

# The Effect of Work Ethics and discipline on Performance that is intervening by The Commitments of State Civil Organizations (A Case Study of Educational Laboratory Staff at Padang State Polytechnic)

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**Abstract-***This study aims to determine the effect of work ethic and discipline on performance that is intervening by the organizational commitment of Educational Laboratory Staff (ELS) at Padang State Polytechnic. This study was motivated by the undisciplined, the lack of responsibility and work ethic of ELS towards the regulation relating to functional positions as ELS at Padang State Polytechnic, so that the work time and performance of ELS at Padang State Polytechnic is wasted. Research method with a quantitative approach with path analysis method. Data collection techniques with questionnaires, observation and interviews. The respondents of this study were 40 of ELS at Padang State Polytechnic. The sampling method uses a total sampling method where in the entire population in this study is used as the research sample. Hypothesis testing is calculated by IBM Statistical Package for Social Science (SPSS) program version 21.0. The results of this study found that work ethic has significant effect on organizational commitment, work discipline has significant effect on organizational commitment, organizational commitment has significant effect on performance, work ethic has significant effect on performance, work discipline does not have significant effect on performance, indirectly, work ethic through organizational commitment have a significant effect on performance and indirectly work discipline through organizational commitment has a significant effect on performance of ELS at Padang State Polytechnic.*

**Keywords-***work ethic; work discipline; organizational commitment; Civil State Organization performance; government employee*

## 1. INTRODUCTION

Education Laboratory Staff, here in after abbreviated as ELS, are positions that have the scope, duties, responsibilities, and authority to administer educational laboratories occupied by State Civil Organization with rights and obligations fully granted by authorized officials. Padang State Polytechnic, in order to meet the demands of the world of work, Polytechnic has opened many study programs which until now Polytechnic has had 20 Study Programs (12 study programs of D.3 and 8 programs of D.4). Padang State Polytechnic is present in the midst of the community by implementing a consistent education system on the path of vocational education by applying an applicable learning system and continuously adjusting to the development of the industrial world and the business world that exists to produce competent workforce according to market demand and able to compete in the era of global competition. As an educational institution that

prioritizes quality and trust in the world of industry and the business world, Padang State Polytechnic implements a semester package system with learning systems 60% practice and 40% theory. The application of a workshop practice system that matches the systems in the industry and the business world is a step of consistency in preparing Diploma 3 (A.Md) and Bachelor (S.ST) who have a work ethic according to industry needs.

Performance is an illustration of achievement level of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of an organization as outlined through the strategic planning of an organization. According to Hasibuan [1] explains that performance is the result of work achieved by a person in carrying out tasks assigned to him based on skills, experience, sincerity and time. As according to Sinamo [2] work ethic is a set of positive work behaviors rooted in thick cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm. A high

work ethic should be owned by every employee because every organization really needs hard work and high commitment for every employee, otherwise the organization will find it difficult to develop, and win the competition in gaining market share. Every organization that always wants to advance, will involve members for their performance, including every organization must have a work ethic. In addition to work ethic, work discipline and employee organizational commitment also determine in employee performance evaluation.

Employee performance in carrying out work is also influenced by work discipline because disciplinary factors play a very important role in carrying out the daily tasks of employees [3]. As stated by Hasibuan [1], defining discipline is the awareness and willingness of someone to obey all applicable company regulations and social norms. Good discipline reflects the magnitude of one's responsibility for the tasks assigned to him. This encourages work passion, and the realization of the goals of the company, employees and society. This was also conveyed by Octarina [4], in her research found that work ethic and work discipline factors are the things that need to be considered to improve employee performance so that it is better for the realization of organizational goals. And this is also supported by research conducted by Dodi, et al. [5], from the research conducted, found that partially or simultaneously the organizational climate, work ethic and work discipline simultaneously influence the performance of employees of PT. Arun NGL Lhokseumawe. Likewise the research conducted by Marlina [6], that motivation, discipline, and work ethic simultaneously had a significant effect on the performance of teachers at the Senior High School in Baolan, Tolitoli District and work ethic significantly affected the performance of Senior High School teachers in Baolan, Tolitoli District.

In addition to the discipline, the other thing that affects employee performance is organizational commitment. Organizational commitment is a psychological state that is characterized by believing in and accepting the goals and values possessed by the organization [7]. And according to Sopiah [8], organizational commitment is defined as an attitude that reflects the feelings of likes or dislikes of employees towards the organization. This is also reinforced by Timbuleng and Sumarauw [9], from their research found that simultaneously work ethic, work discipline and organizational commitment have a positive and significant effect on employee performance while partially the work ethic does not affect employee performance, otherwise work discipline and organizational commitment affects employee performance. And the results of the study also result that company management should pay more attention to the work ethic of the employee, so that it can affect the performance of employees, in the work discipline and commitment of the organization is further increased so that the work of employees increases. Likewise the results of the research conducted by Marlina [6], that motivation, discipline and work ethic simultaneously had a significant effect on the

performance of Senior High School teachers in Baolan, Tolitoli District. The same thing was expressed by Yuliarti [10], from the results of her research that work ethics, work discipline and organizational commitment simultaneously had a positive and significant effect on the performance of employees at the Morowali District, Regional Housing and Spatial Planning Office.

Furthermore, if they have a work ethic, discipline and are highly committed to their duties and functions, it is expected that the performance of ELS will develop automatically and gradually increase, it is the desired expectation in the provision of this functional office allowance. However, in the Padang State Polytechnic environment, the opposite happened, for the things expected were not maximal yet. So that various kinds of assumptions and perceptions arise from various parties, especially Padang State Polytechnic as the institution where they work. This is likely to occur because of a poor perspective formed in addressing the provision of functional office benefits.

The phenomenon that found in the field by the writer is: (1) almost in most laboratories and workshops managed by ELS, not working (productive) when there are no lecture hours (within working hours), (2) absence productive ideas for developing laboratory and workshop management in a systemable direction, (3) still lacking discipline of ELS's in optimizing working hours, (4) ELS still assume that organizational commitment from institutions is not yet fully fulfilled, so that they sometimes do not carry out organizational commitments properly, and (5) Insufficient understanding of the regulations relating to the management of laboratories and workshops which are the obligations and responsibilities of ELS.

Based on the description, finally the writer is interested and wants to discuss in a study on "The Effect of Work Ethics and Work Discipline on Performance That is Intervening By Commitments of State Civil Organization (A Case Study of Education Laboratory Staff at Padang State Polytechnic)".

The aim to be achieved in this study is to find out and analyze:

1. The effect of work ethic on the commitment of Educational Laboratory Staff Organization at Padang State Polytechnic?
2. The effect of work discipline on the commitment of the Educational Laboratory Staff Organization at Padang State Polytechnic?
3. The effect of organizational commitment on the performance of Education Laboratory Staff at Padang State Polytechnic?
4. The effect of work ethic on the performance of Education Laboratory Staff at Padang State Polytechnic?
5. The effect of work discipline on the performance of Education Laboratory Staff at Padang State Polytechnic?
6. The effect of organizational commitment as a intervening variable between work ethic and the

performance of Education Laboratory Staff at Padang State Polytechnic?

- The effect of organizational commitment as an intervening variable between work discipline and the performance of Education Laboratory Staff at Padang State Polytechnic?

## 2. REVIEW OF LITERATURE

### 2.1. Work Ethic

Sinamo [2], work ethic is the totality of the personality of the person and how to express, perceive, believe, and give meaning to something, which encourages oneself to act and achieve optimal charity. The dimensions and indicators of the work ethic Sinamo [2], namely: 1) Smart work, with indicators that include: (a) work is art, intelligent work is full of creativity, and (b) work is honor, work diligently full of excellence; 2) Hard Work, with indicators that include: (a) work is actualization, working hard energetically, (b) work is trustworthy, working is truly responsible, and (c) work is a call, work fully full of integrity; 3) Sincere Work, with indicators that include: (a) work is a mercy, works sincerely with gratitude, (b) work is worship, works seriously full of love, and (c) work is service, work full of humility.

### 2.2. Work Discipline

Siswanto [11], work discipline is an attitude of respect, appreciate, obedience and obey the rules that apply both written and unwritten and are able to run it and do not avoid receiving sanctions if he violates the duty and the authority given to him. The dimensions and indicators of work discipline [11] are: 1) Frequency of Attendance, with indicators that include: absent, and on time; 2) Level of Vigilance, with indicators including: accuracy and calculation;

- Compliance with Work Standards, with indicators that include: obeying the rules, and responsibilities; 4) Obedience to Work Regulations, with indicators that include: compliance, and fluency; 5) Work Ethics, with indicators that include a harmonious atmosphere, and mutual respect.

### 2.3. Performance

Mangkunegara [12] Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given. The dimensions and indicators of performance [12] are: 1) Quality of Work, with indicators consisting of: (a) neatness, (b) ability, and (c) success; 2) Quantity of Work, with indicators consisting of: (a) speed, and (b) satisfaction; 3) Responsibility, with indicators consisting of: (a) work results, (b) decision making, and (c) facilities and infrastructure; 4) Cooperation, with indicators consisting of: (a) cohesiveness, and (b) good relations with colleagues and superiors; 5) Initiatives, with indicators namely independence.

### 2.4. Organizational Commitment

Allen and Meyer [7] organizational commitment is a psychological construct which is a characteristic of the relationship between organizational members and their organizations, and has implications for individual decisions to continue their membership in organization. The dimensions and indicators of organizational commitment [7] consist of: 1) Affective Commitment, which is the indicator is related to emotional, identification, and employee involvement in an organization; 2) Continuance Commitment, which becomes the indicator is a component based on employee perceptions of the losses to be faced if leaving the organization; 3) Normative Commitment, which becomes the indicator is the employee's feelings about the obligations that must be given to the organization.

### 2.5. Conceptual Framework

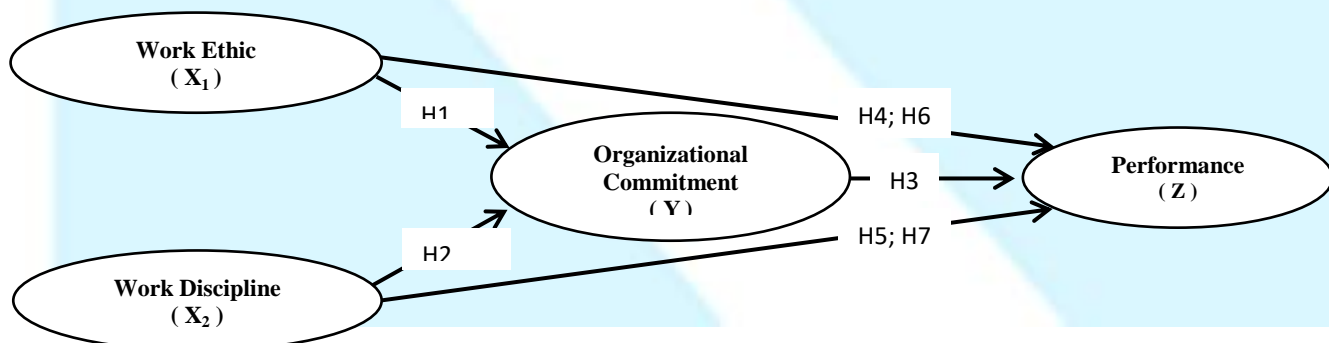


Figure 1. Conceptual Framework

## 2.6. Hypothesis

Based on the conceptual framework above, the hypothesis can be formulated in this study as follows:

- H1:** Work ethic has a significant effect on the organizational commitment of the Educational Laboratory Staff at Padang State Polytechnic.
- H2:** Work discipline has a significant effect on the organizational commitment of the Educational Laboratory Staff at Padang State Polytechnic.
- H3:** Organizational commitment has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.
- H4:** Work ethic has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.
- H5:** Work discipline has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.
- H6:** Organizational commitment as a intervening variable provides a significant influence between work ethic and the performance of Education Laboratory Staff at Padang State Polytechnic.
- H7:** Organizational Commitment as a intervening variable gives a significant influence between work discipline and the performance of Education Laboratory Staff at Padang State Polytechnic.

## 3. METHODOLOGY

In accordance with the conceptual framework of mindset, two structural equations can be made, namely the regression equation that shows the hypothesized relationship. The two equations are as follows:

$$Y = \rho_{YX_1} \cdot X_1 + \rho_{YX_2} \cdot X_2 + e_1$$

$$Z = \rho_{ZX_1} \cdot X_1 + \rho_{ZX_2} \cdot X_2 + \rho_{ZY} \cdot Y + e_2$$

### Definition:

- $X_1$  = Work Ethic
- $X_2$  = Work Discipline
- $Y$  = Organizational Commitment
- $Z$  = Performance
- $r_{X_1X_2}$  = Correlation Coefficient of Work Ethics with Work Discipline

- $r_{X_1Y}$  = Correlation Coefficient of Work Ethics with Organizational Commitment
- $\rho_{YX_1 \cdot X_1}$  = Work Ethic Path Coefficient on Organizational Commitment
- $\rho_{YX_2 \cdot X_2}$  = Work Discipline Path Coefficient on Organizational Commitment
- $\rho_{ZX_1 \cdot X_1}$  = Work Ethic Path Coefficient on Performance
- $\rho_{ZX_2 \cdot X_2}$  = Work Discipline Path Coefficient of Performance
- $\rho_{ZY \cdot Z}$  = Organizational Commitment Path Coefficient on Performance
- $r_{X_2Y}$  = Correlation Coefficient of Work Discipline with Organizational Commitment
- $e_1$  = Other factors that affect Organizational Commitment
- $e_2$  = Other factors that affect Performance

Research conducted by the writer is a study that is within the scope of human resource management, namely analyzing and seeing the effect of work ethics and work discipline on performance mediated by the organizational commitment of State Civil Organization, with case studies of Education Laboratory Staff at Padang State Polytechnic, Limau Manis subdistrict, Pauh Padang City 25164, West Sumatra Province, Indonesia.

## 4. RESULT AND DISCUSSION

### 4.1. Description of Study Results

This study uses a quantitative method with path analysis, with a total sampling method, where the population and at the same time the sample of this study are 40 people of Education Laboratory Staff at Padang State Polytechnic. The results in this study describe the analysis of the influence of work ethics and work discipline on performance which is mediated by the organizational commitment of the State Civil Organization. The results of this study in general based on the results of the questionnaire given to respondents, can be seen in the following table:

Table 1. Variable Descriptive Analysis

	N	Min	Max	Mean	Std. Deviation	Variance	Item Quest	TCR	Result
	Stat	Stat	Stat	Stat	Stat	Stat			
Work Ethic	40	36	48	41.50	2.491	6.205	10	82,95	Good
Work Discipline	40	33	47	41.73	3.427	11.743	10	84,55	Good
Org. Commitment	40	33	44	39.05	3.194	10.203	10	84,65	Good
Performance	40	37	50	43.33	3.859	14.892	10	85,20	Good
Valid N (listwise)	40								

Source: Primary Data, Processed by IBM SPSS ver 21.0, 2018.

## 4.2. Path Analysis

### 4.2.1. Path Model I Coefficients

Multiple linear regression analysis was used in this study with the aim to determine whether there is an influence of independent variables on the dependent variable.

The statistical calculation in multiple linear regression analysis used in this study is IBM SPSS computer program ver. 21.0. The summary of the results of data processing using the SPSS program are as follows:

Table 2. The Value of R Square Y Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,688 <sup>a</sup>	0,474	0,445	2,379

a. Predictors: (Constant), Work Discipline, Work Ethic

b. Dependent Variable: Org. Commitment

Source: Primary Data, Output Results of IBM SPSS ver 21.0, 2018.

Table 3. Regression Effect of X1 and X2 on Y Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0,145	6,775		0,021	0,983
	Work Ethic (X1)	0,645	0,166	0,503	3,877	0,000
	Work Discipline (X2)	0,291	0,121	0,313	2,411	0,021

a. Dependent Variable: Org. Commitment (Y)

Source: Primary Data, Output Results of IBM SPSS ver 21.0, 2018.

Based on the table 3, it was found that the significance value of the variable  $X_1 = 0,000 < 0,05$ , this means that work ethic ( $X_1$ ) has a significant effect on organizational commitment (Y). While the variable  $X_2 = 0,021 < 0,05$  which means work discipline ( $X_2$ ) also has a significant effect on organizational commitment (Y). While the value of  $R^2$  (R Square) in table 2 above which is contained in the Model Summary table 2 is 0.474 which gives the meaning that the contribution of variables  $X_1$  and  $X_2$  to Y

is equal to 47.4% and the remaining 52.6% is the contribution of the variables others not included in the study. And from the value of  $R^2$  (R Square), obtained  $e1$  by means of  $e1 = \sqrt{1 - 0.474} = 0.725$ .

Based on the results above, the structural equation is obtained:

$$Y = 0.503.X_1 + 0.313.X_2 + 0.725$$

From the processing of the data above, it can be obtained from Model I Path Diagram, as follows:

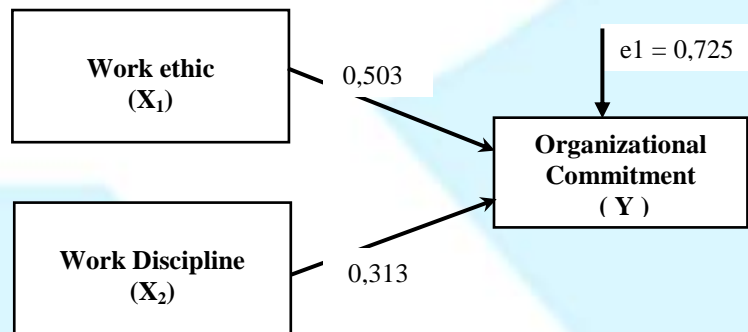


Figure 2. Model I – Path Analysis

### 4.2.2 Path Model II Coefficients

Multiple linear regression analysis is still used in subsequent studies to obtain the model II path coefficients, with the aim of knowing whether there are

influences of independent variables (work ethic and work discipline) and intervening or mediation variables (organizational commitment) on the dependent variable (performance). Can be seen in the table below:

Table 4. Result of R Square Z (Performance)

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,852 <sup>a</sup>	0,725	0,702	2,105

a. Predictors: (Constant), Org. Commitment (Y), Work Discipline ( $X_2$ ), Work Ethic ( $X_1$ )

b. Dependent Variable: Performance (Z)

Source: Primary Data, Output Results of IBM SPSS ver 21.0, 2018.

Table 5. Regression Effect of  $X_1$ ,  $X_2$  and  $Y$  on  $Z$   
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9,580	5,994		-1,598	0,119
	Work Ethic ( $X_1$ )	0,726	0,174	0,469	4,161	0,000
	Work Discipline ( $X_2$ )	0,017	0,115	0,015	-0,151	0,881
	Org. Commitment ( $Y$ )	0,565	0,145	0,468	3,883	0,000

a. Dependent Variable: Performance ( $Z$ ).

Source: Primary Data, Output Results of IBM SPSS ver 21.0, 2018.

Based on the table above, it is obtained that the significance value of the three variables is  $X_1 = 0,000 < 0,05$ , which means that work ethic ( $X_1$ ) has a significant effect on performance ( $Z$ ). While the variable  $X_2 = 0,881 > 0,05$ , which means that work discipline ( $X_2$ ) has no significant effect on performance ( $Z$ ). And for the variable organizational commitment ( $Y$ ) =  $0,000 < 0,05$ , which means a significant effect on performance ( $Z$ ). And for the value of  $R^2$  (R Square) found in table 4 the Model Summary is 0.725 which gives the meaning that the

contribution of variables  $X_1$ ,  $X_2$  and  $Y$  to  $Z$  is equal to 72.5% and the remaining 27.5% is the contribution of other variables which was not included in the study. And from the value of  $R^2$  (R Square),  $e_2$  is obtained by means of  $e_2 = \sqrt{(1 - 0.725)} = 0.524$ .

Based on the results above, the structural equation is obtained:

$$Z = 0,469.X_1 + 0,015.X_2 + 0,468.Y + 0,524$$

From the processing of the data above, Path Chart Model II can be obtained, as follows:

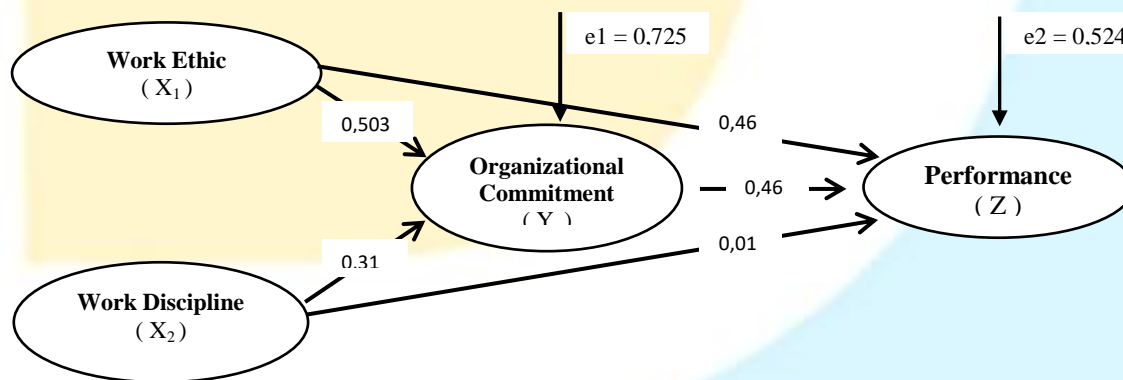


Figure 3. Model II – Path Analysis

### 4.3. Result

From the two path analysis models, the writer obtained the analysis of the hypothesis results for this study, namely:

1. Analysis of the effect of work ethic ( $X_1$ ) on organizational commitment ( $Y$ );  
From the analysis of the variables above, the value of variable  $X_1 = 0,000 < 0,05$ .  
This means that work ethic has a significant effect on organizational commitment.
2. Analysis of the effect of work discipline ( $X_2$ ) on organizational commitment ( $Y$ ).  
From the analysis of the variables above, the value of variable  $X_2 = 0,021 < 0,05$ .  
This means that work discipline has a significant effect on organizational commitment.
3. Analysis of the effect of organizational commitment variable ( $Y$ ) on performance ( $Z$ ).  
From the analysis of the variables above, the values obtained for the variable  $Y = 0,000 < 0,05$ .

This means that organizational commitment has a significant effect on performance.

4. Analysis of the effect of work ethic ( $X_1$ ) on performance ( $Z$ ).

From the analysis of the variables above, the value of the variable  $X_1 = 0,000 < 0,05$ .

This means that work ethic has a significant effect on performance.

5. Analysis of the effect of work discipline variables ( $X_2$ ) on performance ( $Z$ ).

From the analysis of the variables above, the value of variable  $X_2 = 0,881 > 0,05$ .

This means that work discipline has not significant effect on performance.

6. Analysis of the effect of work ethic ( $X_1$ ) through organizational commitment ( $Y$ ) on performance ( $Z$ ).

From the analysis of the variables above, the direct effect given by the  $X_1$  variable on  $Z$  is 0.469. While the indirect effect given  $X_1$  through  $Y$  to  $Z$  is the multiplication between the value of beta  $X_1$  to  $Y$  with the value of beta  $Y$  to  $Z$  which is =  $0.503 \times 0.468 =$

0.235. So the total effect given  $X_1$  to  $Z$  is  $= 0.469 + 0.235 = 0.704$ . Based on the results of this calculation, it is known that the direct effect value is 0.469 and the indirect effect value is 0.235 which means that the direct influence value is greater than the indirect effect value.

These results indicate that indirectly the work ethic through organizational commitment has a significant influence on performance.

7. Analysis of the effect of work discipline ( $X_2$ ) through organizational commitment (Y) on performance (Z).

From the analysis of the variables above, the direct effect given by the variable  $X_2$  on  $Z$  is 0.015. Whereas the indirect effect given by  $X_2$  through Y to  $Z$  is the multiplication of the value of beta  $X_2$  to Y with the value of beta Y to  $Z$  which is  $= 0.313 \times 0.468 = 0.147$ . So the total effect given  $X_2$  to  $Z$  is  $= 0.015 + 0.147 = 0.162$ . Based on the results of this calculation, it is known that the direct effect value is 0.015 and the indirect effect value is 0.162, which means that the value of indirect effect is greater than the value of direct effect.

These results indicate that indirectly work discipline through organizational commitment has a significant effect on performance.

#### 4.4. Hypothesis Test

##### 4.4.1. Determination Coefficients ( $R^2$ )

From table 4, it is obtained the value of the determinant coefficient (R Square) of 0.725 (the value 0.725 is the density of the correlation coefficient or R, which is  $0.852 \times 0.8852 = 0.725$ , where the magnitude of the coefficient of determination (R Square) 0.725 is 72.5%. This means that work ethic, work discipline and organizational commitment affect the performance of 72.5%. While the rest ( $100\% - 72.5\% = 27.5\%$ ) is influenced by other variables outside of this regression model. The magnitude of the effect of other variables is often referred to as error (e).

##### 4.4.2. Direct and Indirect Effect

Besides using independent variables (X) more than one variable, this study also uses intervening variables. Intervening variable is a intermediate/mediating variable, its function mediates the relationship between the independent variable and the dependent variable. To test the effect of intervening variables, the path analysis method is used. Path analysis is an extension of regression analysis to estimate the causality relationship between previously defined variables based on theory [13].

The following is path analysis to examine the relationship between work ethic and work discipline on performance and whether the relationship between work ethics and work discipline to performance is mediated by organizational commitment with the following figure:

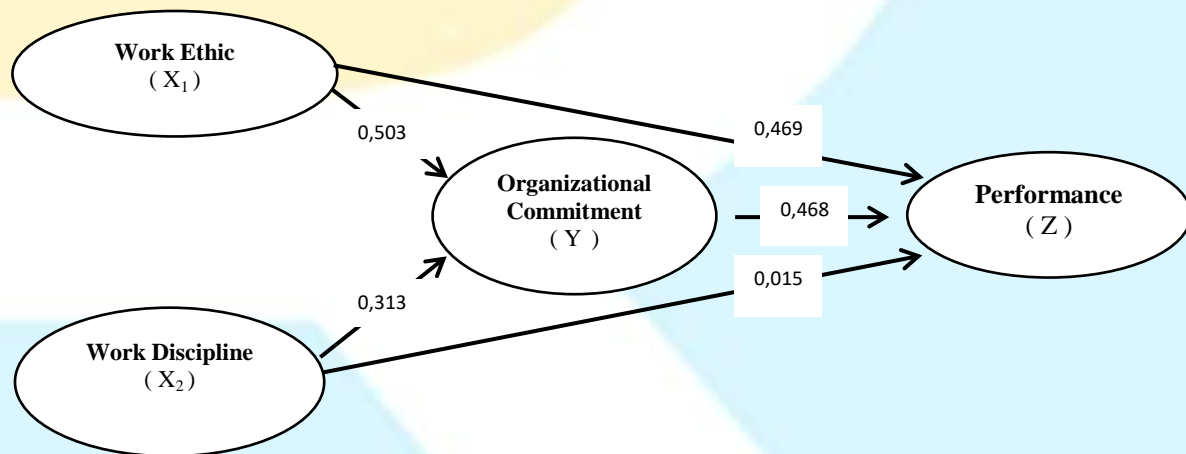


Figure 4. Path Analysis Model

1. Based on the picture, the path model is proposed based on the theory that the work ethic has a direct relationship with Performance.
2. Based on the picture, the path model is proposed based on the theory that work discipline has a direct relationship with Performance.

However, work ethics, and work discipline also have an indirect relationship to performance that is from work

ethics, as well as from work discipline to new organizational commitment then to performance.

##### 4.4.3. F Test

The feasibility test of this model is tested by the F Test method, the results of this F test determine the feasibility of a research model. The following are the results of the F Test of research data processing using IBM SPSS 21.0.

Table 6. Result F Test ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	421,227	3	140,409	31,681	0,000 <sup>b</sup>
	Residual	159,548	36	4,432		
	Total	580,775	39			

a. Dependent Variable: Performance

b. Predictors: (Constant), Org. Commitment, Work Discipline, Work Ethic.

Source: Primary Data, Output Results of IBM SPSS ver 21.0, 2018.

It can be seen from table 6 above that the calculated  $F_{count}$  value is 31,681. Furthermore, these results will be compared with the value of  $F_{table}$ . The search for  $F_{table}$  is  $df(k; n-k)$ . Value  $k$  = number of independent variables = 3, and  $n$  = respondent = 40. Then  $df(k; n-k) = df(3; 40-3) = df(3; 37) = 2.86$ .

$F_{count} = 31,681 > F_{table} = 2.86$ . Then it can be concluded that the independent variables (work ethic, work discipline and organizational commitment) simultaneously influence performance (dependent variable).

#### 4.4.4. t Test

The t test is intended to find out how far the influence of one independent variable (work ethic, work discipline and organizational commitment) individually in explaining the dependent variable (performance). The results of the t test in this study can be seen in table 2 and 4 before.

Based on the results of the t test in table 2, proof can be made as follows:

1. The effects of Work Ethics ( $X_1$ ) on Organizational Commitment (Y)

Partial influence between  $X_1$  and Y is 3,877 with sign.  $0,000 < \alpha = 0.05$ . Sign value. smaller  $\alpha = 0.05$ , indicates the acceptance of the hypothesis which states that work ethic has a positive and significant effect on organizational commitment, meaning that the higher the influence of work ethic will affect the increasing organizational commitment of Education Laboratory Staff at Padang State Polytechnic.

2. The effect of Work Discipline ( $X_2$ ) on Organizational Commitment (Y)

Partial influence between  $X_2$  and Y is 2,411 with sign.  $0.021 < \alpha = 0.05$ . Sign value. smaller  $\alpha = 0.05$ , indicating the acceptance of a hypothesis which states that work discipline has a significant positive effect on organizational commitment, meaning that the higher the work discipline will influence the increasing organizational commitment of Education Laboratory Staff at Padang State Polytechnic. Based on the results of the t test in table 4, proof can be made as follows:

3. The effect of Work Ethics ( $X_1$ ) on Performance (Z)

Partial influence between  $X_1$  to Z is 4,161 with value sign.  $0,000 < \alpha = 0.05$ . Sign value. smaller  $\alpha = 0.05$ , indicating the acceptance of the hypothesis that the work ethic has a significant positive effect on performance, meaning that the higher the work ethic will affect the performance of Education Laboratory Staff at the Padang State Polytechnic.

4. The effect of Work Discipline ( $X_2$ ) on Performance (Z)

Partial influence between  $X_2$  to Z is 0.151 with a sign.  $0.887 > \alpha = 0.05$ . Sign value. greater than  $\alpha = 0.05$ , indicating the rejection of the hypothesis which states that work discipline has a significant positive effect on performance, meaning that the higher the work discipline it will not affect the increase in the performance of Education Laboratory Staff at Padang State Polytechnic.

5. The effect of Organizational Commitment (Y) on Performance (Z) Partial influence between Y and Z is 3.883 with a sign.

The effect of Organizational Commitment (Y) on Performance (Z) Partial influence between Y and Z is 3.883 with a sign.  $0,000 < \alpha = 0.05$ . Sign value. smaller  $\alpha = 0.05$ , indicating the acceptance of the hypothesis that organizational commitment has a significant positive effect on performance, meaning that the higher the organizational commitment, the higher the performance of Education Laboratory Staff at Padang State Polytechnic.

## 5. CONCLUSION

Based on the results of research and data processing that has been done before, some conclusions can be drawn as follows:

1. Analysis of the effect of work ethic ( $X_1$ ) on organizational commitment (Y);

From the research and analysis of variables found that the value of the variable  $X_1 = 0,000 < 0.05$ . This means that the work ethic has a significant effect on the commitment of Education Laboratory Staff at Padang State Polytechnic.

2. Analysis of the effect of work discipline ( $X_2$ ) on organizational commitment (Y).

From the research and analysis of variables found that the value of the variable  $X_2 = 0.021 < 0.05$ . This means that work discipline has a significant effect on the commitment of Education Laboratory Staff at Padang State Polytechnic.

3. Analysis of the effect of organizational commitment variable (Y) on performance (Z).

From the research and analysis of variables it was found that the value obtained for the variable Y =  $0,000 < 0,05$ . This means that organizational commitment has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.



4. Analysis of the effect of work ethic ( $X_1$ ) on performance (Z).

From the research and analysis of variables it was found that the value of the variable  $X_1 = 0,000 < 0.05$ . This means that the work ethic has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.

5. Analysis of the effect of work discipline variables ( $X_2$ ) on performance (Z).

From the research and analysis of variables found that the value of the variable  $X_2 = 0.881 > 0.05$ . This means that work discipline does not significantly effect the performance of Education Laboratory Staff at Padang State Polytechnic.

6. Analysis of the effect of work ethic ( $X_1$ ) through organizational commitment (Y) on performance (Z).

From the research and analysis of variables, it was found that the direct effect given by variable  $X_1$  on performance (Z) was 0.469. While the indirect effect given  $X_1$  through Y to Z is the multiplication between the value of beta  $X_1$  to Y with the value of beta Y to Z which is  $= 0.503 \times 0.468 = 0.235$ . So the total effect given  $X_1$  to Z is  $= 0.469 + 0.235 = 0.704$ . Based on the results of this calculation, it is known that the direct effect value is 0.469 and the indirect effect value is 0.704 which means that the direct effect value is greater than the indirect effect value. These results indicate that indirectly the work ethic through organizational commitment has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.

7. Analysis of the effect of work discipline ( $X_2$ ) through organizational commitment (Y) on performance (Z).

From the research and analysis of variables obtained the direct effect given by the variable  $X_2$  to Z is 0.015. Whereas the indirect effect given by  $X_2$  through Y to Z is the multiplication of the value of beta  $X_2$  to Y with the value of beta Y to Z which is  $= 0.313 \times 0.468 = 0.147$ . So the total effect given  $X_2$  to Z is  $= 0.015 + 0.147 = 0.162$ . Based on the results of this calculation, it is known that the direct effect value is 0.015 and the indirect effect value is 0.162, which means that the value of indirect effect is greater than the value of direct effect. These results indicate that indirectly work discipline through organizational commitment has a significant effect on the performance of Education Laboratory Staff at Padang State Polytechnic.

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