

## The Influence of Individual Characteristics and Work Experience on Work Ethics

Firmansyah<sup>1</sup>, Habibi<sup>2</sup>

Manajemen STIE Wira Bhakti<sup>1</sup>

Fakultas Ekonomi dan Bisnis Universitas Muslim Maros<sup>2</sup>

Email : [habibiumm01@gmail.com](mailto:habibiumm01@gmail.com)

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**ABSTRACT:** *This study aims to determine whether Individual characteristics and work experience affect employees' work ethic at the marine and fisheries department of south Sulawesi province. Data collection uses primary data using a questionnaire technique. The population is the entire marine and fishery department of south Sulawesi province, totaling 207. In comparison, the sample taken is 67 employees using the solving formula. The result of the questionnaire has been tested for validity and reliability. And classical assumptions have been tested in the form of normality assumptions—heteroscedasticity assumptions, and multicollinearity. The method of data analysis used multiple regression analysis techniques. The result of the research shows that individual characteristics have a positive and significant effect on the employee's work ethic. Furthermore, work experience has a positive and significant impact on employees' work ethic. Therefore, and simultaneously, individual characteristics and work experience have a positive and significant effect on employees' work ethic.*

*Keywords: Individual Characteristics, Work Experience, Employee Work Ethic.*

### PRELIMINARY

In 1995 the marine and fisheries service of the province of South Sulawesi became an organizational unit of the regional apparatus after separating from the apparatus of the agricultural service of the province of South Sulawesi. The marine and fisheries service carries out its duties and functions.

This marine and fisheries service was built and compiled referring to the development of the medium-term strategic plan in the south Sulawesi province 2013-2018 strategic plan of the minister of marine and fisheries 2010-2014 revitalization of fisheries and marine affairs in south Sulawesi province. One of the macroeconomic indicators for marine and fisheries development in South Sulawesi province is to respond to fisheries industrialization policies to grow fishery production.

One of the assets that are so important for the organization is human resources. Because the existence of human resources determines the running of the organization's mobilization. Therefore, so many agencies continue to strive to develop their human resource entities to carry out their work duties correctly and to the maximum extent possible. One thing that is an effort for companies or agencies is to program work entities. Creation focused on work programs to create a good atmosphere. Human resources (HR) is essential for companies

and agencies. Therefore (HR) must be managed as well as possible. The same is the case in an agency organization where many people need their products or services. An agency leader must think about the level of output of his employees. Therefore, the agency's human resources (HR) indicators are significant. Each individual has a different character and character, resulting from the individual's characteristic background and the employee's primary character or other factors. These various behaviors can affect organizational mobilization, not only being affected by the results obtained, except for residents who need the organization's products.

It relates to individual characteristics that someone brings into the rules of the organization/company, beliefs, hopes, desires, and past experiences (Miftah, 2007). The individual owns these characteristics, which be included in the new organizational environment. Individual characteristics are either negative or positive behaviors or characters in an employee (Soegijanto, 2011). The diversity of these characteristics. Each organization will undoubtedly be able to choose human resources that have positive criteria. In this characteristic organization must also follow human resources. The most critical factor in an organization is leadership management. It can use the subject's size with the character of the scales. Whatever an appraiser thinks of as favorable or unfavorable employee character/behavior can affect the (HR) appraisal. Everyone with other people has different characteristics

One of the most critical indicators to improve employee performance and work quality is work experience. Work experience is the best learning for each individual. Work experience also applies to workers in an organization. The principal capital for someone to plunge into the work environment is knowledge and work experience.

There are various opinions regarding work experience, which is a process of creating knowledge or skills of a technique in work because of the involvement of the workforce in carrying out workers' tasks (Manullang, 2004). Therefore, there is a different understanding of work experience, which is one measure in terms of the length/time of work that an individual has gone through in knowing their duties at work and has carried it out to the fullest.

Work ethic is the soul and work spirit influenced by the perspective on work (Mulyadi, 2008). This way of thinking is sourced from the values that emerge, grow, and are cultured in an environment. This exceptional work ethic improves work performance (output) more improved for the leadership. The original work ethic is based on religious values and secular values. Work ethic is influenced by socio-cultural, whereas socio-cultural is also influenced by the geographic location where they were born and grew up living and developing (Prawiro, 2009).

The phenomenon that occurred in several previous studies showed different results about individual characteristics on employee performance; for example, in Agustya Hariski Nisakurohma's research, (Septian, 2017) showed a significant effect of individual characteristic variables on employee performance, while (Rahmawati's 2020) research. However, it shows no significant impact of distinct individual variables on employee performance.

Based on the description above, it is interesting for the author to look at and take the title of the influence of individual characteristics and work experience on the work ethic of the marine and fisheries service employees in the province of South Sulawesi.

### *Individual characteristics*

Individual characteristics are the desires, attitudes, and needs of someone brought into the work situation (Robbins, 2006). Personal characteristics are divided into two. Those are biographical characteristics and biological characteristics.

There are 3 indicators of individual characteristics, according to Saptiani, 2017 which are as follows:

- 1) Ability is a person's capacity to carry out responsibilities in his work.
- 2) Values are based on satisfactory work.

- 3) Attitude is a satisfactory or unsatisfactory evaluation statement regarding the object, person, or event.
- 4) Interest is an attitude that makes a person happy about specific situations or objects and ideas.

#### *Work Experience*

Is the formation of knowledge or skills about the method of a job because of the involvement of employees in carrying out their work responsibilities (manullang, 2004). There are also other opinions regarding work experience, namely as a measure of the length of time or period of work that a person has taken in knowing the job's responsibilities well (Saptiani, 2017).

There are three indicators of experience put forward by (Heidrachman 2010). Namely as follows:

1. The length of time or work period is measured by the period of work that has been taken by the individual who can understand the responsibilities at work and has done it to the fullest.
2. The level of knowledge and skills possessed refers to concepts, principles, procedures, policies, or other information desired by employees.
3. Mastery of work and equipment, mastery of one's gear in doing various jobs.

#### *Work Ethic*

Work ethic is the soul and work spirit influenced by the perspective on work (Mulyadi, 2008). For several years the culture of the western world is more emphasized work as an excellent activity to meet the needs. The result of this culture is to highlight the existence of ethics that each needs to have, in the sense that each individual must view that trying and working are essential things to fulfill the needs of life and goals as social beings.

According to Mokodompit (Saifuddin, 2004) the indicators of work ethic are as follows:

- a. Work hard
- b. Discipline
- c. Responsible
- d. Skilled

#### *The influence of individual characteristics on work ethic.*

Individual characteristics are the part that sticks within the individual consisting of age, gender, marital status and several dependents; the individual's attitude will affect the way of thinking of the dominant employee—men than women. Employee encouragement will increase because there are things that must be borne. So that employees lead a positive work ethic and do their work with enthusiasm and hard work (Abdi, 2009).

#### *The Effect of Work Experience on Work Ethics*

Work experience is the process of forming skills and mastery of a technique from work that has been done because of its existence in carrying out its responsibilities (Manullang, 2009). The longer the work experience, the individual will also gain knowledge and understanding of the work that has been done, and morale will increase.

A person who has work experience will make it easier and can carry out his work responsibilities perfectly so that the motivation for work will increase. An individual also has good skills in carrying out his work so that the individual can know the right place for his talents. This case illustrates that the longer the work experience, the more the work ethic will increase.

From the description that has been explained, it is concluded that for employees to be able to carry out their responsibilities and want to achieve good work results in their work, realizing a good work ethic requires a motivation to stimulate the desire and spirit for hard

work in this case individual characteristics. and work experience is one of the right variables that can stimulate enthusiasm and hard work, so that good work results are created

### Hypotheses

1. Individual characteristics have a positive and significant impact on the work ethic of employees
2. Work Experience Has a Positive And Significant Influence on Employee Work Ethics
3. Individual Characteristics and Work Experience Simultaneously Have a Positive and Significant Influence on Employee Work Ethic

## RESEARCH METHOD

The form of this research is quantitative research. Quantitative research is used to examine the population of certain samples (Sugiyono, 2010). The sampling method used was accidental sampling. Random sampling determines samples based on chance; that is, anyone who happens to be met is suitable to be taken as a sample. This research was conducted at the Department of Marine Affairs and Fisheries of South Sulawesi Province with 207 people. The sample is 67 employees using the Slovin formula.

Descriptive analysis is a set of methods used to analyze and present relatively comprehensive quantitative data. In addition, to aim to describe the data to be understood properly. This descriptive method will be studied how the views given by the respondents by using a questionnaire on each item given are measured by a Likert scale. (Hidayat & Cavorina, 2018).

### Multiple Linear Regression Analysis

Multiple linear regression analysis if the number of independent variables (X) is more than one.

The multiple linear regression model is written in the formula below:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_n X_n + e$$

Description:

- Y = dependent variable
- X = independent variable
- $\alpha$  = constant
- $\beta$  = slope
- e = error

## RESULTS AND DISCUSSION

Results of multiple linear regression analysis using the SPSS 23 program. For windows, the following results are obtained:

Tables. 1 test results of multiple linear regression analysis

model	coefficients				t	Sig.
	Unstandardized coefficients		Standardized coefficients			
	B	Std. error	Beta			
1 (constant)	5.163	1.467				
X1	0.463	0.116	0.479	3.982	0.000	
X2	0.303	0.129	0.282	2.346	0.022	
R = 0.701						
R Square = 0.491						
F hitung = 30.847						

F table	= 3.13
Sig. F	= 0.000 <sup>b</sup>
α	= 0.05

Based on the results of the analysis, it is explained that;

Regression coefficients get the estimated results of X1 and X2 are positive. The results show that there is a positive relationship between the individual characteristic variable X1 on the work ethic of employee Y. and the work experience variable X2 has a positive effect on the work ethic of employee Y, which means that the higher the individual characteristics which include understanding, values, attitudes, and interests, will improve the work ethic of employees and broaden the work experience, which includes years of service, mastery of work and equipment, and level of knowledge. Will improve the work ethic of employees.

From the individual characteristic variable, X1 is explained to have a positive regression coefficient of 56.3 in the sense that if the individual characteristics increase by 1%, the employee's work ethic will increase by 46.3% when the other independent variables do not change, in the work experience, variable X2 has a positive regression coefficient of 30.3 which means if work experience increases by 1%, the work ethic will increase by 30.3% when other variables do not change or remain. In the sense that the individual characteristic variables and work experience are zero, the employee's work ethic is 5.163

*Determination test (R2)*

The coefficient of determination measures how far the model's ability to explain the variation of the independent variable is (Ghozali. 2012). It is explained in the table below, namely:

**Table 2. coefficient of determination**

model	R	R square	Adjusted R Square	Std. an error of the estimate
1	.701 <sup>a</sup>	.419	.473	1.31262

In table 2, the value of R2 shows 0.419, which means that the individual characteristic variables and work experience have a joint contribution of 49.1% to the dependent variable of work ethic Y. The remaining 50.9% is influenced by other variables not included in this study.

**Hypothesis Test**

*Results of hypothesis testing 1*

In the results of the first hypothesis test, it is found that the individual characteristic hypothesis affects the work ethic of employees by using SPSS, the significant value of t is 0.000, smaller than 0.05 until it is proven that the X1 variable has a significant effect on the Y variable.

Based on the results of partial hypothesis testing (t test) it was found that the individual characteristic variables in this study had a positive and significant effect on the work ethic of employees at the Marine and Fisheries Service of South Sulawesi Province. This implies that the more characteristics (ability) employees have, the higher the work ethic that will be achieved by the employees in the Marine and Fisheries Service of South Sulawesi Province. This is because in the South Sulawesi Provincial Marine and Fisheries Service, in general, the employees already have the ability to support the completion of work assignments, suitability of positions with technical abilities, conceptual abilities, and task suitability. The results of this study indicate that individual characteristics (ability) are very supportive and determine the achievement of improving the work ethic of employees so that the abilities

possessed by current employees need to be continuously improved in line with the development of science which requires employees to be able and skilled in building creativity, independence, and cooperation. in carrying out its main tasks and functions. This is also supported by the results of regression analysis, where the value obtained by the individual characteristic variable on employee work ethic states that individual characteristics have a positive and significant effect on employee work ethic, which means it can increase the work ethic of marine and fisheries employees in South Sulawesi Province.

#### *The results of the second hypothesis test 2*

In the results of testing the second hypothesis, it is stated that the hypothesis of work experience affects work ethic by using SPSS, a significant value of 0.022 is lower than 0.05.

Influence of work experience on employee work ethic. Based on the results of partial hypothesis testing (t test) it was found that the work experience variable in this study had a positive and significant effect on the work ethic of employees at the Department of Marine Affairs and Fisheries of South Sulawesi Province. This implies that the more work experience the employees have, the higher the work ethic that will be achieved by the employees in the Department of Marine Affairs and Fisheries of South Sulawesi Province. This is because at the South Sulawesi Provincial Marine and Fisheries Service, in general, the employees already have work experience that supports the completion of work assignments, suitability of positions with technical skills, conceptual skills, and suitability of tasks with the quality of work they have. So that all these work experience variables support the employee's work ethic. The results of this study indicate that work experience, an outcome that can be measured by effectiveness and efficiency, is very supportive and determines the achievement of improving the employee's work ethic so that the quality of work owned by current employees needs to be continuously improved in line with the development of science which requires employees to be able and skilled in build creativity, independence, and cooperation in carrying out their main tasks and functions. This is also supported by the results of regression analysis, where the value obtained by the work experience variable on the work ethic of employees states that work experience has a positive and significant effect on the work ethic of employees, which means it can improve the work ethic of the Department of Marine Affairs and Fisheries of South Sulawesi Province.

#### *The results of the third hypothesis test 3*

The results of the third hypothesis test resulted in individual characteristics and work experience having a simultaneous effect on employees' work ethic. Using SPSS, the F value of 0.000 is lower than 0.05. Therefore, it is proven that the variables X1 and X2 simultaneously affect employees' work ethic, so the third hypothesis is accepted statistically.

The influence of individual characteristics and work experience simultaneously on the work ethic of employees. Based on the results of the Simultaneous test (F test) it was found that the individual characteristic variables and work experience in this study had a positive and significant effect on the work ethic of employees at the Department of Marine Affairs and Fisheries of South Sulawesi Province. This implies that the more characteristics and work experience employees have, the higher the work ethic that will be achieved by the employees in the Department of Marine Affairs and Fisheries of South Sulawesi Province. The results of this study indicate that individual characteristics and work experience, an outcome that can be measured by effectiveness and efficiency, are very supportive and determine the achievement of increasing employee work ethic so that the quality of work owned by current employees needs to be continuously improved in line with the development of science which requires employees to be able to and skilled in building creativity, independence, and cooperation in carrying out their main tasks and functions. This is also supported by the results of regression analysis, where the value obtained by the individual characteristics and work experience variables on employee work ethic states that individual characteristics and work experience have a positive and significant effect on employee work ethic, which means it can improve the work ethic of employees of the Department of Marine Affairs and Fisheries. South Sulawesi Province.

## CONCLUSIONS AND SUGGESTIONS

### Conclusion

From the results of the analysis described above, it can be concluded that:

- a. Individual characteristics positively and significantly affect the work ethic of employees. This statement is based on the results of hypothesis testing. The t-count value of the X1 variable is 3,984 significant level of 0.000 with a probability of 0.05 from the t table of 1.669 from the explanation; this means that Ho is rejected and Ha is accepted.
- b. Work experience has a positive and significant effect on employees' work ethic. This statement is based on the hypothesis test results; the t-count value of the X2 variable is 2,346, a significant level of 0.022 with a 0.05 probability t table of 1.669 from the explanation; this means that Ho is rejected and Ha is accepted.
- c. Individual characteristics and work experience simultaneously have a positive and significant effect on employees' work ethic. This statement is based on the calculated F value hypothesis test results. A total of 30,874 significant level 0.000 f table of 3.13 with a probability of 0.05 from the explanation means that Ho is rejected and Ha is accepted.

### Suggestions

- a. For the government, this research can be used as input to improve the work ethic of employees at the marine and fisheries service
- b. For researchers who are interested in taking a similar title. I suggest that you can add other variables that are tied to individual characteristics with work experience and employee work ethic

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