

THE INFLUENCE OF ETHICS AND ORGANIZATIONAL CULTURE ON THE WORK ENVIRONMENT ON EMPLOYEES STATE CIVIL APPARATUS SUB-DISTRICT OFFICE KARAWACI IN TANGERANG

Akbar Maulana Pujangga
Universitas Pramita Indonesia, Indonesia
E-mail: Akbarnya@gmail.com

ABSTRACT

Abstract: *This study aims to determine and analyze the influence of ethics, and organizational culture on the work environment on civil servants of the State Office of Karawaci District Office in Tangerang. In this study, the sample used was 60 employees of the State Civil Apparatus at the Karawaci District Office in Tangerang. Data collection is carried out through direct observation and library research obtained through interviews and internal organization data collection and relevant references. This study uses a model of validity analysis, reliability analysis, analysis of the coefficient of determination, and correlation analysis. From the results obtained by the influence of ethics and organizational culture on the work environment as evidenced by a positive relationship aimed at calculating the probability value obtained at a significant level of 0.000 because $0.000 < 0.005$, then it can be ascertained for ethical variables (X1) and organizational culture (X2) together affect the work environment variable (Y). While the analysis of the coefficient of determination (KD) is produced from the value of Adjusted R Square of 0.857. This shows that as much as 85.7% of ethics and organizational culture simultaneously affect the work environment and the remaining 14.3% affect other factors not examined in this study.*

Keywords: *Ethics, Organizational Culture; Work Environment*

Introduction

In the work environment, because it will be surrounded by ethics and organizational culture in various places it is very important for us to have good organizational ethics and culture. Because all of that will coexist and influence each other. humans are the most important element in an organization. Without the role of humans even though the various factors needed are already available, the organization will not run. Because humans are the driving force and determine the course of an organization. Therefore, the organization should provide positive direction in order to achieve organizational goals (Sugiharto & Mulyono, 2023).

The work environment of employees tends to be influenced by the prevailing organizational ethics and culture. Organizational culture relates to the cultural characteristics of an organization that must be followed by employees in an organization

whether or not employees like the ethics and culture (Bahri & SE, 2018). Organizational ethics and culture are influenced by the owner of the organization. Organizational identity can be seen from the organizational culture itself. Regarding organizational culture in an organization, it will not develop into a developed organization without strengthening its ethical and cultural foundations, after ethics and culture are strong, it will have a major influence on the strategies carried out to achieve predetermined goals. Organizational culture will affect the work environment which can increase coordination between employees (Nurhasanah, Jufrizen, & Tupti, 2022).

As is known, in accordance with their respective authorities and responsibilities in order to achieve the objectives of the organization concerned legally that does not violate the law and in accordance with morals and ethics. Apart from culture, the work environment also affects the performance of employees of an organization. The work environment is a condition both physical and psychological that employees receive when carrying out their work. How to assess that the company or agency has paid attention and support to create a comfortable, conducive, and safe environment, so that it can work better, is a challenge for the company. With an adequate environment. All activity processes at work will ultimately produce the desired work environment in accordance with the objectives (Firnanda & Wijayati, 2021).

According to (Sunambela, 2016), employee performance is defined as the ability of employees to perform certain skills. Employee performance is very necessary because with this performance it will be known how far the ability of employees to carry out the tasks assigned to them. For this reason, it is necessary to determine clear and measurable criteria and determine jointly which is used as a reference.

Tangerang City is a city located in Tatar Pasundan, Banten Province, Indonesia. It is located just west of the capital city of Indonesia, Jakarta. Tangerang City borders Tangerang Regency to the north and west, South Tangerang City to the south, and the Special Capital Region of Jakarta to the east. Tangerang is the largest city in Banten Province and the third largest in the Jabodetabek area after Jakarta and Bekasi in West Java province and is traversed by the National Route. Tangerang City consists of 13 sub-districts, which are further divided into 104 urban villages. Tangerang was formerly part of the Tangerang Regency, then upgraded to the status of an administrative city, and finally established as a municipality on February 28, 1993. The term 'municipality' was replaced with 'city' in 2001. And of the 13 sub-district offices in Kota Tangerang Tangerang, namely the Karawaci District Office which is located on Jl. Proclamation No.09 RT.01/03, Cimone Jaya, Karawaci, Tangerang.

The work environment is one of the important factors in creating employee performance. Because the work environment has a direct influence on employees in completing work which will ultimately improve organizational performance (Yantika, Herlambang, & Rozzaid, 2018). A work environment condition is said to be good if employees can carry

out activities optimally, healthily, safely, and comfortably. Therefore, determining and creating a good work environment will greatly determine the success of achieving organizational goals. Conversely, if the work environment is not good, it will reduce motivation and morale and ultimately reduce employee performance.

The condition and atmosphere of the work environment

Good work will be created with the preparation of the organization properly and correctly as said by (Sarwoto & Damanik, 2022) that a good working atmosphere is produced mainly in a well-organized organization, while a poor working atmosphere is caused by an organization that is not well-organized either. From this opinion, it can be explained that the creation of a work atmosphere is greatly influenced by the organizational structure that exists in the organization.

Research Method

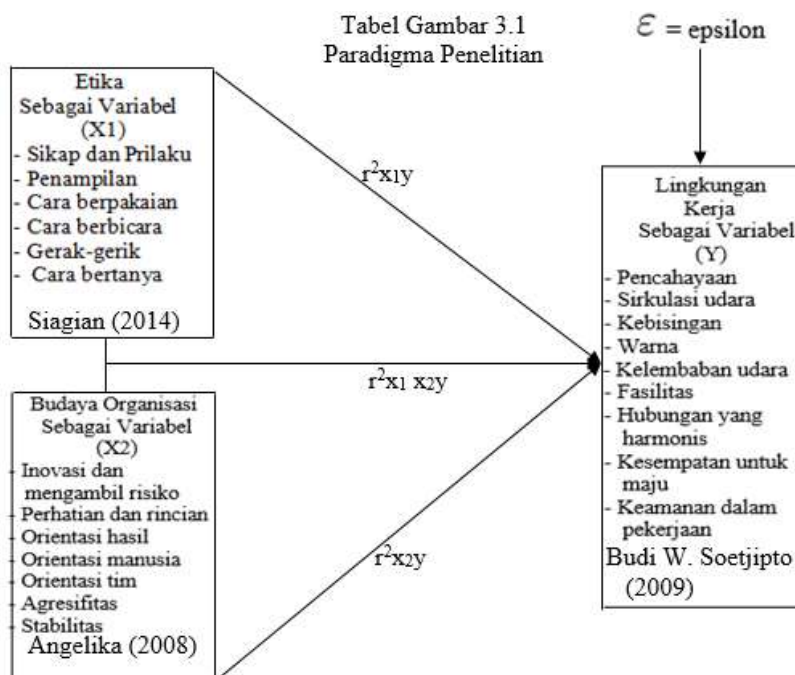
Research Design

This research is based on Human Resource Management Science, especially related to Ethics and Organizational Culture on the Work Environment.

Research design is a guideline or procedure and technique in research planning that is useful as a guide to building a strategy that produces a research model or blue print. In this study using the Survey Research method, because it is included in quantitative research to examine the behavior of an individual or group.

The associative quantitative analysis method was chosen in this study, namely researchers emphasize more on analyzing data obtained by statistical methods. (Ramadhan & Sugiyono, 2015) states "Quantitative research methods are research models based on the philosophy of positivism, used to research on certain populations or samples, data collection using instruments, data analysis is quantitative / statistical, with the aim of testing the hypothesis set".

Meanwhile, the associative definition according to (Erwanto, Yuny; Sugiyono Sugiyono; Rohman, Abdul; Abidin, Mohammad Zainal; Ariyani, 2013) is to describe an assessment that aims to determine the effect or relationship between two or more variables



1.2. Description:

1.3. Variable (X1): Ethics

1.4. Variable (X2): Organizational Culture

1.5. Variable (Y): Employee performance

1.6. : Epsilon

1.7. r^2_{x1y} : Partial influence (X1) on (Y)

1.8. r^2_{x2y} : Partial effect (X2) on (Y)

1.9. $r^2_{x1 x2y}$: Simultaneous effect (X1) and (X2) on (Y)

Result and Discussion

Nomality Test Results

The residual normality test results aim to determine whether the data distribution follows or approaches the normal distribution or not. In this study, researchers used graph analysis and also used the Kolmogorov-Smirnov Test by looking at the Test Statistic and Asymp.Sig values (Mardiatmoko, 2020).

The next residual normality test uses a statistical test using the Test Statistic, by looking at the Test Statistic and Asymp.Sig values which can be seen in table

Tabel 1 Residual Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	,000000
	Std. Deviation	1,54889722

One-Sample Kolmogorov-Smirnov Test		
Most Extreme Differences	Absolute	,088
	Positive	,088
	Negative	-,078
Test Statistic		,088
Asymp. Sig. (2-tailed)		,200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		
Sumber : which is processed with, <i>SPSS Versi 23.0 For Windows</i>		

Judging from Table 1, it can be seen that the Test Statistic is 0.088 and the Asymp.sig. value is 0.200. based on the results of the decision that the Asymp.sig value needs to be divided by 2, so that $0.200/2 = 0.100$, then the value of the significant level is divided by $2 \cdot 0.05/2 = 0.025$. from these results it can be concluded that $0.100 > 0.025$ so it can be said that the distribution of residual data is normal. In addition, thus the residual normality test carried out by graph analysis and test with Test Statistic, it can be concluded that these two methods show good results and the data that has been calculated can be said to be normal residual data distribution.

Results of Simple Correlation Coefficient Analysis

The simple correlation coefficient is used to see the relationship between the independent variable and the dependent variable, namely between the Discipline variable (X1) and Occupational Safety and Health (X2) and the Performance variable (Y) in the following table:

Table 2 Simple Correlation Coefficient Analysis Results Ethics towards Work Environment

Model Summary ^b		Change Statistics					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F Change	Sig. Change	
1	,850 ^a	,723	,718	2,17853	,723	151,173	,000
a. Predictors: (Constant), Etika							
b. Dependent Variable: Lingkungan Kerja							

Sumber : which is processed with, *SPSS Versi 23.0 For Windows*

Based on the results of the simple correlation coefficient analysis in the table above, the R value of 0.850 is obtained. So that between the two variables there is a very strong correlation (in the range of 0.80 - 1.00 in the table) the coefficient value is positive, so

there is a positive correlation (in the same direction) between the ethics variable (X1) and the work environment variable (Y). Based on the data above, it can be concluded that the independent variable that has a major positive influence on the work environment is ethics.

Tabel 3 Simple Correlation Coefficient Analysis Results Organizational Culture to Work Environment

Model Summary ^b							
Model	R	R Square	Adjusted Square	RStd. Error of the Estimate	Change Statistics		
					Square	F Change	Sig. Change
1	,825 ^a	,681	,676	2,33570	,681	123,969	,000

a. Predictors: (Constant), Budaya Organisasi
b. Dependent Variable: Lingkungan Kerja

Sumber : which is processed with, *SPSS Versi 23.0 For Windows*

Based on the results of the simple correlation coefficient analysis in the table above, the R value of 0.825 is obtained. So that between the two variables there is a very strong correlation (in the range of 0.80 - 1.00 in the table) the coefficient value is positive, so there is a positive correlation (in the same direction) between the organizational culture variable (X2) and the work environment variable (Y). Based on the data above, it can be concluded that the independent variable that has a major positive influence on the work environment is organizational culture.

Results of Multiple Correlation Coefficient Analysis The results of multiple correlation testing (R) can be seen in table 4.18 below:

Table 4 Results of Multiple Correlation Coefficient Analysis

Model Summary ^b							
Model	R	R Square	Adjusted Square	RStd. Error of the Estimate	Change Statistics		
					Square	F Change	Sig. Change
1	,926 ^a	,857	,852	1,57584	,857	171,385	,000

a. Predictors: (Constant), Budaya Organisasi, Etika
b. Dependent Variable: Lingkungan Kerja

Sumber : which is processed with, *SPSS Versi 23.0 For Windows*

Based on table 4.18 above, the R number is 0.926. This shows that there is a moderate relationship between ethics and organizational culture on the work environment for employees of the Karawaci District Office State Civil Apparatus in Tangerang.

Results of Determination Coefficient Analysis

The definition of the coefficient of determination according to Andi (Fang et al., 2010) is: "The coefficient of determination is a quantity to show the level of strength of the

relationship between two or more variables in the form of percentages showing how much the percentage of diversity (Y) can be explained by diversity (X), or in other words how much (X) can contribute to (Y)". The magnitude of the coefficient of determination can be seen in the adjusted R square multiplied by 100% and the results can be seen in the following table:

Table 5 Results of Determination Coefficient Analysis

Ethics to Work Environment

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					Square Change	F Change	Sig. F Change
1	,850 ^a	,723	,718	2,17853	,723	151,173	,000

a. Predictors: (Constant), Etika

b. Dependent Variable: Lingkungan Kerja

Sumber : which is processed with, *SPSS Versi 23.0 For Windows*

Determinance is the square measure of the correlation coefficient, to determine the size of the relationship between ethical variables and the work environment. Based on the table above, the Summary model produces an R value of 0.850, this shows that the relationship level is 85.00%, whereas with the work environment and results the R² value is 0.723. This shows that it is 72.30%. Ethics has a positive influence on the work environment. Meanwhile, the remaining 27.70% is estimated by other variables, namely employee performance.

Table 6 Results of Determination Coefficient Analysis
Organizational Culture on Work Environment

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					Square Change	F Change	Sig. F Change
1	,825 ^a	,681	,676	2,33570	,681	123,969	,000

a. Predictors: (Constant), Budaya Organisasi

b. Dependent Variable: Lingkungan Kerja

Sumber : which is processed with, *SPSS Versi 23.0 For Windows*

Determinance is the square amount of the correlation coefficient, to determine the size of the relationship between the ethics variable and the work environment. Based on the table above, namely the Summary model which produces an R value of 0.825, this shows that the level of relationship is 82.50%, while with the work environment and the results

of the R2 value of 0.681. This shows that it is 68.10%. Ethics and organizational culture have a positive influence on the work environment. While the remaining 31.90% is estimated by other variables, namely employee performance.

**Table 7 Results of Determination Coefficient Analysis
Ethics and Organizational Culture on the Work Environment**

Model Summary ^b		Change Statistics					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change in Square	F Change	Sig. Change
1	,926 ^a	,857	,852	1,57584	,857	171,385	,000

a. Predictors: (Constant), Budaya Organisasi, Etika
b. Dependent Variable: Lingkungan Kerja

Sumber : Data yang diolah dengan, *SPSS Versi 23.0 For Windows*

Determinance is the square amount of the correlation coefficient, to determine the size of the relationship between the ethics variable and the work environment (Anggawira & Hedrian, 2023). Based on the table above, namely the Summary model which produces an R value of 0.926, this shows that the level of relationship is 92.60%, while with the work environment and the results of the R2 value of 0.857. This shows that it is 85.70%. Organizational culture has a positive influence on the work environment. While the remaining 14.30% is estimated by other variables, namely employee performance.

Hypothesis Test Results

T Test Results (Partially)

To find out the ethics variable (X1), organizational culture (X2) and whether there is an influence on the work environment variable (Y) by comparing the results of t count with t table, which has the respective values as follows: (Wahyono, 2019)

**Table 8 T Test Results T
Ethics towards the Work Environment**

Model	Coefficients ^a	Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	10,921	2,239		4,877	,000
	Etika	,918	,075	,850	12,295	,000

a. Dependent Variable: Lingkungan Kerja

Source: Data processed with SPSS Version 23.0 For Windows

Hypothesis Testing between Ethics variables (X1) on Work Environment (Y).

Ho = partially there is no significant influence between Ethics on the Work Environment

Ha = partially there is a significant influence between Ethics on the Work Environment. Thus, the significant level of 5% and $df = n-3$ then $df = 60 - 3 = 57$, so the t table value is 1.67203. Based on the partial test results for Ethics, the t value is 12.295. This means $t_{count} > t_{table}$ ($12.295 > 1.67203$). And it can be seen that the significant value of Ethics is $0.000 < 0.05$.

So, it can be said that there is an influence between Ethics on the Work Environment and the Hypothesis proposed in this study is accepted.

Tabel 9 T Test Results
Organizational Culture on Work Environment

Model	Coefficients ^a					
		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
1	(Constant)	6,612	2,856		2,315	,024
	Budaya Organisasi	,573	,051	,825	11,134	,000

a. Dependent Variable: Lingkungan Kerja

Source: Data processed with SPSS Version 23.0 For Windows

Hypothesis Testing between Organizational Culture variables (X2) on Work Environment (Y).

Ho = partially there is no significant influence between organizational culture on the work environment

Ha = partially there is a significant influence between organizational culture on the work environment.

Thus the significant level of 5% and $df = n-3$ then $df = 60 - 3 = 57$, so the t table value is 1.67203. Based on the partial test results for Organizational Culture, the t value is 11.134. This means $t_{count} > t_{table}$ ($11.134 > 1.67203$). And it can be seen that the significant value of Organizational Culture is $0.000 < 0.05$. So it can be said that there is an influence between Organizational Culture on the Work Environment and the Hypothesis proposed in this study is accepted.

F Test Results (Simultaneously)

Test f

is used to determine the effect of independent variables simultaneously on the dependent variable. The results of the analysis are as follows:

Table 10 F Test Results

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	851,187	2	425,594	171,385	,000 ^b
	Residual	141,546	57	2,483		
	Total	992,733	59			

a. Dependent Variable: Lingkungan Kerja

b. Predictors: (Constant), Budaya Organisasi, Etika

Sumber : Data yang diolah dengan, *SPSS Versi 23.0 For Windows*

Ho = partially there is no significant influence between Ethics and Organizational Culture simultaneously on the Work Environment.

Ha = partially there is a significant influence between Ethics and Organizational Culture simultaneously on the Work Environment.

Thus the significant level of 5%, $df_1 = k-1 = 3-1 = 2$, and $df_2 = n-k = 60 - 3 = 57$ obtained f table is 2.77. Based on the results of the analysis of the data above, it can be seen that the Ethics and Organizational Culture variables are simultaneously 171.385, this means that $f_{count} > f_{table}$ ($171.385 > 2.77$). And it can be seen that the significant value of Ethics and Organizational Culture is $0.000 < 0.05$. So it can be said that there is an influence between Ethics and Organizational Culture simultaneously on the Working Environment, the thesis proposed in this study is accepted.

Based on the results of statistical testing, it can also be seen that simultaneously or partially all independent variables (ethics and organizational culture) can affect the dependent variable (work environment) in State Civil Servants of Karawaci District Office Apparatus in Tangerang (Munfarikhah, 2020). The relationship of ethics and organizational culture to the work environment is positive, where every increase in ethics and organizational culture is always followed by an increase in the work environment, for more details can be seen in the following discussion:

a. Correlation Analysis of Ethics (X1) on the Work Environment (Y) in State Civil Servants of the Karawaci District Office Apparatus in Tangerang.

From the research results, the R (correlation) value between the Ethics variable and the Work Environment is 0.850 so that between the two variables there is a moderate correlation, the direction coefficient value is positive, so there is a positive correlation (in the same direction) between the Ethics variable (X1) and the Work Environment (Y). obtained the R square value of 0.723, it can be seen that Ethics has an influence of 72.30% on the Work Environment and the remaining 27.70% is influenced by other factors outside the Ethics variable. And the results showed that the t value was 12.295, thus the significant level of 5% and $df = n-3$ then $df = 60-3 = 57$, so the t table value was 1.67203 $t_{count} > t_{table}$ ($12.295 > 1.67203$) and a significant value of 0.0000. Thus significant ($0.000 < 0.05$), so the hypothesis proposed in this study is accepted. That way the ethical factor has a positive effect on the work environment, which means

that the increase in the value of the work environment variable of the State Civil Service Apparatus of the Karawaci District Office in Tangerang.

- b. Correlation analysis of Organizational Culture (X2) on Work Environment (Y) on (Madjidu, Usu, & Yakup, 2022).

From the research results, it can be seen that the R value (correlation) between the organizational culture variable and the work environment is 0.825 so that between the two variables there is a moderate correlation, the direction coefficient value is positive, so there is a positive correlation (in the same direction) between the organizational culture variable (X2) and the work environment (Y). obtained R square value of 0.681, it can be seen that organizational culture has an influence of 68.1% on the work environment and the remaining 31.9% is influenced by other factors outside the organizational culture variable. And the results showed that the t value was 11.134, thus the significant level of 5% and $df = n-3$, then $df = 60-3 = 57$, so the t table value was 1.67203 $t_{count} > t_{table}$ ($11.134 > 1.67203$) and a significant value of 0.0000. Thus significant ($0.000 < (0.05)$), so the hypothesis proposed in this study is accepted. That way the organizational culture factor has a positive effect on the work environment, which means an increase in the value of the work environment variable. Analisis korelasi Etika (X1) Budaya Organisasi (X2) terhadap Lingkungan Kerja (Y) pada pegawai Sipil Negara Aparatur Kantor Kecamatan Karawaci di Tangerang.

- c. From the results of the study obtained the value of R (correlation) between the variables of ethics and organizational culture on the work environment of 0.926 all variables there is a strong correlation, the value of the direction coefficient is positive, so there is a positive correlation (unidirectional) between the variables of ethics (X1) organizational culture (X2) with the work environment (Y). obtained the value of R square 0.857, it can be seen that ethics and organizational culture have an influence of 85.7% on the work environment and the remaining 14.3% is influenced by other factors outside the variables of ethics and organizational culture. And the results showed an F value of 171.385 with a significant level of 5%, $df_1 = k-1 = 3-1 = 2$, and $df_2 = n-k = 60-3 = 57$ obtained f table is 2.77. So the calculated F value is 171.385 and the F table is 2.77, thus $F_{count} > F_{table}$ ($171.385 > 2.77$) and a significant value of 0.000. Thus significant ($0.000 < (0.05)$), so the hypothesis proposed in this study is accepted. That way it shows that ethical factors and organizational culture have a positive effect on the work environment in State Civil Servants of the Karawaci District Office Apparatus in Tangerang, an increase in the value of ethical variables and organizational culture is always followed by an increase in the value of work environment variables.

Conclusion

From the results of research conducted by the author, the authors draw conclusions that are adjusted to the determination of the objectives of this study. The influence of ethics and organizational culture on the work environment has a positive and significant influence as follows: Berdasarkan perhitungan secara parsial pada variabel X1 (Etika)

yang penulis lakukan pada bab sebelumnya, dihasilkan bahwa t hitung $>$ t tabel (12,295 $>$ 1,67203) sehingga H_0 ditolak dan H_a diterima maka terdapat korelasi antara etika dan budaya organisasi. di dapat nilai R square 0,850 maka dapat diketahui bahwa etika

Bibliography

- Anggawira, Andhika, & Hedrian, Aditya. (2023). Kecerdasan Emosional Terhadap Organizational Citizenship Behavior (OCB) pada Karyawan PT. Indomarco Adi Prima Padang. *Psyche 165 Journal*, 20–25. [Google Scholar](#)
- Bahri, H. Moh Saiful, & SE, M. M. (2018). *Pengaruh kepemimpinan lingkungan kerja, budaya organisasi dan motivasi terhadap kepuasan kerja yang berimplikasikan terhadap kinerja dosen*. Jakad Media Publishing. [Google Scholar](#)
- Erwanto, Yuny; Sugiyono Sugiyono; Rohman, Abdul; Abidin, Mohammad Zainal; Ariyani, Dwi. (2013). *Identifikasi Daging Babi Menggunakan Metode PCR-RFLP Gen Cytochrome b dan PCR Primer Spesifik Gen Amelogenin*. 32. <https://doi.org/https://doi.org/10.22146/agritech.9579> [Google Scholar](#)
- Fang, Guohong, Susanto, R. Dwi, Wirasantosa, Sugiarta, Qiao, Fangli, Supangat, Agus, Fan, Bin, Wei, Zexun, Sulistiyo, Budi, & Li, Shujiang. (2010). Volume, heat, and freshwater transports from the South China Sea to Indonesian seas in the boreal winter of 2007–2008. *Journal of Geophysical Research: Oceans*, 115(C12). <https://doi.org/10.1029/2010JC006225> [Google Scholar](#)
- Firnanda, David Yusuf, & Wijayati, Dewie Tri. (2021). Pengaruh perceived organizational support, self efficacy dan lingkungan kerja terhadap employee engagement karyawan PT. Pesona Arnos Beton. *Jurnal Ilmu Manajemen*, 9(3), 1076–1091. [Google Scholar](#)
- Madjidu, Alfan, Usu, Idrus, & Yakup, Yakup. (2022). Analisis Lingkungan Kerja, Budaya Organisasi Dan Semangat Kerja Dan Pengaruhnya Terhadap Produktivitas Kerja Pegawai. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 5(1), 444–462. [Google Scholar](#)
- Mardiatmoko, Gun. (2020). Pentingnya uji asumsi klasik pada analisis regresi linier berganda (studi kasus penyusunan persamaan allometrik kenari muda [canarium indicum l.]). *BAREKENG: Jurnal Ilmu Matematika Dan Terapan*, 14(3), 333–342. [Google Scholar](#)
- Munfarikhah, Alfin. (2020). *Pengaruh human relation dan lingkungan kerja fisik terhadap kinerja karyawan melalui etos kerja: Studi kasus pada Dinas Pariwisata Kota Batu*. Universitas Islam Negeri Maulana Malik Ibrahim. [Google Scholar](#)
- Nurhasanah, Nurhasanah, Jufrizen, Jufrizen, & Tupti, Zulaspan. (2022). Pengaruh Etika Kerja, Budaya Organisasi Dan Beban Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 5(1), 245–261. [Google Scholar](#)
- Ramadhan, M. Agphin, & Sugiyono, Sugiyono. (2015). PENGEMBANGAN SUMBER DANA SEKOLAH PADA SEKOLAH MENENGAH KEJURUAN. *Jurnal*

Pendidikan Vokasi, 5(3), 340. <https://doi.org/10.21831/jpv.v5i3.6488> [Google Scholar](#)

Sarwoto, Sarwoto, & Damanik, Sri Winda Hardiyanti. (2022). PENGARUH PERSEPSI TERHADAP KEPUTUSAN PEMBIAYAAN MELALUI KESADARAN MEREK. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 5(1), 473–477. <https://doi.org/10.36778/jesya.v5i1.626> [Google Scholar](#)

Sugiharto, Fajar, & Mulyono, Rahmat. (2023). Analysis of Learning Effectiveness During the Covid-19 Pandemic at Korwilcam Bidik Elementary School, Adimulyo District, Kebumen Regency. *Edunity: Kajian Ilmu Sosial Dan Pendidikan*, 2(3), 368–376. [Google Scholar](#)

Sunambela, rio samaria. (2016). *Pengaruh Metode Penemuan Terbimbing Terhadap Hasil Belajar Fisika Siswa Pada Materi Pokok Gerak Lurus di Kelas VII SMP N 18 MEDAN TA 2011/2012*. [Google Scholar](#)

Wahyono, Dirgo. (2019). Pengaruh Budaya Organisasi Dan Etika Kerja Terhadap Kinerja Pegawai Melalui Komitmen Organisasi Sebagai Variabel intervening. *Serat Acitya*, 7(3), 135. [Google Scholar](#)

Yantika, Yuli, Herlambang, Toni, & Rozzaid, Yusron. (2018). Pengaruh lingkungan kerja, etos kerja, dan disiplin kerja terhadap kinerja karyawan (Studi kasus pada Pemkab Bondowoso). *Jurnal Manajemen Dan Bisnis Indonesia*, 4(2), 174–188. [Google Scholar](#)