THE INFLUENCE OF TEAMWORK, COMPENSATION AND WORK ETHIC ON THE WORK EFFECTIVENESS OF CIVIL SERVANTS OF THE ENVIRONMENTAL DEPARTMENT OF BANTUL DISTRICT

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Abstract

Work effectiveness is an activity that humans usually carry out both physically and spiritually to achieve a result in accordance with the work that has been determined. Several factors that can increase work effectiveness include teamwork, compensation and work ethic. This research aims to examine the influence of teamwork, compensation and work ethics on the work effectiveness of civil servants at the Bantul district social service. This research is quantitative using saturated sampling, namely the population of the Bantul Regency Environmental Service. Data collected through distributing questionnaires directly to respondents. The results of this research show that Teamwork, Compensation and Work Ethics have a significant positive effect on Work Effectiveness. Teamwork, compensation and work ethics have significant implications for work effectiveness in an agency or organization.

Keywords: *Teamwork, Compensation, Work Ethics, Work Effectiveness*

A. INTRODUCTION

Indonesian government institutions are currently faced with global challenges, in maintaining existing Human Resources directed by apparatus country for meet the standards competence international. So from that, moment This Government institutions now and in the future must appear innovative and professional as well as capable help especially in give service to public. Apart from that, government institutions are also required to increase knowledge and expertise in their field continuously in order to create clean and clean services satisfying. State government institutions must be able to compete competitively in order tomeet public demands so that public services become capable public servants serve his people with diligence and patience. As a civil servant, of course there is a source the human resources are reliable, because they are faced with the challenges of service quality to behave professional in carrying out his work. Professional

human resourcesOf course, you need a work team that can help you complete the work Good and Correct (Blessing, 2016).

Bantul Regency Environmental Service was formed based on Bantul Regency Regional Regulation Number 5 of 2021 which discusses regarding the Regional Regulation of Bantul Regency Number 12 of 2016 which discusses the Formation and Composition of a Set of Regions of Bantul Regency. Where the position of the Environmental Service is formed in accordance with the division of regional government affairs in the environmental sector. In carrying out its duties, the activities carried out by the Environmental Service are developing a condition information system, where conditions in the environment can be said to be possible or not for the welfare and preservation of the community's environment, potential impacts and providing warnings about pollution to the community in order to achieving sustainable relations between humans and the environment as the goal of developing the whole human being.

In accordance with observations of the phenomenon at DLH, there is a lack of work ethic such as lack of discipline and lack of work enthusiasm because several employees have committed violations, one of which is being late in coming to work, this can of course affect employee work effectiveness, lack of work involvement and inequality in giving. awards or incentives.

Teamwork is a collection of several individuals working together depend on task and not quite enough the answer is above work Which generated. If in work there is no strong collaboration between teams, so work effectiveness is determined unattainable, unsatisfactory and inefficient. Teamwork is required for meet or achieve targets set by the government. Where is teamwork Which compact and fine of course will increase effectiveness Work And environment Which harmony which influences good relationships between employees and superiors (Wulandari et al., 2020). Creation of a cohesive work team and satisfying, of course necessary rewards and remuneration for providing work results shown to the organization where the employee works as a means of living to meet all demands required. To meet these needs, employees must work with truly. Likewise, the agency where the employee works must pay attention to employee needs by providing appropriate compensation service Which issued (Blessing, 2016).

The compensation referred to is all income in the form of money or goodsdirectly or indirectly received by employees for remuneration for services provided to them Organizational institutions. The reward for this service is in the form of a goal for what has been achieved A organization And No only

maintain its existence, However grow And develop with all ability Which has has, creating employee morale in an organization can be said to be compensation which is correct and correct. Because you can get employees with good attitudes and behavior positive and productive to achieve common interests. Based on the understanding above it can be known that Compensation is an important factor which is very influence the effectiveness of employee work is of course in improving their performance to obtain rewardsservice. In this case, the leadership of the organization must create a competitive situation for know ethos Work Which owned by employee (Hera Rahmanti, 2016).

Work ethic is a reflection of a person's perspective and a person's attitude towards his work includes, discipline, honesty, responsibility, patience, anddiligent at work. Without a work ethic, an employee will feel the burdenwhen operate work and not quite enough the answer Because No capable increase the effectiveness of its work is in accordance with the desired targets. Work ethic has an influence andpositive behavior that is based on an employee's awareness and accompanying beliefs commitment Which totality. Appearance And that achievement owned by someone very employee important for development and improvement agency because can help improve effectiveness performance (Phina etal., 2018).

It was found that the influence of *team work* on employee work effectiveness was proven by researchers Previously, by Widy S. Abdsulkhodir (2017), *team work* had a positive influence and significant to the effectiveness of employee performance. However, the researchers carried out by Muhammad Hatta et al., (2017) explains that *team work* has no effect on p need studied more carry on by researcher. This is one of the reasons behind this research.

B. Research methods

This research uses quantitative descriptive methods to analyze teamwork, compensation and work ethic. Based on this research, the population was 54 people. Based on this research, the samples were all employees of the Bantul Regency Environmental Service, totaling 54 people. The sampling technique used was saturated sampling. This variable indicator is adopted from research on Teamwork, compensation, work ethic and work effectiveness.

C. Results and Discussion

1. Validity and Reliability Test

The validity test results in table 1 show the *corrected item-total correlation value* > from r-table (0.226) or valid. Cronbach's alpha value *based on std.* > 0.070 or reliable.

Table 1. Data Quality Test

Teamwork		Compensation	Work ethic	Work Effectiveness
T1	0.290	K1 0.526	ET1 0.256	EFK1 0.632
T2	0.704	K2 0.660	ET2 0.457	EFK2 0.714
T3	0.584	K3 0.502	ET3 0.400	EFK3 0.637
T4	0.623	K4 0.551	ET4 0.332	EFK4 0.234
T5	0.633	K5 0.598	ET5 0.485	EFK5 0.277
T6	0.534	K6 0.499	ET6 0.534	EFK6 0.436
		K7 0.336		
		K8 0.316		
Cronbach's Alpha Std.	**0.776**	**0.753**	**0.744**	**0.761**

2. Respondent Characteristics

Respondent characteristics showed that the majority of respondents were men (51.9%). The majority of respondents were <30 years old (40.7%) which indicates a young age. The majority of respondents were married (68.5%). The majority of their final education was a bachelor's degree (68.5%). As many as 42.6% had a working period of 2-5 years.

Table 2. Characteristics of Respondents

Characteristics	Frequency	Percent
Gender		
Man	28	51.9
Woman	26	48.1
Age		
< 30 years	22	40.7
31-39 years old	12	22.2
41-49 years old	14	25.9
> 50 years	6	11.1
Status		
Not married yet	16	29.6
Widow	1	1.9

Marry	37	68.5
Last education		
Diploma D1/D2/D3/D4	1	1.9
Postgraduate Masters/S3	5	9.3
S1	37	68.5
SENIOR HIGH SCHOOL	11	20.4
Years of service		
11-15 years	5	9.3
>15 years	12	24.1
2-5 years	23	42.6
< 2 years	5	9.3
6-10 years	8	14.8

3. Classical Assumptions

Table 3. Shows that the regression model following the testing stages has met multicollinearity (VIF and *tolerance*), heteroscedasticity (Glacier test), and normality (One-Sample Kolmogorov-Smirnov Test).

Table 3. Classic Assumption Test

Mdl.	Var.		Multiko-lonierity		Heteros-drasticity	Norm-litas
	Free	Bound	Toll.	*VIF*	*Sig.*	*Sig.*
1	Q	EFK			. 144	. 081
2	K	EFK			.0 87	. 081
3	OAK	EFK			.63 1	. 081
	Q		,935	1,069		
4	K	EFK	,916	1,092		. 081
	OAK		,923	1,084		

T= Teamwork, K= Compensation, EK= Work Ethic, EFK= Work Effectiveness

Source: Primary Data, processed in 2023

4. Hypothesis test

The results of hypothesis testing in table 4 show that H1, H2 and H3 are accepted with teamwork probability values (0.310), compensation (0.386), and work ethic (0.350).

Table 4. Data Quality Test

	Var.		*Stand Coeff.*			*Coef.Deter-*
	Free	**Bound**	**Beta**	**t**	**Sig.**	***mination***
H 1	Q	EFK	-. 310	-2. 606	.01 2	.3 01
H 2	K	EFK	. 386	3. 214	.00 2	.3 01
H 3	OAK	EFK	. 350	3.2 95	.00 5	.3 01

T= Teamwork, K= Compensation, EK= Work Ethic, EFK= Work Effectiveness

Source: Primary Data, processed in 2023

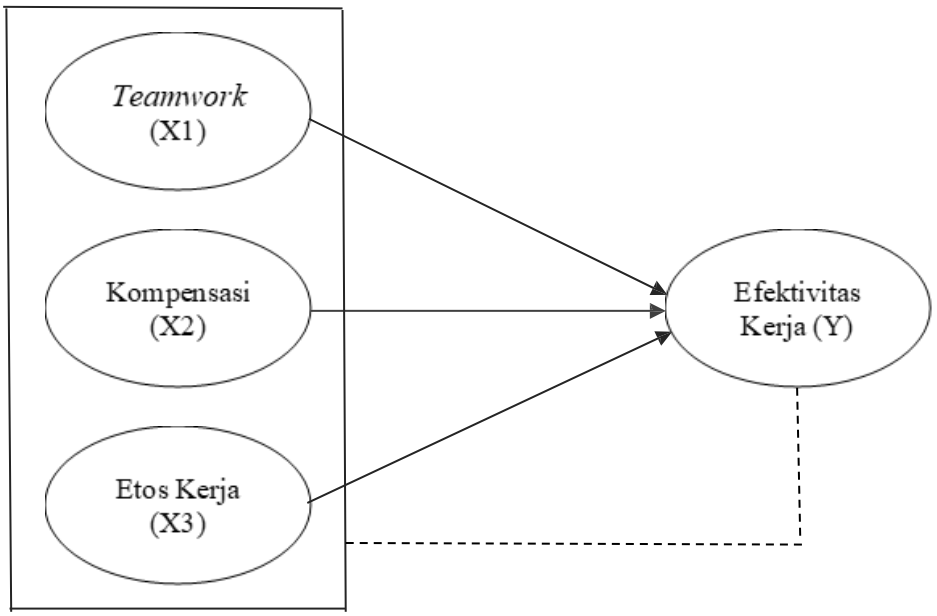


Figure 1. Research Model

5. Discussion

The results of the hypothesis test analysis carried out show that the *teamwork variable* has a significant positive effect on work effectiveness. This is proven from the regression results with a sig value of 0.012 <0.05. This value indicates that the hypothesis is accepted. This means that the *teamwork capabilities* possessed by the Bantul Regency Environmental Service can influence work effectiveness in carrying out activities to achieve a goal together. on the teamwork variable, the indicator at the highest level is at an average of 4.33. Meanwhile, the lowest indicator

level is with an average of 3.87. Effective *teamwork is a team that works well in groups, while ineffective teamwork* usually causes feelings of dissatisfaction between groups in the form of being lazy at work and lack of enthusiasm in carrying out the tasks given. This research is in line with previous research conducted which stated that teamwork has a positive and significant effect on work effectiveness.

The results of the hypothesis test analysis carried out show that the team work variable has a significant positive effect on work effectiveness. This is proven from the regression results with a sig value of 0.002 <0.05. This value indicates that the hypothesis is accepted. This means that the compensation capacity of the Bantul Regency Environmental Service has a positive influence on employee performance. In the compensation variable, indicators at the highest level are at an average of 4.20. Meanwhile, the indicator at the lowest level is with an average value of 3.94. Compensation will always be linked to the quantity, quality and benefits of services provided by employees for the organization where they work. This will affect organizational goals and organizational continuity. Providing compensation that is appropriate to employee performance can influence performance in an organization. This research is in line with previous research conducted which stated that compensation has a positive and significant effect on work effectiveness.

The results of the hypothesis test analysis carried out show that the work ethic variable has a significant positive effect on work effectiveness. This is proven from the regression results with a sig value of 0.005 < 0.05. This value indicates that the hypothesis is accepted. This means that the work ethic capability possessed by the Bantul Regency Environmental Service can influence work effectiveness in carrying out activities to achieve a predetermined goal. In the work ethic variable, the indicator at the highest level is at an average of 4.44. Meanwhile, the indicator at the lowest level is with an average value of 3.81. A good work ethic can produce effective performance, work based on sincerity, discipline, honesty, responsibility and respect for time will create more positive performance. So it can help individuals stay focused and not give up easily when facing work every day. This research is in line with

previous research conducted which stated that work ethic has a positive and significant effect on work effectiveness.

The results of the hypothesis test analysis carried out show that the variables teamwork, compensation and work ethic together have a significant positive effect on work effectiveness. In the work effectiveness variable, the indicator at the highest level is at an average of 4.35. Meanwhile, the indicator at the lowest level is with an average value of 3.44. Then this can also be shown and proven by the ANOVA table in the F test with a sig value of 0.000 < 0.05 and has a calculated F value of (8.591). This means that *teamwork*, compensation and work ethic at the Bantul Regency Environmental Service can simultaneously have a positive and significant effect on employee work effectiveness.

D. CONCLUSION

Based on the results of research conducted at the Bantul Regency Environmental Service, it can be concluded that *Teamwork* has a positive and significant effect on Work Effectiveness, Compensation has a positive and significant effect on Work Effectiveness, Work Ethic has a positive and significant effect on Work Effectiveness.

The limitation in this research is the distribution of questionnaires which is carried out where Civil Servants of the Bantul Regency Environmental Service are busy at work so it is difficult to adjust the time for filling out the questionnaire. This limited the control of the research when respondents filled out the questionnaire, resulting in several questionnaire statements not being filled in. Then, there are still relatively few respondents in the DLH area of Bantul Regency, so future researchers can research DLH in the Jogja area, which may have a larger scope.

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