

The Effect of Work Ethic, Work Discipline, and Work From Home Motivation on Performance during the Pandemic at PD Dharma Jaya

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Abstract:- The researcher conducted this study to know and analyze the effect of work ethic, work discipline, and work motivation to work from home on employee performance during the pandemic at PD Dharma Jaya, DKI Jakarta. The population of the study was 210 employees of PD Dharma Jaya, DKI Jakarta. The approach used was a quantitative analysis approach through data collection techniques using a questionnaire given to 68 respondents. The sampling method used was probability sampling with a simple random sampling technique. The analytical method used was multiple linear regression with the help of SPSS (Statistical Package for the Social Science) software version 25.0. The results obtained from all the data tested show that the variables of work ethic, work discipline, and work motivation have a positive and significant effect on the performance of PD Dharma Jaya employees, either partially or simultaneously. In addition, from the test results of the correlation matrix between dimensions, it can be seen that between the work is trust dimension in the work ethic variable and the personal qualities dimension on the performance variable there is a strong correlation, then between the dimensions of effective time measurement in the work discipline variable and the initiative dimension on the performance variable there is a strong correlation as well. Besides that, there is also a fairly strong relationship between the dimension of desire to excel on the work motivation variable and the initiative dimension on the dependent variable, namely performance.

Keywords:- Work Ethic, Work Discipline, Work Motivation, and Performance.

I. INTRODUCTION

Human resources are an invaluable asset for the company because by having human resources with great capability and qualified quality, an organization or company is expected to have the opportunity to win the competition and be able to achieve success. To achieve the expected success, the company must continue to improve the performance of its organization through the performance of its employees, because it cannot be denied that the company's value is good because of the support of optimal employee's performance. However, achieving optimal performance is not an easy matter because in its implementation there will always be problems and challenges to be faced. Currently, one of the problems

hitting all companies in the world is the Covid-19 pandemic which has a major impact on the performance of companies around the world, including companies in Indonesia.

This pandemic has not only an impact on health but also a major impact on the rotation of the wheels of companies around the world. However, even so, the company must continue to run with the current conditions. One of the ways to be taken is to implement a work from home system as a way to protect employees from transmitting the virus, as recommended by the government to maintain a safe distance and avoid crowds. This is done as the company's contribution in breaking the chain of transmission of Covid-19 in the office cluster. Work From Home itself is an alternative way of working from a different location, namely not working from the office but working from the residence of each employee, with the intention that employees do not have to come to the office to meet other employees [23]. With the implementation of the work from home system during the current pandemic, all companies expect the performance of employees to continue to run optimally, but in reality, in the work from home system, the performance of employees in various companies is less optimal, including the performance of employees at Dharma Jaya Company.

PD Dharma Jaya is a Regional-Owned Enterprise of DKI Jakarta that is engaged in the trade and meat industry. As a Regional-Owned Enterprise, PD Dharma Jaya has the duty and commitment to support the general policies of the Regional Government in efforts to ensure food security and improve the welfare of the community, especially animal products and livestock farmers. Regarding the performance of PD Dharma Jaya employees during this pandemic, several causes or factors are considered to have an effect on performance with the work from home system policy. Based on the results of interviews conducted with the HR team of PD Dharma Jaya, the researchers made a pre-survey regarding several factors considered to affect employee performance to 30 respondents. The results of the pre-survey indicate that ethic, discipline, and motivation are the factors to have the most influence on performance during the implementation of the work from home system during this pandemic, the results of the pre-survey are presented in the figure below:

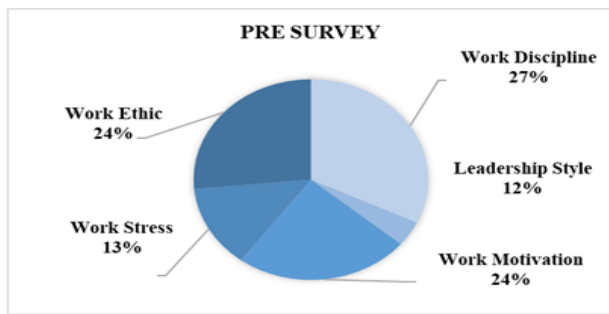


FIGURE 1. PRE-SURVEY

Based on the figure above, it can be explained that one of the variables that is quite large in influencing performance is the X₂ variable, namely work discipline which has the highest score of 27%. Regarding work discipline, it can be seen that the level of absenteeism and tardiness is high enough that it can be assumed that it will affect performance. The following table presents a recapitulation of attendance and delays for PD Dharma Jaya employees when implementing the work from home system:

TABLE 1. RECAPITULATION OF ATTENDANCE OF PD DHARMA JAYA EMPLOYEES DURING THE WORK FROM HOME SYSTEM

No	Month	Percentage of Attendees	Percentage of Absentees	Number of Absentees with Percentage 40%-100%	Percentage Of Late Attendsees
1	July	86%	14%	16 People	77%
2	August	88%	12%	5 People	76%
3	September	71%	29%	31 People	66%
4	October	73%	27%	41 People	51%
5	November	76%	24%	39 People	54%

Source: PD Dharma Jaya HR Team, 2020

From the results of the pre-survey and the obtained secondary data, it can be seen that the level of employee discipline is less optimal when implementing the work from home system. By looking at the recapitulation table above, it can be said that the number of absences and delays deserves to be evaluated. With the obtained data, it can be said that there is a problem regarding the discipline of PD Dharma Jaya employees which is very likely to affect performance. By looking at the results of interviews and supporting data (secondary data), to see the performance of employees when implementing work from home, the researchers conducted a pre-survey of 30 respondents. The following are the results of the pre-survey on the performance of PD Dharma Jaya employees:

TABLE 2. PERFORMANCE INDICATORS OF PD DHARMA JAYA EMPLOYEES DURING THE WORK FROM HOME SYSTEM

No	Performance Statement Indicators	SD	D	N	A	SA	Number of Respondents	Percentage Index
1	During WFH, I can complete the tasks given to me in the allotted time		12		15	3	30	66%
2	During WFH, I pay attention to quality in my work		8	2	16	4	30	70%
3	During WFH, I always arrive on time (both in filling out the attendance list and also in online meetings)		10	2	16	2	30	66%

Source: Pre-survey results (data processed by the researcher, 2020)

Through the percentage index from the pre-survey above, it can be conveyed that work ethic, work discipline, and work motivation are indicated to affect performance, which is in line with several studies, such as the research submitted by other researcher [12] with the research title “The Effect of Style Leadership, Work Ethic, Competence, and Work Discipline on Employee Performance at PT. PLN Manado Branch” which shows that partially the work ethic has a significant effect on employee performance at PT PLN Manado Branch. On the other hand, research by other researcher [2] with the title “The Influence of Work Ethic and Organizational Climate on Employee Performance at PT. Semen Bosawa Maros” states that work ethic has no significant positive effect on employee performance. In addition, it is related to work discipline in line with research results by other researcher [8] with the title “The Effect of Motivation, Discipline and Job Satisfaction on Employee Performance at PT. Angkasa Pura II (Persero) Kualanamu Branch” which states that partially and simultaneously work discipline has a positive and significant influence on employee performance. However, it is inversely proportional to the results of research conducted by other researcher [13] with the research title “The Effect of Work Discipline and Team Work on Employee Performance (case study at PT. Language Technology Solutions)”. In addition, the results of a research according to other researcher [4] with the research title “The Effect of Work Discipline and Work Motivation of Civil Servants at the Camat Office in South Solok Regency” states that work motivation has a significant partial and simultaneous influence on the performance of civil servants at the Camat Office in South Solok Regency. However, this is in contrast to research by other researcher [16] with the title “Effect of Leadership Style, Motivation and Work Discipline on Employee Performance in PT. ABC Makassar” which

concludes that motivation has no significant effect on employee performance.

Looking at the background described above, this phenomenon is important for business people to study regarding the performance of the work from home system policy during the pandemic. The researcher sees the pandemic that has lasted for months has caused several changes that make employee performance less optimal with the implementation of the work from home system. The researcher sees that several employees claim that their performance is not as good as when working from the office, but there are also some employees who feel that the work from home system keeps them productive and enthusiastic. So, based on this phenomenon and the results of the pre-survey that have been described, the researcher wants to study deeply the employee performance in the work from home system during the pandemic using accurate data. This phenomenon is the background for the researcher to conduct an analysis and thesis research entitled "The Effect of Work Ethic, Work Discipline, and Work From Home Motivation on Performance During The Pandemic at PD Dharma Jaya".

II. LITERATURE AND HYPOTHESIS

A. Performance

The definition of performance based on a theory is where an employee's output in quantity or quality is carried out to the maximum according to the responsibilities entrusted [11]. In addition, F.C. Gomes in Rahadi, reference [15] said that performance is the achievement of a work production output from activity and responsibility in a certain period unit. In addition, according to reference [22], performance is the output or result that an employee gets from the way he works when carrying out work activities based on his responsibilities. Meanwhile, according to reference [17] performance is the real behavior of each employee as a work achievement that employees get in accordance with their positions and abilities in the company.

B. Work Ethic

The definition of work ethic is work actions based on cooperation, belief accompanied by an optimal commitment to an integral work view. The paradigm or view in question is regarding the main concepts of work including idealism, principles, values, attitudes, and standards to be achieved [20]. Another definition according to [3] says that work ethic is a positive behavior that moves an employee to do a job in accordance with ethics, morals, and applied standards. The bottom line is that work ethic is an employee's behavior and the attitude shown when carrying out responsibilities to achieve maximum results.

C. Work Discipline

The definition of work discipline based on the theory of [9] is a condition where a person is aware of responsibility as an employee to obey all written and unwritten regulations as well as applicable standards and policies. Meanwhile, by referring to the theory of [7], work discipline is where an employee must behave and adapt as well as commit to the rules and regulations of a company organization.

D. Work Motivation

David McClelland's opinion in [10] said that the activity and productivity of an employee can be seen from the mental condition of an employee to encourage himself to achieve optimal performance. The motivational drives in question are the need for appreciation, the need for affiliation, and the need for power. In addition, according to [9], work motivation is the fighting power to move which produces a person's work spirit to be able to work together, work efficiently and effectively and run with all efforts to achieve satisfaction and achievement.

E. Framework

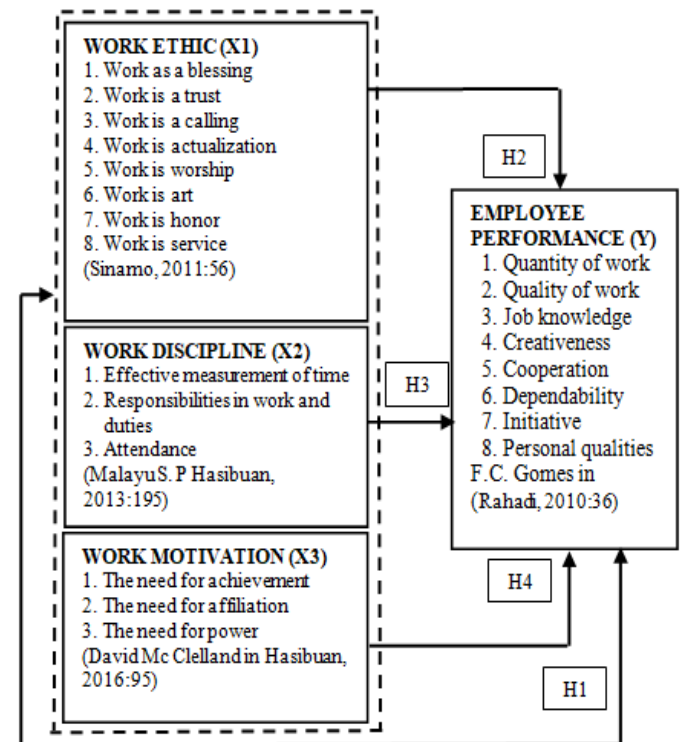


FIGURE 2. FRAMEWORK

F. Hypothesis

Furthermore, based on the figure above, there are four hypotheses, namely:

H₁: Work ethic, work discipline, and work motivation to work from home simultaneously have a positive and significant effect on the performance of PD Dharma Jaya employees during the pandemic.

H₂: The work ethic of work from home has a positive and significant effect on the performance of PD Dharma Jaya employees during the pandemic.

H₃: Work from home discipline has a positive and significant effect on the performance of PD Dharma Jaya employees during the pandemic.

H₄: Work from home motivation has a positive and significant effect on the performance of PD Dharma Jaya employees during the pandemic.

III. RESEARCH METHOD

In this research, the design used is a causal study. The researcher conducts a causal study or a cause and effect study to be able to state that the independent variable causes the dependent variable [19].

A. Population and Sample

The population in this research is 210 of all employees of PD Dharma Jaya. The sampling technique that the researcher uses is probability sampling with a simple random sampling technique [21]. The sample size taken is 68 respondents, which is obtained from the Slovin formula, with a significance level of 10%.

B. Method of Data Collection

The researcher uses quantitative data where the data is obtained from the results of filling out the questionnaire. In obtaining relevant, complete, and accurate data, the researcher uses primary data (questionnaires and interviews) as well as supporting or secondary data (field research, literature, internet).

C. Data Analysis Method

The sequence of steps and methods in data processing in this study is to test the instrument, test the classical assumption, descriptive analysis, multiple linear regression analysis, and the correlation matrix between dimensions.

IV. RESULTS AND DISCUSSION

A. Characteristics of Respondents

In this research, the most dominant gender-related characteristics of respondents are male with a total of 60 employees or as much as 88.2%. Based on the age of this study, it is dominated by employees aged more than 30 to 40 years, amounting to 22 employees or 32.4%. Characteristics related to years of service are seen to be dominated by employees with a working period of 1 to 10 years, namely 38 employees or 55.9%.

B. Validity Test and Reliability Test

TABLE 3. VALIDITY TEST AND RELIABILITY TEST

Variable	Number of Statements	Range of Values (r-count)	r-table	Cronbach Alpha	Desc
Work Ethic (X ₁)	8	0,582 - 0,824	0,238	0,864	Valid and Reliable
Work Discipline (X ₂)	13	0,405 - 0,724	0,238	0,856	Valid and Reliable
Work Motivation (X ₃)	10	0,650 - 0,849	0,238	0,912	Valid and Reliable
Performance	16	0,479 - 0,751	0,238	0,896	Valid and Reliable

Source: Data processed by the researcher with SPSS version 25, (2021)

The instrument test carried out shows that the independent variables and the dependent variable are all declared valid, because based on the decision that the value of r-count from the statistical calculation results must exceed the r-value in the table.

Then for the instrument test carried out for all variables, namely all independent variable instruments and dependent variables, they are declared reliable based on the standard provisions that refer to the theory of [6] where Cronbach Alpha exceeds the predetermined standard of 0.60, meaning that all instruments tested have high reliability.

C. Normality Test

TABLE 4. NORMALITY TEST

		Unstandardized Residual
N		68
Normal Parameters ^{a,b}	Mean	0,2352941
	Std. Deviation	4,46860875
Most Extreme Differences	Absolute	0,102
	Positive	0,083
	Negative	-0,102
Test Statistic		0,102
Asymp. Sig. (2-tailed)		,078 ^c

Source: Data processed by the researcher with SPSS version 25, (2021)

In the normality test, the researcher conducts a test with the Kolmogorov-Smirnov One Sample statistical calculation. Residuals are said to have normal values if they have a sig level exceeding 0.05 [6] By looking at the normality test table above, it can be concluded that the residual is normal.

D. Multicollinearity Test

TABLE 5. MULTICOLLINEARITY TEST

Free Variable	Multicollinearity Test	
	Tolerance	VIF
Work Ethic (X ₁)	0,631	1,584
Work Discipline (X ₂)	0,402	2,49
Work Motivation (X ₃)	0,478	2,093

Source: Data processed by the researcher with SPSS version 25, (2021)

The classical assumption test that has been carried out can be seen in table 5 where all independent variables do not show multicollinearity problems because it can be seen from the total tolerance value obtained that exceeds 0.10 and the Variance Inflation Factor Value is not greater than 10 [6].

E. Heteroscedasticity Test

This research is by absoluteing the residual value which is then regressed with the research independent variable (Glejser test). The basic provision is that if the significance level is above 5%, it means that the regression equation does not have symptoms of heteroscedasticity [6].

TABLE 6. HETEROSCEDASTICITY TEST

	Heteroscedasticity Test
Free Variable	Sig
Work Ethic (X ₁)	0.677
Work Discipline (X ₂)	0.514
Work Motivation (X ₃)	0.413

Source: Data processed by the researcher with SPSS version 25, (2021)

The conclusion is that there is no heteroscedasticity problem because the test results obtained a significance value of more than 5%.

F. Multiple Linear Regression Analysis

TABLE 7. MULTIPLE LINEAR REGRESSION TEST RESULTS

Variable	Regression Coefficient	t	Significance
Constants	2,817	1,452	0,000
Work Ethic (X ₁)	0,396	6,532	0,000
Work Discipline (X ₂)	0,272	6,330	0,000
Work Discipline (X ₃)	0,143	5,259	0,000
Coefficient of Determination	0,472	-	-
F	20,994	-	0,000

Source: Data processed by the researcher with SPSS version 25, (2021)

The following is the multiple regression equation based on the table above:

$$Y = 2,817 + 0,396X_1 + 0,272X_2 + 0,143X_3 + e$$

Based on the regression equation above, the following is the explanation:

- The constant value of 2.817 means that if the work ethic (X₁), work discipline (X₂), and work motivation (X₃) are worth 0, then the performance (Y) is worth 2.817. Constants have a positive value, meaning that employee performance will increase with the influence of work ethic, work discipline and work motivation variables.
- The results of the work ethic regression test (X₁) are 0.396. The point is that for every increase in work ethic by one point, it means that the performance variable (Y) will increase by 0.396 with an estimate where the independent variables other than the model are expected to be constant.
- The results of the work discipline regression test (X₂) are 0.272. This means that for every increase in work discipline by one point, it means that the performance variable (Y) has increased by 0.272 with an estimate where the independent variables other than the model are expected to be constant.
- The results of the work motivation regression test (X₃) are 0.143. The point is that for each increase in work motivation of one point, it means that the performance variable (Y) also increases by 0.143 with an estimate where the independent variables other than the model are expected to be constant.

G. Coefficient of Determination (R Square)

By looking at the output of the regression test in the R Square table, it can be seen that the Adjust R Square value reaches 47.2%. This means that the percentage results conclude that the percentage value of all independent variables on the dependent variable has an influence of 47.2% or in other words, the three independent variables in the model explain the effect of 47.2% on the dependent variable, then the remaining percentage value is 52.8 % is influenced by other variables that are not included in this research model.

H. T-Test (Partial)

In the t-test according to [5], decision making is by looking at the calculation of the t-value which must be greater than the t-table value, or by having a significance value of no more than 0.05 so that it can be stated that the independent variable has a significant effect, thus the accepted hypothesis is H₁.

Testing the regression coefficients based on the test table above, namely:

Variable X₁: Work Ethic Affects Performance

Where the value of sig 0.000 and the value of t = 6.532 means that H₁ is accepted so that it is proven that work ethic has a significant effect on performance.

Variable X₂: Work Discipline Affects Performance

Where the value of sig 0.000 and the value of t = 6.330 means that H₁ is accepted so that it is proven that work discipline has a significant effect on performance.

Variable X₃: Work Motivation Affects Performance

Where the value of sig 0.000 and the value of t = 5.259 means that H₁ is accepted so that it is proven that work motivation has a significant influence on performance.

I. F Test (Simultaneous)

The F test shows a value of 20.994 with a sig value of 0.000 indicating that simultaneously the independent variables have a significant influence on the dependent variable. So, it can be stated that the three independent variables (work ethic, work discipline, and work motivation) are simultaneously able to significantly influence the performance variable.

J. Inter-Dimensional Correlation Matrix

TABEL 8. RESULTS OF DIMENSIONAL CORRELATION ANALYSIS

Variabel	Dimensi	Kinerja (Y)							
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8
Work Ethic (X1)	X1.1	0.274	0.288	0.356	0.449	0.286	0.324	0.378	0.474
	X1.2	0.219	0.291	0.358	0.236	0.232	0.283	0.569	0.693
	X1.3	0.458	0.234	0.320	0.270	0.166	0.404	0.422	0.360
	X1.4	0.224	0.379	0.324	0.077	0.173	0.380	0.531	0.468
	X1.5	0.280	0.448	0.417	0.236	0.205	0.465	0.574	0.460
	X1.6	0.257	0.240	0.382	0.440	0.223	0.267	0.497	0.421
	X1.7	0.347	0.244	0.292	0.447	0.342	0.309	0.216	0.292
	X1.8	0.329	0.389	0.316	0.184	0.289	0.238	0.409	0.555
Work Discipline (X2)	X2.1	0.397	0.479	0.461	0.390	0.493	0.453	0.641	0.406
	X2.2	0.420	0.503	0.546	0.282	0.384	0.527	0.546	0.485
	X2.3	0.476	0.445	0.335	0.316	0.286	0.346	0.306	0.319
Work Motivation (X3)	X3.1	0.403	0.461	0.471	0.367	0.522	0.560	0.581	0.362
	X3.2	0.448	0.308	0.405	0.333	0.341	0.462	0.312	0.168
	X3.3	0.348	0.416	0.401	0.218	0.467	0.306	0.304	0.341

Source: Data processed by the researcher with SPSS version 25, (2021)

Based on the correlation test using SPSS version 25 software, the correlation between dimensions is obtained, as follows:

- All dimensions of the independent variables have a significant correlation or relationship with the dimensions of performance.
- The correlation or relationship between the dimensions of the work ethic variable and the dimensions of the performance variable, where the work is trust dimension has a significant correlation and has the largest coefficient value with the dimensions of personal qualities, with a value of 0.693 thus the level of relationship between dimensions has a strong relationship because the coefficient value is between the coefficient interval value 0.60-0.799.
- The correlation or relationship between the dimensions of the work discipline variable and the dimensions of the performance variable, where the dimension of time measurement effectively has a significant correlation and has the largest coefficient value with the initiative dimension, with a value of 0.641, thus the level of relationship between dimensions has a strong relationship because the coefficient value is between the coefficient

interval value 0.60-0.799.

- The correlation or relationship between the dimensions of the work motivation variable and the dimensions of the performance variable, where the dimension of the need for achievement has a significant correlation and has the largest coefficient value with the initiative dimension, with a value of 0.581 meaning that the level of relationship between dimensions is in the medium category because the coefficient value is between the coefficient interval value is 0.40-0.599.

V. CONCLUSION AND SUGGESTION

A. Conclusion

From all the series of tests that have been carried out, the conclusions that can be conveyed in this research are:

- The simultaneous test concluded that work ethic, work discipline, and work motivation to work from home simultaneously have a positive and significant effect on the performance of PD Dharma Jaya employees, meaning that changes in the value of the independent variables, namely work ethic, work discipline and work motivation together have an influence which is in the direction of changes in the dependent variable or performance or in other words if the variables of work ethic, work discipline and work motivation increase, there will be an increase in performance and statistically has a significant effect. This is in line with several previous studies. According to [18], simultaneously work ethic has a significant effect on the performance of the employees of the Manado City Regional Financial and Asset Management Agency. In addition, according to [1], work discipline simultaneously has a significant influence on the performance of PT. Dwi Karya Prima. Then for similar work motivation to previous research tested by [14], the test results state that work motivation with a simultaneous test has a significant influence on the performance of PT. Titis Perfect Inspection.
- The partial test concludes that work ethic has a positive and significant effect on the performance of PD Dharma Jaya employees, meaning that an increase in the value of work ethic has a unidirectional impact or influence on a significant increase in performance.
- The partial test concludes that work discipline has a positive and significant effect on the performance of PD Dharma Jaya employees, meaning that an increase in the value of work discipline has a direct impact or influence on a significant increase in performance.
- The partial test concludes that work motivation has a positive and significant effect on the performance of PD Dharma Jaya employees, meaning that an increase in the value of work motivation has a unidirectional impact or influence on a significant increase in performance.

B. Suggestion

By looking at the outputs of all the tests and data processing that have been described, suggestions that can be submitted as input for improving the performance of PD Dharma Jaya employees, namely:

- Work ethic has a significant influence, so it can be interpreted as a determining factor for the success of performance. Seen from the strongest dimension shown by the correlation of work dimensions is trust with the dimensions of personal qualities. This shows that trust can make an employee have the responsibility and commitment to work optimally so that performance will increase. In this case, it is expected that employees will continue to get used to being responsible by carrying out work as a mandate so that they can have a good work ethic to produce better performance in the future. In addition, suggestions that can be submitted to the company to be able to maintain and improve work ethic, it is recommended that there be a training. So that every employee experiences an increased sense of belonging to the company and this sense of belonging will awaken the spirit of work and enthusiasm in increasing productivity. The work ethic must be recognized as a mandate, so the spirit of the mandate can be increased through good work discipline, increased awareness of ownership can be bridged through discussion forums, and improvement through inter-divisional training.
- Work discipline has a significant influence on the performance of PD Dharma Jaya employees, it means that discipline is a determining factor in improving performance. Seen from the correlation between dimensions that have a strong relationship indicated by the dimension of measuring time effectively with the dimensions of initiatives. This shows that the discipline of time will improve employee performance. So what can be suggested is that employees can measure time effectively in completing their work by having the initiative in obedience and punctuality under the regulations that have been implemented by the company to achieve good performance. Then suggestions for the company are expected to apply maximum working hours with the agreed regulations. Calculation of working weights that do not overlap over time. Therefore, each position and/or division must calculate the appropriate and appropriate weight of working hours, this is to avoid overtime swelling. In addition, the provision of compensation for employees who have a high discipline spirit and sanctions for violators of discipline. This is intended so that the results obtained by the company can be maximized and for employees, it will also increase awareness about the quality of performance through discipline.
- Work motivation is one of the significant determinants in improving the performance of PD Dharma Jaya employees. It can be seen from the correlation between dimensions, where the dimension which is quite strong is indicated by the dimension of desire to excel with the dimension of the initiative. This shows that with the desire to excel, employees will automatically show their hard work and have a sense of more responsibility because they have a goal. Suggestions that can be conveyed, employees are expected to have the motivation to always learn in developing their potential, commit and also be consistent when completing a job responsibility to achieve good performance. Because basically by having a motivational drive or a desire to achieve by always behaving consistently, committed, and having a high sense of

responsibility, will improve performance. Meanwhile, the suggestions that can be submitted for the company are expected so that the company opens opportunities for employees who have the potential to compete in providing interesting ideas to increase innovation for the company. This is expected to motivate employees to explore their potential and capabilities to provide the best ideas and innovations. With this, the company can provide rewards in the form of appropriate compensation to employees who successfully provide innovative ideas and ideas.

C. Limitations

Limitations as well as input and suggestions for further research, include:

- The researcher feels that there are still many limitations in this research. The limitation of this research is that the sample used is very limited, so it is recommended for further research to use a wider sample and wider object of research. In addition to the limited space for movement (social distancing), during this pandemic, the researcher had quite a difficulty in meeting and interacting with respondents due to having to maintain a distance and also being constrained by the distribution of work from home schedules which ultimately affected the interest and objectivity of respondents in filling out questionnaires. For further research, it is possible to develop a research model by developing a more varied and larger population and sample so that it can be useful input for the company's organization.
- The research is limited to only three independent variables, namely work ethic, work discipline, and work motivation, and one dependent variable, namely performance. For further research interested in the same topic, it is recommended to explore the effect of independent variables on employee performance by involving other variables such as compensation, leadership style, work culture, and employee behavior to predict the sustainability of corporate performance.

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