


The Influence Of Spirit, Leadership Style, And Ethic On Performance Employees Bank BRI Medan

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Article Info	ABSTRACT
Keywords: Work enthusiasm, leadership style, work ethic, employee performance.	The impact of work enthusiasm, leadership style, and work ethic on the performance of employees at PT Bank Rakyat Indonesia, Medan Branch. This research aims to determine and analyze the influence of work enthusiasm, leadership style, and work ethic on employee performance. The research uses a quantitative approach and is classified as explanatory research. The study was conducted at the PT Bank Rakyat Indonesia Medan Branch office. The population includes all permanent employees at this branch, totaling 64 employees. To ensure a representative sample, the research included the entire population, resulting in 64 respondents. Data analysis was performed using Descriptive Analysis and Regression Analysis. The results indicate that work enthusiasm, on its own, does not significantly affect employee performance. However, both leadership style and work ethic significantly impact employee performance. Collectively, work enthusiasm, leadership style, and work ethic have a significant effect on employee performance.
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INTRODUCTION

Currently, human resources cannot be underestimated in a company. Because currently human resources have become a very important element in the life of a company, where the progress and decline of a company is one of the factors that can be determined by the human resources it has. Having skilled human resources that are able to compete with the human resources of competing companies can be one of the determinants of a company's progress. According to Thompson (in Robbins, 2010: 264), the quality of an organization depends on the quality of the people in it.

Success in achieving company goals cannot be separated from the role of human resources, because existing human resources are the main factor from the lowest level to the highest. When managing human resources, you must also pay attention to the employees you have. Management must encourage its employees to have maximum performance. This relates to the important duties and functions of an employee, so employees must be managed well and correctly. trying to improve employee performance in the hope that goals can be achieved.

In improving employee performance. Employees will be encouraged to work optimally to achieve goals. Efforts made to improve employee performance are by providing awards

and bonuses to employees who have good achievements. This is done so that employees have more motivation in carrying out their work. Apart from that, it also strives to provide comfort and safety for employees at work.

According to Nitisemito, work enthusiasm and enthusiasm is "Work spirit and enthusiasm is essentially a manifestation of high work morale, some even freely identify that high work morale is work enthusiasm and enthusiasm." A decline in employee performance will affect the profits obtained by the company in the future. This will burden the company's prospects in the future, if the company's work enthusiasm and enthusiasm is seriously burdened.

According to (Maier, 1998: 119), someone who has high work enthusiasm has his own reason for working, namely he really wants it. This results in the person having enthusiasm, the quality of persevering in the face of difficulties to fight frustration, and having a group spirit. There are four aspects that show someone has high work morale, namely: enthusiasm, strength to fight frustration, quality to persevere, group spirit.

The role of a leader really determines the failure or success of a company. Leaders hold the key to controlling a company. A good leader is a leader who is able to manage, direct, influence, command and motivate his subordinates to achieve the company's desired goals. Apart from that, leaders must have a good and effective leadership style which will later influence the work morale of their subordinates.

According to Hasibuan in his book "Human Resource Management" states that leadership style is a way for leaders to influence their subordinates, so that they are willing to cooperate and work productively to achieve organizational goals. In order to make leadership successful in an organization, leaders need to think about and demonstrate the leadership style that will be applied to their employees. An appropriate leadership style that is able to create comfortable and good working conditions can provide enthusiasm or motivation to subordinates to work better.

Work ethic is a set of positive behaviors and foundations that include the motivation that drives them, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles and standards. standards (Sinamo, Darodjat; 2015:77). Simply put, work ethic is a reflection of a person's discipline, enthusiasm and productivity. Someone who has a low work ethic will also have low productivity, and vice versa.

The objectives of improving employee performance include obtaining higher quality employees, ensuring fairness among employees so that they can support success in a company and leadership must be able to motivate employees so they can improve their respective performance.

Literature Review

Bank BRI

Bank Rakyat Indonesia (BRI) is one of the largest government-owned banks in Indonesia. Initially Bank Rakyat Indonesia (BRI) was founded in Purwokerto, Central Java by Raden Bei Aria Wirjaatmadja with the name De Poerwokertosche Hulp en Spaarbank der Inlandsche Hoofden or "Bank for Aid and Savings of the Priyayi Purwokerto", a financial

institution that serves people of nationality Indonesian (indigenous). This institution was founded on December 16, 1895, which was later used as the birthday of BRI. In the period after Indonesian independence, based on Government Regulation no. 1 of 1946 Article 1 is stated

that BRI is the first Government Bank in the Republic of Indonesia. During the war to defend independence in 1948, BRI's activities stopped for a while and only started to become active again after the Renville agreement in 1949 when it changed its name to Bank Rakyat Indonesia United. At that time through PERPU no. 41 of 1960, the Farmers and Fishermen's Cooperative Bank (BKTN) was formed which was an amalgamation of BRI, the Farmer and Fisherman Bank based on (Presidential Decree) No. 9 of 1965, BKTN was integrated into Bank Indonesia under the name Bank Indonesia for Farmers and Fishermen's Cooperative Affairs.

After running for one month, Presidential Decree No. 17 of 1965 concerning the formation of a single bank with the name Bank Negara Indonesia. In the new provisions, Bank Indonesia for Cooperatives, Farmers and Fishermen Affairs (former BKTN) was integrated under the name Bank Negara Indonesia unit II for Rural, while NHM became Bank Negara Indonesia unit II for Export Import (Exim). Based on Law no. 14 of 1967 concerning the Basic Banking Law and Law no. 13 of 1968 concerning Dan Law (NHM). Then the Nederlandsche Presidential Decree invited the Central Bank, which essentially restored the function of Bank Indonesia as the Central Bank and Bank Negara Indonesia Unit II in the Rular and Export Import Sector were separated into two banks respectively, namely Bank Rakyat Indonesia and Bank Export Import Indonesia. Furthermore, based on Law no. 21 of 1968 re-established BRI's main duties as a commercial bank.

Since 1 August 1992 based on Banking Law no. 7 of 1992 and Indonesian Government Regulation no. 21 of 1992 BRI's status changed to a limited liability company. At that time, BRI ownership was still 100% in the hands of the Government of the Republic of Indonesia. In 2003, the Indonesian Government decided to sell 30% of the shares in this bank, so that it became a public company with the official name PT. Bank Rakyat Indonesia (Persero) Tbk., which is still used today. BRI Bank's vision is to become a leading commercial bank that always prioritizes customer satisfaction. BRI Bank's mission includes:

- a. Carrying out the best banking activities by prioritizing services to micro, small and medium businesses to support the improvement of the community's economy.
- b. Providing excellent service to customers through a widespread work network and supported by professional human resources and reliable information technology by implementing excellent risk management and Good Corporate Governance (GCG) practices.
- c. Providing optimal profits and benefits to interested parties (stakeholders).

Human Resource Management

The definition of management according to experts is a definition put forward by experts in management science as a basis for us to understand what the content of this science is like. Ricky W. Griffin defines management as a process of planning, organizing, coordinating and controlling resources to achieve goals effectively and efficiently. Effective

means that goals can be achieved according to planning, while efficient means that existing tasks are carried out correctly, organized and according to schedule. George R. Terry, said that management is a unique process consisting of actions: planning, organizing, mobilizing and monitoring which are carried out to determine and achieve predetermined targets through the use of human resources and other sources.

The general definition of human resource management is a field of management that specifically studies human relationships and roles in corporate organizations. The focus studied in human resource management is only issues related to human labor, both individually and in relation to relations between workers.

Research Variables and Operational Definitions of Variables.

Research variables are anything in any form that is determined by the researcher to be studied so that information about it is obtained, then conclusions are drawn Sugiyono (2013). The variables examined in this research can be described as follows:

1. Independent Variables (Free Variables)

According to Sugiyono (2013) an independent variable is a variable that influences or is the cause of the change or emergence of the dependent variable (dependent variable). The independent variables in this research are: 1) Work enthusiasm, 2) Leadership style and 3) Work ethic.

a. Work enthusiasm (X_1)

Work enthusiasm is a person's desire and sincerity to do well and be disciplined to achieve maximum work performance (Hasibuan, 2008: 152)

b. Leadership Style (X_2)

According to Hasibuan in his book "Human Resource Management" states that leadership style is a way for leaders to influence their subordinates, so that they are willing to cooperate and work productively to achieve organizational goals.

c. Work Ethic (X_3)

Sinamo (2011: 35) defines work ethic as a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm.

2. Dependent Variable (Dependent Variable)

According to Sugiyono (2013) the dependent variable is the variable that is influenced or the variable that is the result, because of the existence of the independent variable. The dependent variable in this research is: Employee Performance. According to Mangkunegara (2011). The definition of performance is the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Data analysis technique

According to Sugiyono (2013:6). Data analysis is classified as Qualitative and Quantitative data. Qualitative Data is data in the form of words, sentences, gestures, facial expressions, charts, images and photos. Quantitative Data is data in the form of numbers or qualitative data that is selected/scored.

The data analysis used in this research is qualitative and quantitative. Qualitatively, the data to be processed are the answers of respondents whose alternative determinations were made using a Likert scale. According to Sugiyono (2013: 136) the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale as follows:

Strongly Agree = SS

Agree = S

Doubtful = RR

Disagree = TS

Strongly Disagree = STS

Then it is quantified as follows:

Strongly Agree =5

Agree =4

Doubtful =3

Disagree =2

Strongly Disagree = 1

METHOD

According to Sugiyono (2013: 6) the types of research methods based on the level of explanation can be classified as descriptive research, namely research that concerns questions regarding the existence of independent variables, whether only on one variable or more. So in this research the researcher does not make comparisons of the variable in other samples, and looks for the relationship of this variable with other variables. Comparative research is a research question that compares the existence of one or more variables in two or more different samples. Associative research is research that asks about the relationship between two or more variables.

In this research, the author uses associative research, namely research that aims to determine the relationship between two or more variables. The variables in question are work enthusiasm, leadership style and work ethic on the performance of BRI Bank Medan Branch employees.

1. Population

According to Sugiyono (2013: 119) Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study were all employees at PT. Bank BRI Medan branch, totaling 64 people.

2. Sample

According to Sugiyono (2013: 120) the sample is part of the number and characteristics of the population. In this study, the sampling technique used was Proportional sampling, the implementation technique of which was carried out by taking as many samples as permanent employees at Bank BRI Medan Branch. The sample in this study was 64 at Bank BRI Medan Branch. In a clear picture of the variables studied, operationally, limitations are given so as not to cause errors in the

interpretation of research variables. In more detail, the variables and indicators are described as follows:

Work Spirit (X1)

Work enthusiasm is a person's desire and sincerity to do well and be disciplined to achieve maximum work performance (Hasibuan, 2008: 152). According to (Tohardi, 2002: 431), indications of declining employee morale include the following:

- a. Low work productivity;
- b. Rising and high absenteeism rates;
- c. Labor turn over or high employee turnover rate;
- d. Increased level of damage;
- e. Anxiety everywhere;
- f. Frequent demands;
- g. Strike.

Leadership Style (X2)

Paternalistic leadership is a leadership style that upholds cultural values and internal morality organization (Irawanto et al, 2012 in Firidinata and Mas'ud, 2017). According to (Irawanto et al, 2012), there are several indicators of partennialistic leadership style, namely:

- a. Require employees to comply with work procedures and standards;
- b. Involving employees in decision making;
- c. Can accept criticism and suggestions;
- d. Care about employees' personal lives;
- e. Formal and informal relationships with employees;
- f. Provide attention and guidance to employees who have poor performance;
- g. Providing tools to work better;
- h. Be fair to all employees;
- i. Respect differences of opinion with employees

Work Ethic (X3)

According to Sinamo (2011: 35), work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by total commitment to an integral work paradigm. According to Sinamo (2011: 45), the indicators for measuring work ethic are as follows:

- a. Work is grace;
- b. Work is a trust;
- c. Work is a calling;
- d. Work is actualization;
- e. Work is worship;
- f. Work is art;
- g. Work is honor;
- h. Work is service;
- i. Have a very positive assessment of the results of human work;
- j. Placing a view of work as something very, very noble for human existence.

Employee Performance (Y)

According to Mangkunegara (2011). The definition of performance is the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him, According to Afandi (2018:89) employee performance indicators are as follows:

- a. Quantity of work output;
- b. Quality of work results;
- c. Efficiency in carrying out tasks;
- d. Work discipline;
- e. Initiative;
- f. Accuracy;
- g. Leadership;
- h. Honesty;
- i. Creativity;
- j. Independence.

RESULT

Data Quality Test Results

The validity test aims to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that the questionnaire will measure. Examiners distributed questionnaires to 49 employees by providing 36 questions which were divided into 4 main variables to measure the validity and reliability of the questions.

Table 1. Validity Test Results

(Variables Work spirit, leadership style, work ethic on employee performance)

	Corrected Item total Correlation	Information
Work enthusiasm 1	0.813	Valid
Work enthusiasm 2	0.630	Valid
Work enthusiasm 3	0.417	Valid
Work enthusiasm 4	0.445	Valid
Work enthusiasm 5	0.807	Valid
Work enthusiasm 6	0.859	Valid
Work enthusiasm 7	0.526	Valid
Leadership style 1	0.540	Valid
Leadership style 2	0.531	Valid
Leadership style 3	0.450	Valid
Leadership style 4	0.582	Valid
Leadership style 5	0.598	Valid
Leadership style 6	0.387	Valid
Leadership style 7	0.465	Valid
Leadership style 8	0.673	Valid

	Corrected Item total Correlation	Information
Leadership style 9	0.468	Valid
Work ethic 1	0.519	Valid
Work ethic 2	0.654	Valid
Work ethic 3	0.748	Valid
Work ethic 4	0.674	Valid
Work ethic 5	0.444	Valid

An item is considered valid if the total score is greater than 0.30 (priyatmo, 2010:90). The try out results show that all statements can be considered valid because the Corrected Item Total Correlation value for all statements is more than 0.30.

Reliability Test Results

Reliability testing is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time. A construct or variable is said to be reliable if it provides a Cronbach Alpha reliability value > 0.60. The results of reliability testing for each variable obtained the following data:

Table 2. Test Reliability

variable	Cronbach's Alpha	N of Items
Spirit at work	0.768	7
Leadership Style	0.701	9
Work ethic	0.756	10
Employee Performance	0.796	10

The results of reliability testing in table 2 show that all variables in the study have a fairly large alpha coefficient (α), namely > 0.60, so it can be said that all measuring concepts for each variable from the questionnaire are reliable, which means that the questionnaire used in this study is reliable questionnaire.

Hypothesis Test Results

This t statistical test aims to show how far the influence of one explanatory or independent variable individually in explaining variations in the dependent variable tested at the level of significance must be greater. smaller than 0.05. The decision making is by comparing tcount with ttable with the following criteria:

If tcount > ttable = H0 is rejected

If tcount < ttable = H0 is accepted

Table 3. Partially Significant Test Results (T Statistical Test) Coefficientsa

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	-2,061	1,371		-1,503	,140
	X1	,203	,244	,128	,830	,411

Model	Unstandardized		Standardized	t	Sig.
	Coefficients		Coefficients		
	B	Std. Error	Beta		
X2	,442	.101	,383	4,376	,000
X3	,554	,184	,485	3,013	,004

a. Dependent Variable: Y

The influence of the independent variable on the dependent variable can be seen from the F test. Based on the results of statistical testing (Anova Test / F Test) seen in the table below as follows:

Table 4. Simultaneous Significant Test Results (F Statistic Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1337.752	3	445,917	357,267	,000b
	Residual	56,166	45	1,248		
	Total	1393.918	48			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

In the table above, the Fcount value is $357,267 > F_{table} 2.79$ with a probability level of $(0.000 < 0.05)$, so it can be concluded that the independent variables are Work Spirit (X1), Leadership Style (X2) and Work Ethic (X3), simultaneously has a significant effect on the dependent variable employee performance (Y). The t table value comes from $n-4$ (n is the number of samples) and then the results from $n-4$ can be seen in the t table form. In this study the number of samples was $49-4 = 45$. In the form F table using a significance level of 5%, the value was 2.79.

Effect of Work Morale (X1) on employee performance (Y)

The results of the data analysis obtained for the variable Morale (X1)) with a significance of 0.411 show that the value is greater than 0.05 ($0.411 > 0.05$) and the t value is $0.830 < 1.677$ t table. This shows that the hypothesis in this study accepts H_0 and rejects H_a . Thus, this shows that hypothesis 1 is that work enthusiasm does not have a partially significant effect on employee performance. The results of research at PT. Bank BRI Majene Branch shows that there is no statistically significant influence between work enthusiasm on employee performance and the work results achieved. The results of this research were obtained from interviews with several employees who were asked for information relating to employee work morale. The data obtained showed that some employees' work morale had decreased due to several factors, namely first, the level of fatigue in the employees. causing them to sometimes lack focus in doing their work, secondly, there is conflict between employees which causes them to not be enthusiastic about working in the same room.

The calculation results obtained for the Leadership Style variable (X2) with a significance of 0.0010 show that this value is smaller than 0.005 ($0.001 < 0.05$), and the t

value is $4.376 > 1.677$ t table. This shows that the hypothesis in this study accepts H_a and rejects H_o . Thus, this shows that hypothesis 2 is that Leadership Style has a partially significant effect on Employee Performance. The ttable value comes from $n-1$ (n is the number of samples) and then the results from $n-1$ can be seen in the ttable form. In this study the number of samples was $49-1=48$ and if seen from the ttable form using an error rate of 5% (0.05) you would get a value of 1.677. From the respondents' answers above, a conclusion can be drawn that the work ethic variable (X_3), shows that the majority of respondents answered Agree (S) with a percentage of 57.98% out of 100%, Strongly Agree (SS) at 28.29%, Doubtful -Doubtful (RR) was 13.73%, Disagree (TS) was 0% and Strongly Disagree (STS) was 0%. The calculation results obtained for the Work Ethic variable (X_3) with a significance of 0.004 show that the value is smaller than 0.005 ($0.000 < 0.05$), and the t value is $3.013 > 1.677$ t table. This shows that the hypothesis in this study accepts H_a and rejects H_o . Thus, this shows that hypothesis 3 is that work ethic has a partially significant effect on employee performance.

CONCLUSION

Based on the results of data analysis and discussion described in the previous chapter, the following conclusions can be drawn: Work morale does not have a partially significant effect on employee performance at PT. Bank Rakyat Indonesia Majene branch. With the results of obtaining a significance of 0.411, it shows that the value is greater than 0.05 ($0.411 > 0.05$) and the t value is $0.830 < 1.677$ t table. Leadership style has a partially significant effect on employee performance at PT. Bank Rakyat Indonesia Majene branch. With a significance result of 0.001, it shows that this value is smaller than 0.005 ($0.001 < 0.05$), and the t value is $4.376 > 1.677$ t table. Work ethic has a partially significant influence on the performance of PT employees. Bank Rakyat Indonesia Majene branch. With a significance of 0.004, it shows that the value is smaller than 0.005 ($0.000 < 0.05$), and the t value is $3.013 > 1.677$ t table. Work enthusiasm, leadership style, and work ethic have a significant effect together (simultaneously) on employee performance at PT. Bank Rakyat Indonesia Majene branch.

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