

**PT Brigit Biofarmaka Teknologi's Employee Performance In Terms Of Work Ethic, Quality of Work Life, Appreciation And Organizational Culture.**

**Ari Tri Puryanti<sup>1</sup>, Sudarwati<sup>2</sup>, Istiatin<sup>3</sup>**

Program Magister Manajemen, UNIBA, Surakarta

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

**ABSTRACT**

The goal of this research is to evaluate the relationship between the work ethic, quality of work life, appreciation, and organizational culture elements of PT Brigit Biofarmaka Teknologi employees and how those characteristics relate to the performance of those people. A quantitative research strategy is used as the basis for the technique that underpins this study. This research made use of the census sampling approach, and the researchers determined that their sample size should be 76 people who took part in the survey. Data collection via a questionnaire. To analyze the data, a statistical approach was used as the method of choice. Several distinct tests, such as the multiple linear regression test, the F test, the t test, and the coefficient of determination, were carried out. The research concluded that a strong work ethic, a high quality of life outside of work, and a positive organizational culture all had a significant and positive impact on the performance of employees. According to the employees of PT Brigit Biofarmaka Teknologi, the appreciation has a significant influence on their performance that is both unpleasant and detrimental.

**Keywords:** Employee Performance, work ethic, quality of work life, appreciation, organizational culture

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh variabel etos kerja, *quality of work life*, penghargaan dan budaya organisasi terhadap kinerja karyawan PT Brigit Biofarmaka Teknologi. Metode penelitian ini menggunakan desain penelitian kuantitatif. Teknik sampling yang digunakan dalam penelitian ini adalah teknik Sensus dengan jumlah sampel 76 responden. Pengumpulan data dengan menggunakan kuisioner. Teknik analisis data yang digunakan analisis statistik yaitu uji regresi linear berganda, uji F, uji t, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa etos kerja, *quality of work life* dan budaya organisasi berpengaruh positif signifikan terhadap kinerja karyawan. Adapun penghargaan berpengaruh negatif signifikan terhadap kinerja karyawan PT Brigit Biofarmaka Teknologi.

**Kata kunci :** Kinerja Karyawan, etos kerja, *quality of work life*, penghargaan, budaya organisasi

**Introduction**

Every organization is required to have the ability to maximize employee performance better in order to realize its vision and mission. For this purpose, it is necessary to have human resources that have a strong performance in order for all operations inside the company to operate as planned. A worker's performance may be measured that work ethic has a big impact on how well employees do their jobs. that they do while performing the duties that have been delegated to them in line with the responsibilities that have been given to them. The work ethic of an employee is one of the driving aspects that contribute to the excellent performance of the employee. The results of Hakim's research, Esha, Latifa (2021), Gunartin et al. (2021), and Watung Dolonseda (2020) stated that The importance of work ethic to employee effectiveness cannot be overstated. All employees should own a high work ethic because it can maximize organizational performance so that the vision and mission of the organization can be realized well as well. Work ethic makes employees have passion, determination, and positive behavior at work. Quality of work life emphasizes the importance of humane management,

including management's treatment of employees that can be ethically and legally accountable. The research results of Kusuma, Rahayuda (2021), Parangin-Engin, Lumbanraja, Absah (2020), Febriana, Kusumawati, Aryanti (2022), Pitono et al. (2022) and the research results of Yuhista, Ariana, Arismayanti (2017) demonstrate that the quality of the employee's work life has a major impact on the performance of the employee. Organizational culture, according to the research of Herling et al. (2021), Irmayanthi, Surya (2020), Maulidiyah (2020), Renaldy (2021), and Tupti, Wahyudi (2019), carries a great deal of weight in terms of its effect on employee performance. A healthy corporate culture will provide a constructive environment for workers to behave in, which will help them grow their skills and contribute to the organization's success. Research by Lukiyanto, Istiatin, Mursito (2021), Indriyani, and Priyadi (2020) shows that awards significantly affect employee performance. Research Suharmi et al. (2020) and Safuan, Ebenester (2021) provide research results showing that state compensation significantly affects employee performance. A reward is a form of compensation.

The organizational culture at Pt Brigit Biofarmaka Teknologi adheres to family and traditional systems. Employees are seen not only as salaried workers but also considered as the family of Pt Brigit Biofarmaka Teknologi. The interests of employees, other than as salaried workers, are also considered. An organizational culture that is reflected in the work behavior of PT Brigit Biofarmaka Teknologi shows diversity. PT Brigit Biofarmaka Teknologi gives awards to its employees for work performance and social norms. Social assistance is provided in times of need, such as during a pandemic. According to their work performance, employees are given higher career opportunities with better salaries. The correlation of this relationship has never been recorded before. The reciprocal relationship between employees and a good company should also bring a good the balance between work and life. Employee performance is influenced by the quality of work life, and productive employee performance is defined by employee performance.

According to information from the HR department of PT Brigit Biofarmaka Teknologi, Mrs. Niemas Ari Anjasmoro, S.S, the company's productivity has not been on target as expected due to the problem of counter-productive employee behavior, such as not having the spirit to do the job by the charged, the lack of initiative from employees to complete the targeted work.

This research intends to assess the effect of work ethic factors, quality of work life, appreciation, and organizational culture on the performance of personnel working for PT Brigit Biofarmaka Teknologi. The exposure to the aforementioned phenomena served as the basis for this study's objectives.

## **Research Methods**

This study's research method is based on quantitative research. The method of sampling that was used in the gathering of data for this research was a census, and there with 76 respondents. Data collection using questionnaires. Statements in the questionnaire were made by giving a score for each person's response with a Likert scale containing 4 levels of answer preference. In statistics analysis, There are several ways to look at data: the multiple linear regression test, the t-test, the f-test, and the coefficient of determination.

**Results and discussion**

**1. Test Research Instruments**

Instrument the test done is a test of how accurate and reliable it is. The findings of the tests are as detailed below:

Table 1.  
Test results validity and reliability

Test	Variable	Description
Validity	Performance	Valid
	Work Ethic	Valid
	Quality Of Working Life	Valid
	Awards	Valid
	Organizational Culture	Valid
Reliability	Performance	Reliable
	Work Ethic	Reliable
	Quality of Work Life	Reliable
	Award	Reliable
	Organizational Culture	Reliable

Source: primary data processed 2023

Table 1 shows that the question items in the questionnaire can accurately reveal the measured variables. This study's validity measurement was carried out with the assistance of the SPSS software and with the use of the formula for product moment correlation. Reliability test results showed that the components of the variables studied showed the stability of the accuracy of the data.

**2. Multiple Linear Regression Test**

Table 2. Multiple Linear Regression Test Results

No	Variabel	Unstandardized B	Description
1	Constanta	1,556	Positive
2	Work Ethic	0,319	Positive
3	Quality Of Working Life	0,426	Positive
4	Awards	-0,386	Negative
5	Organizational Culture	0,468	Positive

Source: primary data processed (2023)

Based on Table 2 above, it can be seen that the regression equation formed is:

$$Y = 1.556 + 0.319 X_1 + 0.426 X_2 - 0.386 X_3 + 0.468 X_4$$

From these equations, it can be explained that:

- a. The constant is positive  
This means that if work ethic (X1), quality of work life (X2), appreciation (X3) and organizational culture (X4) are considered constant, then employee performance (Y) is positive.
- b. If work ethic, quality of work life and organizational culture increase, then employee performance increases.
- c. If the award increases, then the employee's performance decreases.

### 3. F Test

Chart 4. F Test Results

Model	F <sub>count</sub>	F <sub>table</sub>	Sig.	Standard
Regression	18,220	2,50	0,000	0,05

Source: primary data processed (2023)

From Table 3 it is obtained  $F_{count} > F_{table}$  of  $18.220 > 2.50$  with a significance of 0.000 means that this analysis is significant with a significance level of less than 0.05 so think there is some kind of connection between work ethic, quality work of life, appreciation and organizational culture concurrently and to a substantial degree on the performance of workers at PT. Brigit Biopharmaceutical Technology.

### 4. t Test

Test 5. T test results

Hypothesis	Sig.	Standard	Discription
H1	0,018	0,05	Ha Approved
H2	0,010	0,05	Ha Approved
H3	0,022	0,05	Ha Approved
H4	0,000	0,05	Ha Approved

Source: primary data processed (2023)

Based on the t-test findings in the table above, we can conclude that work ethic, work life quality, respect, and business culture all have a significant value of less than 0.05. As a result, we can claim that work attitude, quality of work life, respect, and business culture all have a significant impact on how successfully PT. Brigit Biopharmaceutical Technology employees do their duties.

**5. Coefficient Of Determination Test**

Table 6. T test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.712 <sup>a</sup>	0.507	0.479	0.30029

Source: primary data processed (2023)

It turns out that work ethic, quality of work life, respect, and business culture account for 47.9% of an employee's performance in the workplace, as measured by an updated R square value of 0.479. The remaining 52.1% of the variance in occupational success may be attributed to elements that were not investigated in this paper.

**Discussion**

1. The impact that employees' strong work ethics have on PT Brigit Biofarmaka Teknologi's overall productivity.

Based on the findings of the tests, it looks like in Table 2, work attitude has a big and positive impact on how well a worker does their job. The findings indicate that an improved work ethic will lead to a rise in employee performance to an increasing degree. This study is in line with previous studies carried out by (Hakim et al., 2021); (Gunartin et al., 2021); and (Watung, Dolonseda 2020), which claim that work ethic has a big impact on how well employees do their jobs. The findings of this study are supported by the findings of these prior studies.

2. Effect of quality of work life on employee performance of PT Brigit Biofarmaka Teknologi.

Table 2 displays the results of many experiments showing how improving workers' working conditions benefits everyone involved on the employee's overall performance. When the data are interpreted in terms of people's experiences of their working lives, then employee performance will improve. This study is consistent with earlier research that was carried out by (Kusuma, Rahayuda, 2021); (Parangin-angin, Lumbanraja, Absah, 2020); (Febriani et al., 2022); (Pitono et al., 2022); and (Yuhista et al., 2017), all of which concluded that work ethic has a considerable favorable impact on employee performance.

3. The effect of awards on employee performance of Pt Brigit Biofarmaka Teknologi.

Based on the tests presented in Table 2, awards have a major effect that went in a bad way on the work that workers did. This study is consistent with the findings of prior research carried out by (Lukiyanto et al., 2021); (Suharmi et al., 2020); (Safuan, Ebeneser, 2021); (Indriyani & Priyadi, 2020) in terms of awards have a considerable impact on the performance of the staff members, but with the results of differences in the direction of influence, which is negative.

The effect of awards that are inversely proportional to performance is caused by a lack of competition, as explained as follows:

Table 3 value distribution of award variables and performance variables

Variable value distribution of awards	Freq	percentage	Variable value distribution of Performance	Freq	Percentage
Disagree (score 8)	0	0	Disagree (score <15)	3	4
Agree (score 12)	8	11	Agree (score 15)	26	34
Agree (score 13-15)	42	55	Agree (score 16-19)	31	41
Strongly agree (score 16)	26	34	Strongly Agree (score 20)	16	21
Total Responden	76	100	Total Responden	76	100

Source: primary data processed in 2023

The table shows that 100% of respondents received awards, but 4% of respondents performed poorly (scala Likert 2). There 11% of respondents received an award (scala Linkert 3). However, 34% of respondents performed well (scala Linkert 3), so 23% received an award with a degree higher or greater than the number 3 on Scala Likert only good performance. There 55% received the award with a degree of acceptance between accepting and very accepting, but only 41% of respondents answered on the performance items. A total of 34% of respondents were highly awarded, but only 21% of respondents were highly performing.

The difference in the percentage of respondents' answers on award and performance items showed decreased performance quality. A lack of competition can cause a decline in the quality of such performance. This is about Prasetyo, Sugeng (2017), who said that competition in work is a situation where there is one goal to be achieved by many individuals to make the individual exceed others by improving performance.

4. Influence of organizational culture on employee performance of PT Brigit Biofarmaka Teknologi.

In accordance with the findings of the experiments described in Table 2, it is abundantly evident that the culture of the firm has a significant and favorable influence on how successfully personnel perform their duties. According to these findings, the success of employees will increase in proportion to the degree to which the business culture is embodied. This study is in line with prior research carried out by (Irmayanthi, Surya, 2020); (Maulidiyah, 2020); (Renaldy, 2021); (Tupti, Wahyudi, 2019); and (Herling et al., 2021), which shows that organizational culture has a considerable positive influence on employee performance. The findings of this study support those findings.

**Conclusions and advice**

This study provides the following conclusions:

1. Work ethic carries with it a substantial amount of favorable effects on employee performance.
2. Quality of work life has a substantial beneficial impact on employee performance
3. Awards have a a considerable negative impact on employee performance
4. Organizational culture has a substantial beneficial impact on employee performance.

Given the findings presented above, it follows that this investigation will focus on, the authors provide suggestions to PT Brigit Biofarmaka Teknologi as follows:

- a. In the future, it is expected to maintain and improve the quality of work ethic, quality of work life, appreciation, and organizational culture that has been formed. Increased appreciation needs to be followed by a significant increase in work ethic because it affects its lower value than the appreciation of employee performance. Thus the performance of employees is increased more significantly.
- b. It is expected that there will be efforts to organize a competitive climate in the organization. Competition will occur in jobs where there are incentives and bonuses. Intensive and employee bonuses can show effective performance (Gibson et al., 1998 ).

## Reference

- Abdullah, M.M. (2014). *Manajemen dan evaluasi kinerja karyawan*. Jakarta: Aswaja Pressindo.
- Arikunto. (2019). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta : Rineka Cipta
- Cascio, WF (2015). *Managing Human Resources Productivity, Quality of Work Life, Profits*. 10th edition. New York: Mcgraw and Hill.
- Fahmi, Irham (2016). *Pengantar Manajemen Sumber Daya Manusia Konsep dan Kinerja*. Jakarta: Mitra Wacana Media
- Febriani, Kusumawati, Ariyanti (2022). Pengaruh Quality of Work Life dan Employee Engagemnet terhadap Kinerja Pegawai (Studi pada Dinas Pariwisata Kabupaten Demak) AKSES: Jurnal ekonomi dan bisnis.Vol 17, No 1, hal: 8-19
- Ghozali, Imam. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS25*. Semarang: Badan Penerbit Universitas Diponegoro
- Gibson (2008). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga
- Gibson, Ivancevich, Donnely. (1998). *Organizations: Behavior at Work:Organizational Behavior*. Singapore: Mc Graw-Hill Book Company,
- Ginting, Desmon (2016). *Etos kerja-panduan menjadi karyawan cerdas*. Jakarta: Elex Media Komputindo
- Hakim, Esha, Latifa (2021). Pengaruh Etos Kerja , Budaya organisasi dan beban kerja terhadap kinerja pegawai pada kantor Kec Jatiuwung. *Jurnal Ekonomi Manajemen*. Vol 7, No 1, hal:1-9
- Hasibuan, Melayu SP (2017). *Manajemen Sumber daya manusia*. Jakarta: Bumi Aksara
- Hermawati, Adya dan Mas, Nasharuddin (2016). *Quality Of Work Life dan organizational citizenship behavior*. Malang: Badan Penerbitan Universitas Widyagama.
- Indriyani dan Priyadi (2020). Pengaruh penghargaan dan hukuman terhadap kinerja karyawan PT Bank Mandiri Tbk. *Jurnal Ekonomi dan Industri*. Vol 21, No 2, hal: 68-79

- Irmayanthi, Surya (2020). Pengaruh budaya organisasi, quality of work life dan kepemimpinan transformasional terhadap kinerja karyawan. *E-Jurnal Manajemen*. Vol 9, No 4, hal: 1572-1593
- Istiatin dan Sudarwati (2021). Pengantar metodologi penelitian. Surakarta: UNIBA
- Istiatin, & Mursito, B. (2018). Modul Metodologi Penelitian. Surakarta : Universitas Islam Batik
- Kashmir (2016). Manajemen sumber daya manusia, teori dan praktek. Jakarta: Raja Grafindo Persada
- Kusuma, Rahayuda (2021). The role of employee engagement mediates the influence of quality of work life on employee performance. *Journal Management*. Vol 12, No 2, hal: 297-309
- Lukiyanto, Istiatin , Mursito (2021 ). Kinerja karyawan ditinjau dari disiplin penghargaan dan kompetensi Studi Pada PT Kereta Api Indonesia ( Persero ) stasiun Solo Balapan. *DIMENSI*. Vol 10, No 2, hal: 292-303
- Mangkunegara, A.A Prabu. (2017) . Evaluasi kinerja SDM. Bandung: Remaja Rosdakarya
- Mangkunegara, A.A. Anwar Prabu. (2013). Manajemen Sumber Daya Manusia Perusahaan Cetakan Ke-11. Bandung: PT. Remaja Rosda Karya.
- Maulidiyah, Nailin Nikmatul (2020). Peran budaya organisasi dalam meningkatkan kepuasan kerja serta dampaknya terhadap kinerja karyawan Bank Indonesia. *Jurnal Manajemen Bisnis*. Vol 17, No 2, hal: 273-286
- Nurjaya, Denok Sanusi, Aidil Amin Effendy, Arga Teriyan, Gunartin (2021 ). Pengaruh etos kerja dan disiplin kerja terhadap kinerja pegawai pada Dinas Kehutanan Dan Perkebunan kota Bogor. *JENIUS: Jurnal Manajemen Sumber daya Manusia*. Vol 4 , No 2, hal: 172-184
- Parangin-angin, Lumbanraja, Absah (2020). The effect of quality of work life and work engagement to employee performance with job satisfaction as an intervening variable in PT Mopoly Raya Medan. *International journal of research and review*. Vol 7, No 2, hal: 72-78
- Prasetyo, Sugeng (2017). Hubungan kompetisi kerja dengan organisasi pembelajaran. *Majalah Manajemen dan Bisnis Ganesha*. Vol 1, No 1, April 2017, hal: 76-88
- Refinda Deschamp Sembiring, Muhammad Fauzan Azhmy, Azzah Nahrisah, Teguh Setiawan, Pitono (2022). Effect to improve employee performance through quality of work life and effectively moderated team work communication on PT Rajawali Property Mandiri Medan. *International journal of science, technology and management*. Vol 3, No 1, hal:93-99
- Renaldy, Aldy (2021). Pengaruh employee engagement, budaya organisasi dan kepuasan kerja terhadap kinerja karyawan divisi line maintenance PT Batam Aero Teknuk Jakarta. *JIMEN: Jurnal Inovatif Mahasiswa Manajemen*. Vol 1, No 2, hal: 103-112
- Riyanto Effendi, Muhammad Nanang Rifa'I, Khairul Bahrun, Hilyati Milla, Suharmi (2020). The mediation of work motivation on the effect of work discipline and compensation on performance batik MSME's employee in Yogyakarta city, Indonesia. *International Journal Of Multicultural And Multireligious*. Vol 7, No 1, hal: 689-703
- Robbins, Stephan P., Coulter, Mary. (2012). *Management*. Terjemahan Sarwiji dan Hermaya. Jakarta: PT. Indeks Kelompok Gramedia.
- Safuan, Ebeneser (2021). Dampak kompensasi terhadap kinerja selama masa Covid 19 dan kepuasan kerja karyawan sebagai variabel intervening pada PT Xyz. *Jurnal Manajemen*. Vol 12, No 3, hal: 301-364



- Santoso, Eko Jalu (2014). Good ethos: 7 etos kerja terbaik dan mulia. Jakarta: Elex Media Komputindo
- Sastrohadiwiryono (2012). Manajemen Tenaga Kerja Indonesia. Edisi. 2. Jakarta: Bumi Aksara.
- Sinamo, Jansen (2011). 8 Etos kerja professional. Jakarta: Institut Darma Mahardika
- Soetjipto, Noer (2017). Quality of work life. Teori dan implementasinya. Jogja: K-media
- Sugiyono (2022). Metode penelitian kuantitatif, kualitatif dan R&D. Bandung: Alfabeta
- Tupti, Wahyudi (2019). Pengaruh budaya organisasi, motivasi dan kepuasan kerja terhadap kinerja pegawai. Maneggio: Jurnal Ilmiah Mahasiswa Magister Manajemen. Vol 2, No 1, hal: 301-364
- Rivai, Veithzal dan Mulyadi, Deddy. (2012). Kepemimpinan dan Perilaku organisasi. Edisi Ketiga. Jakarta: PT. Rajagrafindo Persada
- Yuhista, Ariana, Arismayanti (2017). Analisa pengaruh kualitas kehidupan kerja quality of work life (QWL) terhadap kinerja karyawan pada cottage di pantai Tanjung Setia Pesisir Barat Lampung. Jurnal kepariwisataan dan hospitalitas. Vol 1, No 2, hal:74-92
- Watung dan Dolonseda (2020). Dampak lingkungan kerja dan etos kerja terhadap kinerja pegawai. Public Policy:Journal Aplikasi Kebijakan Publik dan Bisnis. Vol 1, No 2, hal: 288-297
- Widhi Wicaksono, Suyatin, Denok Sanusi, Azhar Affandi, Herling (2021). Pengaruh pelatihan, motivasi dan budaya organisasi terhadap kinerja karyawan pada PT Bank Mandiri Tbk di Jakarta. JENIUS: Jurnal Manajemen Sumber daya Manusia. Vol 5, No 1, hal: 103-112