

THE INFLUENCE OF WORK ABILITY AND SELF-ACTUALIZATION ON EMPLOYEES' WORK ETHIC AT THE COMMUNICATION AND INFORMATICS DEPARTMENT OF CENTRAL TAPANULI REGENCY

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ABSTRACT

The purpose of this study was to determine the partial effect of work ability and self-actualization on the work ethic of employees at the Communication and Informatics Office of Central Tapanuli Regency. This research was descriptive and quantitative, using a saturated sample of 42 employees. Data were analyzed using multiple linear regression analysis. Based on the research findings, it was found that work ability and self-actualization had a 61.4% effect on work ethic, while the remaining 38.6% was influenced by other factors not examined in the study. Work ability and self-actualization had an effect on work ethic, with the calculated F (33.676) being greater than the F (3.22). Work ability had an effect on work ethic, with the calculated t value of 3.249 being greater than the calculated t value of 2.018. Work involvement had an effect on work ethic, with the calculated t value of 3.314 being greater than the calculated t value of 2.018. The positive sign in the multiple linear regression equation, $Y = 4.919 + 0.439 X_1 + 0.457 X_2$, indicates that work ethic will increase if employee work ability and self-actualization are good



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INTRODUCTION

The success of an organization in achieving its goals is greatly influenced by the employees within the organization. Employees are a very important factor in ensuring organizational success, because humans are beings who have feelings, thoughts, expectations, and certain needs. This requires special

attention, as these factors will affect work performance, dedication, commitment, and loyalty to the organization and their jobs.

In addition to their role in the organization, employees themselves play a crucial role in shaping work ethic. Organizational goals will be difficult to achieve if employees lack enthusiasm in carrying out their assigned tasks

The essence of work ethic is viewing work not merely as a means of earning income, but as a way to achieve existence and dignity as human beings. The scope of Civil Servant Corps Development includes improving work ethic in order to support productivity and professionalism of public servants. The intended work ethic refers to activities or efforts to explore and apply positive values within government organizations agreed upon by employees to successfully implement work programs.

Work ability can be seen from the completion of tasks on time and efficiently. The phenomenon observed shows that employees have a low understanding of their main duties and functions (*tupoksi*), which hinders task implementation. To support task execution, employees must consistently possess adequate abilities.

Another condition is that task completion tends to take a long time, which is partly caused by low educational levels. Employees with low ability require more time and effort compared to those with higher ability to complete tasks. This means that employees with adequate abilities can complete their work properly according to predetermined targets. This occurs because they can fully utilize their capabilities in carrying out their responsibilities.

Initial observations by the author found several issues related to employee work ability, including slow responses to tasks assigned by superiors, poor quality of work results, and low work interest. This is evident when some employees are unwilling to participate in training programs. All these issues are caused by a low level of work ethic embedded in the employees. Employees with a high work ethic will remain enthusiastic in working even when the compensation received does not match their efforts.

THEORETICAL FRAMEWORK

Work Ability

Work ability refers to an individual's capacity or competence in performing assigned tasks and responsibilities. It includes aspects such as knowledge, skills, experience, and attitudes that enable a person to work effectively and efficiently.

According to Wursanto (2023: 301), ability is "an individual's competence involving intelligence and skills in solving problems encountered." Meanwhile, Gibson (2020: 54) defines work ability as "a trait (innate or learned) that enables a person to perform mental or physical activities." Hasibuan (2021: 94) states that work ability is "the result achieved by an individual in completing tasks based on competence, experience, seriousness, and time."

Based on these definitions, work ability can be concluded as the level of an employee's capability to perform assigned tasks.

According to Gibson (2020: 58), there are three basic types of abilities that employees must possess:

1. **Technical Skills**
The ability to use knowledge, methods, techniques, and tools required to perform specific tasks, obtained through experience, education, and training.
2. **Social Skills**
The ability to work with and motivate others, including understanding motivation and applying effective leadership.
3. **Conceptual Skills**
The ability to understand organizational complexity as a whole, enabling individuals to act in alignment with overall organizational goals rather than just group interests.

According to Gibson (2020: 59), indicators of work ability include:

1. **Knowledge**
The foundation for building skills and abilities, consisting of organized information, facts, principles, or procedures that support job performance.
2. **Training**
A short-term educational process using systematic and organized procedures to help employees learn technical skills and knowledge.
3. **Experience**
The level of mastery of knowledge and skills measured by length of service and expertise.
4. **Skills**
The ability to perform tasks, operate tools, and use equipment effectively.
5. **Work Capacity**
The condition in which an employee feels capable of completing assigned tasks.

Self-Actualization

In an organization, every employee needs self-actualization, where they carry out responsibilities with awareness, inner calling, and a desire to do their best – not merely for rewards or recognition, but to prove their own capabilities.

According to Robbins and Coulter (2019: 110), self-actualization is “the need for a person to become what they are capable of becoming.” Patioran (2018: 12) defines it as “the process of becoming oneself and developing unique talents, traits, and psychological potentials.” Omifolaji (2020: 17) describes it as “an individual’s effort to actualize their potential, abilities, and talents.”

Thus, self-actualization is the use of all talents and fulfillment of all capacities within an individual.

Indicators of self-actualization according to Robbins and Coulter (2019: 110) include:

1. **Growth** Needs
The need to learn, understand, and develop while being appreciated by others.

2. Achieving One's Potential
The need to maximize personal abilities, talents, and potential.
3. Self-Fulfillment
The need to realize one's existence by maximizing abilities and potential.
4. Drive
Internal motivation to maintain one's existence according to their potential.

Work Ethic

According to the Indonesian dictionary, "ethos" refers to a distinctive worldview of a social group, while work ethic is defined as a spirit of work that characterizes an individual or group.

Work ethic is an attitude embedded in individuals to appreciate and value work by continuously improving quality over time. The term "ethos" in English refers to "the fundamental spirit of a culture, reflected in beliefs, habits, and behaviors of a group" (Tabrani Rusyan, 2018: 68).

Wirawan (2017: 320) states that work ethic emphasizes individualism or independence and the positive influence of work on individuals. Work is considered good because it enhances quality of life and social status. Hard work ensures success.

Winardi (2018: 32) defines work ethic as "an attitude embedded in individuals to continually appreciate work by improving its quality over time."

Work ethic is influenced by internal and external factors. According to Sinamo (2019: 31), internal factors include:

1. Attitude and Behavior
Reflecting beliefs, intelligence, enthusiasm, courage, honor, dedication, and loyalty.
2. Discipline
A reflection of work ethic, shown through respect for working hours and responsibilities.
3. Environment
External factors that shape individual character through social interactions.

According to Sinamo (2019: 41), characteristics of employees with a strong work ethic include:

1. Having a positive attitude toward work outcomes.
2. Viewing work as a noble aspect of human existence.
3. Considering work as a meaningful life activity.
4. Seeing work as a process that fosters perseverance and helps achieve goals.
5. Performing work as a form of worship.

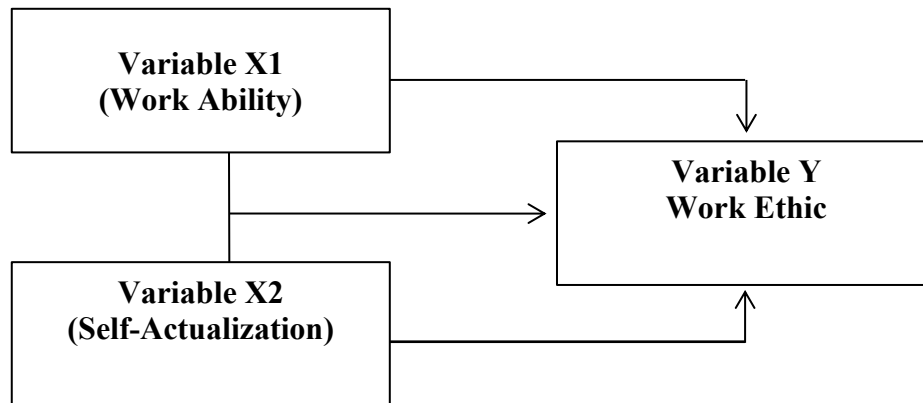


Figure 1. Research Framework

RESEARCH METHODOLOGY

This research used quantitative survey methods. The population consisted of 42 individuals, and the sampling technique used saturated sampling. Data collection techniques included observation, interviews, questionnaires, and documentation. Data were processed using multiple linear regression analysis, coefficient of determination tests, partial tests (t-tests), and simultaneous tests (F-tests), which were first performed with classical assumption tests.

RESEARCH RESULTS

Classical Assumption Test Results

The classical assumption tests conducted in this study included data normality tests, multicollinearity tests, and heteroscedasticity tests.

1. Data Normality Test

To determine whether a regression is normally distributed, graphical and statistical analysis can be used.

a. Histogram and graphical approaches.

The results of the histogram normality test and P_P plot in this study can be seen in Figure 2.

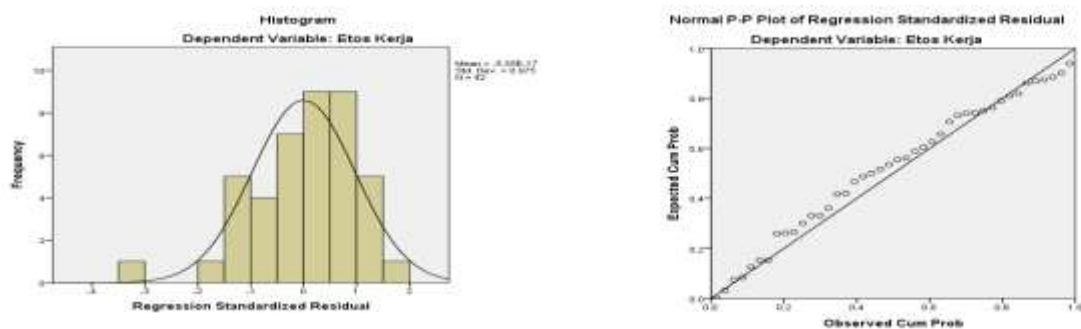


Figure 2. Normality Histogram Test

Figure 4.2 shows a normally distributed variable, as indicated by the data distribution being neither skewed to the left nor skewed to the right. This indicates that the residuals are normally distributed. The P_P normality plot plots the data distribution around the diagonal line and follows the direction of the diagonal line. Using histogram and graph approaches, it can be concluded that the regression equation model in this study meets the assumption of normality, or the requirements for data normality are met.

b. Statistical analysis.

The results of the Kolmogorov-Smirnor test can be seen in Table 1.

Table 1. Kolmogorov Smirnor Test Results

		Unstandardized Residual
N		42
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3,69810811
Most Extreme Differences	Absolute	0,087
	Positive	0,069
	Negative	-0,087
Kolmogorov-Smirnov Z		0,562
Asymp. Sig. (2-tailed)		0,910

a. Test distribution is Normal.

b. Calculated from data.

The multiple linear regression model in this study meets the requirements for data normality, with the Asymp. Sig. (2-tailed) Kolmogorov-Smirnov for all variables greater than α (0.05).

2. Multicollinearity Test

The results of the multicollinearity test can be seen in Table 2..

Table 2. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
1 Kemampuan Kerja	0,537	1,861
Aktualisasi Diri	0,537	1,861

a. Dependent Variable: Etos kerja

All independent variables have tolerance values greater than 0.1 (Tolerance <10). Furthermore, the Variance Inflation Factor (VIF) values for all independent variables are less than 10 (VIF <10), thus concluding that the regression model is free from the multicollinearity assumption.

3. Heteroscedasticity Test.

Heteroscedasticity test results using the scatter plot and Glejser test.

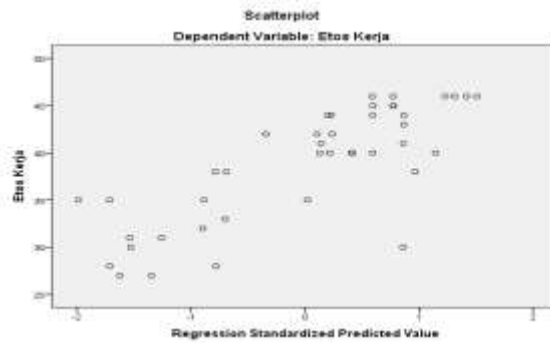


Figure 3. Heteroscedasticity Test

It can be seen that the points of the line pattern or trend are randomly distributed and do not form a specific line either above or below zero on the Y axis. The results of this test indicate that this regression model is free from the assumption of heteroscedasticity, so it is concluded that the regression model can be used to predict work ethic variables. The heteroscedasticity test in the Glejser test, if the significant probability is above α 5%, then the regression model does not experience heteroscedasticity.

Table 3. Glejser Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5,042	2,659		1,896	0,065
1 Kemampuan Kerja	-0,009	0,086	-0,023	-0,105	0,917
Aktualisasi Diri	-0,050	0,088	-0,124	-0,572	0,570

a. Dependent Variable: ABSResid

The significance level of the Glejser test is above 5% or > 0.05 , so it can be concluded that there is no heteroscedasticity, so the regression model can be used to predict work ethic variables based on independent variables.

Results of the Determination Coefficient (R²) Test

The results of the coefficient of determination (R²) test can be seen in Table 4.

Table 4. Results of the Determination Coefficient (R²) Test.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,796 ^a	0,633	0,614	3,792

a. Predictors: (Constant), Aktualisasi Diri, Kemampuan Kerja

b. Dependent Variable: Etos Kerja

The coefficient of determination (R²) value of 0.614 means that 61.4% of the influence of work ability and self-actualization on the work ethic of employees at the Communication and Informatics Office of Central Tapanuli Regency. Meanwhile, the remaining 38.6% is the influence of other independent variables

not discussed in this study, such as leadership, work discipline, and several other independent variables that also affect work ethic.

Simultaneous Test Results (F Test)

The results of the simultaneous test (F Test) can be seen in table 5.

Table 5 Results of Simultaneous Testing (F Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	968,355	2	484,178	33,676	0,000 ^b
Residual	560,716	39	14,377		
Total	1529,071	41			

a. Dependent Variable: Etos Kerja

b. Predictors: (Constant), Aktualisasi Diri, Kemampuan Kerja

The F count value (33.676) is greater than F table (3.23) and Sig. (0.000b) is smaller than α 5% (0.005). This indicates that the research results reject H_0 and accept H_a , so it can be concluded that there is an influence of work ability and self-actualization together on the work ethic of employees at the Communication and Informatics Office of Central Tapanuli Regency.

Partial Test Results (t-test)

Partial test results (t-test) can be seen in Table 6.

Table 6. Partial Test Results (t-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,919	4,169		1,180	0,245
Kemampuan Kerja	0,439	0,135	0,430	3,249	0,002
Aktualisasi Diri	0,457	0,138	0,438	3,314	0,002

a. Dependent Variable: Etos Kerja

Partial Test Results (t-Test)

The results of the partial test (t-test) can be explained as follows:

1. The work ability variable has a t-value of 3.249, which is greater than the t-table value of 2.018, or a significance value (Sig-t) of 0.002, which is smaller than α (0.05). This indicates that the study rejects H_0 and accepts H_a , meaning that work ability has a significant effect on the work ethic of employees at the Department of Communication and Informatics of Central Tapanuli Regency.
2. The self-actualization variable has a t-value of 3.314, which is greater than the t-table value of 2.018, or a significance value (Sig-t) of 0.002, which is smaller than α (0.05). This indicates that the study rejects H_0 and accepts H_a , meaning that self-actualization has a significant effect on the work

ethic of employees at the Department of Communication and Informatics of Central Tapanuli Regency.

Multiple Linear Regression Model

The multiple linear regression equation in this study is:

$$Y = \alpha + \beta X_1 + \beta X_2 + \varepsilon$$

Or:

$$Y = 4.919 + 0.439X_1 + 0.457X_2$$

This can be explained as follows:

1. The constant value (α) of 4.919 indicates that without the influence of work ability and self-actualization variables, the work ethic of employees at the Department of Communication and Informatics of Central Tapanuli Regency is 4.919 units.
2. The regression coefficient of X_1 (work ability) is positive at 0.439, meaning that every one-unit increase in work ability increases work ethic by 0.439 units. In other words, a 100% increase in work ability will increase work ethic by 43.9%, assuming other variables remain constant.
3. The regression coefficient of X_2 (self-actualization) is positive at 0.457, meaning that every one-unit increase in self-actualization increases work ethic by 0.457 units. In other words, a 100% increase in self-actualization will increase work ethic by 45.7%, assuming other variables remain constant.

Effect of Work Ability on Work Ethic

The descriptive analysis results show that the average scores of all questionnaire items for the work ability variable are categorized as high, as they fall within the interval of 3.41–4.20. This indicates that employees of the Department of Communication and Informatics of Central Tapanuli Regency possess work abilities that align with their respective fields, making it easier for them to understand their main duties and functions.

Work ability and work ethic have a close and mutually influential relationship. Good work ability can encourage a high work ethic, while a strong work ethic can improve performance and the quality of work results. This finding is consistent with research conducted by Noverawaty (2021), which states that work ability influences work ethic.

Work ability and work ethic are closely interconnected. Good work ability can motivate individuals to develop a high work ethic, and a strong work ethic helps maximize existing abilities. The combination of both results in excellent performance and opens opportunities for better career development. Work ability is essential in helping organizations create a high work ethic. Employees with adequate abilities can influence work ethic by reducing operational risks and competing with others to achieve better performance outcomes.

Effect of Self-Actualization on Work Ethic

The descriptive analysis results show that the average scores of all questionnaire items for the self-actualization variable are categorized as good, as they fall within the interval of 3.41–4.20. This indicates that the Department of Communication and Informatics of Central Tapanuli Regency has fulfilled employees' self-actualization needs, such as growth needs, achieving one's potential, self-fulfillment, and motivational drive.

Self-actualization is the process by which individuals strive to realize their potential, abilities, and talents. It represents the highest level of human needs and achievement. The underlying assumption is that humans, when given the freedom to grow, are inherently good and whole, and most barriers to self-actualization come from external factors.

Individuals who achieve self-actualization tend to view life objectively and realistically. They are not overly emotional but instead more rational and objective in interpreting their observations. They generally avoid giving false hopes or misleading others.

Self-actualization needs within a community can be fulfilled by providing opportunities such as:

- Opportunities for growth, allowing members to develop their talents
- Encouraging creativity through participation in community activities
- Providing training for challenging tasks to build independence and responsibility
- Supporting the achievement of self-actualization among community members

CONCLUSION

Based on the analysis and discussion of the data, the following conclusions can be drawn:

1. The combined influence of work ability and self-actualization on work ethic is 61.4%, while the remaining 38.6% is influenced by other variables not examined in this study.
2. There is a significant simultaneous effect of work ability and self-actualization on work ethic, where F-count (33.676) is greater than F-table (3.22), and Sig. α (0.000) is less than α 5% (0.05).
3. There is a significant effect of work ability on work ethic, where the t-value (3.249) is greater than the t-table value (2.018), and the significance value (0.002) is less than α (0.05).
4. There is a significant effect of self-actualization on work ethic, where the t-value (3.314) is greater than the t-table value (2.018), and the significance value (0.002) is less than α (0.05).
5. The positive coefficients in the multiple linear regression equation ($Y = 4.919 + 0.439X_1 + 0.457X_2$) indicate that work ethic will increase if work ability and employee self-actualization improve.

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