaire is valid or not. If each question has a value  $> 0.30$  then the question is declared valid (legitimate).

**Table 1. Validity Test Results  
Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	218.07	2328,385	,357	,874
X1.2	218.05	2313,379	,453	,874
X1.3	217.76	2315,971	,399	,874
X1.4	217.62	2322,329	,371	,874
X1.5	218.27	2326,520	,419	,874
X1.6	218.05	2313,379	,453	,874
X1.7	218.11	2309,363	,478	,873
X1.8	217.97	2316,365	,417	,874
X1.9	218.27	2326,520	,419	,874
X1.10	218.53	2325,136	,411	,874
Total_X 1	193.75	1907,761	,618	,871
X2.1	218.03	2323,862	,359	,874
X2.2	217.93	2312,522	,450	,874
X2.3	217.73	2305,555	,503	,873
X2.4	218.08	2311,582	,447	,874

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DOI: <https://doi.org/10.54443/sinomika.v2i4.1569>

X2.5	218.12	2321,481	,421	,874
X2.6	218.30	2326,549	,353	,874
X2.7	218.19	2320,750	,433	,874
X2.8	217.78	2307,898	,484	,873
X2.9	217.73	2307,711	,450	,873
X2.10	218.19	2322,384	,363	,874
Total_X 2	193.88	1825,252	,763	,864
X3.1	217.98	2343,381	,216	,876
X3.2	217.98	2318,190	,425	,874
X3.3	217.70	2317,767	,411	,874
X3.4	217.73	2306,536	,485	,873
X3.5	217.95	2322,288	,426	,874
X3.6	218.19	2312,246	,476	,873
X3.7	218.09	2313,030	,452	,874
X3.8	217.86	2312,393	,456	,874
X3.9	218.17	2299,865	,545	,873
X3.10	218.14	2321,508	,392	,874
Total_X 3	193.58	1849,405	,612	,876
Y.1	217.65	2305,908	,493	,873
Y.2	217.67	2331,901	,311	,875
Y.3	217.43	2322,400	,419	,874
Y.4	217.65	2305,908	,493	,873
Y.5	217.73	2300,826	,536	,873
Y.6	217.59	2318,854	,419	,874
Y.7	217.96	2322,449	,420	,874
Y.8	217.86	2309,462	,487	,873
Y.9	217.72	2299,394	,557	,873
Y.10	217.77	2303,734	,552	,873
Total_Y	190.81	1853,361	,576	,879

From the data obtained, all coefficient values exceed 0.30. This can be stated that all question items and scores obtained are valid (valid).

### Reliability Test

The reliability test is also to determine the stability and consistency of respondents in answering items related to the question constructs which are prepared in a questionnaire form. The reliability of a variable construct is said to be good if it has a Cronbach's Alpha value > 0.60.



**Table 2. Reliability Test Results**

**Reliability Statistics**

Cronbach's Alpha	N of Items
,876	44

In Table 2 seen above, there is a Cronbach's alpha of 0.876, which is a value greater than 0.60, so it can be concluded that the question construct that has been presented to respondents, both in the variables Work Spirit (X1), Leadership Style (X2), Work Ethic (X3) and Job Performance (Y) are reliable.

**Data analysis technique**

**Classic assumption test**

Before testing the hypothesis of this research, a classical assumption test is first carried out to ensure whether the multiple regression test tool can be used or not.

**Normality test**

**a. Probability Plot Normality Test**

The Normality Test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics. Test the normality of the graphic method using a normal probability plot.



**Figure 1. PP Plot Normality Test**

Source: Data processed with SPSS 22 (2023)

Based on Figure 2, it can be seen above that the distribution of the points on Work Morale (X1), Leadership Style (X2), Work Ethic (X3) and Work Performance

(Y) spreads around the diagonal line which can be concluded that the data presented can be said to be normal.

### b. Histogram Normality Test

Next, the normality test in this study uses a histogram. The test results from the histogram results using SPSS 22.00 are as follows:

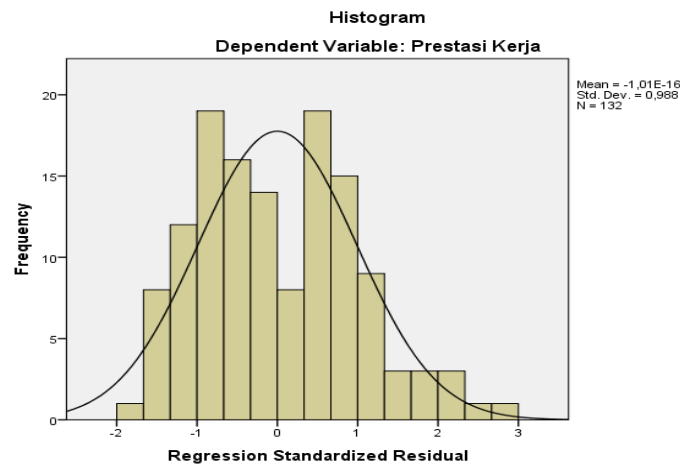


Figure 2. Histogram Normality Test

From the output results above, you can see that the histogram graph gives a bell-shaped distribution pattern, which means the data is normally distributed.

### Heteroscedasticity Test

The heteroscedasticity test functions to test for differences in variance from residual values from one observation period to another.

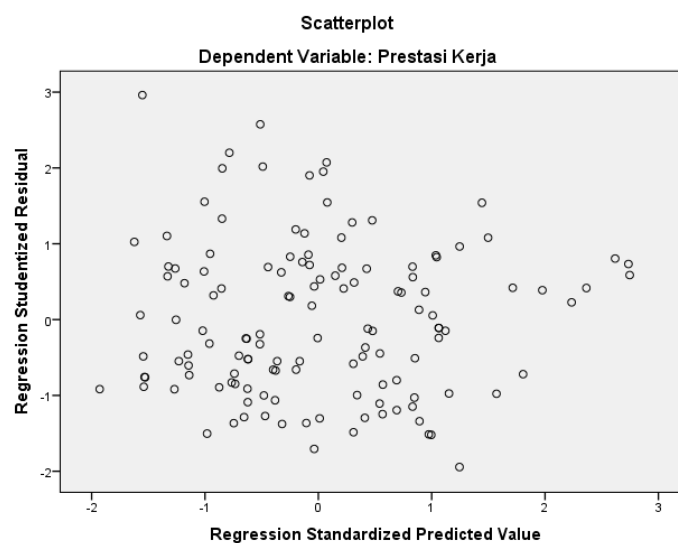


Figure 3. Heteroskedasticity test



It can be seen in the scalerplot graph above that the points do not spread randomly either below the number 0 on the Y axis. This concludes that there is Heteroscedasticity in the Regression model. So the data used meets the signals for regression.

**Multicollinearity Test**

The multicollinearity test aims to find out whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this research is seen from the tolerance value or variance inflation factor (VIF). The calculation of the tolerance value or VIF with the SPSS 22.00 program is as follows:

**Table 3. Multicollinearity Test Coefficientsa**

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Spirit at work	,706	1,416
Leadership Style	,697	1,434
Work ethic	,739	1,353

a. Dependent Variable: Job Performance

It can be seen above that the VIF number for the Work Spirit variable (X1) is 1.416, Leadership Style (X2) 1.434, and Work Ethic (X3) 1.353 which is greater than 1 (one) and the tolerance value for Work Spirit (X1) is 0.706, Leadership Style (X2) 0.697, and Work Ethic (X3) 0.739 is smaller than 10, it can be concluded that the regression model is free from multicollinearity interference.

**Multiple Linear Regression Test**

Regression analysis is a data analysis technique in statistics which is often used to study the relationship between several variables and predict a variable.

**Table 4. Multiple Linear Regression Test Coefficientsa**

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	13,672	2,962	
Spirit at work	,002	,105	,002
Leadership Style	,630	,106	,534

	Work ethic	-,027	,091	-,026
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a. Dependent Variable: Job Performance

Based on results the so equality regression linear multiple Which have formulation:

$$Y: a + b_1x_1 + b_2x_2 + b_3x_3 + e$$

so that obtained equality :

$$Y = 13,672 + 0.002X_1 + 0.630X_2 - 0.27 X_3$$

The constant of 13,672 states that if there is no independent variable with a value of (0), the dependent variable remains diversification: Work Spirit (X1) 0.002, Leadership Style (X2) 0.630, and Work Ethic (X3) -0.27.

### Hypothesis testing

#### t test

Table 5. t test results

#### Coefficients<sup>a</sup>

	Model	t	Sig.
1	(Constant)	4,616	,000
	Spirit at work	,019	,985
	Leadership Style	5,924	,000
	Work ethic	-,300	,765

a. Dependent Variable: Job Performance

- a) Influence Variable Spirit at work (X1) To Job Performance Variable (Y). From table 5 obtained mark tcount as big as 0.019 With  $\alpha = 5\%$ ,  $t_{table}(5\%;132-k''-(1))''=131)$  obtained mark ttable as big as 1,656. From description the can is known that tcount (0.019) <  $t_{table}(1,656)$ , thereby also with mark its significance as big as 0,985 > 0.05 It means partially variable Work Spirit (X1) positive influence and significant to the variable Work Performance (Y).
- b) Influence Variable Leadership Style (X2) To Job Performance Variable (Y). From table 5 obtained mark tcount amounting to 5.9214 With  $\alpha = 5\%$ ,  $t_{table}(5\%;132-k''-(1))''=131)$  obtained mark ttable as big as 1,656. From description the can is known that tcount (5.9214) >  $t_{table}(1,656)$ , thereby also with mark its significance as big as 0,000 < 0.05 It

means partially variable Leadership Style (X2) positive influence and significant to the variable Work Performance (Y).

c) Influence Variable Work ethic (X3) To Job Performance Variable (Y). From table 5 obtained mark tcount by  $-300$  With  $\alpha = 5\%$ ,  $t_{table}(5\%; 132 - k - (1)) = 131$  obtained mark ttable as big as  $1,656$ . From description the can is known that tcount ( $5.9214$ )  $> t_{table}(1,656)$ , thereby also with mark its significance as big as  $0,765 > 0.05$  It means partially variable Work Ethic (X3) negative influence and significant to the variable Work Performance (Y).

**F test**

Test This on basically show is all variable independent Which entered in model This have influence in a way together to variable dependent.

**Table 6. F Test Results ANOVAa**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2853,059	3	951,020	16,130	,000b
Residual	7547,002	128	58,961		
Total	10400,061	131			

a. Dependent Variable: Job Performance

b. Predictors: (Constant), Work Ethic, Work Spirit, Leadership Style

From table 5, the Fcount value is obtained as big as  $16,130$  with  $\alpha = 5\%$ , while the  $f_{table}$  value for  $df = 3, 131 = 2.67$ . From this description it can be seen that  $F_{count}(16,130) > F_{table}(2.67)$ , and the significance value is  $0,000 < 0.05$  means that Work Spirit (X1), Leadership Style (X2), Work Ethic (X3) have a significant effect together (simultaneously) on the Work Performance variable (Y).

**Coefficient Determination (R2)**

Mark Which used in see coefficient determination in study This is on column *adjusted R square*. Matter the because mark *adjusted R square* No prone to on addition variable free.

**Table 7. Coefficient of Determination**

**Model Summary b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,524a	,274	,257	7,679

- a. Predictors: (Constant), Work Ethic, Work Spirit, Leadership Style
- b. Dependent Variable: Job Performance

Based on table 6 you can is known big mark *adjusted R square* as big as 0.257 or 25.7%. Matter This show If the variables Work Spirit (X1), Leadership Style (X2), Work Ethic (X3) have an effect on Work Performance (Y) by 25.7%. So this value gets  $100\% - 25.7\% = 74.3\%$  influenced by the variable others unknown to researchers.

## CLOSING

### Conclusion

Based on the results of the research and discussion, several conclusions can be conveyed as follows:

1. Partially, work enthusiasm has a positive effect on the work performance of employees at Universitas Pembangunan Panca Budi, Medan
2. Partially, leadership style has a positive effect on the work performance of employees at Universitas Pembangunan Panca Budi, Medan
3. Partially, Work Ethic has a negative effect on the Work Performance of Universitas Pembangunan Panca Budi Medan employees
4. Simultaneously Work Spirit, Leadership Style, and Work Ethic have a significant and influential effect on the Work Performance of Universitas Pembangunan Panca Budi Employees in Medan

### Suggestion

This research has limitations that need to be followed up in future research.

1. Based on the coefficient of determination, there are still many factors that influence work performance.
2. Future researchers need to identify other factors that influence work performance.
3. Primary data collection only uses a questionnaire. Collecting data through questionnaires has many weaknesses, namely differences in each respondent's opinion about something. So in this study the researcher cannot control the respondents' answers. Future researchers are expected to be able to conduct primary data through questionnaires and interviews so that the results are more perfect.

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