

## The Influence of the Work Environment, Compensation, Work Discipline and Work Ethic on the Performance of Civil Apparatus State Inspectorate in Sungai Penuh City

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**ABSTRACT:** This study aims to determine the effect of the work environment, compensation, work discipline, and work ethic on the performance of the State Civil Apparatus. This research is motivated by a work environment that is felt to be less supportive in carrying out the work, the perceived acceptance of compensation is still low, awareness of attendance at work is still low, obedience to rules and ethical behavior is still being violated, and the performance of the state civil apparatus is still not stable and tends to be low on the state civil apparatus of the Sungai Penuh City Inspectorate. This type of research uses a quantitative approach with multiple linear regression method. Data collection techniques with questionnaires, observations and interviews. The respondents of this study were 45 people The State Civil Apparatus at the Sungai Penuh City Inspectorate. The sampling method uses the total sampling method where the entire population in this study was used as the research sample. Hypothesis testing was calculated using the IBM Statistical Package for Social Science (SPSS) version 24.0 program. From the results of this study it was found that partially the work environment has a significant effect on the performance of the state civil apparatus, compensation has a significant effect on the performance of the state civil apparatus, work discipline has a significant effect on the performance of the state civil apparatus, work ethic has a significant effect on the performance of the state civil apparatus, and work environment, compensation, work discipline and work ethic jointly have a significant effect on the performance of the state civil apparatus at the Sungai Penuh City Inspectorate.

**KEYWORDS** - Work Environment, Compensation, Work Discipline, Work Ethic, Performance

### I. INTRODUCTION

Human resources are one of the important assets in running a company or organization. Human resources indirectly affect the efficiency and effectiveness of the company/organization. In this case, the company/organization is aware that employees are a very valuable investment. Human resource management is part of organizational management that focuses on elements of human resources. The task of human resource management is to manage human resources properly in order to obtain workers who are satisfied with their work.

The performance of the bureaucratic apparatus or the State Civil Apparatus (ASN) is an important factor in the government bureaucracy, because ASN is the implementing element and function of government activities, including in service activities. However, in reality the performance of ASN is still relatively low and problematic.

One of the Regional Apparatus Organizations (OPD) with the ASN performance problem is the Sungai Penuh City Inspectorate. The Inspectorate has the main task of assisting the Mayor in supervising the implementation of government affairs in the regions, the implementation of guidance on the implementation of regional government and the implementation of regional government affairs. However, in the last 2 years, the Sungai Penuh City Inspectorate has shown a decline in performance.

*Table 1. Sungai Penuh City Inspectorate Performance Report*

No.	Strategic target	Indicator Performance	Realization (%)		
			2018	2019	2020
1	Implementation of Supervision on OPD and Implementation of the Performance	Carrying out regular internal checks	90	88	87

Accountability System of Government Agencies on OPD in Sungai Penuh City Government	Carrying out examination of complaints cases	92	90	87
	Implementation of follow-up activities on findings of periodic inspections	87	87	86
	Availability of follow-up evaluation reports on periodic inspection findings	65	60	60
	Implementation of coaching and monitoring of SKPD performance through evaluation of men	94	95	91
	Implementation of guidance and supervision of government internal control apparatus for Inspectorate employees	97	96	95
<b>Average</b>		<b>88</b>	<b>86</b>	<b>84</b>

Source: Preliminary Survey, Author 2021

Based on Table 1, it can be seen that the strategic targets and performance indicators of employee activities at the Sungai Penuh City Inspectorate have decreased every year. In 2018, the average performance achievement of the Sungai Penuh City Inspectorate was 88%. However, it decreased in 2019 to 86% and fell quite sharply in 2020 to 84%. This shows that there is a problem in the performance of employees to achieve the target of activities at the Sungai Penuh City Inspectorate. Thus, it can be seen that there are problems in achieving performance for employees at the Sungai Penuh City Inspectorate.

The work environment is very influential on the performance of ASN, because a safe work environment can develop creativity and good cooperation between ASN and can improve the work performance of ASN itself so that there is a need for a good work environment. A comfortable and pleasant work environment can make them more calm, effective, diligent, and serious in dealing with their tasks. Supardi (2005:37) states that the work environment is a condition around the workplace both physically and non-physically that can give a pleasant impression, secure, reassure, and feel at home working and so on.

The compensation felt by ASN who work at the Kota Sungai Penuh Inspectorate is not fully in accordance with the work they are doing. ASN expects that the compensation they receive can be balanced with the work assigned to them. In addition to compensation, a factor that can affect the performance of an ASN is work discipline.

According to Hasibuan (2013:20), the discipline factor greatly influences employee performance. Discipline is usually directly proportional to the performance of employees in a company, if the level of employee discipline is good, the level of employee performance will also be good. Enforcement of discipline that is too high can trigger employee work stress or it can also trigger employee work motivation because some employees tend to be lazy to work if there is no strict enforcement of work discipline.

Furthermore, work ethic also plays an important role in improving the performance of an ASN. According to Sinamo (2011) work ethic is a set of positive work behaviors rooted in strong cooperation, fundamental beliefs, accompanied by a total commitment to an integral work paradigm. Work ethic is a basic attitude towards self that forms positive work behavior rooted in mental awareness, fundamental beliefs, accompanied by a total commitment to an integral work paradigm.

Based on this background and phenomenon, the researchers are interested in conducting research and discussing "The Influence of The Work Environment, Compensation, Work Discipline and Work Ethic on The Performance of Civil Apparatus State Inspectorate in Sungai Penuh City".

## II. LITERATURE REVIEW

### Performance

Performance or performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of an organization as outlined through the strategic planning of

an organization. The same thing was conveyed by Wibowo (2016: 9) performance is a management style in managing performance-oriented resources that carry out an open and sustainable communication process by creating a shared vision and strategic and integrated approach as a driving force to achieve organizational goals. According to Mangkunegara (2012:67) there are 5 performance indicators namely work quality, work quantity, responsibility, cooperation, initiative.

#### Work environment

Sedarmayanti (2013: 21) states that the overall tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and groups. Meanwhile, Nitisemito (2011: 183) also argues that the work environment is everything that is around the workers that can affect them in carrying out the tasks assigned. And Sihombing (2010:134) also suggests that the work environment is factors outside of humans, both physical and non-physical in an organization. According to Sedarmayanti (2013: 21) states that the indicators in general are divided into the working environment, namely: Physical work environment; and non-physical work environment.

#### Compensation

One way of management to improve work performance, motivate and improve employee performance is through compensation (Mathis J., 2009). Compensation is important for employees as individuals because the amount of compensation reflects the size of their work among the employees themselves, their families and the community (Hani, 2016:144-118). Compensation is often also called reward and can be defined as any form of award given to employees as a reward for the contributions they make to the organization (Panggabean. Mutiara. S., 2010). According to Rivai Veithzal and Juavani Ella (2011), the indicators of compensation are salaries, wages, incentives, insurances, benefits, pensions.

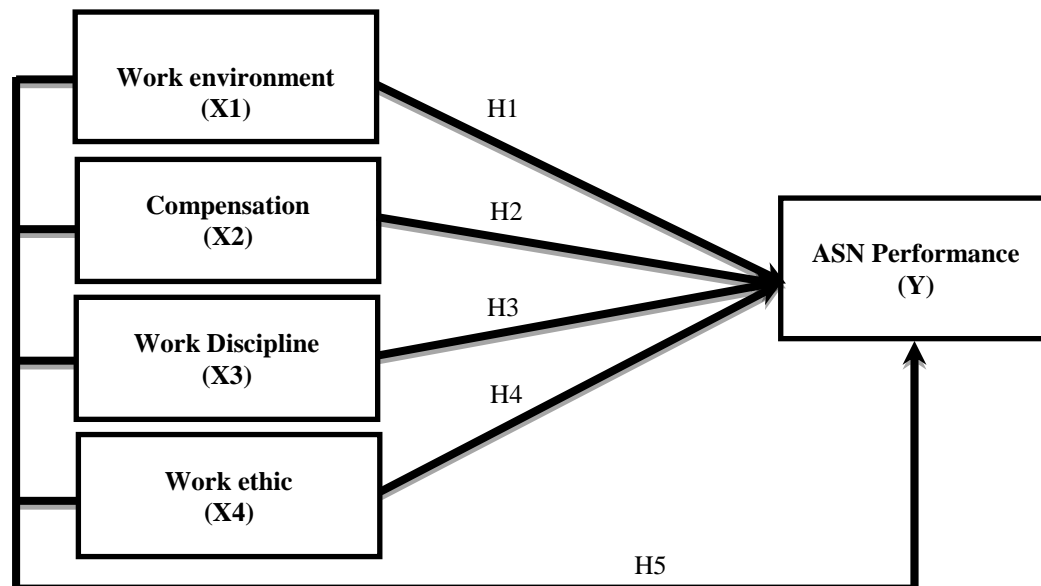
#### Work Discipline

According to Hasibuan (2013: 444) that work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. And according to Rivai (2014: 825) that work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations. Siswanto (2013:291) argues that there are 5 (five) indicators of work discipline, namely the frequency of attendance, level of vigilance, obedience to work standards, obedience to work regulations, and work ethics.

#### Work ethic

Ethic comes from the Greek, namely Ethic which means attitude, personality, character, and belief in something. This attitude is not only owned by individuals, but also by groups and even society. Ethic is formed by various habits, cultural influences, and value systems that they believe in (Tasmara, 2008:15). The same thing was also conveyed by Tebba (2005:1) that work ethic is the spirit and inner attitude of a person or group of people as long as there is moral pressure. According to Sinamo (2011: 56) to find out whether the work ethic is in high or low conditions can be seen from the dimensions and indicators as follows: work is art, work is honor, work is actualization, work is a mandate, work is a calling, work is grace, work is worship, work is service.

Conceptual framework is a model that explains how the relationship of a theory with important factors that have been known in a particular problem. The conceptual framework will theoretically link the research variables, namely the independent variable and the dependent variable (Erlina, 2011). Based on the theoretical basis and research problem formulation as described previously, the conceptual framework used in this study, can be seen in the following image:



**Figure 1. Research Conceptual Framework**

The hypotheses in this study are as follows:

1. The work environment has a significant effect on the performance of ASN at the Sungai Penuh City Inspectorate.
2. Compensation has a significant effect on the performance of ASN at the Sungai Penuh City Inspectorate.

3. Work discipline has a significant effect on the performance of ASN at the Sungai Penuh City Inspectorate.
4. Work ethic has a significant effect on the performance of ASN at the Sungai Penuh City Inspectorate.
5. Work Environment, Compensation, Work Discipline, and Work Ethic have a significant effect on ASN Performance at the Sungai Penuh City Inspectorate.

**III. RESEARCH METHODS**

The population in this study is State Civil Apparatus at the City of Sungai Penuh Inspectorate. The research sample is a limited number and part of the population, part of the selected and representative population of the population (Muri, 2015: 150). Meanwhile, according to Sugiyono (2017: 120) the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusion will be applicable to the population. However, because the sample used is the entire population, the sample in this study is the same as the population, which is 45 (fortyfive) people who are State Civil Apparatus at the City of Sungai Penuh Inspectorate.

Hypothesis testing in this study used multiple linear regression analysis. Multiple linear regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple linear regression equation model as follows:

$$Y = a + b1.X1 + b2.X2 + b3.X3 + b4.X4 + e..... (1)$$

Where:

- Y = ASN Performance
- a = Intercept Constant
- X1 = Work Environment
- X2 = Compensation
- X3 = Work Discipline
- X4 = Work Ethic
- b1, b2, .... = Regression Coefficient
- e = Error Term

**IV. RESULTS AND DISCUSSION**

**Research Result**

**Classic Assumption Test**

**Normality Test**

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. It is known that the t test and F test assume that the residual value follows a normal distribution (Hair, 2006).

To detect the normality test in this study using the Kolmogorov-Smirnov test. The basis for making decisions from this normality test is to look at the Asymp probability. Sig (2-tailed). If the probability Asymp. Sig (2-tailed) > =0.05, then the residual data is normally distributed. In the following, the results of the normality test using the One Sample Kolmogorov Smirnov Test are presented:

*Table 2. Normality Test Results*

No.	Variable	asymp. Sig	Limit Value	Information
1	<i>Standardized Residual</i>	0.200	0.05	Normal

Source: Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6

In table 2 it can be seen where the standardized residual variable has a significant value of 0.200 which is greater than 0.05. Thus it can be concluded that the confounding variable (residual) in each variable is normally distributed.

**Heteroscedasticity Test**

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. To detect the presence or absence of heteroscedasticity, the Glejser test can be used. The Glejser test is carried out by regressing the independent variable to the unstandardized residual value. If the significant value is greater than 0.05, it means that there are no symptoms of heteroscedasticity.

From table 3 it can be seen that the significant value of the variables has a significant value greater than 0.05, so it can be concluded that the regression model is good or free of heteroscedasticity.

**Table 3.Heteroscedasticity Test Results**

No.	Variable	Residual Absolute (RES_ABS)	
		Significant	Information
1	Work environment	0.228	Heteroscedasticity Free
2	Compensation	0.979	Heteroscedasticity Free
3	Work Discipline	0.055	Heteroscedasticity Free
4	Work ethic	0.835	Heteroscedasticity Free

Source:Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6

### Multicollinearity Test

The multicollinearity test aims to test whether the independent variables influence each other in the regression model. How to determine the presence or absence of multicollinearity in the regression model can be done by looking at the tolerance and variance inflation factor (VIF) values. If the tolerance value is < 0.10 or the VIF value is > 10 then there is multicollinearity, if the tolerance value is > 0.10 or the VIF value is < 10 then there is no multicollinearity. The results of this multicollinearity test are seen as follows:

**Table 4.Multicollinearity Test Results**

No.	Independent variable	Tolerance	VIF	Information
1	Work environment	0.319	3.133	Multicollinearity Free
2	Compensation	0.356	2.806	Multicollinearity Free
3	Work Discipline	0.619	1,614	Multicollinearity Free
4	Work ethic	0.683	1.464	Multicollinearity Free

Source:Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6

From table 4 it can be concluded that the independent variables, namely the work environment, compensation, work discipline and work ethic are declared free from multicollinearity because the four independent variables have a tolerance value greater than 0.10 and VIF less than 10. the regression model is free from multicollinearity.

### Multiple Linear Regression Analysis

This analysis is used to determine the magnitude of the effect of the independent variables on the dependent variable. The magnitude of the influence of independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the IBM SPSS for Windows Version 24.0 program.

The following is a recap table for the results of the regression coefficient value, tcount, significance value, Fcount value, and R Square (R2) value. The results can be seen in the following table:

**Table 5.Recap of Multiple Linear Regression Analysis Test Results**

Variable	coef. Regression	t count	Sig.
constant	7.373		
Work environment	0.658	4.473	0.000
Compensation	0.472	3.360	0.001
Work Discipline	0.305	3.321	0.002
Work ethic	0.167	2.376	0.021
<b>F count= 39,520</b>	<b>Sig.0.000</b>		
<b>R2= 0.742</b>			

Source:Primary Data, Processed with IBM SPSS 24.0 2022. Appendix 7

From table 5, the form of the regression equation model for the influence of the work environment, compensation, work discipline and work ethic on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate is as follows:

$$Y = 7.373 + 0.658 X_1 + 0.472 X_2 + 0.305 X_3 + 0.167 X_4$$

Explanation of the above equation:

□ = 7,373; it means without the influence of the work environment, compensation, work discipline, and work ethic, the existing ASN performance is 7.373%.

- $b_1 = 0.658$ ; means that there is a positive influence between work environment variables (X1) on the performance of ASN (Y). This shows that the higher (good) or increasing work environment, the higher the performance of the State Civil Apparatus. The value of the work environment regression coefficient is 0.658, meaning that for every one unit increase in the work environment, the performance of the State Civil Apparatus increases by 65.8%.
- $b_2 = 0.472$ ; means that there is a positive influence between the variables compensation (X2) on the performance of ASN (Y). This shows that the higher or higher the compensation, the higher the performance of the State Civil Apparatus. The value of the compensation regression coefficient is 0.472, meaning that for every increase in one unit of compensation, the performance of the State Civil Apparatus increases by 47.2%.
- $b_3 = 0.305$ ; means that there is a positive influence between the variables work discipline (X3) on the performance of ASN (Y). This shows that the higher the work discipline, the higher the performance of the State Civil Apparatus. The value of the work discipline regression coefficient is 0.305, meaning that for every increase in one unit of work discipline, the performance of the State Civil Apparatus increases by 30.5%.
- $b_4 = 0.167$ ; means that there is a positive influence between the variables work ethic (X4) on the performance of ASN (Y). This shows that the higher the work ethic, the higher the performance of the State Civil Apparatus. The value of the work ethic regression coefficient is 0.167, meaning that for every increase of one unit of work ethic, the performance of the State Civil Apparatus increases by 16.7%.

### Statistic Test

#### tTest (partial)

This (partial) t test is intended to determine the partial (individual) effect of the work environment, compensation, work discipline and work ethic on the performance of the State Civil Apparatus. From table 4.13, a partial test (t test) of each causal variable (independent) can also be carried out on the effect variable (bound) as follows:

1. Effect of Work Environment (X1) on ASN Performance (Y)  
The results of the analysis of the effect of the work environment variable (X1) on the ASN Performance variable (Y) obtained the value of  $t_{count} = 4.473$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , as a result, hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant influence between the work environment variables on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.
2. Effect of Compensation (X2) on ASN Performance (Y)  
The results of the analysis of the effect of the compensation variable (X2) on the ASN performance variable (Y) obtained the value of  $t_{count} = 3.360$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.001 < 0.05$ , as a result, hypothesis two (H2) is accepted. The results of the analysis show that partially there is a significant influence between compensation variables on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.
3. The Effect of Work Discipline (X3) on ASN Performance (Y)  
The results of the analysis of the effect of the work discipline variable (X3) on the performance variable (Y) obtained the value of  $t_{count} = 3.321$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.002 < 0.05$ , as a result the third hypothesis (H3) is accepted. The results of the analysis show that partially there is a significant influence between work discipline variables on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.
4. The Effect of Work Ethic (X4) on ASN Performance (Y)  
The results of the analysis of the effect of the work ethic variable (X4) on the performance variable (Y) obtained the value of  $t_{count} = 2,376$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.021 < 0.05$ , as a result, hypothesis four (H4) is accepted. The results of the analysis show that partially there is a significant influence between work ethic variables on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.

The summary results of testing the first, second, third and fourth hypotheses can be shown in table 6 below:

**Table 6. Summary of Partial Hypothesis Testing Results**

Hypothesis	Statement	Test results
H1	The work environment has a significant effect on the Performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.	Accepted
H2	Compensation has a significant effect on the Performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.	Accepted



H3	Work Discipline has a significant effect on the Performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.	Accepted
H4	Work ethic has a significant effect on the Performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.	Accepted

Source: Primary Data, Processed by the Author in 2022

### F test (simultaneous)

The F test (feasibility of the model) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From table 4.13, it can also be done simultaneously test (F test) of the independent variables together on the dependent variable.

The results of the analysis of the influence of the work environment (X1), compensation (X2), work discipline (X3) and work ethic (X4) simultaneously (together) on performance (Y), obtained the Fcount value of 39,520 with a significance probability of  $0.000 < 0,05$ . With  $df1 = (k-1) = 3$ ,  $df2 = 45-3= 42$ ,  $F_{table} 2.53$ , then  $F_{count} > F_{table}$  or  $39,520 > 2.53$ , consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of work environment, compensation, work discipline and work ethic on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City. The summary results of testing the fifth hypothesis can be shown in table 7 below:

*Table 7. Summary of Simultaneous Hypothesis Testing Results*

Hypothesis	Statement	Test results
H5	The work environment, compensation, work discipline and work ethic together have a significant effect on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.	Accepted

Source: Primary Data, Processed by the Author in 2022.

### Coefficient of Determination Testing (R<sup>2</sup>)

Analysis of the coefficient of determination for work environment, compensation, work discipline and work ethic. The performance of state civil servants is carried out using the IBM SPSS for Windows Version 24.0 program with the SPSS output form as described below. The summary results of testing the fourth hypothesis can be shown in table 8 below:

*Table 8. R Square result Model Summary*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.861a	.742	.723	1,925

Source: Primary Data, Processed with IBM SPSS 24.0 2022. Appendix 7

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or R Square is 0.742, meaning that 74.2% of the variation of all independent variables (work environment, compensation, work discipline and work ethic) can explain the dependent variable (employee performance), while the remaining 25.8% is explained by other variables not examined in this study.

Due to the value of R<sup>2</sup> away from 0 (zero), then the contribution (influence) of the independent variable (work environment, compensation, work discipline and work ethic) simultaneously on the dependent (ASN performance) is large (strong).

## Discussion

### Influence of Work Environment on ASN Performance

The first objective of this study is to determine the effect of the work environment on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City. The results of statistical analysis using multiple linear regression show that the first hypothesis is accepted. The results of the analysis of the effect of the work environment variable (X1) on the ASN Performance variable (Y) obtained the value of  $t_{count} = 4.473$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between the work environment variables on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.

The results of this study indicate that the work environment has a significant effect on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City. Thus, it can be concluded that the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City is determined by the work environment.

The work environment is also defined overall tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and groups (Sedarmayanti, 2013; 21). Meanwhile, Nitisemito (2011: 183) also argues that the work environment is everything that is around the workers that can affect them in carrying out the tasks assigned. And Sihombing (2010:134) also suggests that the work environment is factors outside of humans, both physical and non-physical in an organization.

The results of this study are in line with those presented by Yuli Yantika, et al (2013) that the work environment positive and significant effect on performance. The same thing was also conveyed by Tinneka Hermina, Fanzia Gunawan (2016) that there was a significant influence of the work environment on employee performance. And the results of research from Muhammad Bakri (2015) that the work environment has a positive and significant effect on employee performance.

So it can be concluded that the work environment will improve the performance of the State Civil Apparatus.

### **Influence Compensation on ASN Performance**

The second objective of this study is to determine the effect of compensation for the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The results of the analysis of the effect of the compensation variable (X2) on the ASN performance variable (Y) obtained the value of  $t_{count} = 3.360$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.001 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between the compensation variables on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.

The results of this study indicate that compensation has a significant effect on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate. Thus, it can be concluded that the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate is determined by compensation.

One way of management to improve work performance, motivate and improve employee performance is through compensation (Mathis J., 2009). Compensation is important for employees as individuals because the amount of compensation reflects the size of their work among the employees themselves, their families and the community (Hani, 2016:144-118). Compensation is often also called reward and can be defined as any form of award given to employees as a reward for the contributions they make to the organization (Panggabean. Mutiara. S., 2010).

The results of this study are in line with the results of research by Davit and Titik (2015) that compensation has a positive and significant effect on employee performance at PT. Indonesian Service Insurance. The same thing was also said in Tinneka Hermina's research, Fanzia Gunawan (2016). There is a significant compensation effect on the performance of ASN Bank Intan Jabar (BIJ) Garut. And the results of research from Siti Imroatus and Sukirman (2006) revealed that compensation has a positive effect on ASN performance.

So it can be concluded that compensation will improve the performance of the State Civil Apparatus.

### **The Effect of Work Discipline on ASN Performance**

The third objective of this study is to determine the effect of work discipline on the performance of the State Civil Apparatus at the Mentawai Islands Health Service. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The results of the analysis of the effect of the work discipline variable (X2) on the ASN performance variable (Y) obtained the value of  $t_{count} = 3.321$  ( $df = 45 - 3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.002 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between the work discipline variables on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.

The results of this study indicate that work discipline has a significant effect on the performance of the State Civil Apparatus at the Health Service of the Mentawai Islands Regency. Thus, it can be concluded that the performance of the State Civil Apparatus at the Mentawai Islands Health Service is determined by work discipline.

According to Simamora (2012: 610) states that work discipline is a procedure that corrects or punishes subordinates for violating regulations or procedures. Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team within an organization. Meanwhile, according to Siswanto (2013: 291), it is stated that work discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten, and is able to carry it out and does not avoid receiving sanctions if he violates his duties and obligations. authority given to him. Meanwhile, according to Siagian (2014:305) states that work discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees.



The results of this study are supported by research by Davit and Titik (2015) that work discipline has a significant effect on employee performance at PT. Indonesian Service Insurance. And the results of Yuli Yantika, et al., (2013) Work discipline has a positive and significant effect on the performance of Bondowoso PEMKAB employees. And in line with the results of research from Salsabil Maulidia, et al., that work discipline affects the performance of ASN at the Office of the Ministry of Religion in Batu City.

So it can be concluded that work discipline will affect the performance of the State Civil Apparatus.

### **The Influence of Work Ethic on ASN Performance**

The fourth objective of this study is to determine the effect of work ethic on the performance of the State Civil Apparatus at the Mentawai Islands Health Service. The results of statistical analysis using multiple linear regression indicate that the fourth hypothesis is accepted. The results of the analysis of the effect of the work ethic variable (X2) on the ASN performance variable (Y) obtained the value of  $t_{count} = 2,376$  ( $df = 45-3 = 42$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.021 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between work ethic variables on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.

The results of this study indicate that work ethic has a significant effect on the performance of the State Civil Apparatus at the Health Service of the Mentawai Islands Regency. Thus, it can be concluded that the performance of the State Civil Apparatus at the Mentawai Islands Health Service is determined by work ethic.

According to Sinamo (2011:26), the term Ethic implies not only the distinctive behavior of an organization or community, but also includes the motivations that drive them, the main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitude. -attitudes, aspirations, beliefs, principles and standards. Ethic is the evaluative aspect, which is judgmental. Thus the work ethic affects the morale and enthusiasm of the workforce or employees in carrying out the work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by a total commitment to an integral work paradigm (Sinamo, 2011:151).

The results of this study are supported by research This is also conveyed by the observations of Salsabil Maulidia, et al., that work ethic has an effect on the performance of ASN at the Office of the Ministry of Religion of Batu City. Septiana Muslim (2018) that work ethic has a positive effect on the performance of FKIP UST employees. And the results of research from Muhammad Bakri (2015) Work ethic has a positive and significant effect on employee performance at PT. Hadji Kalla in Makassar.

So it can be concluded that the work ethic will affect the performance of the State Civil Apparatus.

### **The Influence of Work Environment, Compensation, Work Discipline and Work Ethic on ASN Performance**

The fifth objective of this study is to determine the effect of the work environment, compensation, work discipline and work ethic on the performance of ASN at the Sungai Penuh City Inspectorate.

Based on the research, the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City is good, judging from the respondents' responses (TCR) of 85.26%, stating that the employee's performance is good. This means that the State Civil Apparatus Inspectorate of Sungai Penuh City is very serious about doing their job and trying to complete it on time.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F Test) obtained the  $F_{count}$  value of 39,520 with a significance probability of  $0.000 < 0.05$ . With  $df_1 = (k-1) = 3$ ,  $df_2 = 45-3 = 42$ ,  $F_{table} 2.74$ , then  $F_{count} > F_{table}$  or  $4.021 > 2.53$ , as a result  $H_0$  is rejected and  $H_a$  is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of the work environment, compensation, work discipline, work ethic on the performance of ASN At the Sungai Penuh City Inspectorate it can be concluded that the fourth hypothesis ( $H_5$ ) which reads the variables of work environment, compensation, work discipline, work ethic on the performance of ASN At the Sungai Penuh City Inspectorate are accepted, therefore the fourth hypothesis ( $H_5$ ) can be accepted.

Mangkunegara (2012:67) suggests that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he provides, while according to Dessler (2010) states that employee performance (work performance) is the employee's actual achievement. compared to the expected performance of employees. Expected work performance is standardized achievement that is compiled as a reference so that employees can see the performance of employees according to their position compared to the standards made. Meanwhile, according to Sedarmayanti (2013: 50), states that performance is translated into performance, it also means work performance or work performance or work appearance.

So it can be concluded that the hypothesis of this study, namely the work environment, compensation, work discipline and work ethic simultaneously have a significant effect on the performance of the State Civil Apparatus at the Sungai Penuh City Inspectorate.

## V. CONCLUSION

### Conclusion

Based on the results of testing and discussing the hypotheses that have been described in previous chapters, several conclusions can be drawn as follows:

1. The work environment has a significant effect on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.
2. Compensation has a significant effect on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.
3. Work discipline has a significant effect on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.
4. Work ethic has a significant effect on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.
5. The work environment, compensation, work discipline and work ethic together have a significant effect on the performance of the State Civil Apparatus Inspectorate of Sungai Penuh City.

### Suggestion

Based on the findings and conclusions of the study. For this reason, the researchers put forward the following suggestions:

1. Researchers suggest to the Sungai Penuh City Inspectorate to pay attention to the facilities needed by their employees, which are very much needed in the work of the Sungai Penuh City Inspectorate employees.
2. The researcher suggests that the Sungai Penuh City Inspectorate employees can better understand the instructions given by their superiors, so that later there will be no misinterpretation of the instructions.
3. The researcher advises the employees of the Sungai Penuh City Inspectorate not to be negligent in carrying out the work given.
4. Researchers suggest to employees of the Sungai Penuh City Inspectorate to be able to better understand the regulations that exist at the Sungai Penuh City Inspectorate agency.
5. The researcher suggests to the Sungai Penuh City Inspectorate employees to be more careful in their work, so that later they can reduce the error rate at work.
6. The researcher advises the employees of the Sungai Penuh City Inspectorate to always be ready to accept constructive criticism and help in their work.

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