

THE INFLUENCE OF WORK ETHIC, JOB RESPONSIBILITIES AND OFFICE INFRASTRUCTURE ON PERFORMANCE OF STATE CIVIL APPARATUS DEPARTMENT OF TOURISM AND CULTURE IN THE ISLANDS DISTRICT OF SELAYAR

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ABSTRACT

This research aims to determine and analyze the influence of work ethic, job responsibilities, office facilities and infrastructure on the performance of State Civil Apparatus at the Selayar Islands Regency Tourism and Culture Office. This type of research is quantitative research with a data collection instrument using a questionnaire method, with a sample size of 44 ASN people. Data analysis techniques use research instrument tests, classical assumption tests, multiple linear regression tests and partial tests (t tests) using the SPSS V.24 application. The research results show that: (1). Work ethic, job responsibilities, and office facilities and infrastructure have a positive and significant influence on the performance of State Civil Apparatus at the Selayar Islands Regency Tourism and Culture Office.

KEYWORDS

Work ethic, job responsibilities, office infrastructure, ASN performance



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INTRODUCTION

Human resources are the most important asset in an organization or agency because they play an important role in the agency's operational activities to achieve predetermined goals. Human resources and their quality are a strategic issue because human quality will support the success of work. (Rahayu & Dahlia, 2023). Work ethic can have a significant influence on ASN performance with the attitudes, values, and work culture possessed by ASN in carrying out their duties.

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Work ethic reflects ASN's commitment to work, dedication to achieving goals, and attitude towards professional responsibility. (Regiasa, 2023). Work ethic can influence the extent to which an ASN will work hard, strive to achieve the best results, and carry out tasks with integrity. ASN performance is influenced by various factors, including work ethic, and responsibility.

ASN's performance is strongly influenced by their work ethic and they will tend to apply a strong work ethic in their tasks, which can help ASN overcome obstacles and challenges that may arise in their work, thus improving their overall performance. In order to realize ASN as part of bureaucratic reform, it is necessary to determine ASN as a profession that has the obligation to manage and develop itself and must be accountable for its performance and apply the principle of *merit* in the implementation of ASN management. Government agencies in carrying out their activities, both functional and administrative, really need support and a large contribution to government agencies in carrying out their activities is directly proportional to the funds that must be spent on employee financing. (Rita Kartina, 2023).

The State Civil Apparatus in carrying out its duties is responsible for the trust given, including: carrying out duties honestly, responsibly, carefully, disciplined, and with high integrity; using state assets and property responsibly, effectively, and efficiently; and not abusing the authority of the position. (Law of the Republic of Indonesia Number 20, 2023). Job responsibilities can affect ASN performance at the Selayar Islands Regency Tourism and Culture Office because it helps ASNs clearly understand what is expected of them and reduces violations of responsibilities that may occur due to ASNs not understanding to meet their needs and expectations, so that they feel valued, have opportunities for development, and feel satisfied with their work, tend to perform better. In order to improve ASN performance at the Selayar Islands Regency Tourism and Culture Office, it is important to understand that responsibility is a tool that can be used by management to achieve this goal. With a thoughtful and fair approach to responsibility as well as ongoing efforts to improve ASN at the Selayar Islands Regency Tourism and Culture Office can optimize ASN performance and contribute positively to the development of the Tourism and Culture sector.

In accordance with the opinion of (Susilo, et al. 23) that the best ASN work responsibility must be instilled in every ASN, otherwise it is not for coercion or demands but is based on awareness from within each ASN to get good work responsibility ASN must obey strict regulations, obey company regulations, obey the rules in the company work and comply with other regulations. State Civil Apparatus must be ready to face sudden changes that can affect the way they work.

In addition to the work ethic and job responsibilities of ASN, infrastructure facilities greatly affect ASN performance. The success of ASN in carrying out its duties and responsibilities can be greatly influenced by the availability and quality of these facilities and infrastructure. With a supportive work environment, ASN can work more efficiently and effectively in carrying out service tasks to the community. (Wulandari, et al., 2023).

Economic growth is one of the factors driving the success of economic development in a region. (Ardhansyah, 2019). Selayar Islands has many tourist

destinations spread across the mainland and islands. All 177 destinations, including 154 natural and marine tourism destinations, 20 cultural tourism destinations and 3 man-made tourism destinations. However, not all of them have been managed professionally. Promotions carried out to attract tourist visits, both domestic tourists and foreign tourists, are quite successful. This can be seen from the increasing number of tourist visits every year. There is also Punagaan waterfall in Patilereng Village, Bontosikuyu District. The river flow is clear, adding to the perfection of the sea area, as well as the green and beautiful mountain slopes. The charm of the waterfall is very beautiful, and cool.

The tourism industry plays an important role in economic growth and regional development, especially in the Selayar Islands Regency. Here visitors can see the blue of the sea, enjoy the sunset and the cool breeze. Especially on weekends, there are so many visitors, while capturing beautiful moments with the cameras they carry, with a drastic increase after Covid 19 (Corona) it is hoped that the work ethic and performance of ASN will be more responsible in carrying out their duties to improve the services of the Tourism and Culture Office in the Selayar Islands Regency. (Syamsu Rijal, 2000). According to Koentjaraningrat (1994) in his book entitled "Culture, Mentality and Development", the importance of respecting local wisdom and local culture in building an advanced society. Therefore, understanding the concept of culture is important in maintaining the diversity of cultures and local identities that exist in Indonesia.

The ultimate goal of tourism sector development is to increase output or added value. This is in accordance with economic development because added value is one of the indicators used to measure economic growth (Nuhung, et al., 2013). (Nuhung, et al., 2013) The role of ASN in implementing performance programs, includes several main aspects, namely, being responsible for carrying out various policies and programs that have been designed by the government, in accordance with the opinion (Rapanna & Sulfati, 2022) that in order for ASN performance to remain consistent, agencies must pay attention to the work ethic and work responsibilities of ASN so that it has a positive impact on increasing the value of the place where the agency works.

The State Civil Apparatus needs to collaborate and coordinate with other agencies to ensure the program runs smoothly and is integrated and plays a role in providing good and efficient services to the community in accordance with the program being run. In facing these challenges, the role of human resources in the tourism industry becomes very important. High-quality and high-performing Human Resources will have a positive impact on the development and growth of the tourism industry. (Ichsan, 2022).

This study requires careful planning, including the selection of a representative sample, valid measurement instruments, and appropriate statistical analysis. In addition, it is necessary to consider research ethics in collecting and using data from participants. (Sukmawati, et al., 2023). The effect of work ethic on ASN performance with responsibility is an interesting and relevant research topic. The results of this study can provide valuable insights for organizations in optimizing ASN performance amid the challenges of a rapidly changing environment.

This study aims to analyze the influence of work ethic, job responsibilities, and infrastructure facilities on ASN performance at the Selayar Islands Regency Tourism and Culture Office. The main problems raised include the influence of work ethic, job responsibilities, and office infrastructure on ASN performance. The research objective is to determine and analyze the influence of each of these factors on ASN performance. This research is expected to provide theoretical benefits by adding references regarding work ethic, job responsibilities, and infrastructure facilities, as well as practical benefits by improving ASN performance and services at the Tourism and Culture Office. The results of this study are also expected to be a reference for future researchers.

Hypothesis

Related to the problems described above, the hypotheses in this study are:

1. The Effect of Work Ethic on ASN Performance

Work ethic includes values, beliefs, and attitudes that encourage ASN to work diligently, responsibly, and dedicatedly. This can improve work output and target achievement (Mundiyanto and Prasertyo, 2023). Research shows that a high work ethic positively affects ASN performance, encouraging them to perform better and take on more responsibilities (Yulanda, et al., 2015). Yulanda, et al. 2023). Based on several research results, the research hypothesis (H_1) is formulated that work ethic has a positive and significant effect on ASN Performance at the Tourism and Culture Office of the Selayar Islands Regency.

2. Effect of Job Responsibility on ASN Performance

Job responsibilities help ASNs develop competencies according to their duties, improve service quality, and create a transparent and accountable work environment (Rahayu & Dahlia, 2023). Research shows that good job responsibilities increase ASN enthusiasm and cooperation (Faizin 2023). Faizin 2023) (Kuuna, et al. 2024). Based on several research results, the research hypothesis (H_2) is formulated that Job Responsibility has a positive and significant effect on ASN Performance at the Tourism and Culture Office of the Selayar Islands Regency.

3. The Effect of Office Infrastructure Facilities on ASN Performance

Adequate office infrastructure, including physical and non-physical facilities, supports the implementation of ASN duties and improves operational efficiency. (Moenir, 2006). Good facilities, such as a comfortable work desk and information technology support, can increase morale and job satisfaction, which in turn improves ASN performance (Moenir, 2006). Lestari, et al. 2023). Based on several research results, the research hypothesis (H_3) is formulated that Office facilities and infrastructure have a positive and significant effect on ASN Performance at the Selayar Islands Regency Tourism and Culture Office.

RESEARCH METHOD

This research uses a quantitative approach with surveys and questionnaires as data collection tools. This approach is used to describe the conditions in the field related to work ethic variables, job responsibilities, and office infrastructure facilities on ASN performance at the Selayar Islands Regency Tourism and Culture

Office. (Suharsimi, 2010). The location of this research is at the Selayar Islands Regency Tourism and Culture Office, which is located at Jalan Jendral Sudirman No.4 Benteng. This research took place for two months, namely February to March 2024.

The study population consisted of 44 ASNs of the Tourism and Culture Office in the Selayar Islands. This study used a saturated sampling technique, so that the entire population was used as a sample, totaling 40 people. The research data consisted of primary and secondary data (Nazir, 2019). Primary data was obtained directly from respondents through questionnaires, while secondary data was obtained from documentation and reports of related agencies. (Darmawan, 2020).

The research variables include independent variables (work ethic, job responsibilities, and office infrastructure) and the dependent variable (ASN performance). Variable measurement is carried out with a Likert scale which has five levels of answers (Sudarmin, et al., 2023). Data collection techniques involved observation, questionnaires, documentation studies, and interviews (Sugiyono, 2014). (Sugiyono, 2014)(Sugiyono, 2019). The collected data were analyzed using descriptive and inferential analysis with the help of the SPSS version 24.0 program. (Bungin, 2014).

Descriptive analysis is used to describe the object of research based on the collected data (Ghozali, 2008). Validity and reliability tests are used to measure the accuracy and consistency of the questionnaire. (Masrukhin, 2008). Classical assumption tests such as normality, multicollinearity, heteroscedasticity, and linearity tests are conducted to ensure the feasibility of the regression model. (Priyatno, 2010). Multiple linear regression analysis was used to determine the effect of work ethic, job responsibilities, and infrastructure facilities on ASN performance. Partial t-test is used to determine the effect of each independent variable individually, while the coefficient of determination (R²) is used to determine how much the independent variable contributes to the dependent variable.

RESULT AND DISCUSSION

Research Results

Respondent Characteristics

The characteristics referred to in the discussion of this thesis are the identity of the ASN of the Selayar Islands Regency Tourism and Culture Office identified from gender, education level, age (age), and research position, which can be described in the following table:

Table 4.1. Characteristics of Respondents by Gender, Education Level, Age (Age) and Structural and Functional Position

No.	Respondent Characteristics	Frequency (Person)	Percentage (%)
1	Gender		
	Male	17	38.6
	Female	27	61.4
2	Education Level		
	SMU	5	11.4
	Diploma	7	15.9

	S1	24	54.5
	S2	8	18.2
3	Age (Age)		
	< 30 Years	4	9.1
	30 - 40 Years	9	20.5
	41 - 50 Years	24	54.5
	> 50 Years	7	15.9
4	Structural and Functional Positions		
	Head of Service	1	2.3
	Secretary	1	2.3
	Head of Field	4	9.1
	Functional Officials	9	20.5
	Head of Finance	1	2.3
	Head of Legal and Personnel	1	2.3
	Functional Staff	4	9.1

Source: *Primary Data Processing Results, 2024*

Table 4.1 explains that the results of grouping about the characteristics of respondents, namely as follows:

1. Characteristics of Respondents Based on Gender

Table 4.1 shows that of the 44 respondents at the Selayar Islands Regency Tourism and Culture Office, 61.4% were female and 38.6% were male. This shows the dominance of women in the research site. Even so, there was no significant difference between the work productivity of men and women. According to Robbins (2003) in (Edi & Rahim, 2019) there are no consistent differences between men and women in problem-solving ability, motivation, or learning ability. However, differences may be seen in terms of authority, decision-making, and expectations for success.

2. Characteristics of Respondents Based on Education Level

According to table 4.3, the majority of ASNs at the Selayar Islands Regency Tourism and Culture Office have the latest education of Strata 1 (S1), which is 54.5%. This high level of education indicates that the majority of respondents have a deep understanding of their field of expertise, which supports better ASN performance. Notoatmojo (2003) states that higher education increases a person's ability to achieve optimal performance because education facilitates learning new things in the work system.

3. Characteristics of Respondents Based on Age

The data shows that the dominant age group of ASNs in the Tourism and Culture Office of Selayar Islands Regency is 41-50 years, amounting to 54.5%. This indicates that many ASNs are approaching retirement. Robbins (2003) suggests that boredom and lack of intellectual stimulation can reduce performance, and there is a belief that individual performance declines with age due to a decline in speed, dexterity and physical strength.

4. Characteristics of Respondents Based on Position

Data from table 4.1 shows that structural and functional positions at the Selayar Islands Regency Tourism and Culture Office vary. There are 1 head of service, secretary, head of finance, head of planning, head of law and staffing at 2.3% each,

4 heads of field (9.1%), 9 functional positions (20.5%), and 23 staff (52.1%). With mature experience, ASNs with these positions have a better understanding of their job duties and responsibilities, which has a positive impact on improving ASN performance.

Descriptive Statistical Analysis

Descriptive statistical analysis is intended to provide an overview of what indicators build the concept of the research model as a whole work ethic variables, job responsibilities, and infrastructure facilities carried out for categorization based on an interval scale according to the average value (*mean*). The data source used from this research is the withdrawal of primary data on all independent and dependent variables using a questionnaire.

Descriptive analysis by interpreting the average value of each indicator on this research variable is intended to provide a table by interpreting the average value or score. From each indicator in this research variable, it is intended to provide an overview of what indicators build the concept of the research model as a whole. The basis for the interpretation of the average value used in this study refers to the score interpretation used by (Schafer 2002).Schafer 2002) as described in the following table:

Table 4.2 Basic Interpretation of Item Scores in Research Variables

No.	Score Value	Interpretation
1	1,00 - 1,79	Bad/not important
2	1,80 - 2,59	Less
3	2,60 - 3,39	Simply
4	3,40 - 4,19	Good/important
5	4,20 - 5,00	Very good/Very important

Source: Modified from (Schafer, Jr 2004)

This descriptive analysis is an analysis of the variables used in this study to determine the perceptions of respondents regarding variables: work ethic, job responsibilities, and office facilities and infrastructure, where the analysis will be carried out based on the results of respondents' statements from each statement in each research variable, which can be described as follows:

1. Description of Respondents' Answers to Work Ethic Variables

Work ethic variables are measured by four indicators, namely high work enthusiasm, discipline, diligence and seriousness and maintaining dignity and honor, the four indicators were all developed into three statement items. Respondents' perceptions of work ethic can be seen in table 4.3 below:

Table 4.3. Frequency/Percentage Table of Work Ethic Variable Indicators

Indicator	Respondent Answer Score										Mean	Interpretation
	STS		TS		KS		S		SS			
	F	%	F	%	F	%	F	%	F	%		
High work ethic of civil servants												
X1.1.1	0	0,0	1	2,3	1	2,3	29	65,9	13	29,5	4,23	Very Important

X1.1.2	0	0,0	0	0,0	2	4,5	33	75,0	9	20,5	4,16	Important
X1.1.3	1	2,3	0	0,0	1	2,3	32	72,7	10	22,7	4,14	Important
X1.1											4,17	Important
Discipline of all civil servants												
X1.2.1	0	0,0	1	2,3	5	11,4	24	54,5	14	31,8	4,16	Important
X1.2.2	0	0,0	1	2,3	1	2,3	36	81,8	6	13,6	4,07	Important
X1.2.3	0	0,0	1	2,3	1	2,3	29	65,9	13	29,5	4,23	Very Important
X1.2											4,15	Important
Diligent and serious												
X1.3.1	0	0,0	1	2,3	1	2,3	33	75,0	9	20,5	4,14	Important
X1.3.2	0	0,0	1	2,3	2	4,5	33	75,0	8	18,2	4,09	Important
X1.3.3	0	0,0	0	0,0	3	6,8	31	70,5	10	22,7	4,16	Important
X1.3											4,13	Important
Maintain the dignity and honor of ASN												
X1.4.1	0	0,0	0	0,0	0	0,0	27	61,4	17	38,6	4,39	Very Important
X1.4.2	0	0,0	0	0,0	0	0,0	29	65,9	15	34,1	4,34	Very Important
X1.4.3	0	0,0	1	2,3	1	2,3	27	61,4	15	34,1	4,27	Very Important
X1.4											4,33	Very Important
Mean Work Ethic Variable											4,20	Very Important

Source: *Data Processing Results 2024*

Efforts to develop work ethic towards performance in carrying out tasks with an internal drive to achieve good results and continue to strive to improve performance due to a great sense of responsibility for work. Work ethic uses 3 (three) indicators, namely: 1) High work enthusiasm, 2) Discipline of all ASN, 3) Diligent and serious and 4) Maintain the dignity and honor of ASN.

Respondents' statements on work ethic variables based on the answers of 44 respondents can be explained per indicator which is very high as shown in table 4.3, it can be seen that the perception of work ethic variables can be interpreted that respondents give very good / very important values, this can be seen from the average value of 4.20. The work ethic intended in this study and having a good work ethic. The indicator that has the highest mean value of the work ethic variable is the indicator of maintaining dignity and honor (X1.4) where this indicator has three statement items with an average value of 4.33, Furthermore, the three indicators of high work enthusiasm, discipline, diligence and seriousness, this gives an idea that leaders always carry out work instructions so that employees have a high work enthusiasm, discipline and diligence to achieve goals.

2. Description of Respondents' Answers to Job Responsibilities (X)₂

The job responsibility variable is measured by four indicators, namely consistency in carrying out tasks, the ability to complete tasks according to predetermined standards, the ability to take initiative in solving problems, and willingness to work together in teams, all indicators develop into statement items. Respondents' perceptions of job responsibilities can be seen in Table 4.4. below:

Table 4.4. Frequency/Percentage Table of Job Responsibility Variable Indicators

Indicator	Respondent Answer Score										Mean	Interpretation
	STS		TS		KS		S		SS			
	F	%	F	%	F	%	F	%	F	%		
Consistency in carrying out ASN duties												
X2.1.1	0	0,0	1	2,3	1	2,3	23	52,3	19	43,2	4,36	Very Important
X2.1.2	0	0,0	1	2,3	1	2,3	31	70,5	11	25,0	4,18	Important
X2.1.3	0	0,0	1	2,3	1	2,3	31	70,5	11	25,0	4,18	Important
X2.1											4,24	Very Important
Ability to complete tasks according to standards set by ASN												
X2.2.1	0	0,0	1	2,3	1	2,3	27	61,4	15	34,1	4,27	Very Important
X2.2.2	0	0,0	1	2,3	1	2,3	21	47,7	21	47,7	4,41	Very Important
X2.2.3	0	0,0	1	2,3	1	2,3	30	68,2	12	27,3	4,20	Very Important
X2.2											4,30	Very Important
Ability to take initiative in addressing ASN issues that have been set by ASN												
X2.3.1	0	0,0	0	0,0	3	6,8	34	77,3	7	15,9	4,09	Important
X2.3.2	0	0,0	0	0,0	1	2,3	36	81,8	7	15,9	4,14	Important
X2.3.3	0	0,0	0	0,0	2	4,5	33	75,0	9	20,5	4,16	Important
X2.3											4,13	Important
Willing to Work in a Team												
X2.4.1	0	0,0	1	2,3	1	2,3	27	61,4	15	34,1	4,27	Very Important
X2.4.2	0	0,0	1	2,3	1	2,3	25	56,8	17	38,6	4,32	Very Important
X2.4.3	0	0,0	1	2,3	1	2,3	24	54,5	18	40,9	4,34	Very Important
X2.4											4,31	Very Important
Mean of Job Responsibility Variable											4,24	Very Important

Source: Appendix 4, 2024;

Table 4.4, it can be seen that the perception of the job responsibility variable means that the respondents gave a very good / very important value, this can be seen from the average value of 4.24. This means that respondents understand the job responsibilities intended in this study and have good job responsibilities. The indicator that has the highest mean value of the Job Responsibility Variable is willing to work in teams (X2.4), with a mean value of 4.31, then the indicator that has the lowest mean is the ability to take initiative in solving problems (X2.3), with a mean value of 4.13. This illustrates that ASN has job responsibilities so that ASN has more ability to complete tasks according to predetermined standards, is able to solve problems it faces, is consistent, and works well in teams to achieve goals.

3. Description of Respondents' Answers to Office Infrastructure (X)₃

Office infrastructure variables are measured by 4 (four) indicators, namely physical in the form of office or office building conditions, office equipment, transportation equipment, and non-physical, namely communication. The four indicators were all developed into 3 (three) statement items. Respondents' perceptions of infrastructure facilities can be seen in Table 4.5. below:

Table 4.5. Table of Frequency / Percentage of Office Infrastructure Variable Indicators

Indicator	Respondent Answer Score										Mean	Interpretation
	STS		TS		KS		S		SS			
	F	%	F	%	F	%	F	%	F	%		
Physical												
Condition of office or office building												
X3.1.1	3	6,8	3	6,8	7	15,9	24	54,5	7	15,9	3,66	Important
X3.1.2	4	9,1	2	4,5	5	11,4	24	54,5	9	20,5	3,73	Important
X3.1.3	4	9,1	1	2,3	6	13,6	21	47,7	12	27,3	3,82	Important
X3.1											3,73	Important
Office supplies												
X3.2.1	0	0,0	1	2,3	4	9,1	35	79,5	4	9,1	3,95	Important
X3.2.2	4	9,1	1	2,3	6	13,6	26	59,1	7	15,9	3,70	Important
X3.2.3	1	2,3	3	6,8	6	13,6	23	52,3	11	25,0	3,91	Important
X3.2											3,86	Important
Transportation tools												
X3.3.1	2	4,5	2	4,5	6	13,6	31	70,5	3	6,8	3,70	Important
X3.3.2	4	9,1	1	2,3	6	13,6	28	63,6	5	11,4	3,66	Important
X3.3.3	3	6,8	3	6,8	6	13,6	21	47,7	11	25,0	3,77	Important
X3.3											3,71	Important
Non Physical												
Communication Media												
X3.4.1	0	0,0	0	0,0	6	13,6	31	70,5	7	15,9	4,02	Important
X3.4.2	1	2,3	0	0,0	4	9,1	35	79,5	4	9,1	3,93	Important
X3.4.3	1	2,3	0	0,0	2	4,5	29	65,9	12	27,3	4,16	Important
X3.4											4,04	Important
Mean Variable Facilities and Infrastructure											3,84	Important

Source: Appendix 4, 2024;

Table 4.5, shows that the perception of the infrastructure variable can be interpreted that respondents give important values, this can be seen from the average value of r 3.84. This means that the respondents understand the office infrastructure intended in this study and already have good infrastructure. The indicator that has the highest mean value of the work infrastructure variable is communication media (X3.4), with a mean value of 4.04, then the office equipment indicator (X3.2) with a mean value of 3.86. and the indicator of office building conditions (X3.1) with a mean value of 3.73 and the lowest is the indicator of transportation equipment (X3.3) this illustrates that the Selayar Islands Regency Tourism and Culture Office has adequate office infrastructure facilities so that ASN makes communication easier, has office equipment, and means of transportation for ASN to further improve employee performance.

4. Description of Respondents' Answers to Performance (Y)

Performance variables are measured by four indicators, namely Quantity of work, Quality of work results, ASN timeliness and ability to cooperate with coworkers. The four indicators were all developed into statement items. Respondents' perceptions of performance can be seen in Table 4.6. below:

Table 4.6. Frequency/Percentage Table of Performance Variable Indicators

Indica- tor	Respondent Answer Score										Mean	Interpretation
	STS		TS		KS		S		SS			
	F	%	F	%	F	%	F	%	F	%		
ASN work quantity												
Y1.1.1	1	2,3	0	0,0	2	4,5	34	77,3	7	15,9	4,05	Important
Y1.1.2	0	0,0	1	2,3	2	4,5	31	70,5	10	22,7	4,14	Important
Y1.1.3	0	0,0	0	0,0	7	15,9	30	68,2	7	15,9	4,00	Important
Y1.1											4,06	Important
Quality of ASN work												
Y1.2.1	1	2,3	0	0,0	2	4,5	36	81,8	5	11,4	4,00	Important
Y1.2.2	1	2,3	0	0,0	0	0,0	33	75,0	10	22,7	4,16	Important
Y1.2.3	0	0,0	0	0,0	0	0,0	33	75,0	11	25,0	4,25	Very Important
Y1.2											4,14	Important
ASN punctuality												
Y2.3.1	0	0,0	1	2,3	2	4,5	32	72,7	9	20,5	4,11	Important
Y2.3.2	0	0,0	1	2,3	2	4,5	31	70,5	10	22,7	4,14	Important
Y2.3.3	1	2,3	0	0,0	3	6,8	34	77,3	6	13,6	4,00	Important
Y1.3											4,08	Important
Ability to work well with ASN coworkers												
Y2.4.1	1	2,3	0	0,0	1	2,3	34	77,3	8	18,2	4,09	Important
Y2.4.2	0	0,0	2	4,5	1	2,3	33	75,0	8	18,2	4,07	Important
Y2.4.3	0	0,0	1	2,3	1	2,3	33	75,0	9	20,5	4,14	Important
Y2.4											4,10	Important
Mean Performance Variable											4,09	Important

Source: Appendix 4 Kineja 2024;

Table 4.6, it can be seen that the perception of the performance variable can be interpreted that the respondents gave a good / important value, this can be seen from the average value of 4.09. This means that the respondents understand the intended performance and have good performance but still need and are very possible to improve. The average value of the Performance variable indicators is relatively the same, only the indicator that is relatively lower than the others is the indicator of the quality of ASN work results (Y1.2) where this indicator has three statement items with an average value of 4.14, this means that ASN at the Selayar Islands Regency Tourism and Culture Office has a high work ethic and provides good service to the community, is responsive to their needs and complaints, and is able to solve problems properly.

Analysis of Research Results

Validity Test

The validity test aims to determine the level of validity of the instruments used in the study. Through the validity test, it will be known whether the question items presented in the questionnaire are really able to reveal with certainty about the problem under study. The technique that can be used to test validity is item analysis, where each value on each question item in the questionnaire is correlated with the total value of all question items for a variable, using the *Product Moment* formula.

How to test the validity by using the *Product Moment* formula with a significance level of 0.05. If $r_{xy} > r_{table}$ then the data is valid, but if $r_{xy} < r_{table}$ then the data is invalid. Validity can also be known from the significance of the correlation results, if the significance of the correlation results is less than 0.05 (5%), then the test is a strong construct. Based on the data obtained in the study, the results of testing the validity of the research instruments are as follows:

Table. 4.7 Recapitulation of Validity Test Results

Variables	R count	R table	sig.	Description
Work ethic			0,000	Valid
X1.1	0,940	0,312	0,000	Valid
X1.2	0,957		0,000	Valid
X1.3	0,907		0,000	Valid
X1.4	0,746			
Job Responsibilities			0,000	Valid
X2.1	0,910	0,312	0,000	Valid
X2.2	0,864		0,000	Valid
X2.3	0,777		0,000	Valid
X2.4	0,922			
Facilities and Infra-structure			0,000	Valid
X3.1	0,833	0,312	0,000	Valid
X3.2	0,900		0,000	Valid
X3.3	0,881		0,000	Valid
X3.4	0,745			
Performance			0,000	Valid
Y4.1	0,833	0,312	0,000	Valid
Y4.2	0,862		0,000	Valid
Y4.3	0,890			
Y4.4	0,886		0,000	Valid

Source: SPSS 24 output, 2024.

Table 4.7 shows that all statement items used in the work ethic, job responsibility and office infrastructure variables on ASN performance are declared valid, with a value of $r_{count} > r_{table}$ and a positive r value, so that the indicators on each variable in this study can be used.

Reliability Test of Research Instruments.

Reliability is an index that shows the extent to which a measuring instrument can be trusted or relied upon. A new measuring instrument can be trusted and reliable if consistent results are always obtained from unchanged measurement symptoms carried out at different times. To carry out the reliability test, the *Cronbach Alpha* technique can be used, where a research instrument is said to be reliable if it has a reliability coefficient or alpha of 0.60 or more.

Table. 4.8 Recapitulation of Reliability Test Results

Variables	Item	Reliability	Standard Value	Description
Work ethic	X1.1	0,914	0,60	Reliable
	X1.2			
	X1.3			
	X1.4			
Job Responsibilities	X2.1	0,886	0,60	Reliable
	X2.2			
	X2.3			
	X2.4			
Facilities and Infrastructure	X3.1	0,844	0,60	Reliable
	X3.2			
	X3.3			
	X3.4			
Performance	Y4.1	0,891	0,60	Reliable
	Y4.2			
	Y4.3			
	Y4.4			

Source: Appendix 4: Validity and reliability test results, 2024.

Based on the results of the reliability test of the research instruments, as in Table 4.8, the test results show that all research instruments are reliable. This can be seen that all the variables of this study have a reliability coefficient / alpha greater than 0.60. When the results of this reliability test are associated with the reliability coefficient index criteria according to (Suharsimi 2010).Suharsimi 2010)(Suharsimi 2010), it shows that the reliability/alpha of the research instrument is high. Thus the research data is reliable and suitable for testing the research hypothesis.

Classical Assumption Testing

To obtain an unbiased and efficient estimate of a multiple regression equation, the data must meet the following classical assumption criteria:

- a. Normality Test

The normality test in this study was carried out by means of *P-Plot* graph analysis. Normality can be detected by looking at the distribution of data (points) on the digital axis of the graph or can look at the histogram and residuals. It is used

to detect whether the data distribution of the independent variable and the dependent variable is normal. The normality test is intended to see whether the data being analyzed has a residual value that is around zero (normal data) or not.

1. If it is around zero, then the assumption of normality is fulfilled, and vice versa (Yarnest, 2004). A good regression model is to have a normal or near normal data distribution. To test or detect this normality, it is known from the *normal probability plot* display.
2. If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model fulfills the assumption of normality. If the data spreads far from the diagonal line, then the regression model fulfills the assumption of normality. If the data spreads far from the diagonal line and / or does not follow the direction of the diagonal line, then the regression model does not fulfill the assumption of normality.

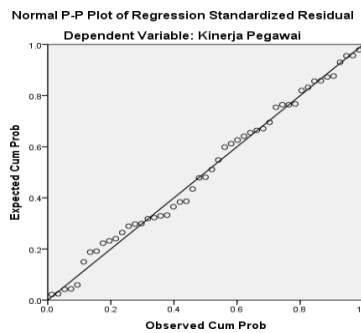


Figure 4.3 Normal Probability Plot Test

Based on the *normal probability plot* graph as presented in attachment 4, it can be described as follows: It can be seen that the points spread around the diagonal line, and the distribution follows the direction of the diagonal line. So that the regression model deserves further analysis. Data normality testing is also carried out using the *Kolmogorov-Smirnov test* in the SPSS application with a probability level (sig) of 0.05. The *Kolmogorov-Smirnov test* testing criteria are the probability value (sig) > 0.05, then the data is normally distributed, while the probability value (sig) < 0.05, then the data is not normally distributed.

b. Multicollinearity Test

Multicollinearity test is a condition where there is a very high correlation between independent variables in the regression equation. Multicollinearity test is needed to obtain the actual correlation, which is purely not influenced by other variables that may have an effect. According to (Gujarati, 1999) multicollinearity means that there is a high correlation (close to perfect) between the independent variables. To detect the presence or absence of multicollinearity, it is done by looking at the VIF (*Variance Inflating Factor*), if the VIF value is less than 5, then there is no multicollinearity in the model. (Santoso, 2012).

Table 4.9. Multicollinearity Test

Independent variable	Tolerance	VIF	Description
Work Ethic	0,639	1.565	Non Multicollinearity
Job Responsibilities	0,682	1.467	Non Multicollinearity
Facilities and Infrastructure	0,900	1.111	Non Multicollinearity

Source: Appendix 5.

Based on Table 4.9, it is known that from the results of the variance factor (VIF) test on the SPSS 24 output results, the coefficient table, each independent variable $VIF < 10,000$, namely for the work ethic variable 1.565, the job responsibility variable 1.467, and the facilities and infrastructure variable 1.111 with no VIF value exceeding the value of 5, thus it can be concluded that there is no multicollinearity.

c. Heteroscedasticity Test

Heteroscedasticity test will cause the estimation of regression coefficients to be inefficient. The results of the estimation will be less than they should be. Heteroscedasticity contradicts one of the basic assumptions of linear regression, which is that the residual variation is the same for all observations or called homoscedasticity. (Gujarati, 1999). Diagnosis of heteroscedasticity can be done by looking at the residuals (*ZRESID) and the predicted variable (*ZPRED). If the distribution of points in the plot is scattered around zero (0 on the Y-axis) and does not form a certain line pattern or trend, it can be said that the model does not fulfill the assumption of Heteroscedasticity or the regression model is said to be qualified to predict (Santoso, 2012). (Santoso, 2012). Heteroscedasticity is tested using the *Scatterplot* graph. The results of the heteroscedasticity test are shown in the figure in appendix 4.

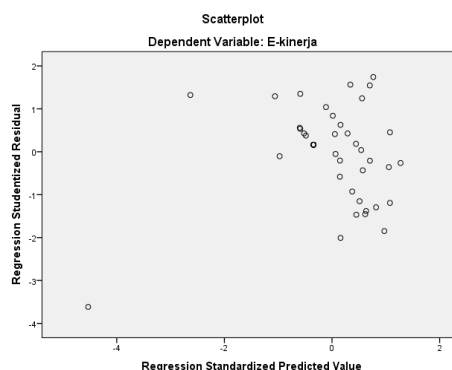


Figure 4.4 Heteroscedasticity Test

Source: Appendix 4 Primary data processed, 2024

Based on this picture, it can be seen that there is no heteroscedasticity because there is no clear pattern and the points spread out. The basis for making this decision is:

- If there is a certain pattern that forms a certain regular pattern, then heteroscedasticity occurs.
- If there is no clear pattern and the dots spread out then there is no heteroscedasticity.

Regression Analysis

1. Multiple Linear Regression Analysis

Multiple linear regression analysis was conducted to measure the effect of independent variables, namely Work Ethic, Job Responsibilities, Office Facilities

and Infrastructure on the dependent variable, namely employee performance. The testing process has analyzed the classical assumption test which shows that the independent variables on the dependent variable have met the requirements to test the significance of the regression model.

Table 4.9. Multiple Linear Regression Testing

Model	Sum Squares	df	Mean Square	F	Sig.
1 Regression	5.977	3	1.992	31.790	.000 ^b
Residuals	2.507	40	.063		
Total	8.484	43			

a. Dependent Variable: Performance

a. Predictors: (Constant), Office facilities and infrastructure, Job responsibilities, Work Ethic

Table 4.10. Multiple Linear Regression Testing

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.032	.420		.077	.939
Work Ethic	.390	.107	.394	3.662	.001
Job responsibility	.375	.102	.382	3.666	.001
Office facilities and infrastructure	.217	.061	.324	3.582	.001

a. Dependent Variable: Performance

Source: Appendix 5, 2024;

Based on table 4.10, the data results obtained from the regression coefficients above can be made into a regression equation, among others:

$$Y = 0.032 + 0.390 X_1 + 0.375 X_2 + 0.217 X_3$$

Where:

Y= Employee Performance

X₁= Work Ethic

X₂ = Job Responsibility

X₃ = Office Facilities and Infrastructure

The interpretation of the equation is:

a. β₁=0,390

The coefficient value of variable X₁ is positive and has a significant effect on variable Y. This can be seen from the X₁ coefficient value of 0.390 and the significance shows a number smaller than α = 0.05. Based on the data that has been tested,

it can be concluded that any increase in work ethic variables has a positive and significant effect on ASN performance.

b. $\beta_2=0,375$

The coefficient value of the X2 variable is positive and has a significant effect on the Y variable. This can be seen from the X2 coefficient value of 0.375 and a significance value smaller than $\alpha = 0.05$. Based on these data, it can be concluded that any increase in the job responsibility variable has a positive and significant effect on ASN performance.

c. $\beta_3=0,217$

The coefficient value of variable X3 is positive and has a significant effect on variable Y. This can be seen from the X3 coefficient value of 0.217 and the significance shows a smaller number than $\alpha = 0.05$. Based on the data that has been tested, it can be concluded that any increase in the Facilities and Infrastructure variable has a positive and significant effect on employee performance. Model feasibility test in multiple linear regression using SPSS 24 software. The R square value is 0.839 or 83.9%, which means that the influence of all independent variables on the dependent variable is 83.9% and the remaining 16.1% is influenced by other variables.

Of the entire model, the three hypothesized direct effects, three are significant. The interpretation of Table 5.8 can be explained as follows:

- a. Work ethic has a significant positive effect on e-performance with $P = 0.001 < 0.05$ with a coefficient value of 0.390, this coefficient indicates that the higher the work ethic, the better the ASN performance at the Selayar Islands Regency Tourism and Culture Office.
- b. Job responsibilities have a significant positive effect on e-Performance with $P = 0.001 < 0.05$ with a coefficient value of 0.375, this coefficient indicates that the better the job responsibilities, the better the ASN Performance at the Selayar Islands Regency Tourism and Culture Office.
- c. Office infrastructure facilities have a significant positive effect on office infrastructure facilities with $P = 0.001 < 0.05$ with a coefficient value of 0.217, this coefficient indicates that the better and more complete the employee work infrastructure facilities, the better the performance will be.
- d. Significant F test with Sig < 0.05 , meaning that the model built describes the conditions at the research site or the results of this study can be generalized to the Selayar Islands Regency Tourism and Culture Office.
- e. R Square produces a value of 0.705, meaning that the model built describes the conditions in the research site by 70.5% and the remaining 29.5% is the limitation of measuring instruments in revealing facts or there are still things that researchers do not include as indicators of each research variable and researcher error.

2. Hypothesis Test

Based on the empirical model proposed in this study, it can be tested on the hypothesis proposed through testing the regression coefficient. The basis for hypothesis testing in this study uses the probability value for both partial tests. In general, the hypotheses put forward in this study are as follows:

Ho: There is no influence between the independent variable and the dependent variable.

Ha: There is an influence between the independent variable and the dependent variable.

The basis for the decision is:

$P \leq 0.05$, then Ho is rejected

$P > 0.05$, then Ho is accepted

This hypothesis testing was carried out using multiple linear regression statistical analysis techniques, from the processed computer results of the SPSS for Windows sub program which will be presented through significance tables, the following explanation is in accordance with the hypothesis that has been formulated. The test results in Table 4.11 are hypothesis testing by looking at the *p value*, if the *significance* value is smaller than 0.05 then the influence between the variables is significant. The test results are presented in the following table:

Table 4.11. Hypothesis Testing

HIP	Independent Variable	Dependent Variable	B (Regression Coefficient)	Beta	T Count	Sig t	Description
H1	Work Ethic	Performance	0,390	0,394	3,662	0,001	Significant
H2	Job Responsibilities	Performance	0,375	0,382	3,666	0,001	Significant
H3	Office Facilities and Infrastructure	Performance	0,217	0,324	3,582	0,001	Significant
R =	0,839	R Square = 0.705					
F =	31,79						
Sig	0,000						

Source: Appendix 5, 2024;

Based on table 4.11, it is known that H1 has a significance value of 0.001, H2 has the same significance value of 0.001, and H3 also has the same significance level of 0.001. Based on this level of significance, it is known that the *p value* < 0.005 . So that the results of hypothesis testing can be concluded that H0 is rejected, meaning that there is an influence between Work Ethic, Job Responsibilities, Facilities and Infrastructure on the dependent variable, namely employee performance.

3. Partial Test (t Test)

The t test is used to test the significance of the influence of the independent variables X1, X2, and X3 Work Ethic, Job responsibilities, and office infrastructure facilities on the dependent variable Y (ASN Performance). Based on the regression analysis that has been carried out, the t test is used to test each independent variable on the dependent variable together. To determine the criteria for testing the research hypothesis, among others:

Hypothesis 0 is accepted if t is significant < 0.05

Hypothesis 0 is rejected if the significant t value > 0.05

The results of the t test in this study can be seen in the following table:

Table 4.12 Result of t test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.032	.420		.077	.939
Work Ethic	.390	.107	.394	3.662	.001
Job responsibility	.375	.102	.382	3.666	.001
Office facilities and infrastructure	.217	.061	.324	3.582	.001

a. Dependent Variable: Performance

Based on the results of the significance value, all independent variables, namely Work Ethic, Job Responsibilities, Office Facilities and Infrastructure, show a sig.<0.05 value. So it can be stated that there is no influence between work ethic, job responsibilities, office facilities and infrastructure on the dependent variable, namely ASN Performance. Based on the t value_{t_{tabel}}, it is known that the nominal t_{tabel} is 2.021 with a degree of freedom of 40. This indicates that all t count > t_{tabel}, so it is concluded that H0 is rejected, meaning that there is an influence between work ethic, job responsibilities, office facilities and infrastructure on the dependent variable, namely ASN Performance partially.

4. Determination Coefficient Test

The coefficient of determination test is used to test the percentage of the influence of the independent variables X1, X2, and X3 Work Ethic, Job Responsibilities, Office Facilities and Infrastructure on the dependent variable Y (ASN Performance). Based on the regression analysis that has been carried out, the coefficient of determination test is used to test the percentage of all independent variables on the dependent variable together. The results of the coefficient of determination test can be seen in the following table:

Table 4.13 Test Results of the Coefficient of Determination

Variables	R	R Square	Adjusted R Square	Std. Error of the Estimate
X1, X2, and X3	.839 ^a	.705	.682	.2504

Based on table 4.12, it is known that the amount of R square is 0.705. This result is the result of squaring R 0.839. This result shows that R square is close to 1, which means that the influence given by the independent variable to the dependent variable is quite strong, because the closer to 1, the stronger the influence given by the dependent variable. So based on this figure it is concluded that the independent variables X1, X2, and X3 (Work Ethic, Job Responsibilities, Office Facilities and Infrastructure) have an effect of 70.5% on the dependent variable ASN Performance, while the remaining 29.5% is influenced by other variables.

Discussion

This discussion focuses on the decisions resulting from hypothesis testing, as an attempt to answer the formulation of research problems. The results of the analysis of hypothesis testing are described as follows:

The influence of work ethic on performance.

To answer the formulation of the problem and the first hypothesis can be observed from the results of regression analysis in Table 4.8. The table shows that work ethic has a significant positive effect on performance. This shows that the higher the work ethic, the ASN performance at the Selayar Islands Regency Tourism and Culture Office will also increase. This finding is in accordance with the theory (Suratno & Fauzan, 2023) that all good habits include discipline, honesty, responsibility, perseverance, patience based on work ethics. And the results of research (Asniwati & Oktaviani, 2023) that partially, the work ethic variable is a variable that has a positive and significant effect on ASN performance. Meanwhile, the work culture variable has a positive but insignificant effect on ASN performance.

The results of descriptive statistics show that maintaining dignity and honor is an indicator that has the highest mean value of the work ethic variable, this proves that leaders always carry out work instructions so that ASN has a high work enthusiasm, discipline and diligence to achieve goals.

Facts at the research site show that the work ethic of employees has a commitment to duties and responsibilities, must be fully committed to their duties and responsibilities. The State Civil Apparatus realizes that work has a direct impact on public services and community welfare, besides that ASN must carry out tasks with a high level of professionalism. This includes behaving politely, respecting applicable rules and regulations, and providing quality services to the community. In this study, ASN has good teamwork, able to work together with colleagues to achieve common goals and provide better services to the community.

The State Civil Apparatus has discipline in carrying out its duties, including in terms of time, quality of work, and compliance with established rules and procedures. In addition, ASN also has a commitment to continue to develop itself, the ASN work ethic must always be directed at providing quality public services and prioritizing the interests of the community over personal or group interests, and must serve well and be responsive to community needs.

The results of this study are supported by previous research as conducted by (Kessi, et al. 2023) and (Amri 2022)(Kessi, et al. 2023) and (Amri 2022), the results found that there was a positive effect of work ethic on ASN performance at the Selayar Islands Regency Tourism and Culture Office.

The Effect of Job Responsibilities on Performance.

To answer the formulation of the problem and the second hypothesis, it can be observed from the results of the regression analysis in Table 4.8. The table shows that job responsibilities have a significant positive effect on performance. This finding shows that good job responsibilities can improve performance at the Selayar Islands Regency Tourism and Culture Office, this finding is in accordance with the results of the study (Faizin, 2023). (Faizin, 2023) that job responsibility involves

being aware of the consequences of actions or decisions taken and being ready to accept the consequences of these actions.

The results of descriptive statistics show that being willing to work in teams is an indicator that has the highest mean value of the job responsibility variable, this proves that ASN has job responsibilities so that ASN has more ability to complete tasks according to predetermined standards, is able to solve the problems it faces, is consistent, and works well in teams to achieve goals.

Facts at the research site show that as a public servant, the main responsibility of ASN is to provide quality public services to the community, ASN must also be committed to meeting the needs and expectations of the community properly. The State Civil Apparatus also has the responsibility to comply with applicable laws, regulations, and procedures in carrying out their duties. And must act in accordance with the code of ethics and professional standards set. The State Civil Apparatus must be transparent in actions and decisions and be ready to take responsibility for actions. And must provide clear and accurate information to the public and be ready to receive feedback and constructive criticism. State civil apparatus also maintain honesty, fairness, and impartiality in all aspects of work. State civil apparatus must treat all individuals fairly and equally regardless of background, gender, religion, or other factors. State civil apparatus are committed to creating an inclusive and welcoming environment for everyone, and have a responsibility to work together with their peers to achieve common goals and provide better services to the community. Good teamwork is the key to success in the ASN work environment.

The results of this study are supported by previous research as conducted by (Amri, 2022)(Amri, 2022) found that there is a positive and significant influence between work ethic and work responsibility on ASN performance.

Effect of Facilities and Infrastructure on Performance

To answer the formulation of the problem and the third hypothesis can be observed from the results of regression analysis in Table 4.8. The table shows that facilities and infrastructure have a significant positive effect on performance. This finding shows that the better and more complete the employee's work facilities and infrastructure, the better the performance. (Lestari, et al. 2023) that office infrastructure refers to all facilities, equipment, and infrastructure used to support the operations of an office or organization.

The facts at the research site show that good office facilities and infrastructure are an important foundation in creating a productive, comfortable and efficient work environment. There are computers, laptops, printers, *scanners*, productivity software, and fast and stable internet access. These hardware and software are necessary to carry out tasks and function properly. The office has public transportation and private vehicles. The availability of office infrastructure can create a work environment that supports the productivity, creativity, and welfare of ASN. The results of this study are supported by previous research as conducted by (Safitri, et al., 2023)(Safitri, et al., 2023), the findings of tourism development research on infrastructure and public awareness are closely related to each other.

CONCLUSION

The results showed that work ethic has a positive and significant influence on ASN performance at the Selayar Islands Regency Tourism and Culture Office. The better the work ethic, the better the ASN performance. Job responsibilities also have a positive and significant influence on ASN performance; the greater the sense of responsibility, the better ASN performance. In addition, good office infrastructure also has a positive and significant impact on ASN performance.

To improve ASN performance, several suggestions are proposed. First, it is necessary to improve work ethic, especially in terms of diligence and seriousness in completing tasks on time. Second, job responsibilities need to be increased, especially in ASN's ability to take the initiative in overcoming problems. Third, improvements to office infrastructure need to be carried out continuously to improve work comfort and efficiency. Fourth, agencies need to pay attention to indicators that can produce better performance and identify and improve indicators that are not yet optimal. Finally, it is recommended for future research to add indicators that have not been studied in this study for further development.

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