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The Correlation between the Job Satisfaction and Ethics with Job Performance (Correlational studies of Lecturers on the Faculty of Teachers and Education Sultan Ageng Tirtayasa Banten 2012)

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Abstract: *The objective of this research to determine: (1) the relationship between the Job Satisfaction with Job Performance of lecturers, (2) relationship between the Ethics with Job Performance of lecturers (3) the relationships between the Job Satisfaction and Ethics together with Job Performance. It was a quantitative research with an survey method conduct of lecturers on the Faculty of Teachers and Education Sultan Ageng Tirtayasa, Banten in 2012.*

The target of population are the lecturers on the Faculty of Teachers and Education Sultan Ageng Tirtayasa, Banten. The research sample has 86 people with proportional random sampling technique. The instrument used is questioner. The analysis of data using simple correlation techniques and multiple correlation as well as simple and multiple regression techniques.

The results of research found that: (1) there is a positive relationship between the Job Satisfaction with Job Performance of lecturers (2) there is a positive correlation between Ethics with Job Performance of lecturers (3) there is a positive relationship between the Job Satisfaction and Ethics together with Job Performance of lecturers. This research concluded that (1) the procedure promotion of lecture position have be done fairly and correctly, (2) the supervision toward a work of lecture have be done proportionally by the job description that have decided in order to put consistently into effect, (3) The better Job Satisfaction and the more condusif of ethics, the lecturers have higher Job Performance

Keywords : *Job Satisfaction, Ethics, and Job Performance.*

I. PRELIMINARY

One of the main aspects of utilizing human resources is David Mc's theory. Clelland who said that the main factor causing whether someone achieves achievement or not is the presence or absence of the factor of need of achievement in the person concerned.¹

Below is the statement of Untirta's Chancellor, Rahman Abdullah, believes that Untirta must be better than before and is optimistic about making Untirta will the best.

The changes that are made cannot be done quickly because they are proceeding, it must be slowly done so that the 'subordinates' of Untirta's development plan optimally by changing the 'subordinate' mindset first. "In the past, as soon as I became Chancellor, students held a demonstration about the cost of graduation which was very expensive, the funny thing was that it was more expensive than the reference that had been formulated in the form of a decree that I signed," he said. "Apparently 'subordinates' made an effort to raise higher than they should". Regarding academic matters and student activities, he argues that student activities should be encouraged to improve achievement in various fields of scientific disciplines in order to improve the good name of the almamater.²

While the National Education System Law No.20 of 2003 Article 3 states:

National education functions to develop capabilities and shape the nation's character and civilization with dignity in order to educate the life of the nation, aiming at developing the potential of students to become people of faith and devotion to God Almighty, having noble, healthy, knowledgeable, capable, creative, independent and become democratic and responsible citizens.³

¹ Keith Davis dan John W.Newstrom, *Perilaku dalam Organisasi* terjemahan Agus Dharma (Jakarta: Gelora Aksara Pratama, 1990), h. 88

² Wawancara Eksklusif, *Bidik Utama* edisi satu (Untirta: 2009), h. 8

³ Undang-Undang Republik Indonesia No.20 Tahun 2003 Tentang Sistem Pendidikan Nasional (Jakarta: Depdiknas, 2003), h.11

To realize this the role of lecturers is needed, in this connection the Government and the Parliament have issued Law No. 14 of 2005 concerning Teachers and Lecturers. The law is needed so that human quality in the future is able to face increasingly fierce competition with other nations in the world. The quality of Indonesian people is produced through the implementation of quality education, therefore, teachers and lecturers have a very strategic role and position function. Teachers and lecturers are professionals who have a vision of the realization of the implementation of learning in accordance with the principles of professionalism to fulfill the same rights for every citizen in realizing quality education.

Law No. 14 of 2005 concerning teachers and lecturers explains that the teacher is a professional educator with the main task of educating, teaching, guiding, directing, training, assessing and evaluating students in early childhood education through formal education, basic education and secondary education while what is meant by lecturers is a professional educator and scientist with the main task of transforming, combining, and disseminating knowledge, technology, and art through education, research and community service. The intended professional is the work or activities carried out by someone and make a source of income for life, requires expertise, skills or skills that meet certain quality standards and norms and require professional education. This means that if in an organization there is no satisfaction in work it will result in decreased performance.

Another factor that determines a person at work is the existence of ethics or ethos at work. This means that if there is no ethics in an organization at work, it will result in decreased performance. This is to make it easier for employees to decide what they should do if they want to do the right thing. The aim is to help employees recognize which problems are ethical problems and then avoid justification for unethical behavior.

Efforts to improve a high work ethic are needed, lecturers are one of the main keys to improve the quality of development in the field of education, especially in universities. This is because one of the important requirements for the realization of quality education is the availability of lecturers as educators whose professionalism can be relied upon. The quality of lecturers not only includes knowledge and skills in carrying out the task, but also with regard to attitudes that include responsibility for work.

Performance in this case is the ability to work. According to Rue, "job performance is the net effect of an employee's effort as modified by abilities, role receptions, and result produced".⁴ Performance is the end result of employee efforts that have been changed or modified with the ability, role perception, and work produced. This shows that performance in a certain can be seen as a result of the interrelationship between effort, ability, perception of roles, and the work produced.

If a lecturer gets satisfaction from the work he is doing, then he has a tendency to work optimally or at least maintain the achievements he has achieved so far. But when a lecturer does not get satisfaction from his work or only has a low degree of satisfaction then this will result in their work performance decreases. In addition, lecturers who are not satisfied with their work can divert or compensate for negative things such as scolding students for no apparent reason, or provoking that can disturb the peace of work of others. Other forms of dissatisfaction can be realized by resigning from the organization. If this kind of thing happens, then the victims are students because they do not get the service as they should so that the work ethic is ignored.

Based on the explanation above, it shows that performance is the most important element in achieving high quality education. The low performance can be caused by a work ethic that is not maximally implemented, because basically it is a matter of behavior, therefore the work ethic cannot be separated from the formation of the behavior itself. If every employee does not comply with existing rules or regulations, it will be difficult for the agency to be expected to carry out its functions.

Every employee has a different level of satisfaction and work ethic. Some have a high level, seen in compliance in carrying out the tasks assigned to them and in following other regulations that have been mutually agreed upon. Meanwhile, most employees with low levels of satisfaction and work ethic are classified as employees who often neglect their duties and violate applicable regulations.

The magnitude of the relationship of job satisfaction to performance can be realized in the form of behavior. In the extreme form the symptoms of low performance can be shown in the form of strikes, work lags, and employee replacements.

It is suspected that one of the factors of an employee can carry out his duties well due to an indication of high or low job satisfaction and work ethic that can improve performance in an organization. Departing from the description the authors analyze a problem that lies behind the research. Is this hypothesis related to the performance of the FKIP lecturer at Sultan Ageng Tirtayasa University?

This fact is an interest to be studied more deeply, the author wants to find out more about the problem through scientific studies contained in a thesis entitled "Correlational Studies between Job Satisfaction and Work Ethics with the Performance of Lecturers in the Faculty of Teacher Training and Education (FKIP) Sultan Ageng Tirtayasa University Banten".

⁴ Leslie W.Rue, *Management: Skill and Application* (New York: McGraw-Hill Higher Education, 2003), h. 359

Efforts to improve the performance of lecturers need serious attention from education providers, so that lecturers can carry out their duties effectively, so that they can make a real contribution in realizing quality educational output. However, the reality on the ground shows that there is still a low level of lecturer performance, with shown; late coming to work with unclear reasons, do not have a complete teaching program, are not timely in completing work, do not give news and give assignments to students if unable to attend, have not made a complete teaching administration, lack of attention to meeting invitations on campus. Lack of lecturer performance is expected to hamper the achievement of educational goals.

II. THEORETICAL STUDY

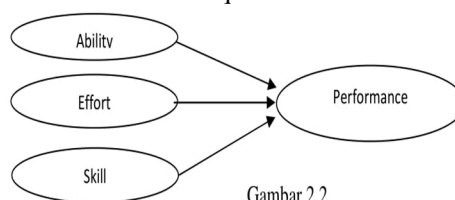
A. Conceptual Description

1) *Performance*: Performance is also referred to as work performance or in English is called "performance" which means getting results or values that have been achieved from the work that has been completed. There are also those who give an understanding of performance as a result of work or work performance. But actually, performance has a broader meaning, not only the results of work, but including how the work process takes place.⁵

Colquitt, LePine, and Wesson concluded that, 'job performance is formally defined as the value of the set of employee behaviors that contribute, either positively or negatively, to organizational goal accomplishment'.⁶ Performance is formally defined as a set of employee behavioral values that contribute both positively and negatively to the organization's adopted goals.

Performance according to Mathis and Jackson is what employees do or don't do. Generally include the following elements: (1) quantity of results, (2) quality of results, (3) timeliness, (4) attendance, and (5) ability to work together.⁷

From this understanding, it can be interpreted that performance is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is also interpreted as an implementation of the functions required of a person. In general Kreitner and Kinicki explained that the formation of performance was caused by three factors, namely: (1) the ability factor, (2) the effort factor, (3) the skill factor. In other words, performance is a function of the three factors which are connected to the form of an equation as follows:



Gambar 2.2

Performance depends on the right combination of effort, ability, and skill Sources: Robert Kreitner & Angelo Kinicki, *Organizational Behavior* (New York: McGraw-Hill, 2004), p. 206

B.F. Skinner proposes a reinforcement theory which states that individual behavior will bring up motivation if there is a consequence of that behavior. Research has continually demonstrated that people will exhibit specific behaviors if they are rewarded for doing so. Not surprisingly, we have a tendency to repeat behaviors that result in consequences that we like and to not exhibit behaviors that result in consequences we don't like. Although antecedents are useful for motivational reasons, it is primarily the consequences of actions that drive behavior.⁸ Behavior that gives rise to high performance will reinforce the behavior so it tends to be repeated, on the other hand the behavior causing low performance will weaken the behavior so it tends to be abandoned. This relates to what is called reward and punishment. According to Irham Fahmi, performance is the result obtained by an organization both the organization is profit oriented and non profit oriented which is generated during the individual related to a period of time.⁹ That is, the results of individual work behavior related to the achievement of organizational goals.

From the various definitions stated above, performance can be synthesized is the result achieved by someone in carrying out their duties or work in accordance with the standards and criteria set to achieve organizational goals.

⁵ Wibowo, *Manajemen Kinerja* (Jakarta: Grafindo Persada, 2007), h. 7

⁶ Jason A. Colquitt *et al.*, *Organizational Behavior* (New York: McGraw-Hill, 2009), h.37

⁷ Robert L. Mathis dan John H. Jackson, *Human Resource Management* terjemahan Diana Angelica (Jakarta: Salemba Empat, 2006), h. 378

⁸ Jason A. Colquitt *et al.*, *op.cit.*, hh. 258-259

⁹ Irham Fahmi, *Manajemen Kinerja: Teori dan Aplikasi* (Bandung: Alfabeta, 2010), h.2

2) *Job Satisfaction*: Basically job satisfaction is an individual thing because every individual has different levels of satisfaction according to the value system that applies to him. Therefore, the more aspects of the work that are in accordance with the desires, the higher the level of satisfaction felt. Some definitions of job satisfaction include the following: Robbins and Judge provide a definition that job satisfaction is a positive feeling a person has about his work through an assessment of the characteristics of his work, "we have defined job satisfaction as positive feelings about a job resulting from an evaluation. of its characteristics".¹⁰ That every job has meaning for someone, other than that someone's assessment of the characteristics of his job. From these characteristics an employee will get positive feelings about his work. Robbins defines that the term job satisfaction refers to an individual's general attitude towards his job. A person with a high level of job satisfaction shows a positive work attitude towards his job.¹¹ A person who is dissatisfied with his work shows a negative attitude towards his work. Satisfied employees are more likely to talk positively about the organization, help others, and do their work performance beyond normal estimates. Moreover, satisfied employees may be more obedient to the call of duty because they want to repeat their positive experiences. Conversely, employee dissatisfaction can be expressed in a number of ways, such as resigning, complaining, being disobedient, stealing organizational property, or avoiding some of their work responsibilities. These dimensions are described as follows:

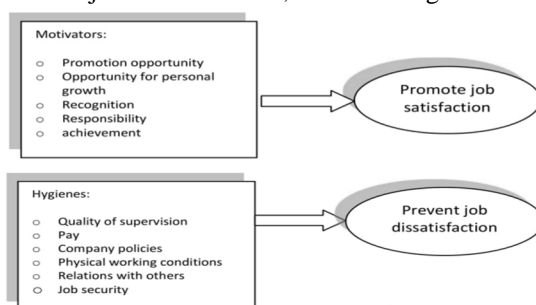
- a) Outgoing, Behavior directed to leave the organization which includes a new position as well as resign.
- b) Sound, actively and constructively seeks to improve conditions, which includes suggesting improvements, discussing problems with superiors, and some forms of union activities.
- c) Loyalty, passively but optimistically waits for improvement in conditions that include defending the organization from external criticism and trusting the organization and its management to do the right thing.
- d) Neglect, passively provides a deteriorating state that includes chronic absence or delay, decreased effort, and increased error rates.¹²

Meanwhile, according to Mc Shane, "job satisfaction, a person's evaluation of his or her job and work context, is probably the most studied attitude in organizational behavior".¹³ Job satisfaction is a person's assessment of his work, most likely learn attitudes in organizational behavior, namely regarding work assessment, work environment, and emotional experience about work.

Kreitner and Kinicki explained, "job satisfaction is an affective or emotional response to various facets of one's job".¹⁴ Job satisfaction is an affective or emotional response to various aspects of one's work. This definition shows that job satisfaction is not a single concept. A person can be relatively satisfied with one aspect of the work and not satisfied with one or more other aspects.

According to Greenberg and Baron, "the attitude we all express, no matter what they might be, consist of a tree major component: an evaluative component, a cognitive, and a behavioral component".¹⁵ The attitudes expressed are composed of three main components consisting of evaluative, cognitive, and behavioral components. In line with the explanation of the components of that attitude, Baron and Greenberg formally define, 'job satisfaction as individuals, cognitive, affective, and evaluative reactions towards their jobs'.¹⁶ job satisfaction as cognitive, affective, and evaluative reactions to their work.

There are certain factors that are associated with job dissatisfaction, the following is Herzberg's theory called Two-Factor Theory.



Gambar 2.3

¹⁰Stephen P. Robbins and Timothy A. Judge, *Organizational Behavioral* (New Jersey: pearson, Prentice Hall, Pearson Education International, 2009), h.117

¹¹ Stephen P. Robbins, *Perilaku Organisasi* terjemahan Hadyana Pujaatmaka (Jakarta: Prenhallindo, 1996), h. 170

¹² Stephen P. Robbins, *Perilaku Organisasi* terjemahan Benyamin Molan (Jakarta: Intan Sejati Kelaten, 2006), h. 108

¹³ Steven L. McShane, *Organizational Behavior* (New York: McGraw-Hill, 2010), h.108

¹⁴ Robert Kreitner dan Angelo Kinicki, *Organizational Behavior* (New York: McGraw-Hill, 2007), h.192

¹⁵ Steven L. McShane, *op. cit.*, h.108

¹⁶ Jerald Greenberg dan Robert A. Baron, *op.cit.*, h.170

Herzberg's Two-Factor Theory Sumber: Leslie W. Rue dan Liold L. Byars, *Management Skill and Application* (New York: McGraw-Hill, 2003), h. 163.

In this theory dissatisfaction is associated with conditions around work (such as quality of supervision, remuneration, security, working conditions, and relationships with others). Because this factor prevents negative reactions called Hygiene Factors. Instead, satisfaction is drawn from factors related to the work itself or direct results from it, such as promotion opportunities, opportunities for self-development, recognition, nature of work, and achievement in work. Because this factor is related to job satisfaction, it's called motivators.

Colquitt, Lepine and Wesson define, "job satisfaction is defined as a pleasurable emotional state resulting from the appraisal of one's job or job experiences".¹⁷

job satisfaction as an emotional state that produces pleasant feelings from the assessment of his work or work experience. Someone with high job satisfaction will positively evaluate their duties in their activities. Conversely, someone with low job satisfaction will negatively value their tasks in their activities.

The size of satisfaction is very relative depending on who feels it, meaning that for certain individuals may feel it as something very beneficial, while others consider it to be a detrimental thing.

Newstrom and Davis explain, 'job satisfaction is a set of favorable or unfavorable feelings and emotions with which employees view their work'.¹⁸ Job satisfaction is a set of feelings or emotions that are comfortable or uncomfortable that come from the employee's view of his work.

From these limitations it can be seen that job satisfaction is related to one's attitude and work towards his job. Attitude can be defined as an emotional response to something, the degree of which can be either positive or negative.

Based on the description of the concepts above, it can be synthesized that job satisfaction is a pleasant or unpleasant emotional condition of an individual towards his work.

- 3) *Work Ethic*: The term work ethic consists of work ethic and work. Ethos is generally interpreted as a general view that is typical of a social group, ethos itself comes from the Greek ethos whose meaning is character, spirit, or character. This attitude is not only shared by individuals, but also by groups and even society. Ethos is formed by a variety of habits, cultural influences, and value systems that it believes.¹⁹ Many views and opinions from management experts about work ethic. In the following explanation, the writer cites some opinions of experts and experts about work ethic. In the concept of ethos there are elements of attitude, especially those introduced through the concept of positive mental attitude (positive mental attitude), and habits (habits) popularized by Steven R. Covey. In addition to these elements, there are other elements such as mentality, beliefs, character, competence, creativity, integrity, and emotional and spiritual intelligence.²⁰ Sinamo further stated several equivalent words in English that had the same meaning as ethos including ethics, morale, morality, attitude, and enthusiasm. Then based on the description the writer uses theories with the terms above to be used as a theoretical framework material in this study. Sinamo also defines a work ethic as a set of positive work behavior that is rooted in a thick awareness, fundamental beliefs, accompanied by total commitment to an integral work paradigm.²¹ While Colquitt states that research on existing ethos produces an explanation why individuals give consistent behavior to moral norms and why on the other hand they also sometimes violate these norms. Furthermore, he also explained that ethos reflects the level of behavior in accordance with accepted moral norms. He gives an overview of the meaning of ethos as follows: Ethic reflects the degree to which the behaviors of an authority are in accordance with generally accepted moral norms. When employees perceive high levels of ethics, they believe that things are being done the way they "should be" or "ought to be" done. Ethics concepts can be used to explain why authorities decide to act in trustworthy or untrustworthy manner.²² He explained that when an employee reaches a high level of ethos they will assume that the performance they provide is supposed to be so. The concept of ethos can be used to explain why some superiors can decide who they can trust and who cannot. Ethos as a lack of degree of behavior of an authority in accordance with generally accepted moral norms.

¹⁷ Jason A. Colquitt *et al.*, *op.cit*, h. 105

¹⁸ John W. Newstrom dan Keith Davis, *Organizational Behavior: Human Behavior at Work* (New York: McGraw-Hill Companies, 2002), h. 208

¹⁹ Asmara Toto, *Membudayakan Etos Kerja Islami* (jakarta: Gema Insani, 2002), h. 15

²⁰ Jansen Sinamo, *8 Etos Kerja Profesional* (Jakarta: Institut Darma Mahardika, 2005), h. 29

²¹ *bid.*, h. 33

²² Jason A. Colquitt *et al.*, *op. cit.*, h. 233

Regarding the work ethic, Vecchio states "the work ethic embodies a set of beliefs, including a belief in dignity of all work, contempt for idleness and self-indulgence, and a belief that if you work hard, you will be rewarded".²³ Here Vecchio explains that the work ethic is a kind of belief in work, thus eliminating laziness.

The work ethic makes a person believe that if they work hard they will get an appropriate reward, and they are more likely to be interested in more concrete work than in the abstract.

In line with the opinion above, Moorhead and Griffin argued that the work ethic is a group that is serious about its actions, which ones are good and wrong, 'ethics are people' s beliefs about what constitutes right and wrong behavior.²⁴ So, what is meant by work ethic is a work spirit that is the hallmark and belief of a group.

Furthermore, McShane explained, "ethics refer to the study of moral principles or values that determine whether actions are right or wrong and outcomes are good or bad". Work ethic is the study of moral principles or values which determine good or wrong actions and produce good or bad.²⁵ Someone will lean his ethics on a good value for his work.

According to Robert N. Anthony and Vijay Govindarajan:

Are the norms of desirable behavior that exist in the society of which the organization is a part. These norms include a set of attitudes, often collectively referred to as work ethics, which are manifested in employees loyalty to the organization, their diligence, their spirit, and their pride in doing a good job.²⁶

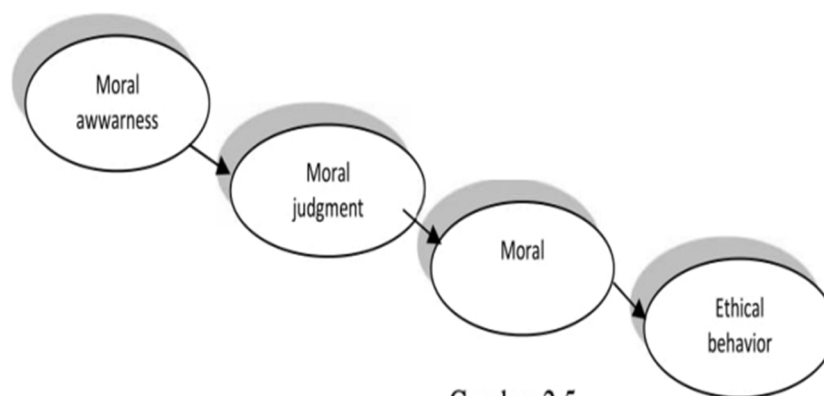
Work ethic as a norm or behavior in a community that is part of an organization. these norms include a set of behavior, which is generally known as a work ethic which is defined as employee loyalty to the organization, enthusiasm and pride in doing good work.

Suzanne explained, 'the word ethics comes from the Greek word Ethos, which means a notion of character permeated with values that determines the identity and good or bad of an individual or group'.²⁷ The word ethos is also related to the word ethics and ethics which refer to the meaning of morality or character, which is the essential quality of a person or a group, including a nation.

Colquitt added that research on ethos tries to explain how people are consistent with generally accepted moral norms, and how they violate norms.

Research on ethics seeks to explain why people behave in a manner consistent with generally accepted norms of morality, and why they sometimes violate those norms and some ethics studies focus on behaviors that exceed minimum standards of morality.²⁸

The ethical model of policy that ethical behavior comes from the tiered level, which is as follows:



Gambar 2.5

The Relationship between Different Motivation Approach Sumber: Jason A.Colquitt et al., *Organizational Behavior* (New York: McGraw-Hill, 2009), h. 233

²³ Vecchio Robert P., *Organizational Behavior*, (USA: Thomson South Western, 2006), h. 32

²⁴ Gregory Moorhead dan Ricky W. Griffin, *Organizational Behavior* (New York: McGraw-Hill Companies, 2010) h. 42

²⁵ Mcshane / Von Glinow, *Organizational Behavior* (New York: McGraw-International, 2010), h. 48

²⁶ Robert N. Anthony, Vijay Govindarajan, *Management Control Systems* (Boston: Richard D. Irwin Companies. Inc, 1995), h. 99

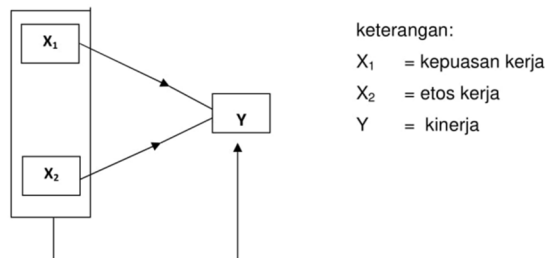
²⁷ Suzanne C. De Janasz et al., *Interpersonal Skill in Organizations* (New York: McGraw-Hill Companies, 2006), h. 53

²⁸ Jason A.Colquitt et al., *op.cit.*, h. 233

III. RESEARCH METHODOLOGY

This study aims to examine the relationship between job satisfaction (X1) work ethics (X2) and performance (Y) both individually and together the constellation of models to be studied can be described as follows:

The research constellation is described as follows:



This research was conducted in FKIP UNTIRTA, the method used was a survey with correlational analytical techniques. The target population of the study were FKIP UNTIRTA lecturers, totaling 86 lecturers from a population of 110 lecturers using simple random sampling technique. This study uses 3 (three) kinds of instruments in the form of questionnaires that have been independently developed by researchers and have been tested to test the validity of the items and the reliability of the instruments. The measurement of the validity of the bouts uses the product moment correlation coefficient, while the instrument reliability is calculated using Cronbach's alpha. The instrument trial results state: (a) the reliability of the performance questionnaire (Y) is 0.942; (b) the reliability of the job satisfaction questionnaire (X1) = 0.963; and the reliability of the work ethic questionnaire (X2) = 0.932.

A. Research Findings

1) *Relationship between Job Satisfaction (X1) and Performance (Y):* The results of data analysis inform that the regression equation of job satisfaction (X1) and performance (Y) is reflected through $\hat{Y} = 41.38 + 0.649 X_1$. The regression equation is stated to be very significant and linear through the following Table 1.

Tabel 1
Analisis Varians (ANOVA) untuk Uji Signifikansi dan Linearitas Regresi
 $\hat{Y} = 41,38 + 0,649 X_1$

Sumber Varians	dk	JK	RJK	F _{hitung}	F _{tabel}	
Total	86	952240			$\alpha = 0,05$	$\alpha = 0,01$
Regresi (a)	1	942697,86				
Regresi (b/a)	1	4221,02	4221,02	66,63 ^{**}	3,95	6,95
Residu	84	5321,12	63,35			
Tuna Cocok	37	1607,92	43,46	0,55 ^{ns}	1,66	2,06
Galat	47	3713,20	79,00			

Keterangan:

^{**} = Regresi sangat signifikan pada $\alpha = 0,01$ ($F_{hitung} = 66,63 > F_{tabel} = 6,95$)

^{ns} = Non-signifikan, regresi berbentuk linier pada $\alpha = 0,05$ ($F_{hitung} = 0,55 < F_{tabel} = 1,66$)

Based on the table above, it can be stated that the regression equation is significant and linear. This means that if job satisfaction will be followed by an increase in performance of 0.649 at a constant 41.38.

The next step is to calculate the strength of the relationship between these variable pairs through the calculation of the Pearson product moment correlation and proceed with calculating the coefficient of determination. The results of the correlation analysis are summarized in the following table 2.

Tabel 2
Hasil analisis korelasi sederhana antara X_1 dengan Y

Sampel (n)	Koefisien Korelasi (r_{y1})	t_{hitung}	t_{tabel}	
			$\alpha = 0,05$	$\alpha = 0,01$
86	0,665	8,16**	1,67	2,39
** sangat signifikan pada taraf $\alpha = 0,01$ ($t_{hitung} = 8,16 > t_{tabel} = 2,39$)				

From table 2 above it can be seen, the results of these tests turn out that the correlation coefficient calculation of the correlation coefficient X_1 with Y is very significant. The coefficient of determination is 0.4424 which means that 44.24% of the variance found in lecturer performance can be explained by good job satisfaction through regression $\hat{Y} = 41.38 + 0.649 X_1$. The results of the calculation of the partial correlation analysis for this variable pair can be illustrated in the following table 3.

Tabel 3
Hasil Analisis Korelasi Parsial antara X_1 dengan Y

Sampel (n)	Koefisien Korelasi Parsial ($r_{y1.2}$)	t_{hitung}	t_{tabel}	
			$\alpha = 0,05$	$\alpha = 0,01$
86	0,563	4,18**	2,00	2,66
** sangat signifikan pada $\alpha = 0,01$ ($t_{hitung} = 4,18 > t_{tabel} = 2,66$)				

Based on the table above shows that the relationship between job satisfaction and performance is positive and very significant at $\alpha = 0.01$

2) *Relationship between Work Ethic (X_2) and Performance (Y)*: Based on the results of data analysis, the regression equation for this variable pair is $\hat{Y} = 61.31 + 0.452X_2$. The significance and linearity test can be described as follows.

Tabel 4
Analisis Varians (ANOVA) untuk Uji Signifikansi dan Linearitas Regresi
 $\hat{Y} = 61,31 + 0,452X_2$

Sumber Varians	dk	JK	RJK	F_{hitung}	F_{tabel}	
Total	86	952240			$\alpha = 0,05$	$\alpha = 0,01$
Regresi (a)	1	942697,86				
Regresi (b/a)	1	1680,96	1680,96	17,96**	3,95	6,95
Residu	84	7861,18	93,59			
Tuna Cocok	38	4517,74	118,89	1,64	1,67	2,072
Galat	46	3343,44	72,68			

Information:

* = Regression is very significant at $\alpha = 0.01$ ($F_{count} = 17.96 > F_{table} = 6.95$)

ns = Non-significant, linear regression at $\alpha = 0.05$ ($F_{count} = 1.64 < F_{table} = 1.67$)

Based on the table above, it can be stated that the regression equation is significant and linear. This means that if the work ethic is increased by one score, it will be followed by an increase in lecturer performance of 0.42 on the 61.31 constant.

The results of the simple correlation analysis of variable pairs are summarized in the following table.

Tabel 5

Hasil Analisis Korelasi Sederhana antara X_2 dengan Y

Sampel (n)	Koefisien Korelasi (r_{y2})	t_{hitung}	t_{tabel}	
			$\alpha=0,05$	$\alpha=0,01$
86	0,420	4,24**	1,67	2,39
** sangat signifikan pada taraf $\alpha=0,01$ ($t_{hitung}=4,24 > t_{tabel}=2,39$)				

The test results above conclude that the correlation coefficient X_2 with Y is very significant. Thus the work ethic is positively related to lecturer performance. The coefficient of determination is 0.1761 which means that 17.61% of the variance found in lecturer performance can be explained by the work ethic through regression $\hat{Y} = 61.31 + 0.452X_2$. The results of the partial correlation analysis are summarized in Table 6 below.

Tabel 6

Hasil Analisis Korelasi Parsial X_2 dengan Y

Sampel (n)	Koefisien Korelasi Parsial ($r_{y2.1}$)	t_{hitung}	t_{tabel}	
			$\alpha=0,05$	$\alpha=0,01$
86	0,672	5,91**	2,00	2,66
** sangat signifikan pada taraf $\alpha=0,01$ ($t_{hitung}=5,91 > t_{tabel}=2,66$)				

Even though the price of the partial correlation coefficient shows fluctuation, the relationship between work ethic and lecturer performance remains significant.

- 3) *Relationship between Job Satisfaction and Work Ethic with Performance*: Based on the results of data analysis, the regression equation for this variable pair is $\hat{Y} = 31.399 + 0.564 X_1 + 0.190 X_2$, the significance test is summarized in the following table 7.

Tabel 7

Analisis Varians (ANOVA) untuk Regresi Ganda

$$\hat{Y} = 31,399 + 0,564 X_1 + 0,190 X_2$$

Sumber Varians	Dk	JK	RJK	F_{hitung}	F_{tabel}	
Total	86	952240			$\alpha=0,05$	$\alpha=0,01$
Regresi	2	3978,73	1989,37	35,07**	3,12	4,87
Residu	83	5563,41	67,03			

Information:

** = very significant regression means at $\alpha=0.01$ ($F_{count}=35.07 > F_{table}=4.87$)

The table above informs that the multiple regression equation is significant. The results of testing of all proposed hypotheses can be concluded that the entire research hypothesis formulated was accepted. In summary, the results of the regression analysis and the amount of effective contribution of each independent variable to the dependent variable are presented in the table below:

Tabel 8
Hasil Analisis Regresi dan Nilai Koefisien Korelasi (r)

Variabel/Nilai Regresi	Koefisien Korelasi	t _{hitung}	t _{tabel}	Keputusan	Kesimpulan
Y atas X ₁ $=41,38+0,649X_1$	0,665	8,16	1,67	Tolak H ₀	Kepuasan kerja mempunyai hubungan yang positif dan signifikan dengan kinerja sebesar 44,24%
Y atas X ₂ $=61,31+0,452X_2$	0,420	4,24	1,67	Tolak H ₀	Etos kerja mempunyai hubungan yang positif dan signifikan dengan kinerja sebesar 17,61%
Y atas X ₁ dan X ₂ $\hat{Y} = 12,196 + 0,507 X_1 + 0,440 X_2$	0,672	F _{hitung} (35,07)	F _{tabel} (4,87)	Tolak H ₀	Kepuasan kerja dan Etos kerja secara bersama-sama mempunyai hubungan yang positif dan signifikan dengan sebesar 45,80%

IV. CONCLUSION

Based on the results of the analysis of the data above it can be concluded:

- There is a positive relationship between job satisfaction and performance. This means that the higher job satisfaction improvements will result in increased performance.
- There is a positive relationship between work ethic and performance. This means that the higher the work ethic, the higher the performance of lecturers on their work.
- There is a positive relationship between job satisfaction and work ethic together with performance. This means that the higher job satisfaction and work ethic, the higher the performance of the lecturers. Conversely the lower the job satisfaction and work ethic, the lower the performance owned by the lecturer. Therefore an increase in job satisfaction and a suitable work ethic is a decisive factor for improving lecturer performance.

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