

Review Article

Workload, Work Ethos And Performance of State Civil Servants (Case Study of The Bali Province of Education)

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Abstract - The Education Office is an element of executing government affairs in the education sector. The performance of the state civil apparatus (ASN) has an important role in improving organizational performance. Peneitian aims to analyze the influence of a load of work and tos work against the performance of the apparatus of the civil state (ASN). The population in this study were all ASN at the Education Office Bali Province, amounting to 255 people with a sample of 123 people. This research is quantitative in nature. The collection of data using questionnaires. The data analysis technique used the Structural Equation Model (SEM) with the Confirmatory Factor Analysis (CFA) model using the statistical program Amos for Windows version 24.0. Results of the study showed that workload, discipline, work, education, and training have to influence directly are positively, and significantly to the ethos of work. Education and training and the burden of work have the effect of which is positive and not significant to the performance. While the discipline of work and ethos of the work has the effect of which is positive and significant to the performance. The amount of variation changes the ethos of work at 71.1% is affected by changes in education and training, the burden of the work, and discipline of work. While variation changes, the performance of ASN at 85.3% is affected by changes in education and training, the burden of work, the discipline of work, and the ethos of work, while the rest is influenced by factors other beyond the model of research this.

Keyword - Workload, Work Ethic, Employee Performance

I. INTRODUCTION

Good knowledge and skills will be able to encourage us to be oriented towards strong and competitive competition. To be able to compete strongly and competitively, we can achieve it by increasing human resources. Quality human resources will be able to produce quality work performance as well. According to Tohardi (2002:23), factors that influence the quality of human resources are good health and nutrition, education level, work discipline, work ethic, and work motivation. Human resources are one of the resources

in an organization other than natural resources and capital. Human resources must be managed properly in order to implement good governance so as to produce quality performance. The aspects that shape a person's performance become more qualified because of the good level of ability and skills, discipline, and have a high work ethic.

For government organizations, employees also have an important role in running the organization towards the goals of the government organization. In other words, whether a job in government organizations is smooth or not will depend on the performance of the employees of these government organizations. Many things can affect the performance of an Apparatus State Civil them how great ethos of work are owned by the ASN, and uneven workload has given leadership.

Performance is the level of achievement of a person or employee in an organization or company that can increase productivity (Mangkunegara, 2014:67). Afandi (2018:83) The performance is the result of work that can be achieved by a person or group of people in a company in accordance with the authority and responsibility in charge of each in efforts to achieving the objectives the organization is illegal, does not violate the law and not contrary to morals and ethics. According to Sutrisno (2016:172), "The performance is the result of work of employees seen from the aspect of quality, quantity, time of work, and work together to achieve the objectives that have been set by the organization." According to Mangkunegara (2017:67), "Performance is the result of work by the quality and quantity of that achieved by an employee in carrying out their duties in accordance with sole responsibility that was given to him ." According to Fahmi (2017:188), "Performance is the result of a process that refers and is measured over a certain period of time-based on the provisions or agreements that have been previously determined ."

The quality of the work (performance) of a State Civil Servant is also determined by the ability or competence he



has. Competence is something that must be possessed by every State Civil Apparatus (Keran, 2010). This is absolute because in carrying out orders from a superior, of course, a staff member must be competent to complete it so as to guarantee the accuracy and speed of completing the work. One of the attempts were made to improve the competence of ASN is the Education and Training (Training). Efforts to improve the capabilities and skills of the work of the employee who carried out an organization one of them, namely education and training, which is aligned with the development of the times that the ASN can always survive and have power competitiveness are high. The era of globalization of technology of information and communication that goes by very quickly should be coupled with creativity and kavabilitas employees in carrying out tasks in an organization that is entrusted to the education and training of the source power of man very important carried out in order to achieve the purpose of the organization (Nasution, 2020). In addition to competence, performance ASN is also affected by the burden of the work and ethos of work ASN.

The burden of work is the extent to which the capacity of the individual worker is required in completing the task that was given to him, which may be indicated on the amount of work that must be done, the time / limit the time which is owned by the worker in completing his task, as well as the view of subjective individuals that own the work that was given to him (Hariyono, Suryani, & Wulandari, 2009). It would be very effective if the burden of work is divided as evenly on all the apparatuses of Civil state, or with a word other, do not give a load of work excessive in some Reform of Civil State when there Apparatus Civil State other does not do the job any. How might benefit measurement of the load of work this can be achieved if they exist Apparatus Civil State are not evenly distributed in the distribution of the burden of work, but when seeing the results of realization of the Target Performance Apparatus Civil State (SKP) instead kelihatannya evenly?

In addition to the burden of the work performance of employees (Source Power Man / HR) very influenced by the ethos of work. Presence Source Power Man (SDM) in a company holding role which is very important in supporting and showing the activities of companies. The potential that there is in every human should be able to be utilized by the best, so it can provide the results of that maximum. The success of a company in achieving its objectives not only depends on the facilities and infrastructure that exist but also depends on the performance of its employees. Work ethic is an attitude towards work, so that a good work ethic will also result in a good performance, of course, will have a significant effect on the progress of the institution/agency where you work (Hakim, 2017). Employees who have the ethic of work in a work capable of increasing the commitment to organizational them. The ethos of work is

very dominant for the success of the work a person is maximal, in terms of getting high ethos of working employees than getting high also the performance of the employee. The ethos of work is the spirit and attitude of mind remains a person or group of people so far in which there is pressure morale (Zahra, 2015). It can be said that the ethic of work is a way of viewing someone in addressing, perform and act in the works, with the willingness and attention to the values and rules that apply in an organization, institution, or company so that work can be carried out with either (Tebba, 2003:1).

The ability of employees to build the ethic of work is the attitude of the base on ourselves an employee as well as the behavior of labor which is based on awareness of mental, conviction by accompanied by a commitment fully to the activities of the work that is done as a whole. More further, attitude and outlook that will provide an assessment of the work, both ratings high or low, the attitude in carrying out the work, good attitude of earnest, as well as the attitude of labor origin so. In connection with the presence of an employee as part of an organization, the ethos of work has meant the mobilization of the whole potential of themselves from an employee as part of the organization to achieve the goal (Sutisna, 2009). Based on the description of this phenomenon, the researcher conducted a study entitled "Workload, Work Ethic and Performance of State Civil Servants (Case Study of the Bali Province Education, Youth and Sports Office)."

II. LITERATURE REVIEW

A. Performance

Performance is the result of a process that refers to and is measured during the period of time specified by the terms or agreements which have been defined previously. According to Sutrisno (2016:172), "The performance is the result of work of employees seen from the aspect of quality, quantity, time of work, and work together to achieve the objectives that have been set by the organization ." According to Mangkunegara (2017:67), "Performance is the result of work by the quality and quantity of that achieved by an employee in carrying out their duties in accordance with sole responsibility that was given to him ." According to Fahmi (2017:188), "Performance is the result of a process that refers and is measured over a certain period of time-based on the provisions or agreements that have been previously determined ." Of theory which is known above, the researchers took a conclusion that the performance is a process or the results of the work that is produced by the employee through several aspects that must be passed and have stages to achieve and aims to improve the performance of an employee's own.

B. Education And Training

According to Ivancevich in Sutrisno (2016:67), it is "Efforts to improve the achievement of work (performance)

of employees in work now or in the work of others who will be held soon." According to Sumarsono (2009:93), education and training are one of the factors that are important in the development of human resources. Education and training not only adds to the knowledge will but also improve the skills to work, to thus be able to increase the productivity of labor. Based on the definitions above can be stated that education and training are not to be separated. Education and training are the creation of an environment where employees can improve their skills, knowledge, and attitudes to help the organization achieve its goals. By definition, such as the above training is often equated mean by education as having a concept that is the same, namely to give assistance to the employee's development.

C. Working Expenses

According to Everly dkk, Putra, and Prihatsanti (2016) said that the burden of the work is the state when workers are confronted with a task that must be solved right time. According to Riggio in Yo and Surya (2015) states the burden of work is tasks of work which becomes a source of stress, such as job requires working fast, produce a concentration of the stress of work. Workload by Tarwaka (2008) is a condition of employment with the description of his duties that should be resolved at the limit of time specified. According Siswanto in Ellyzar, Yunus, and Amri (2017:38) state: "The burden of work are a number of activities that must be completed by a unit sorganisasi or holders of positions are systematically by using technical analysis of positions, technical analysis of the burden of work, or techniques of management more in the period of time specified forget information about the efficiency and effectiveness of an organizational unit." Based on some definitions that can be concluded that the burden of work is something that comes across that because of the number of activities or tasks that must be completed by the employee is systematically by using skills that have to be resolved by the time.

D. Working Ethos

According to Sinamo (2011) in Yuliarti (2016), the ethic of work is a set of behaviors that work positively, which is rooted in the cooperation that is viscous, the belief that the fundamental, accompanied by a commitment that total in the paradigm of work that is integral. The ethos of work is high should be owned by every pegawai because every organization really requires working hard and commitment are high for every employee; if not, the organization would be difficult to evolve and won pertaining to grab a share of the market. Every organization that always wants to move forward will involve members for its performance, including that every organization must have a work ethic. Individuals or groups of society can otherwise have the ethic of work are high. Work Ethic (ethics/ethos Work) can be referred to as the norm culture that encourages people to ask for accountability and takes responsibility for the work that they

do is based on the belief that the work has a value intrinsic to the individual (Cherrington, 1980; Yankelovich & Immerwahr, 1984). According to Anoraga (2009) in Priansa (2014:282), work ethic is a view and attitude of a nation or people towards work. Meanwhile, Sinamo (2005) in Priansa (2014:283) states that the ethic of work is a set of positive behaviors that are rooted in the belief fundamentals are accompanied by a commitment total on the paradigm of work that is integral. Factors - factors that affect the ethos of work by Priansa (2014:285) ethic of work is influenced by various factors, both internal and external By understanding Anoraga and Sinamo can be concluded that the ethic of work is a set of attitudes or views of the fundamental which held employees to assess the work as a thing that is positive for the improvement of the quality of life that affect the behavior of working in the organization.

III. CONCEPTUAL FRAMEWORK AND HYPOTHESES

Based on the background behind and the study of literature, then the framework of thought on the research of this is as follows:

Pengaruh Pendidikan dan Latihan, Beban Kerja, Disiplin Kerja dan Etos Kerja terhadap Kinerja Aparatur Sipil Negara

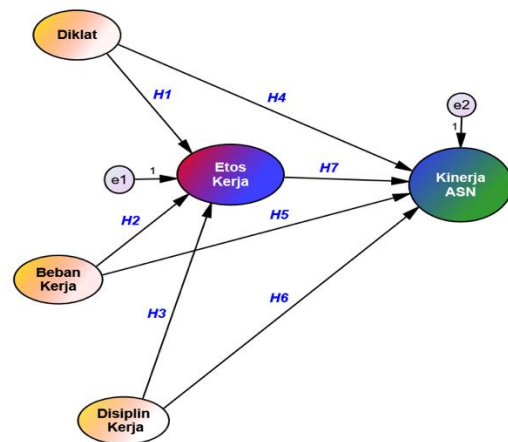


Fig. 1 Conceptual Framework

The hypotheses that were tested are :

1. Hypothesis 1 (H₁)
The better the education and training, the better the ASN work ethic.
2. Hypothesis 2 (H₂)
The higher the workload, the better the ASN work ethic.
3. Hypothesis 3 (H₃)
The better the work discipline, the better the ASN work ethic.
4. Hypothesis 4 (H₄):
The better the education and training, the better the performance of ASN.
5. Hypothesis 5 (H₅)
The higher the workload, the better the ASN performance.

- 6. Hypothesis 6 (H₆)
The better work discipline, the better the performance of ASN.
- 7. Hypothesis 7 (H₇)
The better the work ethic, the better the ASN performance.

IV. METHODS

This research is a quantitative study located in the Bali Province Youth and Sports Education Office. The population in the study of this is the whole Employees of State Civil at the Department of Education, Youth and Sports of the Province of Bali which bejumlah 255 employees, divided into 1 Secretariat, 5 fields and 2 Unit Services Technical totaling 123 people and 124 employees of non-civil servants. According to Hair, dkk in Ferdinand (2014:54), the appropriate sample size is between 100-200. When the size of the sample becomes too large, for example, more than 400, then the method becomes very sensitive, so it is difficult to get sizes goodness-of-fit is good. The size of the sample minimum is as much as five observations for each estimated parameter. By this, when the estimated parameters are numbered 20, the number of samples minimum is 100. Under the terms of the researchers, use a sample of as many as 123 people.

The study's analysis of data is performed by using Structural Equation Modeling (SEM). SEM is a set of techniques statistics that allows doing testing a series of relationships that are relatively complicated simultaneous (Ferdinand, 2014:6). In contrast, the AMOS program is used to display the results of researchers regarding the relationship between variables. Step beginning was conducted in the SEM is developing models of a hypothetical, second, the model theoretical that had been built on the step first will be described in a path diagram. In the diagram, the path is converted into the equation structural with the formula: (Ferdinand, 2014:52) as follows: Variable Endogenous = variable Exogenous + Variable Endogenous + Error.

V. RESULTS AND DISCUSSIONS

A. Normality Test

1) Normality test of education and training variable data.

Table 4.1 Assessment of normality Education and Training Variables

Variable	min	max	skew	cr	kurtosis	cr
dik5	5,000	10,000	,378	1,711	,126	,285
dik4	6,000	10,000	,128	,579	-,558	1,264
dik3	6,000	10,000	,195	,883	-,688	1,558
dik2	6,000	10,000	,146	,663	-,553	1,253
dik1	5,000	10,000	,359	1,625	-,410	,929
Multivariate					14,151	9,379

- a) Normality Test of Education and Training Variable Data from the 5 indicators of education and training variables, none of which have cr for *skewness* > ± 3.00 and *kurtosis* (Kuningan), there is no indicator of the Education and training variable which has a value of cr> 3.00. This means that the distribution of data for all indicators of the education and training variables is normal.

2) Test N formalities Variable Data Workload

Table 4.2 Assessment of normality Variable Load Work

Variable	min	max	Skew	cr	kurtosis	cr
bk3	6,000	10,000	,037	,169	,032	,072
bk2	6,000	10,000	,119	,540	-,220	,499
bk1	6,000	10,000	,346	1,566	-,469	1,061
Multivariate					8,975	9,086

- c) There is no workload variable indicator that has cr for *skewness* > ± 3.00 and *kurtosis* (tapering). There is no workload indicator that has a value of cr> 3.00. Thus in terms of data normality, it can be stated that the data for the 3 variable indicators Workload is normal.

3) Normality Test of Work Discipline Variable Data

Table 4. Assessment of normality Work Discipline Variable

Variable	min	max	skew	cr	kurtosis	cr
dis4	6,000	10,000	,621	2,812	,212	,480
dis3	6,000	10,000	,479	2,171	-,163	,370
dis2	6,000	10,000	,414	1,875	-,202	,457
dis1	6,000	10,000	,342	1,547	-,193	,436
Multivariate					12,472	9,982

- d) Table 4. 3 shows that there is no indicator variable working discipline has cr for *skewness* > ± 3.00 and *kurtosis* (kurtosis), there are no indicators of labor discipline that has a value cr> 3.00. Thus, in terms of data normality, it can be stated that the data for the 4 indicators of work discipline variables are normal.

4) Normality test of Work Ethic Variable Data

Table 4. 4 Assessment of normality Work Ethic Variable

Variable	min	max	skew	cr	kurtosis	cr
ek4	6,000	10,000	,396	1,792	-,620	1,404
ek3	6,000	10,000	,166	,753	-,543	1,228
ek2	6,000	10,000	,340	1,541	-,408	-,923
ek1	6,000	10,000	,246	1,112	-,825	1,868
Multivariate					,394	,315

e) Table 4.4 shows that there is no work ethic variable indicator which has cr for *skweness* > ± 3.00 and *kurtosis* (kuncingan). There is no work ethic indicator that has a value of cr> 3.00. Thus, in terms of data normality, it can be stated that the data for the 4 indicators of work ethic variables are normal.

5) Normality Test of ASN Performance Variable Data

Table 4.5 Assessment of normality ASN Performance Variables

Variable	min	max	skew	cr	kurtosis	cr
kin4	6,000	10,000	094	-, 425	-1,000	2,264
kin3	5,000	10,000	552	2,500	, 204	, 461
kin2	5,000	10,000	447	2,024	, 112	, 254
kin1	5,000	10,000	366	1,657	-, 571	1,292
Multivariate					4,277	3,423

f) Based on Table 4.5, it can be seen that there is no ASN performance indicator that has cr for *skewness* and *kurtosis*. There is no ASN performance indicator that has a value of cr> 3.00. This means, when viewed from the *kurtosis* (tapering), it can be stated that the data distribution for all ASN performance indicators is normal.

B. HYPOTHESIS TEST RESULTS (SEM ANALYSIS)

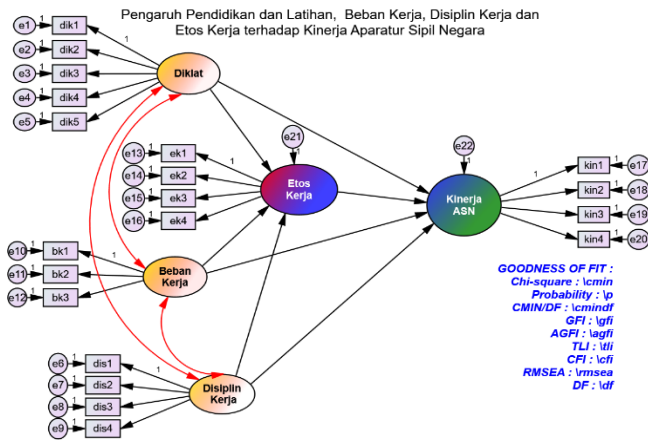


Fig. 2 Structural Equation Modeling (SEM)

The results of the Structural Equation Modeling (SEM) analysis in Figure 2 show that:

1. Effect of latent variables Education and training (X1) on latent variables Work ethic (Z) has a standardized estimate (regression weight) of 0.214 with Cr (Critical ratio = identical to the t-count value) of 2.673 at a probability of 0.008. The value of CR = 2.673 > 2,000 and Probability = 0.008 < 0.05 indicates that the effect of the latent variable of education and training (X1) on

the latent variable of work ethic (Z) is a significant positive.

- The effect of workload latent variables (X2) on work ethic latent variables (Z) has a standardized estimate (regression weight) of 0.300, with Cr (Critical ratio = identical to the t-value) of 3.365 on probability *** (< 0.001). The value of CR = 3.365 > 2,000 and Probability = *** < 0.05 indicates that the effect of workload latent variables (X2) on work ethic latent variables (Z) is a significant positive.
- The influence of the work discipline latent variable (X3) on the work ethic latent variable (Z) has a standardized estimate (regression weight) of 0.524, with a Cr of 5.985 on probability ***. The value of CR = 5,985 > 2,000 and Probability = *** < 0.05 indicates that the influence of the latent variable of work discipline (X3) on the latent variable of work ethic (Z) is a significant positive.
- The effect of education and training latent variables (X1) on ASN performance latent variables (Y) has a standardized estimate (regression weight) of 0.041, with Cr (Critical ratio = identical to the t-count value) of 0.600 at a probability of 0.548. The value of CR = 0.600 < 2,000 and Probability = 0.548 > 0.05 indicates that the effect of the latent variable of education and training (X1) on the latent variable of ASN performance (Y) is not significant.
- The effect of workload latent variables (X2) on work ethic latent variables (Z) has a standardized estimate (regression weight) of 0.300, with Cr (Critical ratio = identical to the t-value) of 3.365 on probability *** (< 0.001). The value of CR = 3.365 > 2,000 and Probability = *** < 0.05 indicates that the effect of workload latent variables (X2) on work ethic latent variables (Z) is a significant positive.
- The influence of the work discipline latent variable (X3) on the work ethic latent variable (Z) has a standardized estimate (regression weight) of 0.524, with a Cr of 5.985 on probability ***. The value of CR = 5,985 > 2,000 and Probability = *** < 0.05 indicates that the influence of the latent variable of work discipline (X3) on the latent variable of work ethic (Z) is a significant positive.
- 4) The effect of education and training latent variables (X1) on ASN performance latent variables (Y) has a standardized estimate (regression weight) of 0.041, with Cr (Critical ratio = identical to the t-count value) of 0.600 at a probability of 0.548. The value of CR = 0.600 < 2,000 and Probability = 0.548 > 0.05 indicates that the effect of the latent variable of education and training (X1) on the latent variable of ASN performance (Y) is not significant.

These results indicate that all exogenous variables have a significant positive effect on endogenous variables except the effect of education and training on ASN performance.

The significant positive influence is the effect of education and training (X1) on work ethic (Z), the effect of workload (X2) on work ethic (Z), the influence of work discipline (X3) on work ethic (Z), the influence of workload (X2) on the performance of ASN (Y), the influence of work discipline (X3) on the performance of ASN (Y), and the influence of work ethic (Z) on the performance of ASN (Y). However, a significant effect is an effect of education and training (X1) on ASN performance (Y). That is, the hypothesis which states:

1. Hypothesis 1
The better the education and training, the better the ASN's work ethic is verified.
2. Hypothesis 2
The higher the workload, the better the ASN's work ethic is verified.
3. Hypothesis 3
The better the work discipline, the better the ASN's work ethic is verified.
4. Hypothesis 4
The better the education and training, the better the ASN's performance is untested.
5. Hypothesis 5
The higher the workload, the better the ASN's performance is proven.
6. Hypothesis 6
The better the work discipline, the better the ASN's performance is proven.
7. Hypothesis 7
The better the work ethic, the better the ASN's performance is proven.

VI. DISCUSSION

A. The Effect of Education and Training on Work Ethics

Based on the results of the analysis through the structural equation model, it is proven that education and training have a positive and significant effect on the work ethic of 0.214, which means that the better the education and training of employees, the better the work ethic, and vice versa. Thus the hypothesis in this study, which states that the better the education and training of employees, the better the work ethic of employees in the Bali Province Education, Youth and Sports Office, can be accepted as true.

Work ethic is one of the important aspects because it is a required process, so it is expected to get workers who are in accordance with the position they occupy. In the work ethic of employees, it is necessary to pay attention to whether it is in accordance with what is expected by the agency/organization. Anoraga (2009) explains that work ethic cannot be separated from the quality of human resources. Increasing human resources will make a person have a hard work ethic. An increase in the quality of the population can be achieved if there is equal and quality education, accompanied by an increase and expansion of education, expertise, and skills so that the activities and

productivity of the community as economic actors will also increase (Bertens, 1994).

The results of this study are in line with the results of research by Fitriyani, Sundari, and Dongoran (2019); Gunawan (2016); and Permana (2021) research which states that education has a positive and significant effect on work ethic.

B. The Effect of Workload on Work Ethics

Based on the results of the analysis through the structural equation model, it is evident that the workload has a positive and significant effect on the work ethic of 0.300 which means that the better or evenly and fairer the workload of employees, the higher the work ethic, and vice versa. Thus the hypothesis in this study, which states that the better the workload of employees, the better the work ethic of employees in the Bali Province Education, Youth and Sports Office, can be accepted as true.

This shows that the workload carried out by employees affects the work ethic, so that it can be said that the increasing the workload, the lower the work ethic. This is in line with the opinion of Meshkati in Tarwaka (2015), which states that workload can be defined as a difference between the capacity or ability of workers and the job demands that must be faced. Considering that human work is mental and physical, each has a different level of burden. The level of loading that is too high allows excessive energy use and overstress; on the other hand, the intensity of the loading is too low to allow boredom and boredom or under stress. Therefore, it is necessary to strive for an optimum loading intensity level that is between the two extreme limits, and of course, it differs from one individual to another.

The results of this study are in line with the results of research by Indriasari and Angreany (2019); Lawu, Suhaila, and Lestiowati (2019); and Suci (2016), which show that the workload carried out by employees affects the work ethic, namely the increase in a workload, the lower the work ethic.

C. The Effect of Discipline on Work Ethics

Based on the results of the analysis through the structural equation model, it is proven that work discipline has a positive and significant effect on the work ethic of 0.524, which means that the better the employee's work discipline, the better the work ethic, and vice versa. Thus the hypothesis in this study, which states that the better the work discipline of employees, the better the work ethic of employees at the Bali Province Education, Youth and Sports Office, can be accepted as true.

The results of this study support research by Maharani and Rahmawati (2010), which state that work discipline has a significant effect on work ethic. One of the attitudes that support a high work ethic is work discipline. Discipline is

more associated with sanctions or punishments. In relation to work, work discipline is an attitude and behavior that shows employee obedience to organizational rules.

D. The Effect of Education and Training on Performance

Based on the results of the analysis through the structural equation model, it is proven that education and training have a positive and insignificant effect on employee performance by 0.041, which means that education and training are getting better, the employee performance will also increase and vice versa. Thus the hypothesis in this study, which states that the better the education and training of employees, the better the performance of employees at the Bali Province Education, Youth and Sports Office, can be accepted as true. The insignificant effect of education and training on performance is because respondents receive different types of training, namely training in computer, finance, planning, personnel analysis, procurement of goods and services, librarian, archivist, and leadership training.

According to Notoatmodjo (2003:31), the importance of education and training is not solely for employees or employees concerned but also for benefits for the organization. Because the increase in the abilities and skills of employees can increase the work productivity of the employees concerned.

The results of this study are the same and support previous research, namely research by Karauwan, Lengkong, and Mintardjo (2015) and Octarina (2013). In this study, it was found that work ethic variables had an effect on employee performance. These results indicate that work ethic is one of the important variables in predicting employee performance. Work ethic is an important variable in understanding employee performance. Where the organization really needs high-performing employees, especially in achieving the goals of the organization as a public or government sector organization.

The results of this study are in line with the research of Kafau, Posumah, and Mambo (2016); Rakasiw and Sary (2019); Rezita (2015); and Yusnita and Fadhil (2015), which show that education and training have a positive influence on employee performance.

E. Effect of Workload on Performance

Based on the results of the analysis through the structural equation model, it is proven that workload has a positive and insignificant effect on employee performance of 0.193; the insignificant effect of workload on performance is due to the fact that respondents are doing different types of work according to their main duties. From these results, it can be said that the better the employee's workload, the better the performance, and vice versa. Thus the hypothesis in this study, which states that the better the workload of employees, the better the performance of employees at the

Bali Province Education, Youth and Sports Office, can be accepted as true.

The results of research by Karauwan et al. (2015); Lawu et al. (2019); Moniharapon (2018); and Suci (2016) show that the workload carried out by employees affects the work ethic, so it can be said that the increasing workload the lower the work ethic.

F. The Effect of Work Discipline on Performance

Based on the results of the analysis through the structural equation model, it is proven that work discipline has a positive and significant effect on employee performance of 0.316, which means that if the work discipline is better, the employee's performance will also increase, and vice versa. Thus the hypothesis in this study, which states that the better the work discipline of employees, the better the performance of employees at the Bali Province Education, Youth and Sports Office, can be accepted as true.

The acceptance of the hypothesis, which states that the better the employee's discipline, the better the performance, which means that the results of this study support the theory expressed by Nitisemito (2006) that discipline can be interpreted as an attitude, behavior, and actions in accordance with written and ordinary regulations of a company. Or agency, thus every company determines or formulates a rule that is enforced to ensure the implementation of the agency's work mechanism to create an orderly work procedure so as to achieve organizational goals properly.

Amran (2009) and Putra and Subudi (2013) stated that work discipline has a positive and significant effect on performance.

G. The Effect of Work Ethics on Performance

Based on the results of the analysis through the structural equation model, it is evident that work ethic has a positive and significant effect on employee performance of 0.494 which means that if the better work discipline, the employee performance will also increase, and vice versa. Thus the hypothesis in this study, which states that the better the employee's work ethic, the better the employee's performance at the Bali Province Education, Youth and Sports Office, can be accepted as true.

The acceptance of the hypothesis, which states that the better the employee's work ethic, the better the employee's performance supports the theory expressed by Herzberg yang dikutip Gibson (1985:231) that to achieve good organizational goals requires people who have the right abilities, including work ethic.

This also supports the results of research conducted by Irwan (2007), Zulham (2008), and Zulher (2020) that work ethic affects employee performance.

VII. CONCLUSION

The results showed that workload, discipline, work, education, and training had a positive and significant direct effect on work ethic. Education and training, and workload have a positive and insignificant effect on performance. Meanwhile, work discipline and work ethic have a positive and significant effect on performance. The amount of variation in the change in the work ethic of 71.1% is influenced by changes in education and training, workload, and work discipline. At the same time, the variety of changes in ASN performance of 85.3% is influenced by changes in education and training, workload, work discipline, and work ethic, while the rest is influenced by other factors outside of this research model.

Referring to the results of the insignificant effect of education and training, it is suggested that the leadership of the Bali Provincial Education Office carry out a more in-depth study of the presence of these variables. In addition, the effect of education and training, workload, and work discipline is 71.1% on work ethics; of course, there are other variables that need to be considered in order to improve work ethics. Education and training, workload, work discipline, and work ethic only have an effect of 85.3% on ASN performance; of course, there are other variables that need to be observed in the context of developing ASN performance.

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