

The Influence of Self Esteem and Work Ethic on Organizational Commitment of Civil Servants Marine and Fisheries Service West Kalimantan Province

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ABSTRACT

This research aims to determine the influence of Self Esteem and work ethic on the organizational commitment of Civil Servants of the Maritime and Fisheries Service of West Kalimantan Province. The data analysis method in this research is multiple linear regression analysis, correlation coefficient (R), coefficient of determination (R²), simultaneous test (F test) and partial test (t test). The value of the multiple linear regression equation obtained is $Y = 2.651 + 0.243X_1 + 0.667X_2$. This means that if Self Esteem and work ethic are worth 0 then the organizational commitment of Civil Servants at the Maritime and Fisheries Service of West Kalimantan Province is worth 2,651 units. The correlation coefficient value is 0.607. Thus, it can be interpreted that the relationship between independent variable and dependent variable is categorized as strong. The coefficient of determination is 0.369 or equal to 36.9%. Thus the Self Esteem and work ethic influence the organizational commitment variable by 36.9%. The results of the simultaneous test (F Test) are F_{count} value $16.364 < F_{table}$ 2.712. This means that Self Esteem and Work Ethic together influence the Organizational Commitment. The results of the partial test (t test) on the Self Esteem variable (X₁) are t_{count} value is $2.519 > t_{table}$ 1.987, meaning that the Self Esteem variable (X₁) partially influences the organizational commitment variable (Y). For the work ethic variable (X₂), the value obtained is t_{count} 4.570 $> t_{table}$ 1.987, meaning that the work ethic variable (X₂) partially influences the organizational commitment variable (Y).

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1. INTRODUCTION

From the results of an interview that the author conducted with the Head of the General Subdivision and Apparatus of the Marine and Fisheries Service of West Kalimantan Province, Mrs. Ernawati, S.Pi. Inform that some employees have not shown their maximum potential and ability at work, do not use working hours effectively for work purposes, some relax and chat, but when the deadline for completion of work approaches, they are just busy preparing everything. Indeed, it must be admitted, this fact indicates work behavior that still needs to be improved and improved.

On the same occasion, the Head of the General Subdivision and Apparatus of the Marine and Fisheries Service of West Kalimantan Province informed that there were several efforts made in terms of employee development, such as conducting trainings, character building, seminars, involving employees in activities carried out by BKD or BPSDM and so on. Sanctions in the form of proposals for postponement of performance appraisals, postponement of periodic salary increases and postponement of promotions were also carried out on employees who were considered problematic related to behavior and work ethic. Another effort made is to submit proposals for coaching and handling problematic employees by the West Kalimantan Provincial BKD directly. Although after that there was a slight change, gradually similar problems reappeared carried out by other employees, even repeated by employees who had received coaching.

The conclusion from the data and interview results is that there are still employees who lack self-respect, lack confidence, show less care and appreciation for the agency. Based on this description, the author is interested in conducting research with the title, "The Influence of Self Esteem and Work Ethic on the Organizational Commitment of Civil Servants of the Marine and Fisheries Service of West Kalimantan Province".

2. RESEARCH METHOD

This study used associative research. Primary data in this study were obtained from interviews and questionnaires. Secondary research data obtained from the Marine and Fisheries Service of West Kalimantan Province include: the number of Civil Servants, the number of absenteeism of Civil Servants and the performance value of Civil Servants. The total population in this study was 73 people. The sampling technique used is saturated sampling, meaning that all members of the population become research samples. The independent variables in this study were Self Esteem and work ethic, while the dependent variable was organizational commitment. The measurement scale used is the Likert scale. Data analysis carried out includes instrument tests, which consist of validity tests and reliability tests. Followed by basic assumption tests which include normality tests, linearity tests and multicollinearity tests. Then proceed by conducting multiple linear regression analysis, multiple correlation coefficient, determination coefficient analysis, simultaneous test (F test) and partial test (t test).

3. RESULT AND DISCUSSIONS

The results of research data analysis can be explained as follows:

3.1. Validity Test

The results of the validity test of statements in the Self Esteem variable (X_1) can be seen in table 1 as follows:

Table1. *Validity Test Results of Self Esteem Variables*

No	Question Item	Correlation Results (r_{xy})	Comparator Value	Conclusion
1	X1.1	0,624	0,197	Valid
2	X1.2	0,574	0,197	Valid
3	X1.3	0,527	0,197	Valid
4	X1.4	0,500	0,197	Valid
5	X1.5	0,681	0,197	Valid
6	X1.6	0,605	0,197	Valid
7	X1.7	0,622	0,197	Valid
8	X1.8	0,473	0,197	Valid
9	X1.9	0,580	0,197	Valid
10	X1.10	0,334	0,197	Valid
11	X1.11	0,510	0,197	Valid
12	X1.12	0,581	0,197	Valid

Table 1 shows that all calculated r values are greater than the comparison values or table r values for one-way tests with df (n-2) which is 71 and a significance level of 0.05, which is 0.197 (r count > 0.197). Thus, the questionnaire used to measure the variable Self Esteem (X_1) can be declared valid as a measurement tool.

The results of the Validity Test of the statements in the work ethic variable (X_2) can be seen in table 2 as follows:

Table 2. *Validity Test Results of Work Ethic Variables*

No	Question Item	Correlation Results (r_{xy})	Comparator Value	Conclusion
1	X2.1	0,375	0,197	Valid
2	X2.2	0,365	0,197	Valid
3	X2.3	0,619	0,197	Valid
4	X2.4	0,447	0,197	Valid
5	X2.5	0,455	0,197	Valid
6	X2.6	0,602	0,197	Valid
7	X2.7	0,675	0,197	Valid
8	X2.8	0,620	0,197	Valid
9	X2.9	0,303	0,197	Valid
10	X2.10	0,646	0,197	Valid
11	X2.11	0,571	0,197	Valid
12	X2.12	0,640	0,197	Valid
13	X2.13	0,422	0,197	Valid
14	X2.14	0,260	0,197	Valid
15	X2.15	0,602	0,197	Valid
16	X2.16	0,675	0,197	Valid

Table 2 shows that all calculated r values are greater than the comparison values or table r values for one-way tests with df (n-2) which is 71 and a significance level of 0.05, which is 0.197 (r count > 0.197). Thus, the questionnaire used to measure the work ethic variable (X_2) can be declared valid as a measuring tool.

The results of the Validity Test of the statements in the organizational commitment variable (Y) can be seen in table 3 as follows:

Table 3. *Validity Test Results of Organizational Commitment Variables*

No	Question Item	Correlation Results (r_{xy})	Comparator Value	Conclusion
1	Y.1	0,807	0,197	Valid
2	Y.2	0,619	0,197	Valid
3	Y.3	0,811	0,197	Valid
4	Y.4	0,852	0,197	Valid
5	Y.5	0,750	0,197	Valid
6	Y.6	0,669	0,197	Valid
7	Y.7	0,635	0,197	Valid
8	Y.8	0,679	0,197	Valid
9	Y.9	0,701	0,197	Valid

Table 3 shows that all calculated r values are greater than the comparison values or table r values for one-way tests with df (n-2) which is 71 and a significance level of 0.05, which is 0.197 (r count > 0.197). Thus, the questionnaire used to measure the Organizational Commitment Variables (Y) can be declared valid as a measuring tool.

3.2. Reliability Test

The results of the Reliability Test of statements in research variables, namely Self Esteem (X_1), work ethic (X_2) and organizational commitment (Y) can be seen in table 4 below:

Table 4. *Instrument Reliability Test Results*

Research Variable	Cronbach's Alpha	N of Item
Self Esteem (X_1)	0,836	12
Work Ethic (X_2)	0,756	16
Organizational Commitment (Y)	0,887	9

Table 4.13 explains that Cronbach's Alpha value on the Self Esteem variable (X_1) is 0.836. Then on the work ethic variable (X_2) is 0.756 and on the organizational commitment variable (Y) is 0.887. These values are all above 0.6. Thus, the questionnaire used in the study to measure the variables of Self Esteem (X_1), work ethic (X_2) and organizational commitment (Y) is declared reliable or reliable as a measuring tool.

3.3. Normality Test

The results of the research data normality test can be seen in table 5 as follows:

Table 5. *Normality Test Results*
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		73
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.40276988
Most Extreme Differences	Absolute	.077
	Positive	.060
	Negative	-.077
Kolmogorov-Smirnov Z		.721
Asymp. Sig. (2-tailed)		.676

a. Test distribution is Normal.

b. Calculated from data.

The results of the normality test are seen at the Asymp value. Sig (2-tailed) or can be called a two-way test. In table 5 the value is 0.676 or greater than 0.05. Because of the value of sig. > alpha (0.05) then H_0 is accepted that is, the data is normally distributed.

3.4. Linearity Test

The results of the linearity test of the variables Self Esteem (X_1), work ethic (X_2) and organizational commitment (Y) are as follows:

Table 6. *Results of the Linearity Test of the Self Esteem Variable (X_1) with the Organizational Commitment Variable (Y)*

			ANOVA Table				
			Sum of Squares	df	Mean Square	F	Sig.
Organizational Commitment * Self Esteem	Between Groups	(Combined)	12.407	22	.564	3.683	.000
		Linearity	3.599	1	3.599	23.502	.000
		Deviation from Linearity	8.808	21	.419	2.139	.001
		Within Groups	9.954	28	.153		
Total			22.362	72			

Based on the significance value (sig.) from the table above, the value of sig. Deviation from Linearity of 0.001. Because of the value of sig. smaller than 0.05 it can be concluded that there is a significant linear relationship between the variable Self Esteem (X_1) and the variable organizational commitment (Y).

Table 7. Results of the Linearity Test of the Work Ethic Variable (X_1) with the Organizational Commitment Variable (Y)

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
Organizational Commitment * Work Ethic	Between Groups	(Combined)	8.865	16	.554	2.915	.001
		Linearity	5.642	1	5.642	29.682	.000
		Deviation from Linearity	3.223	15	.215	2.130	.047
	Within Groups		13.496	40	.190		
	Total		22.362	72			

Based on the significance value (sig.) from the table above, the value of sig. Deviation from Linearity of 0.047. Because of the value of sig. less than 0.05 it can be concluded that there is a significant linear relationship between the work ethic variable (X_2) and the organizational commitment variable (Y).

3.5. Multicollinearity Test

The results of the multicollinearity test can be seen in table 8 as follows:

Table 8. Multicollinearity Test Results

Model	Coefficients ^a							
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
	(Constant)	2.651	.640		1.017	.312		
1	Self Esteem	.243	.160	.169	1.519	.133	.604	1.655
	Work Ethic	.667	.146	.410	4.570	.000	.932	1.073

a. Dependent Variable: Organizational Commitment

The results of the multicollinearity test show that based on the output table of the results of the multicollinearity test in the "Collinearity Statistics" section, a tolerance value was obtained on the Self Esteem variable (X_1) of 0.604 and on the work ethic variable (X_2) of 0.932. Those values are greater than 0.10. That is, there are no symptoms of multicollinearity in the regression model. Furthermore, in the Self Esteem variable (X_1) obtained a VIF value of 1.655 and in the work ethic variable (X_2) obtained a VIF value of 1.073. Thus, because the value of $VIF < 10$ does not occur multicollinearity in the regression model.

3.6. Multiple Linear Regression Analysis

The results of multiple linear regression analysis data can be seen in table 9 as follows:

Table 9. Multiple Linear Regression Analysis Results

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	(Constant)	2.651	.640		1.017	.312
1	Self Esteem	.243	.160	.169	2.519	.033
	Work Ethic	.667	.146	.410	4.570	.000

a. Dependent Variable: Organizational Commitment

Table 9 explains that the regression equation obtained is $Y = 2.651 + 0.243X_1 + 0.667X_2$. This means that if Self Esteem (X_1) and work ethic (X_2) are worth 0, then the organizational commitment of Civil Servants of the Marine and Fisheries Service of West Kalimantan Province is worth 2,651 units. The value of the multiple

regression coefficient of the Self Esteem variable (X_1) is obtained at 0.243, meaning that if the Self Esteem variable (X_1) increases by 1 (one) unit, then organizational commitment (Y) will increase by 0.243. The value of the multiple regression coefficient of the work ethic variable (X_2) is obtained at 0.667, meaning that if the work ethic variable (X_2) increases by 1 (one) unit, organizational commitment (Y) will increase by 0.667.

3.7. Multiple Correlation Coefficient Analysis and Coefficient of Determination

The results of multiple correlation coefficient data processing can be seen in table 10 as follows:

Table 10. *Multiple Correlation Coefficient Analysis and Coefficient of Determination Results*

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.607 ^a	.369	.346	.40990

a. Predictors: (Constant), Self Esteem, Work Ethic

b. Dependent Variable: Organizational Commitment

The results of data analysis in table 10 above show that the magnitude of the relationship between Self Esteem (X_1) and work ethic (X_2) to organizational commitment (Y) calculated by the correlation coefficient is 0.607. This value is in the range of 0.600 – 0.799 with a strong category. That is, there is a strong relationship between Self Esteem and work ethic to organizational commitment in this research.

Based on table 10, it is known that the value of the coefficient of determination or R Square is 0.369 or equal to 36.9%. This number means that the variables Self Esteem (X_1) and work ethic (X_2) affect the variable organizational commitment (Y) by 36.9% while 63.1% is influenced or determined by other variables.

3.8. Simultant Test (F Test)

As for knowing the effect of independent variables together on the dependent variable, the F test is used:

Table 11. *Simultant Test (F Test) Results*

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.248	2	2.749	16.364	.000 ^b
	Residual	14.113	71	.168		
	Total	22.362	73			

a. Dependent Variable: Organizational Commitment

b. Predictors: (Constant), Self Esteem, Work Ethic

Based on the table above, it is known that the $F_{\text{calculate}}$ value obtained is 16.364. This value is greater than the F_{table} value of 2.712 or $16.364 > 2.712$. Thus, it can be concluded that H_a was accepted and H_o was rejected, meaning that Self Esteem and Work Ethic together affect the Commitment of the Civil Servant Organization of the Marine and Fisheries Service of West Kalimantan Province.

3.9. Partial Test (Test t)

As for determining the influence of Self Esteem (X_1) and work ethic (X_2) on organizational commitment (Y) Civil Servants of the Marine and Fisheries Service of West Kalimantan Province, a partial test (t test) is used. The following are the calculation results obtained from the t test:

Table 12. *Partial Test (Test t) Results*

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.651	.640		1.017	.312
	Self Esteem	.243	.160	.169	2.519	.033
	Work Ethic	.667	.146	.410	4.570	.000

a. Dependent Variable: Organizational Commitment

For a significant level of the Self Esteem variable (X_1) obtained a calculated value of 2.519. This value is greater than the value of t_{table} or $2.519 > 1.987$. Thus, H_a accepted H_o is rejected, meaning that the variable Self Esteem (X_1) partially affects organizational commitment (Y). For a significant level of work ethic variable (X_2) obtained a calculated value of 4.570. This value is greater than the t_{table} value or $4.570 > 1.987$. Thus, H_a accepted H_o is rejected, meaning that the work ethic variable (X_2) partially affects the organizational commitment variable (Y).

4. CONCLUSION AND RECOMMENDATION

Based on the characteristics of research respondents, it is known that most respondents aged 50 – 59 years, male, are undergraduate or S1 graduates, have served as civil servants for 11 – 20 years, served in the Capture Fisheries Sector, have the rank of Level I Young Stylist with class/room III/b, have a basic income per month of Rp4,000,000.00 – Rp4,999,999.00, all of whom are married and have 3 dependents. The value of the multiple regression equation is obtained $Y = 2.651 + 0.243X_1 + 0.667X_2$, meaning that if Self Esteem and work ethic are 0, then the organizational commitment of Civil Servants of the Marine and Fisheries Service of West Kalimantan Province is worth 2.651 units. The value of the multiple regression coefficient of the Self Esteem variable is obtained at 0.243, meaning that if the Self Esteem variable increases by 1 unit, then organizational commitment can increase by 0.243. The value of the multiple regression coefficient of the work ethic variable is obtained at 0.667, meaning that if the work ethic variable increases by 1 unit, then organizational commitment can increase by 0.667.

The value of the correlation coefficient is 0.607. Thus, it can be interpreted that the relationship of the independent variable with the dependent variable in this study is categorized as strong. The coefficient of determination (R Square) is 0.369 or equal to 36.9%. Thus, the variables of Self Esteem and work ethic affect organizational commitment by 36.9%. While 63.1% were influenced by other variables that were not studied in this research. The result of the simultaneous test (Test F) is the $F_{calculate}$ value of $16.364 > F_{table}$ 2.713. It can be concluded that H_a was accepted and H_o was rejected. That is, Self Esteem, and Work Ethic together affect the Commitment of the Civil Servant Organization of the Marine and Fisheries Service of West Kalimantan Province. The results of the partial test (t test) on the Self Esteem variable showed a sig value of $0.033 < 0.05$ and a calculated value of $2.519 > table$ 1.987, meaning that Self Esteem partially affects organizational commitment. While the work ethic variable shows a sig value of $0.000 < 0.05$ and a calculated value of $4.570 > table$ 1.987, meaning that work ethic partially affects organizational commitment.

In the Self Esteem dimension, Civil Servants of the Marine and Fisheries Service of West Kalimantan Province should be able to conduct objective performance assessments or evaluations personally or through the advice and opinions of colleagues. The existence of self-assessment and evaluation of performance, makes employees able to find out the shortcomings, weaknesses and challenges faced at work, so that they can continue to improve and improve the quality of themselves in working in the future. In the dimension of work ethic, Civil Servants of the Marine and Fisheries Service of West Kalimantan Province are expected to be able to carry out their duties and functions seriously and consider that the work carried out is a form of worship and obedience to True Source. Thus, employees can feel focused, organized, calm and comfortable at work. In the organizational commitment dimension, Civil Servants of the Marine and Fisheries Service of West Kalimantan Province are expected not to think about quitting their jobs or retiring prematurely (early retirement). By working as it should, completing the service period with loyalty and willingness to work until retirement arrives, it will grow the commitment and sincerity of employees in working as state servants.

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