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**THE INFLUENCE OF WORKLOAD AND INTELLECTUALS
ON THE WORK ETHIC OF PT. MEGA BINTANG MAS MEDAN**

By

Wiriaty Wijaya¹, Syawaluddin², Aidil Putra³, Thomas Sumarsan Goh⁴

¹⁾²⁾³⁾⁴⁾STIE Professional Management College Indonesia

email: wiriatywijaya@gmail.com

ABSTRACT

This research was conducted on employees who work at PT. Mega Bintang Mas Medan. The purpose of this study was to determine and analyze the influence of workload and intellectuality on the work ethic of employees. The population and sample in this study amounted to 31 people. The sampling technique used is saturated. Data collection techniques are by distributing questionnaires and interviews. Data analysis used multiple linear regression analysis. The conclusion in the study that simultaneously workload and intellectual have a positive and significant effect on the work ethic of employees of PT. Mega Bintang Mas Medan. Partially, the workload affects the work ethic of the employees of PT. Mega Bintang Mas Medan. Partially, intellectuals do not have a positive and significant effect on the work ethic of the employees of PT. Mega Bintang Mas Medan. The magnitude of the coefficient of determination can be seen from the value of Adjusted R Square is: 0.330 means Workload and Intellectuals are able to explain the work ethic of employees by 33.0% while the remaining 67.0% is influenced by variables not examined such as: organizational culture, work environment, motivation work, and so on.

Keywords : *Work Load, Intellectuality, and Work Ethic of Employees*

I. INTRODUCTION

In the modern era like today, there is a fairly heavy competition in the business field between one company and another. To be able to compete, companies certainly require a variety of competent human resources. The company and human resources are two things that need each other. If human resources manage to bring progress to the company, then the profit will be received by both parties. For employees, success is a means to develop themselves and meet their personal needs, while for companies success is a means to develop the company and compete with other companies.

Work ethic is: a characteristic consisting of passion, values, and principles that move a person to do various things that are positive for the work activities he has. In short, work ethic is a work spirit that makes a person give the best for the company, but the spirit given is: high spirit and full of seriousness in working. A person who has a high work ethic will usually also be full of responsibilities in carrying out his work.

Workloads are: a set or number of activities that must be completed by an organizational unit within a time predetermined by the company's policies and regulations. The number of duties and responsibilities given to an employee without paying attention to the abilities possessed by the employee, then it can be a burden that makes himself depressed when he works in the company.

Infactual is: the qualification of human intelligence which includes the ability to read, write and count which are the skills of words and numbers that are the main focus in work and will lead to the achievement of success in carrying out their work. Intellectual will also help

employees in directing their thoughts and actions during work activities so that they can make decisions appropriately and quickly.

PT. PT. Mega Bintang Mas Medan is a company engaged in distribution, retail, and repair and installation services offerings with *CCTV Camera, Fingerprint, Access Door, Alarm Security, GPS Tracker, PABX Telephone System, Facsimile, and Networking Computer products*. In addition to describing the products offered by the company, the researcher will also describe the employees who carry out the company's operational activities where the company has as many as 31 employees. In the observations made, the ethos of employees in work began to decrease or it can also be judged that the employee's work ethic is currently in a negative phase where employees always consider work as a burden that must be completed every day so as to make himself become dissatisfied at work and there is no visible sense of pleasure or comfort in work. In addition, employees also work because they are forced to because they want to earn money, making themselves feel saturated every day and not enjoying their work. In addition, employees have also stated that this work only hinders their pleasure so it is not uncommon to see employees who immediately go out even before recess, such as: employees have started to get ready to rest when it is still at 11:45 WIB and have come out to buy food at 11:50 WIB and return to the office at 13:15 WIB and mulai work at 13:30 WIB.

For sales employees, they are also seen doing the same thing where employees only come to do *fingerprints* and follow the morning *briefing* for a while after that immediately go out to find consumers at 9:35 WIB, but from the results of the lead report they submitted, employees only make leads to a few consumers without seeing any consumers who are interested in ordering goods. As for the time of return, the employee is also faster to prepare to go home 30 minutes before his return time, causing his desk to appear to be starting to be tidied up and the employee has also started holding his *smartphone*. These things are clearly seen that the work ethic of employees today cannot be the basis for working with high enthusiasm or passion in producing the most maximum work results for the company. The employee's low work ethic also makes the employee less active in providing the best work results such as: employees can usually help their co-workers to buy breakfast because this is considered in line where employees also want to buy breakfast, but for now, employees are considered to buy breakfast more often without asking their co-workers again. The employee's behavior is also because employees do not have a good ethos towards their co-workers because the longer the employee increasingly considers that helping his co-workers to buy breakfast becomes a burden in their activities.

In the observations made, it can be seen that workload is the first thing that affects the work ethic of employees in the company where employees feel burdened while doing the work that has been given to them because in terms of work equipment or equipment provided, each of them is inadequate or less supportive in making it easier for employees to work quickly. In addition, the influence of light also makes employees feel burdened at work because the room has a dim light, which sometimes makes it a little difficult for employees to read their reports. The work time given by the company is also uncertain, such as: during the Covid-19 pandemic, the company changed working hours and set various work *shifts* where there were employees who entered early, namely: at 6.30 WIB and returning early, namely: at 15:30 WIB, as well as employees who entered at 8:30 WIB and returned at 17:30 WIB. For employees who enter in the morning hours feel that the time is still said to be too early because considering that the city streets are very quiet at that hour, employees sometimes feel afraid to come to work. Sometimes employees who enter at 6:30 WIB are asked to be able to help other employees who have not finished their work so that in the end employees can work until 16:00 WIB or until 17:00 WIB.

Employees certainly feel unfair because they remember that their working hours are longer than employees who enter at 8:30 WIB, and their working hours are also for now longer than usual. The increasing workload of employees is also due to the lack of capacity of the employee's ability to complete the work given accompanied by a very limited level of working time makes him feel depressed which is where if he does the work too quickly is afraid to

experience mistakes such as: sales employees who are afraid to work quickly because of the wrong sales that must eventually be borne by the employee himself.

Other observations found that intellectuals are another thing that affects the work ethic of employees in companies where employee intellectuals in work are still lacking so that in terms of self-knowledge and work insights are still inadequate to make it easier for employees to carry out their work. In addition, employees are also considered not to count well without using their calculators and also lack good communication skills so that when submitting reports to their supervisors, they still often experience misrepresentation and make themselves often scolded by their superiors. Employees are also considered not to have many ideas that can make it easier for them to work quickly. For some other employees also do not have good characteristics and are often considered immoral because they do not have good manners in speaking such as: employees often use the word "you" for their superiors with the phrase "try to check first the report that I have sent to his Whatsapp, ci." This of course makes the boss sometimes feel unhappy and scold himself and employees have also tried various ways to correct his shortcomings, but sometimes also often use words that are considered harsh and lack good manners. In addition, employees are also considered untidy at work and still have various shortcomings in using computers such as: new employees who still do not understand how to move data into the work *network* that has been taught many times, but he sering forgets this.

The lack of intellectuals owned by employees also makes the employee a little slow in digesting all the work he has to do, especially when the work comes at the same time and accumulates. This not only makes employees with low intellectuals depressed, akan but also makes them confused in arranging which work they need to complete in advance.

Based on the background that has been described above, researchers are interested in conducting research with the title of the thesis: "**The Influence of Workload and Intellectuals on the Work Ethic of PT employees. Mega Bintang Mas Medan.**"

Problem Identification

Some of the problem identification in this study are:

1. Employees feel burdened while doing the work that has been given to them because in terms of work or completeness provided, masih is inadequate or less supportive in making it easier for employees to work quickly. In addition, the influence of light also makes employees feel burdened at work because the room has a dim light, which sometimes makes it a little difficult for employees to read their reports. The increased workload of employees is also assessed due to the lack of capacity of employees' ability to complete the work given accompanied by a very limited level of working time.
2. In terms of self-knowledge and work insight, employees are still inadequate to make it easier for employees to carry out their work. In addition, employees also cannot count well without using their calculators and also lack good communication skills. What's more, the employee does not have many ideas that can make it easier for him to work quickly. For some other employees also do not have good characteristics and are often considered immoral because they do not have good manners in speaking.
3. The ethos of employees at work is still low where employees always consider work as a burden that they must complete every day so as to make themselves dissatisfied at work and there is no visible sense of pleasure or comfort at work. In addition, employees also work because they are forced to get money so that they make themselves feel saturated every day and do not enjoy their work and employees have also stated that this work only hinders their pleasure so it is not uncommon to see employees who immediately go out even before recess.

Problem Formulation

The formulation of the problems in this study is:

1. Whether the workload affects the work ethic of PT employees. Mega Bintang Mas Medan ?

2. Does intellectual influence the work ethic of PT employees. Mega Bintang Mas Medan ?
3. Whether workload and intellectuals affect the work ethic of PT employees. Mega Bintang Mas Medan ?

Research Objectives

Some of the objectives of this study are:

1. To test and analyze the effect of workload on the work ethic of PT employees. Mega Bintang Mas Medan.
2. To test and analyze the intellectual influence on the work ethic of PT employees. Mega Bintang Mas Medan.
3. To test and analyze the influence of workload and intellectuals on the work ethic of PT employees. Mega Bintang Mas Medan.

II. LITERATURE REVIEW

Theoretical Studies

According to Sugiono, et al (2018:105), "Mental workload is a workload that is the difference between the workload demands of a task and the maximum capacity of a person's mental load in a motivated state."

According to Sutrisno (2018:191), "Intellectual is a necessary ability to carry out mental activities. For this reason, it is related to intellectual intelligence, also known as mental capacity, that is, the ability of a person to absorb various information."

According to Amiruddin (2019: 12), work ethic can be defined as a certain work paradigm adopted by a person, organization or community, trusting him sincerely and seriously, and committing to the work paradigm, then trust will give birth to work attitudes and work behaviors in a typical way.

Frame of Mind

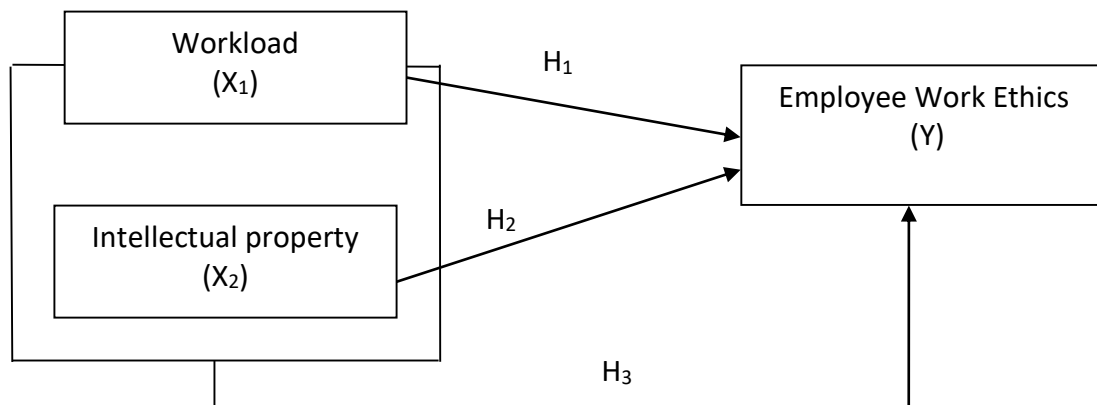


Figure 2. 1. Frame of Mind

According to Firdaus, et al (2021:27), on some research concepts and plans, the usual framework of thinking is made in the form of diagrams or schemes. The goal is to be able to make it easier to understand some data variables that will then be studied in the next stage. With the structural picture of thinking in the form of a scheme or chart, the author can describe the sequence of his thought processes in sequence so that it is easily understood by the reader.

According to Amiruddin (2019:18), "For individuals or groups of people who have a low work ethic, they will feel that work is a burdensome thing."

According to Safrudin, et al (2018: 92), the embodiment of elements of work ethic comes from the quality of competence in personality aspects that include religious, intellectual, social, personal, physical, moral aspects, and so on. This can mean that those who are seen as having a high and strong work ethic will have an advantage.

According to Ginting (2020:37), e-high-five work is how high the enthusiasm an employee has at work. Not only to achieve its own work targets, but also the targets of the team or organization. The high and low work ethic of employees is one of the intellectual signs that employees have, so it is because of the reason why work ethic is needed in the world of work. With a high work ethic, employees will be considered productive, capable, and enthusiastic in doing every job given because that ethos will be able to help employees release the various workloads they face. This is what will set you apart from other employees.

Hypothesis

According to Swarjana (2016:71), a hypothesis is a temporary conjecture that still needs to be tested for truth which is also a temporary answer to the formulation of the research problem. Hypothesis in detail is interpreted as a temporary answer to the formulation of a research problem that still needs to be tested for correctness through hypothesis testing or statistical tests.

Based on the above frame of mind, the hypotheses in this study are as follows:

H₁ : Workload affects the Work Ethic of PT. Mega Bintang Mas Medan.

H₂ : Intellectuals influence the Work Ethic of PT. Mega Bintang Mas Medan.

H₃ : Workload and Intellectuals affect the Work Ethic of PT. Mega Bintang Mas Medan.

III. RESEARCH METHODOLOGY

The location where the research was conducted was: PT. Mega Bintang Mas Medan which is located at Jl. Singa No. 10 B, Medan. The selection of this location is carried out *purposively* with the consideration that there is a willingness of the company to provide the necessary information in accordance with the research. The research time is September 2021 to June 2022.

Population and Sample

In this study, the population was a number of 31 employees .

In other words, the saturated sampling is 100% of the total population, namely 31 respondents as a research sample while 30 respondents outside the company are used for validity tests , namely PT. Zkteco Indonesia.

The data analysis model used in this research hypothesis is a multiple regression analysis model. In this study, researchers used a 26 windows version of the SPSS software program . To find out the influence of free variables and bound variables, the multiple regression analysis formula is used as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information:

Y = Employee Work Ethic

a = Constants

b₁ = Variable Regression Coefficient X₁
(Workload)

b₂ = Variable Regression Coefficient X₂ (Intellectual)

X₁ = Workload Variables

X₂ = Intellectual Variables

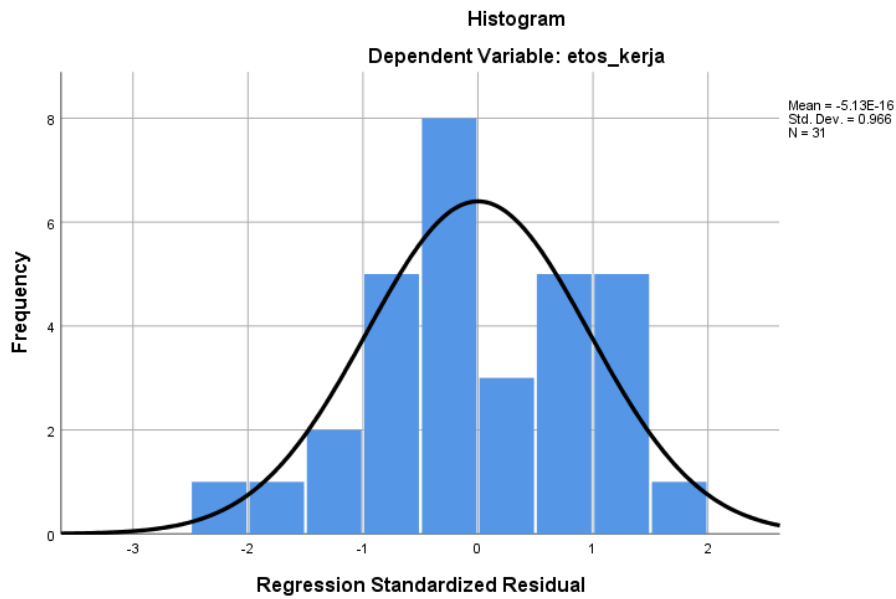
e = Error Percentage (0.5)

IV. DISCUSSION AND RESEARCH RESULTS

Multiple Regression Coefficient Test Results

Multiple regression hypothesis testing states that there is an influence of workload and intellectuals on the work ethic of PT employees. Mega Bintang Mas Medan.

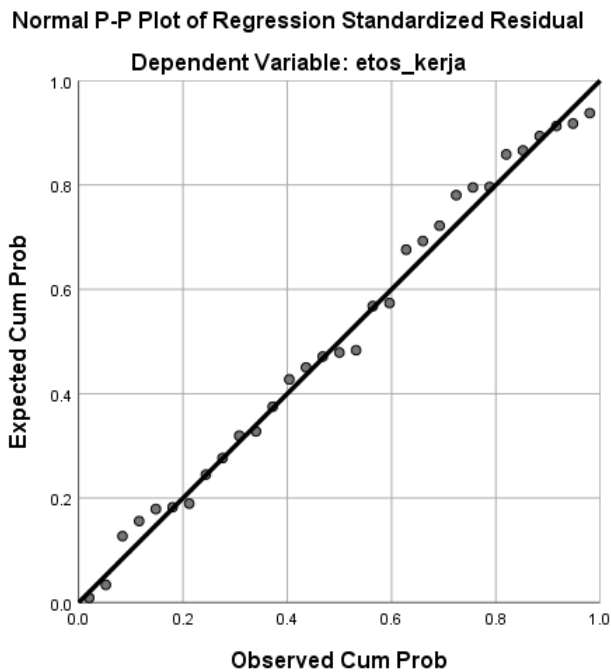
Normality Test



Source : Research Results 2022 (Data Processed)

Figure 4. 1. Histogram Normality Test

Figure 4.1. shows the real data forming a curve line tends to be symmetrical not to deviate to the left or to the right, then it can be said that the data is normally distributed.



Source : Research Results 2022 (Data Processed)

Figure 4. 2. Normality Test P-P Plot

Figure 4.2. The *P-P Plot Normality* graph looks at the data spreading around the diagonal line and mostly close to the diagonal line so it can be concluded that the data is normally distributed.

**Table 4. 12 Normality Test Results
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		31
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.09048244
	Most Extreme Differences	
	Absolute	.079
	Positive	.066
	Negative	-.079
Statistical Test		.079
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source : Research Results 2022 (Data Processed)

Table 4.12. it was seen that the results of the *Kolmogorov Smirnov* normality test showed a significant value of 0.200 greater than 0.05. Thus from the test results *Kolmogorov Smirnov* showed normally distributed data.

Multicollinearity Test

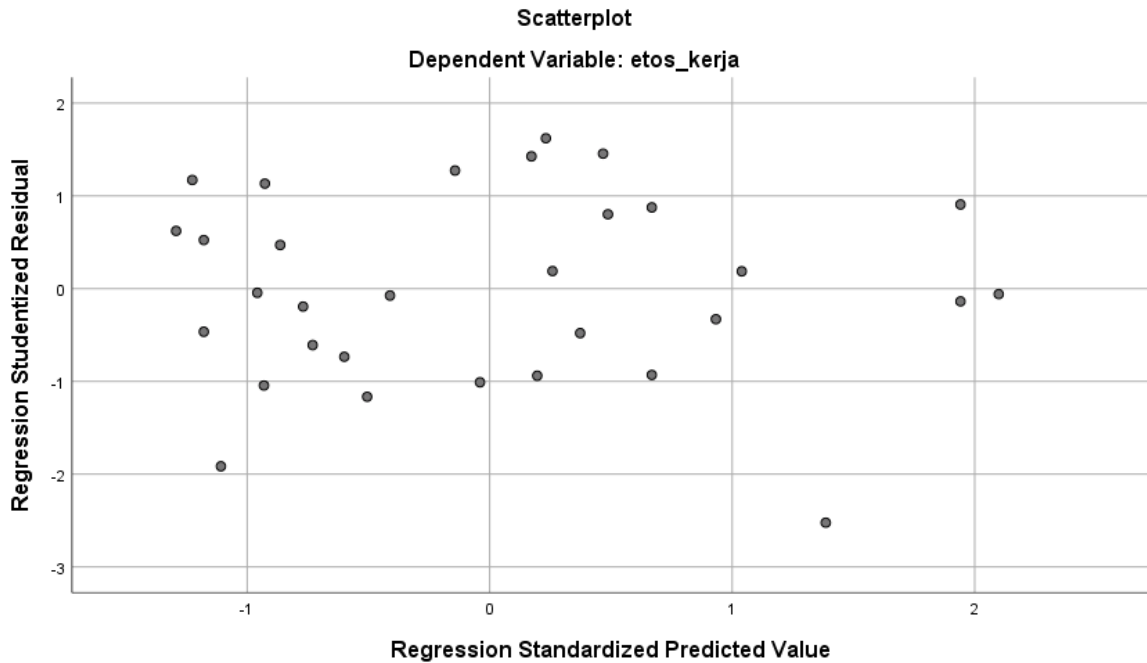
Table 4. 13 Multicollinearity Test

Type		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	11.978	5.505		2.176	.038		
	beban_kerja	.264	.122	.390	2.166	.039	.689	1.451
	Intellectual property	.357	.212	.303	1.682	.104	.689	1.451

a. Dependent Variable: etos_kerja

Based on Table 4.13. above, each of the Workload (X₁) and Intellectual (X₂) variables has a *tolerance* value of 0.689 > 0.1 while the VIF value of each of the Workload (X₁) and Intellectual (X₂) variables is 1.451 smaller than 10, thus in the multicollinearity test there is no correlation between workload and intellectual variables.

Heteroskedasticity Test



Source : Research Results 2022 (Data Processed)

Figure 4. 4. Scatterplot Chart

Figure 4.4. *The scatterplot* chart shows that the scatter points with an unclear pattern both above and below the zero (0) on the Y-axis, do not gather in one place, so from *the scatterplot* chart it can be concluded that there are no symptoms of heteroskedasticity pada regression model.

Table 4. 20. Multiple Linear Regression Analysis Results Coefficients^a

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	11.978	5.505		2.176	.038
	beban_kerja	.264	.122	.390	2.166	.039
	Intellectual property	.357	.212	.303	1.682	.104

a. Dependent Variable: etos_kerja

Source : Research results,2022 (data processed)

$$Y = 11.978 + 0.264 \text{ Workload} + 0.357 \text{ Intellectual} + e$$

The meaning of the above multiple linear regression analysis equations is :

1. The constant of 11,978 means that if there is no value of the Workload and Intellectual variables, then the value of the employee's Work Ethic is : 11,978.
2. The Workload regression coefficient is 0.264 and the value is positive, this states that any increase in the workload value of 1 unit will increase the employee's Work Ethic value by

0.264 units assuming other variables remain.

- The Intellectual regression coefficient is 0.357 and the value is positive, this states that each increase in the Intellectual value of 1 unit will increase the employee's Work Ethic value by 0.357 units assuming other variables remain.

Determination Test (R²)

Testing using the adjusted coefficient of determination test R Square, which is to see the magnitude of the influence of workload and intellectuals on the work ethic of PT employees. Mega Bintang Mas Medan.

Table 4. 21. Coefficient of Determination Testing

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.612 ^a	.375	.330	5.269

a. Predictors: (Constant), intellectual, beban_kerja

Source : Research results,2022 (data processed)

Table 4.21 shows that the value of *adjusted R Square* is : by 0. 330 means workload and intellectuals are able to explain the employee's Work Ethic by 33.0% while the remaining 67.0% is influenced by unexplored variables such as: organizational culture, work environment, work motivation, and so on.

F Test (Simultaneous)

Table 4. 22. Simultaneous Test Results (F Test)

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	466.610	2	233.305	8.403	.001 ^b
	Residual	777.390	28	27.764		
	Total	1244.000	30			

a. Dependent Variable: etos_kerja

b. Predictors: (Constant), intellectual, beban_kerja

Source : Research results,2022 (data processed)

The F value of_{the table} is obtained from :

df1 = k-1 = 3-1 = 2, where k is : the sum of dependent and independent variables

df2 = n-k = 31-3 = 28, where n is : number of samples

F_{table} as per table F is : 3.34.

Based on Table 4.22. it can be seen that the value of F_{count}> F_{table} (8.403> 3.34), H₃ is accepted. then it can be concluded that Workload and Intellectuals affect the Work Ethic of PT employees. Mega Bintang Mas Medan. and the effect is : positive with a significant degree (α) is : 5%. By looking at the probability which is smaller than the significant level (0.001 < 0.05), it can be concluded that the equation model has a significant effect.

T test (Partial)

The following is a table of the results of partial hypothesis testing, namely:

**Table 4. 23. Partial Test Results (t Test)
Coefficients^a**

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11.978	5.505		2.176	.038
beban_kerja	.264	.122	.390	2.166	.039
Intellectual property	.357	.212	.303	1.682	.104

a. Dependent Variable: etos_kerja

Source : Research results,2022 (data processed)

Table 4.23. shows the table's t value for a significant 0.05 at the free degree $df=n-k = 31-3=28$ is : by 2.048. The results of the partial test can be described as follows:

1. The results of the partial t-test calculation for the Workload variable obtained a calculated t value (2.166) greater than the table t (2.048) with a significant value of $0.039 < 0.05$, then the Workload positively and significantly affected the Work Ethic of PT employees. Mega Bintang Mas Medan (H_1 received)
2. The results of the partial t test for intellectual variables obtained a calculated t value (1.682) smaller than t_{table} (2.048) with a significant value of $0.104 > 0.05$, then Intellectual has no effect on the Work Ethic of PT employees . Mega Bintang Mas Medan (H_2 ditolak).

V. CONCLUSIONS AND SUGGESTIONS

Conclusion

1. Workload affects the Work Ethic of PT. Mega Bintang Mas Medan.
2. Intellectuals have no effect on the Work Ethic of PT employees. Mega Bintang Mas Medan.
3. Workload and Intellectuals affect the Work Ethic of PT. Mega Bintang Mas Medan.

Suggestion

1. It is expected for *superiors to review jobdesc* employees so that they can measure employee capacity in accordance with the amount of completion time and the amount of work borne by the employee himself. This aims to be able to monitor and realize the capacity of employees and review the number of jobs that are reasonably received by employees so that they do not experience *job overload* which can cause a higher workload. By doing this, it is hoped that it can increase a good work ethic.
2. It is expected that companies can pay attention to other factors that affect the work ethic of employees because the results of research show that intellectuals do not affect the work ethic of employees. By paying attention to other factors such as: work motivation, organizational culture, work environment, and so on, it is hoped that it can improve the

work ethic of PT employees. Mega Bintang Mas Medan. Work ethic can be improved in various ways, one of which is with the role of superiors who provide examples of discipline and are always reliable and trusted to complete tasks, subordinates will naturally duplicate the attitude of a good work ethic.

3. It is expected for companies to pay more attention to factors that affect the work ethic of employees. One of them is: paying attention to the workload that the employee dimi liki, if the employee has a workload that is beyond the capacity that can be carried, of course it will cause the employee to become stressed so that his work ethic will decrease as well. Employees will feel incomprehensible and work with disregard. This can trigger a decrease in the work ethic of employees. So, with this research, it is hoped that superiors can pay more attention to employee workload so that fair and even adjustments can be made so that the employee's work ethic will increase. By conducting effective two-way communication with employees, superiors can find out the capacity of abilities that employees have and the amount of work carried out by these employees so that adjustments or training can be made so that employees can feel lighter because they have the ability to bear their responsibilities.

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