



## The Influence Of Organizational Culture And Organizational Support On Civil Servants' Work Ethic Civilians At The Wajok Hulu Outpatient Health Center In Mempawah Regency

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### ABSTRACT

This study aims to determine whether there is a relationship between Organizational Culture (X1), Organizational Support (X2), and Work Ethic (Y). This study is an associative study. The sampling method using the saturated sampling technique obtained 37 samples Civil Servants of Wajok Hulu Outpatient Health Center. Instrument testing uses validity test, reliability test, classical assumption test (normality and linearity), multiple linear regression analysis, multiple correlation coefficient, simultaneous influence test (F-test), and partial test (t-test). Based on the results of the simultaneous test (F-test), there is a significant simultaneous influence between Organizational Culture (X1) and Organizational Support (X2) on Work Ethic (Y) at the Wajok Hulu Outpatient Health Center. The results of the Partial Test (T-test) Organizational Culture (X1) does not have a significant influence on work ethic, while Organizational Support (X2) partially has a significant influence on the variable of Civil Servant Work Ethic at the Wajok Hulu Outpatient Health Center.

### INTRODUCTION

Human resource management is one of the roles that is very much needed in a company or organization that focuses on recruitment, processing, and direction activities for people who work in the company or organization. An organization can run well and achieve its goals completely because the performance produced by each component runs smoothly and supports each other in the success of an organization..According to Hasibuan, (2017, p. 10): "Resource Management Human Resources is the science and art of managing the relationships and roles of the workforce to effectively and efficiently help realize the goals of the Company, employees and society."

One of the efforts that must be made by the Health Center in improving performance to

achieve organizational goals is to form the Health Center into a conducive, comfortable, and harmonious organization among the workers in it. To create a good work environment, an effective organizational culture is needed. The organizational culture in the Health Center must be conducive by paying attention to mutual comfort, being helpful to one another, and acting proactively. According to Robbins (2008) in Adamy (2016, p. 32): "Organizational Culture as a shared perception held by members of the organization and becomes a system of meaning held by members that distinguishes the organization from other organizations".

According to Rumawas (2021, p. 70): "Organizational Support is a form of organization, provision of work facilities and infrastructure, selection of technology, comfort of the work environment, and working conditions and requirements". Organizational Support for employees is very important because it can improve the welfare of its employees which will affect work ethic. With this organizational support, employees feel motivated to work. Something they need for work purposes has been facilitated by the agency. With this, an agency expects a high work ethic from employees.

Work Ethic is a work spirit that is seen in a person in responding to his work. According to Ginting, (2016, p. 7): "that Work Ethic is a work spirit that is characteristic of a person or group of people who work, which is based on ethics or work perspectives that are believed in, which are manifested through determination and concrete behavior in the world of work". Good work ethic and full organizational support will create employees who are able to provide encouragement to each employee to improve their performance. Improving work ethic attitudes is one of the employee's responsibilities to the agency. According to Sinamo, (2015, p. 151): "Work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by total commitment to an integral work paradigm".

According to the Indonesian Minister of Health Regulation No. 75 of 2014, a community health center is a health service that organizes community health efforts and first-level individual health efforts, by prioritizing the highest possible efforts in its working area.

Wajok Hulu Outpatient Health Center is located at Jl. Raya Wajok Hulu, Jungkat District, Mempawah Regency. Wajok Hulu Outpatient Health Center operates to serve patients from 08:00-16:00 WIB. Wajok Hulu Outpatient Health Center as the nearest health service provider to treat and cure diseases suffered by the surrounding community. Wajok Hulu Outpatient Health Center has several services. The following are the types of services available at Wajok Hulu Outpatient Health Center:

1. General Inspection
2. Dental and Oral Health Examination
3. Maternal and Child Health / Family Planning (KIA/KB)
4. Emergency Unit (UGD)
5. Nutrition Counseling
6. Laboratory
7. Picking up Prescription Drugs (Pharmacy)
8. Administration
9. Toddler Health Post
10. Integrated Development Post (Posbindu)

In Mempawah Regency there are nine sub-districts, namely Jongkat Sub-district, Segedong Sub-district, Sungai Pinyuh Sub-district, Anjongan Sub-district, Mempawah Sub-district Downstream, East Mempawah District, Sungai Kunyit District, Toho District, and Sadaniang District. The results of an interview with the head of the Ibu Mugiarsih Health Center, A.Md Keb, said that visits to the Wajok Hulu Outpatient Health Center fluctuated, the causes of the increase and decrease in the number of visits were due to changes in seasons and disease outbreaks.

According to Wibisono & Catrayasa (2018): "Work ethic has a big influence on customer satisfaction, besides that, the way of acting, thinking and the environment are also influenced by work ethic". Meanwhile, according to Rahummanet.al(2022): "Service quality depends on the organization's strategy for treating customers, and employees support the ongoing customer interaction.

So it can be said that employees are the key to the success of the organization which can be seen through attitudes, behavior, interactions and strategies in implementing work ethics in providing quality services". Therefore, the poor quality of the health center service process has an impact on patient dissatisfaction, so that they are not interested in making repeat visits for treatment. It can be seen from the phenomenon that occurs at the Wajok Hulu Outpatient Health Center that the work ethic of the employees is still low because there are still ups and downs of being late and going home early every year at the Wajok Hulu Outpatient Health Center Civil Servants.

Employees who have low work discipline will work as they please because there is no responsibility and awareness as part of the organization. Wajok Hulu Health Center has not created its own organizational culture because it only applies the motto, vision and mission, so Wajok Hulu Health Center adopts the organizational culture of the Mempawah district government.

According to the results of the interview with Mrs. Mugiarsih, A.Md Keb as the Head of the Wajok Hulu Outpatient Health Center, she said that the Organizational Culture implemented at the Wajok Hulu Outpatient Health Center has been implemented well. Employees have implemented serving with respect, politeness, sincerity and alertness. The organizational culture values applied in the Mempawah Regency Government Agency with Circular Number: 5904 of 2021 concerning the Implementation of Core Values and Employer Branding for ASN are as follows:

1. Service Oriented
  - a. Understand needs and prioritize community satisfaction
  - b. Serve with respect, politeness, speed, sincerity and alertness
  - c. Carrying out continuous improvements in providing services
2. Accountable
  - a. Carry out tasks honestly, responsibly, carefully, with discipline and high integrity
  - b. Using state assets and property responsibly, effectively and efficiently
  - c. Do not abuse the authority of office
3. Competent
  - a. Improve self-competence to answer ever-changing challenges
  - b. Share the knowledge you have with others
  - b. Carry out duties in accordance with the provisions of laws and regulations
4. Harmonious
  - a. Respect everyone regardless of background
  - b. Like helping others
  - b. Building a conducive work environment
5. Loyal
  - a. Maintaining the good name of fellow ASN, leaders, agencies and the state
  - b. Willing to sacrifice to achieve a greater goal
  - c. Maintain position and state secrets
6. Adaptive
  - a. Quickly adapt to get better
  - b. Continuously make improvements following technological developments
  - c. Act proactively
7. Collaborative
  - a. Provide opportunities for various parties to contribute
  - b. Open to working together to produce added value
  - c. Mobilizing the use of various resources for common goals.

The Wajok Hulu Outpatient Health Center's efforts to introduce organizational culture to its employees are as follows:

1. Ensure that leaders are role models in implementing Organizational Culture so that employees can follow their example.
2. Conduct periodic evaluations of the implementation of organizational culture and provide feedback to employees for improvement.

According to Busro (2018, p. 7): "By creating an organizational culture, within the organization, communication relationships between members of the organization will be more conducive, work ethics will be created, member discipline will increase, work motivation will increase, and organizational values will be adhered to together."

The support provided by Wajok Hulu Outpatient Health Center to all its employees is Extrinsic Support and intrinsic support, Extrinsic support such as, Salary, Allowances, and Bonuses. Intrinsic support such as, attention, praise, information, comfort, self-development and adequate facilities.

## LITERATURE REVIEW

According to Munandar (2001, p. 263) in Busro (2018, p. 4): "Organizational culture is the way of thinking, feeling and reacting in an organization or in parts of an organization that can be said to be organizational culture." According to Robbins (2001) in Busro (2018, p. 22) there are seven characteristics of organizational culture as follows:

1. Innovation and risk taking.  
A good organizational culture will give employees the freedom to innovate and take risks.
2. Attention to detail.  
A good organizational culture will provide the best possible service by paying attention to detail, not just global.
3. Results orientation.  
A good organizational culture will always be oriented towards results, not just processes.
4. People orientation  
A good organizational culture will always be oriented towards people, both members of the organization and customers.
5. Team Orientation.  
A good organizational culture always emphasizes team cohesion in work, not individual work.
6. Aggression.  
A good organizational culture will provide better rewards for members of the organization who have good aggressive performance. Leaders are also aggressive in providing motivational encouragement in the form of gifts, allowances, or other positive benefits.
7. Stability.  
A good organizational culture will provide confidence and stability for members of the organization to remain within the organization.

According to Robbins & Judge, (2008, p. 103): "Perceived organizational support is the degree to which employees believe the organization values their contributions and cares about their well-being. Unless management is supportive of employees, employees may view the tasks as unpleasant and perform ineffectively for the organization." According to Eisenberger et al., (1986) Organizational Support can be measured using several indicators, namely as follows:

1. Awards

Rewards relate to the extent to which an organization values employee efforts. Rewarding employee efforts can be done by giving something in the form of a gift as a token of appreciation for employees who provide good work results for the organization.

2. Superior Support

This superior support is in the form of giving full trust to employees for all work in their respective fields but still under the supervision of the leader.

3. Working Conditions

Working conditions are related to the relationship between management and employees, namely establishing good communication which influences employee comfort in carrying out tasks.

4. Employee Welfare

Employee welfare is not only about providing sufficient salary or wages, but the organization can also provide a comfortable working environment for employees. According to Sinamo (2015, p. 151) : "Work Ethic is a set of positive work behaviors rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm."

According to Sinamo (2015, p. 151) the indicators of professional work ethic are as follows:

1. Work is a blessing, where work is sincerely full of gratitude.
2. Work is a mandate, where work is done correctly and responsibly.
3. Work is a calling, where work is done thoroughly and with integrity.
4. Work is actualization, where you work hard and enthusiastically.
5. Work is worship, where work is serious and full of love
6. Work is an art, where working smart with full creativity.
7. Work is an honor, where work is diligent and full of excellence.
8. Work is a service, where work is complete and full of humility.

Previous research conducted to determine the influence of Organizational Culture and Organizational Support on Work Ethic includes the following:

1. Fahrudin, (2020) with the title "The Influence of Organizational Culture on the Work Ethic of State Junior High School Teachers" shows that there is a positive and significant influence of Organizational Culture on Work Ethic.
2. Lasang, (2022) with the title "The Influence of Organizational Support, Educational Background and Work Experience on Employee Work Ethic at the Dharma Prima Yogyakarta Credit Union Savings and Loan Cooperative" shows that Organizational Support has a significant influence on Work Ethic.

## METHODS

This study is an associative study, which aims to determine the relationship between two or more variables. Interviews were conducted with the Head of the Wajok Hulu Outpatient Health Center in Mempawah Regency. The number of Civil Servants of the Wajok Hulu Outpatient Health Center is 37 in 2024. All members of the population are sampled, the sample in this study uses saturated sampling. The variables of this study are the Independent Variables:

Organizational Culture (X1) and Organizational Support (X2). Dependent variable: Work Ethic (Y). The measurement scale used is the Likert Scale with alternative answers: Strongly Agree, Agree, Less Agree, Disagree, Strongly Disagree. Data Analysis Techniques in this study Instrument Test: Validity Test and Reliability Test, Classical Assumption Test: Nominality Test, Linearity Test, and Multicollinearity Test.

## RESULTS AND DISCUSSION

### Validity Test

**Table 1 Results Of The Validity Test Of Organizational Culture Variables (Variable X1)**

No	Item	Correlation Results (r <sub>xy</sub> )	r table	Conclusion
			5%	
1	X1.1	0.654	0.274	Valid
2	X1.2	0.567	0.274	Valid
3	X1.3	0.504	0.274	Valid
4	X1.4	0.683	0.274	Valid
5	X1.5	0.384	0.274	Valid
6	X1.6	0.552	0.274	Valid
7	X1.7	0.514	0.274	Valid
8	X1.8	0.551	0.274	Valid
9	X1.9	0.378	0.274	Valid
10	X1.10	0.650	0.274	Valid
11	X1.11	0.365	0.274	Valid
12	X1.12	0.549	0.274	Valid
13	X1.13	0.427	0.274	Valid
14	X1.14	0.365	0.274	Valid

Source: Processed data, 2024

Table 1 shows that the results of the validity test on the Product variable (X1) show that all statement items are valid because the calculated  $r$  value  $\geq r$  table.

**Table 2 Results Of Validity Test Of Organizational Support Variable (Variable X2)**

No	Item	Correlation Results (r <sub>xy</sub> )	r table	Conclusion
			5%	
1	X2.1	0.846	0.274	Valid
2	X2.2	0.786	0.274	Valid
3	X2.3	0.854	0.274	Valid
4	X2.4	0.708	0.274	Valid
5	X2.5	0.846	0.274	Valid
6	X2.6	0.786	0.274	Valid
7	X2.7	0.854	0.274	Valid
8	X2.8	0.325	0.274	Valid

Source: Processed data, 2024

Based on table 2 above, it shows that the validity test on the Organizational Support variable (X2) shows that all statement items are valid because the calculated  $r \geq$  table  $r$ .

**Table 3 Results Of Validity Test Of Work Ethic Variable (Variable Y)**

No	Item	Correlation Results ( $r_{xy}$ )	r table	Conclusion
			5%	
1	Y.1	0.746	0.274	Valid
2	Y.2	0.773	0.274	Valid
3	Y.3	0.689	0.274	Valid
4	Y.4	0.734	0.274	Valid
5	Y.5	0.759	0.274	Valid
6	Y.6	0.688	0.274	Valid
7	Y.7	0.643	0.274	Valid
8	Y.8	0.441	0.274	Valid
9	Y.9	0.688	0.274	Valid
10	Y.10	0.902	0.274	Valid
11	Y.11	0.866	0.274	Valid
12	Y.12	0.802	0.274	Valid
13	Y.13	0.821	0.274	Valid
14	Y.14	0.688	0.274	Valid
15	Y.15	0.902	0.274	Valid
16	Y.16	0.902	0.274	Valid
17	Y.17	0.642	0.274	Valid
18	Y.18	0.902	0.274	Valid
19	Y.19	0.642	0.274	Valid
20	Y.20	0.902	0.274	Valid

Source: Processed data, 2024

Based on table 3 above, it shows that the validity test on the Work Ethic variable (Y) shows that all statement items are valid because the calculated  $r \geq$  table  $r$ .

### Reliability Test

Reliability Test is used to determine the consistency of the measuring instrument, whether the measuring instrument can be relied on for further use. The results of the reliability test in this study used the Cronbach's Alpha technique.

**Table 4 Results Of The Reliability Test Of The Organizational Culture Variable (Variable X1)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.770	14

Source: Processed data, 2024

Based on Table 4 above, it shows that Cronbach's Alpha is 0.770, meaning that the value is above the reliability coefficient of 0.6. So it can be concluded that all statement items in the questionnaire as a measuring tool for the Organizational Culture variable (X1) are reliable and consistent and can be relied on.

**Table 5 Results Of The Reliability Test Of The Organizational Support Variable (Variable X2)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.890	8

Source: Processed data, 2024

Based on Table 5 above, it shows that Cronbach's Alpha is 0.890, meaning that the value is below the reliability coefficient of 0.6. So it can be concluded that all statement items in the questionnaire as a measuring tool for the Organizational Support variable (X2) are not reliable and consistent and can be relied on.

**Table 6 Results Of The Reliability Test Of The Work Ethic Variable (Variable Y)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.962	20

Source: Processed data, 2024

Based on Table 6 above, it shows that Cronbach's Alpha is 0.962, meaning that the value is above the reliability coefficient of 0.6. So it can be concluded that all statement items in the questionnaire as a measuring tool for the Work Ethic variable (Y) are reliable and consistent and can be relied on.

**Normality Test**

This Normality Test aims to determine the distribution of data in the variables that will be used in the study. Data normality can be seen using the Kolmogorov-Sminov normal test. The results of the Normality test calculation can be seen in the following table:

**Table 7 Normality Test Results**

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual Ed.
N		37
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	5.10723092
Most Extreme Differences	Absolute	.130
	Positive	.130
	Negative	-.072
Test Statistics		.130
Asymp. Sig. (2-tailed)		.119 <sup>c</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Processed data, 2024



Table 7 above shows that the Asymp. Sig (2-tailed) value is 0.119 > that the residual value is normally distributed. 0.05, meaning

### Linearity Test

Linearity test is used to see whether the model specifications used are correct or not. The results of the calculation of the Linearity test of the Organizational Culture variable can be seen in the following table:

**Table 8 Results Of Linearity Test Of Organizational Culture Variables On Work Ethic Variable (X1)**

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Etos Kerja * Budaya Organisasi	Between Groups	(Combined)	1380.932	15	92.062	1.896	.087
		Linearity	782.887	1	782.887	16.126	.001
		Deviation from Linearity	598.045	14	42.718	.880	.589
	Within Groups		1019.500	21	48.548		
	Total		2400.432	36			

Source: Processed data, 2024

Based on table 8, the results of the linearity test show a significant value. deviation from Linearity of 0.589 > 0.05. So it can be concluded that there is a linear relationship between Organizational Culture and Work Ethic.

**Table 9 Results Of Linearity Test Of Price Variable On Organizational Support Variable (X2)**

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Work ethic * Support Organization	Between Groups	(Combined)	1646.160	10	164,616	5,674	.000
		Linearity	1382.718	1	1382.718	47,663	.000
		Deviation from Linearity	263,442	9	29,271	1.009	.458
	Within Groups		754,272	26	29,010		
	Total		2400.432	36			

Source: Processed data, 2024

Based on table 9, the results of the linearity test show a significant value. deviation from Linearity of  $0.458 > 0.05$ . So it can be concluded that there is a linear relationship between Organizational Support and Work Ethic.

**Multicollinearity Test**

Multicollinearity test is conducted to analyze the correlation between independent variables. As a basis for seeing a model that is not Multicollinearity is to look at the size of the Variance Inflation Factor (VIF) and the tolerance level. If the tolerance value  $> 0.10$  or  $VIF < 10$ , then there is no Multicollinearity between the independent variables and vice versa. The following is a

**Table 10 Multicollinearity Test Results**

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerantce	VIF
1	Organizational culture	.693	1,442
	Support Organization	.693	1,442

a. Dependent Variable: Work Ethic

Source: Data processed by SPSS 26, 2024

Based on Table 10, it can be seen that there is no multicollinearity between the variables. independent in the regression model. This is indicated by the tolerance value of each variable  $> 0.10$  and  $VIF < 10$ .

**Multiple Linear Regression Analysis**

Multiple linear regression analysis to determine the influence between independent variables on dependent variables carried out by 37 respondents. The following is the Multiple Linear Regression Analysis Table:

**Table 11 Results Of Multiple Linear Regression Analysis**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.445	.617		.721	.476
	Organizational culture	.292	.173	.218	1,691	.100
	Support Organization	.605	.122	.639	4,959	.000

a. Dependent Variable: Work Ethic

Source: Processed data, 2024

From table 11, the multiple linear regression equation can be seen as follows:  $Y = 0.445 + 0.292 X_1 + 0.605 X_2$  From the multiple linear regression equation, it can be explained as follows:

1. The constant value of has a positive value of 0.445. So it can be interpreted that if the independent variable has a value of 0 (constant) then the dependent variable has a value of 0.445.
2. The regression coefficient value of variable X1 is positive at 0.292, which means that if variable X1 increases, variable Y will also increase and vice versa.
3. The regression coefficient value of variable X2 is positive at 0.605, which means that if variable X2 increases, variable Y will also increase and vice versa.

**Correlation Coefficient Analysis (R)**

Correlation analysis is conducted in order to test the associative hypothesis, namely the relationship between variables in the population through the data of the relationship of variables in the sample. The results of the calculation of the correlation coefficient test can be seen in the following table:

**Table 12 Results of Correlation Coefficient Test (R)**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780a	.609	.586	.26272
a. Predictors: (Constant), Organizational Support, Organizational Culture				

Source: Processed data, 2024

From table 12 it can be seen that the R value (correlation) obtained is 0.780. Where this value is between 0.700-1,000, this means that between Organizational Culture (X1), Organizational Support (X2), and Work Ethic (Y) there is a strong relationship.

**Determination Coefficient Analysis (R<sup>2</sup>)**

This test determines how much contribution the X variable makes to the Y variable. The results of the Determination Coefficient (R test<sup>2</sup>) the calculation can be seen in table 12 stating that the value of the Determination Coefficient (R<sup>2</sup>) or R square obtained is 0.609. This means that 60.9% (1x 0.609 x

100%) of the influence on Purchasing Decisions is explained by Organizational Culture and Organizational Support, while the remaining 39.1% is explained by other variables that are not included in the research variables.

**Simultaneous Effect Test (F Statistic Test)**

The simultaneous influence test is used to determine whether the independent variables simultaneously influence the dependent variable. The results of the simultaneous test (F Test) can be seen in the following table:

**Table 13 Simultaneous Effect Test Results**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3,654	2	1,827	26,471	.000b
	Residual	2,347	34	.069		
	Total	6.001	36			

a. Dependent Variable: Work Ethic  
b. Predictors: (Constant), Organizational Support, Organizational Culture

Source: Processed data, 2024

Based on the results of the F test in Table 13, it can be seen that the independent variable has a significant effect on the dependent variable. This can be seen from the calculated F value of  $26.471 > F$  table 3.25 and the probability value of Sig. of 0.000  $< 0.05$ , meaning that the variables of Organizational Culture and Organizational Support simultaneously have a significant effect on Work Ethic.

#### Partial Effect Test (T Statistic Test)

This T-test is conducted to determine the influence of each or partially the independent variables of Organizational Culture and Organizational Support on the dependent variable of Work Ethic. The results of the partial test (T-test) can be seen in the following table:

**Table 14 Results of Partial Effect Test (T Statistic Test)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.445	.617		.721	.476
	Organizational culture	.292	.173	.218	1,691	.100
	Organizational Support	.605	.122	.639	4,959	.000

a. Dependent Variable: Work Ethic

Source: Processed data, 2024

Based on Table 14, it can be seen that the results of the partial influence test (t-test) produce a sig value which will be interpreted as follows:

1. The calculated t value of the Organizational Culture variable (X1) is 1.691  $>$  t table of 1.687 and the level of significance is 0.100  $>$  0.05. This means that the Organizational Culture variable partially does not have a significant effect on the Work Ethic variable (Y), so  $H_0$  is accepted and  $H_a$  is rejected.
2. The calculated t value of the Organizational Support variable (X2) is 4.959  $>$  t table of 1.687 and the level of significance is 0.000  $<$  0.05. This means that the Organizational Support variable partially has a significant influence on the Work Ethic variable (Y), so  $H_a$  is accepted and  $H_0$  is rejected.

## CONCLUSION

Based on the results of the study, it can be concluded that there is a significant simultaneous influence between Organizational Culture and Organizational Support on Work Ethic at the Wajok Hulu Outpatient Health Center. This means that both Organizational Culture and Organizational Support have a very important role in improving Work Ethic towards the organization. While partially Organizational Culture does not have a significant influence on work ethic, while Organizational Support partially has a significant influence on the variable of Work Ethic of Civil Servants at the Wajok Hulu Outpatient Health Center.

## SUGGESTION

Based on the results of the questionnaire from the organizational culture variable, the dimension of orientation towards people has the lowest value, so it is recommended to the State Civil Apparatus of the Wajok Hulu Outpatient Health Center to become a compact and reliable work unit in carrying out work to obtain optimal results. Based on the results of the questionnaire, the Organizational Support variable in the employee welfare dimension has the lowest value, so it is recommended to respect each other.

Based on the results of the questionnaire from the Work Ethic variable in the dimensions of work is worship, work is art and work is service has the lowest value, so it is suggested that employees are serious in carrying out their work, responsible in carrying out a job, and carrying out work in stages to obtain good results, so that they can enjoy their work and serve others.

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