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DETERMINATION OF WORK COMMUNICATION, WORK SPIRIT, WORK ETHOS WITH WORK MOTIVATION AS INTERVENING VARIABLES TOWARDS PERFORMANCE USING SEM-PLS IN THE DINAS KESEHATAN KOTA BATAM

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ABSTRACT

In this study, researchers used respondent data, such as gender, age and length of work of respondents in order to provide information about relationships. Where from the questionnaires distributed as many as 102. The discussion in this chapter is the result of field studies to obtain questionnaire answer data that measures five main variables in this study, namely work communication, work morale, work ethic, work motivation and performance. Data analysis with parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument tests, normality tests, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path. This study uses path analysis (path analysis) to examine relationship patterns that reveal the effect of a variable or a set of other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by Smart PLS Ver 3.0. To have a direct and indirect effect between variables, the calculation results of the path coefficient and to see the significance.

The influence of the X3 variable on X4 has a P-Values value of 0.010 <0.05, so it can be stated that the effect of X3 on X4 is significant. The influence variable X3 on Y with a P-Values value of 0.003 <0.05, so it can be stated that the influence between X3 on Y is significant. The effect of the variable X4 on Y with a P-Values value of 0.046 <0.05, so it can be stated that the effect of X4 on Y is significant. The influence variable X1 on X4 has a P-Values value of 0.009 <0.05, so it can be stated that the influence between X1 and X4 is significant. The effect of the variable X1 on Y with a P-Values value of 0.000 <0.05, so it can be stated that the effect of X1 on Y is significant. The effect of the variable X2 on X4 has a P-Values value of 0.040 <0.05, so it can be stated that the effect of X2 on X4 is significant. The variable of the influence of X2 on Y with a P-Values value of 0.009 <0.05, so it can be stated that the effect of X2 on Y is significant.

Keywords: Work Communication, Work Spirit, Work Ethic, Work Motivation, Performance

I. INTRODUCTION

The Batam City Health Office is one of the facilities that contains various data and information related to the level of achievement of Health Development in Batam City and the implementation of complete health service efforts in accordance with the Minimum Service Standards in the health sector. For the realization of the vision and mission of the Batam City Health Service, it is necessary to improve work communication that supports the realization of the vision and mission. Communication has a fairly large role in a company, meaning that communication is absolutely necessary in an organization, both in technical matters in a work unit or work group, such as clarity of orders from superiors, clarity of work instructions, delivery of ideas, work discussions, clarity of reporting. , to informal matters such as appreciation, support, attention from superiors to subordinates, good relations between superiors and subordinates and vice versa, giving complaints, giving criticism to superiors, openness and so on. Morale is the attitude of individuals and groups to the work environment and to cooperation with other people which is maximally in accordance with the best interests. To achieve goals in a job requires a conducive atmosphere that supports a work climate that can affect the morale of employees in the organization. Work ethic is the spirit of work that is seen in the way a person responds to work, the motivation behind doing a job. Every employee needs to improve work ethics in order to improve work quality, namely attitudes, views, habits, characteristics or traits regarding the work methods of a person, a group or a nation. individuals with a good work ethic are dedicated to their work, and will do everything they can to ensure that they perform well. Employee work motivation is a condition that makes employees have the willingness or need to achieve certain goals through the implementation of a task. Employee work motivation will supply energy to work or direct activities during work, and cause an employee to know that there are goals that are relevant between organizational goals and personal goals. Performance is the result or overall success rate of a person during a certain period in carrying out a task compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance and have been mutually agreed upon. Performance is the work achieved by a person in carrying out the tasks assigned to him based on skills, experience and sincerity and on time.

Formulation of the problem

1. Does Work Communication directly determine the Work Motivation ?
2. Does Morale directly determine Employee Work Motivation ?
3. Does Work Ethic Directly Determine Employee Work Motivation ?
4. Does Work Motivation directly determine Employee Performance ?
5. Does Work Communication directly determine Employee Performance ?
6. Does Morale directly determine Employee Performance ?
7. Does Work Ethic Directly Determine Employee Performance ?

II. RESEARCH METHOD

In this study, researchers used respondent data, such as gender, age and length of work of respondents in order to provide information about relationships. Where from the questionnaires distributed as many as 102. The discussion in this chapter is the result of field studies to obtain questionnaire answer data that measures five main variables in this study, namely work communication, work spirit, work ethic, work motivation, and performance. Data analysis with parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument tests, normality tests, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path. This study uses path analysis (path analysis) to examine relationship patterns that reveal the effect of a variable or a set of other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by Smart PLS Ver 3.0. For the effect of departing directly and indirectly between variables, the results of the calculation of the coordination coordinates are to see the significance.

Population and Sample

The population in this study was in at employee research study in in Batam City Health Office, amounting to 102 people regardless of specific strata and field of duty. Arikunto (in Riduwan, 2012: 210) states that if the subject is less than 100, it is better to take all of them, so that the research is a population study. Because of population limitations, all members of the population were used as the research sample, so this study used a saturated sample, which was taken through the Census Technique using proportional random sampling.

III. RESULT AND DISCUSSION

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing using a composite reliability value with the criteria of a variable is said to be reliable if the composite reliability value is> 0.600 (Hair, Hult, Ringle, & Sarstedt, 2014).

Internal Consistency Analysis

Tabel 1

Variabel	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.760	0.841	0.822	0.379
X2	0.632	0.694	0.724	0.270
X3	0.659	0.808	0.747	0.322
X4	0.774	0.840	0.814	0.390
Y	0.842	0.929	0.878	0.486

Source: Data Processing (2020)

Based on the data of the internal consistency analysis in the table above, the results show that the variables X1, X2, X3, X4 and Y have a composite reliability value> 0.600, so all X1, X2, X3, X4 and Y variables are reliable.

Convergent Validity

Tabel 2

	X1	X2	X3	X4	Y
X1.1	0.435				
X1.10	0.684				
X1.2	0.491				
X1.3	0.418				
X1.4	0.738				
X1.5	0.480				
X1.6	0.715				
X1.7	0.787				
X1.8	0.797				
X1.9	0.754				
X2.1		0.345			
X2.2		0.474			
X2.3		0.390			
X2.4		0.693			
X2.5		0.775			
X2.6		0.441			
X2.7		0.447			
X2.8		0.648			
X3.1			0.491		
X3.10			0.486		
X3.2			0.412		
X3.3			0.441		
X3.4			0.774		
X3.5			0.666		
X3.6			0.716		
X3.7			0.755		
X3.8			0.667		
X3.9			0.676		
X4.1				0.420	
X4.2				0.443	
X4.3				0.408	
X4.4				0.632	
X4.5				0.623	
X4.6				0.866	
X4.7				0.833	
X4.8				0.790	
Y1					0.410

Y10					**0.766**
Y2					**0.428**
Y3					**0.435**
Y4					**0.922**
Y5					**0.769**
Y6					**0.853**
Y7					**0.879**
Y8					**0.836**
Y9					**0.751**

Source: Data Processing (2020)

Based on the table above, it can be seen that the value of outer loading for variables X1, X2, X3, X4, Y where the value of all the items in the 5 variables tested is greater than 0.4, so all indicators in 5 variables are declared valid.

Disciplinary Validity

Discriminant validity aims to assess an indicator of a construct variable is valid or not, namely by looking at the Heterotrait Value - Monotrait Ratio Of Corelation (HTMT) <0.90, then the variable has good (valid) discriminant validity (Hair, Hult, Ringle, & Sarstedt, 2014).

Tabel 3

Variabel	X1	X2	X3	X4	Y
X1					
X2	**0.693**				
X3	**0.571**	**0.649**			
X4	**0.864**	**0.736**	**0.719**		
Y	**0.879**	**0.706**	**0.845**	**0.839**	

Source: Data Processing (2020)

Based on the table above, the results of the correlation of variables X1 with X2, X1 with X3, X1 and X4, variables X1 and Y all variables have a correlation value <0.900, thus the correlation value of all variables is declared valid.

Structural Model Analysis (Inner Model)

The structural model analysis or (inner model) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis. Collinearity test is to prove whether the correlation between latent variables / constructs is strong or not. If there is a strong correlation, it means that the model contains problems from a methodological point of view, because it has an impact on the estimation of its statistical significance. This problem is known as collinearity. The value used to analyze it is by looking at the Variance

Inflation Factor (VIF) value. (Hair, Hult, Ringle, & Sarstedt, 2014; Garson, 2016). If the VIF value is greater than 5.00, it means a collinearity problem occurs, and conversely there is no collinearity problem if the VIF value is <5.00 (Hair, Hult, Ringle, & Sarstedt, 2014).

Tabel 4

Variabel	X1	X2	X3	X4	Y
X1				**1.457**	**2.277**
X2				**1.420**	**1.787**
X3				**1.351**	**1.540**
X4					3.496
Y					

Source: Data Processing (2020)

From the data above it can be described that the VIF value for the correlation X1 with Y, X2 with Y, X3 with Y, X4 with Y has a value <5.00 so there is no collinearity problem, thus from the data above, the structural model is in the case of it does not contain a collinearity problem.

Direct Influence Hypothesis

Testing the direct effect hypothesis aims to prove the hypotheses of the effect of a variable on other variables directly (without intermediaries). If the path coefficient value is positive it indicates that an increase in the value of one variable is followed by an increase in the value of other variables, if the path coefficient value is negative it indicates that an increase in one variable is followed by a decrease in the value of another variable. If the probability value (P-Value) <Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is significant). If the probability value (P-Value)> Alpha (0.05) then Ho is rejected (the effect of one variable with other variables is not significant).

Tabel 5

Variabel	Real sample	Average sample	Standard Deviation	T Statistics	P Values
X1 -> X4	0.484	0.432	0.174	2.776	**0.009**
X1 -> Y	0.435	0.358	0.141	3.076	**0.004**
X2 -> X4	0.324	0.309	0.151	2.142	**0.040**
X2 -> Y	0.265	0.235	0.173	1.528	**0.014**
X3 -> X4	0.232	0.294	0.138	1.679	**0.010**
X3 -> Y	0.263	0.340	0.104	2.525	**0.017**
X4 -> Y	0.137	0.168	0.186	0.740	**0.046**

Source: Data Processing (2020)

1. The direct effect of variable X3 on variable X4 has a path coefficient of 1.679 (positive), so an increase in the value of variable X3 will be

followed by an increase in variable X4. The influence of the X3 variable on X4 has a P-Values value of 0.010 <0.05, so it can be stated that the effect of X3 on X4 is significant.

2. The direct effect of variable X3 on variable Y has a path coefficient of 2.525 (positive), so an increase in the value of variable X3 will be followed by an increase in variable Y.The effect of variable X3 on Y has a P-Values value of 0.017 <0.05, so it can be stated that the influence between X3 on Y is significant.
3. The direct effect of variable X4 on variable Y has a path coefficient of 0.740 (positive), so an increase in the value of variable X4 will be followed by an increase in variable Y.The effect of variable X4 on Y has a P-Values value of 0.046 <0.05, so it can be stated that the influence between X4 on Y is significant.
4. The direct effect of variable X1 on variable X4 has a path coefficient of 2.776 (positive), so an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of variable X1 on X4 has a P-Values value of 0.009 <0.05, so it can be stated that the effect of X1 on X4 is significant.
5. The direct effect of variable X1 on variable Y has a path coefficient of 3.076 (positive), so an increase in the value of variable X1 will be followed by an increase in variable Y. The effect of variable X1 on Y has a P-Values value of 0.004 <0.05, so it can be stated that the influence between X1 on Y is significant.
6. The direct effect of variable X2 on variable X4 has a path coefficient of 2.142 (positive), so an increase in the value of variable X2 will be followed by an increase in variable X4. The effect of the variable X2 on X4 has a P-Values value of 0.040 <0.05, so it can be stated that the effect of X2 on X4 is significant.
7. The direct effect of variable X2 on variable Y has a path coefficient of 1.528 (positive), so an increase in the value of variable X2 will be followed by an increase in variable X4. The influence of the X2 variable on Y has a P-Values value of 0.014 <0.05, so it can be stated that the effect of X2 on Y is significant.

Coefficient of Determination

The coefficient of determination (R Square) aims to evaluate the accuracy of the predictions of a variable. In other words, to evaluate how the variation in the value of the dependent variable is affected by the variation in the value of the independent variable in a path model.

Tabel 6

Variabel	R Square	Adjusted R Square
X4	0.714	0.681
Y	0.804	0.773

Source: Data Processing (2020)

IV. CONCLUSION

The need to improve the quality of work communication that is even better within the organization among employees, the need to foster morale by giving employees the opportunity to convey their aspirations and creative ideas, develop a work ethic by getting used to being on time or earlier for all activities in the organization, give awards, to employees who excel in order to increase employee motivation, evaluate employee performance regularly for the progress of the organization.

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