Research article

The influance of discipline and motivation on employee's work ethics at the office of the Election Supervisory Board (Bawaslu) of Southeast Sulawesi Province

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ABSTRACT

This research aims to investigate the impact of discipline and motivation on employees' work ethic at the General Election Supervisory Board (Bawaslu) office in Southeast Sulawesi Province. The research objective is to enhance employees' work ethics at the Bawaslu office in the province of Southeast Sulawesi through discipline and motivation. The study population comprises all General Elections Supervisory Agency office workers in Southeast Sulawesi Province. The sample size was determined to be 65 employees using the probability sampling formula. The research methodology utilized quantitative descriptive and multiple linear regression analysis to analyze the data. The findings reveal that both work discipline and motivation have a significant and positive effect on the work ethic of office employees at the General Election Supervisory Agency (Bawaslu) in Southeast Sulawesi Province, both partially and simultaneously.

Keywords: Discipline; motivation, work ethic.

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin dan motivasi terhadap etos kerja pegawai pada kantor Badan Pengawas Pemilihan Umum (Bawaslu) Provinsi Sulawesi Tenggara. Tujuan penelitian adalah untuk meningkatkan etos kerja pegawai di kantor Bawaslu Provinsi Sulawesi Tenggara melalui kedisiplinan dan motivasi. Populasi penelitian adalah seluruh pegawai kantor Bawaslu di Provinsi Sulawesi Tenggara. Besar sampel ditentukan sebanyak 65 karyawan dengan menggunakan rumus probabilitas sampling. Metodologi penelitian menggunakan deskriptif kuantitatif dan analisis regresi linier berganda untuk menganalisis data. Hasil penelitian menunjukkan bahwa disiplin kerja dan motivasi berpengaruh signifikan dan positif terhadap etos kerja pegawai kantoran di Badan Pengawas Pemilihan Umum (Bawaslu) Provinsi Sulawesi Tenggara, baik secara parsial maupun simultan.

Kata Kunci: Disiplin, motivasi, etika kerja.

1. Introduction

The Election Supervisory Board (Bawaslu) is an institution tasked with supervising the holding of elections. According to Law Number 7 of 2017, Bawaslu has strengthened authority in carrying out its duties, including overseeing the implementation of election stages, receiving reports on alleged election violations, and following up on findings or reports to the competent authority. Bawaslu also has the authority to decide on administrative violations and has a fundamental mandate to prevent and take action against election violations and election disputes. In the regional context, the Southeast Sulawesi Provincial Bawaslu has the same duties and functions as the RI Bawaslu, namely overseeing the holding of elections in the province. Several surrounding areas geographically limit the Southeast Sulawesi region.

Human resources are significant assets and are the main driving factor in implementing all agency activities or activities, so they must be appropriately managed through human resource management. The factor that shows the potential competitive advantage of the company's performance is human resources without the existence of human resources, which drives the resources that are owned so that it will not be productive. The existence of human resources makes other organizational human resources run. Human resource management is part of organizational management that focuses on human resources. The task in this section is to manage the human element well to obtain a workforce that is satisfied with their work. Humans are one of the most essential elements in running an organization. According to Marwansyah (2010), human resource management can be interpreted as the utilization of human resources within the organization, which is carried out through the functions of human resource planning, recruitment and selection of human resource development, career planning and development, compensation and welfare, occupational safety and health and industrial relations, because humans are the movers and determinants of the course of an organization (Marwansyah. 2010).

Agencies must pay attention to the work environment. Employees, in addition to employees, must have high morale. Employees must have high morale to improve performance and provide good service to the community. Employees with good morale will undoubtedly provide positive attitudes such as loyalty, joy, cooperation, pride in an office, and obedience to obligations. In contrast, employees who have low morale, because these employees tend to show a passive attitude, such as arguing, feeling anxious at work, and feeling uncomfortable.

Budi Setiyawan et al. (2011:91) state that work discipline affects employee performance. This is in line with the theory put forward by Gibson (2009: 52) that several factors affect the performance of an employee, namely the ability, skills, job design, and discipline of a person in the organization. If one's work discipline can be increased, performance appraisal can

increase; conversely, if one's work discipline is lacking, performance is also of low value [8]. This is in line with the opinion expressed by Alexander (2008: 125) that there are many cases of employees carrying out their work below standard because they need to receive regular and accurate feedback about their performance. The level of discipline in work is still in the low category. According to Hasibuan (2012: 193), discipline is human resource management's most crucial operational function. The better the employee's work discipline, the higher the work performance can be achieved.

Work discipline is management rules to strengthen organizational guidelines, which can also be referred to as training, which leads to efforts to involve and provide employee attitudes, regulations, and behavior so that employees can excel and establish better cooperation [3]. The tool used by managers to communicate directly with employees is work discipline. Managers use this to provide regulations, change attitudes or behavior, increase responsibility for the work, and be aware of the tasks assigned to be more active in completing the work. Work discipline aims to change the mindset or views of employees so that they play a more active role in company activities. In addition, it is also expected that employees can develop new knowledge obtained to develop company goals and achievements.

Motivation is a stimulating or driving force in a person to do something to achieve specific goals (Hasibuan, 2011). Motivation or encouragement to work is decisive for achieving a goal, and the company must foster the highest work motivation for employees in an agency. The definition of motivation is closely related to the emergence of a tendency to do something in order to achieve a goal. There is a strong influence between motivational needs, actions or behavior, goals, and satisfaction because every change is always due to encouragement or motivation (Hasbi, 2010). Changes in the level of motivation depend on the various elements of motivation that exist in employees. It is very appropriate if the assessment of work motivation is carried out in order to determine its influence on employee job satisfaction. Therefore, the factors that encourage a person to carry out a particular activity are the person's desires and needs. In addition to paying attention to one's motivation and enthusiasm at work, it is also necessary to pay attention to the personality traits usually applied to companies or organizations. This attitude is interpreted as work discipline (Sutrisno, 2017).

Work ethic is some values or cultural traits that have human characteristics in the world of work. Work ethic is related to personality, which leads to moral attitudes. The moral attitude is followed and related to the attitude of the will based on conscience. Work ethic comes from a society's cultural and religious values and attitudes. Because of that, work ethic can be a source of strength or motivation for working people. Working in the Islamic religion not only emphasizes the benefits of the world, but the hereafter must also be taken into account. Both of them walk in balance so that the blessings of the world are obtained, and the blessings of the hereafter are also obtained later. Humans will not live forever in this world but in the hereafter. According to Priansa (2018), work ethic is work enthusiasm possessed by employees to work better to obtain added value in a job. Work ethic is an attitude, view, habit, characteristics, or characteristics regarding how one works. A high work ethic, of course, the routine will not make employees bored, and even able to improve work performance. The things that underlie a high work ethic include the desire to uphold the quality of work, so employees with a high work ethic will participate in providing input ideas where they work. The reality in the field shows that employees tend to live their work only as a form of routine without clear goals and visions for the future.

The results of pre-research at the Bawaslu office show that some employees need help with their work ethic in carrying out work activities or work routines. Those with poor performance will result in below-standard work that does not meet Bawaslu's expectations in completing administration in the form of delayed reports on below-average work results.

Unable to work well, some employees still need to avoid or act coldly toward colleagues regarding employee behavior in completing work.

Research conducted by Wahid (2019). Discipline and Work Motivation have a positive influence on Employee Work Ethics. However, research conducted by Lisna (2019) shows that partial motivation variables have a positive and insignificant influence on employee work ethics. Based on the phenomenon above, the authors are interested in researching to clarify the Influence of discipline and motivation on employee work ethics at the office of the Election Supervisory Board for Southeast Sulawesi Province.

2. Theoretical background

Human resource management is the application of management functions to obtain superior human resources for the company, which can be maintained to continue working together to achieve company goals. *Human resource management* is a policy and practice needed by someone who carries out aspects of people or human resources from a management position, including recruiting, screening, training, rewarding, and assessing Dessler in Sinambela (2018: 8). Stoner in Sinambela (2018: 8) states that HRM is an ongoing procedure to supply an organization with the right people to be placed in the correct positions when needed. Design formal systems within the organization to ensure the influence and efficient use of human talent to achieve organizational goals. From the explanation of human resource management from several experts, it can be concluded that human resource management is policies that regulate the company's human resources so that the company's goals are achieved by paying attention to the functions of human resource management.

Work discipline

Discipline is essential for the organization; discipline is a management action to encourage members of the organization to comply with various rules and regulations that apply in an organization. Besides that, the discipline also likes existing rules, procedures, and policies to produce good performance. Maintaining and improving good discipline is indeed a pretty difficult thing because many factors influence it. Sometimes, employee ignorance of existing rules, procedures, and policies is the most common cause of disciplinary action. According to Afandi (2018: 11), the notion of work discipline is an order or regulation made by the management of an organization, ratified by the board of commissioners or capital owners, agreed upon by the union, and known by the Manpower Office so that people who are members of the organization are subject to to the existing rules with pleasure so that they are created and formed through a process of a series of behaviors that show the values of obedience, obedience, order, and order.

Motivation

Motivation means moving, sourced from the Latin word "movere." Strength in making efforts or efforts for an individual is the meaning of the word motivation. Motivation can be defined as a factor in individuals that encourages carrying out various activities because that motivation is often interpreted as a driving factor for someone to behave (Sutrisno, 2017). Motivation can encourage individuals to show certain behaviors. Meanwhile, motivation is also found in souls with conditions to achieve maximum performance through encouragement (McClelland, 2011).. The motivation in a person or a person can be in the form of energy that has changed, such as the emergence of reactions and feelings in achieving goals as a sign.

Theories of motivation include Abraham Maslow's Theory of Needs. In this theory, *needs* are defined as strength or energy (energy) that encourages individuals to carry out activities to fulfill these needs. Needs that have been fulfilled do not function to lose power in motivating activities until they reappear as new needs, which may be the same as before. Theory X and Y. McGregor, Douglas McGregor is an American psychologist who leads various research projects in terms of motivation and general behavior of organizational members. He is also a professor at the Massac Husetts Institute of Engineering. Gregor is famous for his X and Y theory in his book The Human Side of Enterprise (The Human Side of the Company). This theory assumes that humans can clearly and decisively be distinguished from humans adhering to theory X (traditional theory) and humans adhering to theory Y (democratic theory) (Hasibuan, 2013).

Work Ethic Concept

His work ethic and personal qualities strongly influence an employee's work progress. Employees with a high work ethic will work to the best of their ability so that the employee's performance is also high. According to Priansa (2018: 283), work ethic is a work spirit possessed by employees to work better to obtain added value in a job. According to Ginting (2016: 7), work ethic is the spirit of work that characterizes a person or group of people who work based on work ethics and perspectives that are believed and manifested through concrete determination and behavior in the world of work. Work ethic has several characteristics that become the identity of the meaning of the work ethic itself. The three main characteristics of the work ethic, according to Priansa (2018: 283-284), are Interpersonal skills, Initiative, and Reliability.

Research Hypothesis

The hypotheses in this study that can be proposed according to the theoretical studies and models are:

      H1: Discipline and motivation positively and significantly influence work ethic
      H2: Discipline positively and significantly influences work ethic
      H3: Motivation positively and significantly influences work ethic

3. Methodology

The population in this study were all employees at the Office of the Election Supervisory Board of Southeast Sulawesi Province. The number of male employees of the Election Supervisory Board Office of Southeast Sulawesi Province who are male is 37, and females are 28, so a total of 65 people. In this study, the authors use quantitative descriptive and multiple linear regression as a probability sampling technique. According to Sugiyono (2017:84), Probability sampling provides equal opportunities for each element or member of the population to be selected as a sample. So, the number of samples determined in this study was 65 people. The reason for selecting this sample is that all samples have criteria following what the authors specify. So, in determining the number of samples according to the ability of the authors seen from the time, effort, and funds in distributing questionnaires from each employee encountered. This research was conducted to facilitate data processing and for better test results.

Data Collection Methods
The data collection procedure for this study is as follows: (1) Questionnaire, which is data collection by submitting a list of questions or statements to employees at the Office of the

Election Supervisory Board for the Province of Southeast Sulawesi. Respondents' sincerity in answering questions or statements is essential, considering that data collection was carried out using questionnaires. It is hoped that the data obtained can be analyzed and interpreted to conclude—interpretation, namely defining data that has been processed and described descriptively. (2) An interview is a process of obtaining information for research purposes utilizing a question and answer-face-to-face between researchers and parties who can assist researchers in collecting supporting data for the study. (3) Documentation in the form of employee reports at the Election Supervisory Board Office of Southeast Sulawesi Province and from various other sources that can support this research.

Data Analysis Techniques

The analytical method used in this study is descriptive quantitative, and multiple linear regression analysis is used to measure the relationship between the dependent variable and the independent variable. A multiple linear regression analysis is used to determine the magnitude of the influence of the independent variable on the dependent variable.

4. Results and discussion

4.1. Characteristics of respondents

Characteristics based on age, the respondents for the office of the General Election Supervisory Board (Bawaslu) of Southeast Sulawesi Province can be seen in Table 1 shows that the number of employees of the General Election Supervisory Board (Bawaslu) of Southeast Sulawesi Province who were used as respondents in this study totaled 65 people.

Table 1. Respon dents of the Election Supervisory Board (Bawaslu) employees of Southeast Sulawesi Province

Age		Percent
21-30	22	33,84
31-40	17	26,15
41-50	20	30,76
51-58	6	9,25
Total	**65 People**	**100**

Source: Primary data processed in 2022

Table 2. Respondents based on gender

Gender		Percent
Male	37	56,93
Female	28	43,07
Total	**65**	**100**

Source: Primary data processed in 2022

Table 2 shows that as many as 28 people, or 43.07%, of the Southeast Sulawesi Provincial Election Supervisory Board (Bawaslu) employees are women. In comparison, 37 people, or 56.3% of the 65 employees of the Provincial Election Supervisory Board (Bawaslu) is male. Southeast Sulawesi. Based on the identification of data carried out, employees of the General Election Supervisory Board (Bawaslu) of Southeast Males dominate Sulawesi Province.

Education significantly impacts a person's way of thinking, attitude, and decision-making in their work environment. The General Election Supervisory Agency (Bawaslu) employees in Southeast Sulawesi Province have a relatively high level of education, as indicated by the data obtained in this study. A total of 65 employees participated in the study, out of which two employees hold a Doctoral degree (S3) or 3.09%. Additionally, 15 employees hold a Master's degree (S2), or 23.07%, while 26 hold a Bachelor's degree (S1) or 40.00%. The remaining 22 employees, or 33.84%, have a high school diploma or equivalent qualification. Therefore, the General Election Supervisory Agency (Bawaslu) in Southeast Sulawesi Province has an adequate education level, which is expected to provide objective perceptions of the environment and improve the work spirit to enhance employee performance.

Table 3. Respondents based on education

Education		Percent
Senior high school	22	33,84
Bachelor Degree	26	40,00
Master degree	15	23,07
Doctoral Degree	2	3,09
Total	**65**	**100**

Source: Primary data processed in 2022

Table 4. Determination of the average Category Score of Respondents' Statements

No	The Average Score of Answers	Meaning Category/ Interpretation	Score Value
1	1,00 – 1,80	Very Not Good	1
2	1,80 – 2,61	Not good	2
3	2,62 – 3,40	Not good	3
4	3,41 – 4,21	Good	4
5	4,22 – 5,00	Very good	5

Source: Sugiyono (2005)

4.2. Descriptive statistics

Descriptive statistics aims to interpret the frequency of respondents' answers from the collected data. This study divides the respondents' answers into five categories using a Likert scale. Each scale has a rating range of 1 to 5, reflected in the questionnaire answer choices. To give empirical meaning to the assessment of the research variable, the weighting principle proposed by Sugiyono (2005) is adopted. The average weighting value or score of respondent answers obtained is classified into ranges of categorical scale values, as presented in the table 4.

Based on the respondent's answers, Table 4 provides a clear interpretation of the results of this study, outlining the reasons why respondents were given the freedom to share their objective assessment based on their experiences as employees of the General Election Supervisory Board (Bawaslu) of Southeast Sulawesi Province. The research results show the respondents' response data related to the three latent variables studied, which can be described using the average value of the respondents' statement score.

Work Discipline

According to Table 5, the respondents responded positively to the disciplinary variable with an average score of 4.04. This results means that the work discipline of the employees of the Southeast Sulawesi Province Bawaslu office has been assessed as reasonable by the respondents. The assessment is based on the indicators of attendance, adherence to work regulations, adherence to work standards, and ethical work. Of the four indicators, obedience to work regulations has the lowest average score of 4.00. These results indicate that the employees comply with the office regulations and adequately maintain the equipment. The attendance indicator also has an average score of 4.00, which indicates that the employees arrive on time and take permission before the absence. The adherence to work standards indicator has an average score of 4.07, indicating that the Southeast Sulawesi Province Bawaslu office employees adhere to work standards. Lastly, the ethical work indicator has an average score of 4.10, indicating that employees consider ethical work good. This result means that the employees maintain good relationships with their colleagues and receive a warning from the leadership if there is a mistake.

Table 5. Description of work discipline

Indicators	Item	SS	%	S	%	N	%	TS	%	STS	%	N	Average score
Absense	P1	24	0,37	25	0,39	7	0,11	6	0,10	3	0,05	65	3,94
	P2	30	0,46	23	0,35	3	0,05	5	0,08	4	0,07	65	4,08
					Average Absense Indicator Score									4,01
Compliance with Work Regulations	P3	25	0,29	23	0,35	9	0,14	6	0,10	2	0,03	65	3,97
	P4	29	0,44	23	0,35	3	0,05	6	0,10	4	0,07	65	4,03
					Average Work Regulations Indicator Score									4,00
Compliance with SOP	P5	27	0,41	25	0,29	6	0,10	5	0,08	2	0,03	65	4,08
	P6	24	0,37	27	0,41	9	0,14	4	0,07	1	0,01	65	4,06
					Average SOP Indicator Score									4,07
Ethical work	P7	27	0,41	26	0,4	6	0,10	4	0,07	2	0,03	65	4,11
	P8	24	0,37	27	0,41	10	0,15	4	0,07	0	0	65	4,09
					Average ethical work Indicator Score									4,10
					Average work discipline Indicator Score									4,04

Source: Primary data processed in 2022

Work motivation

According to the data presented in Table 6, the motivational variables of the employees at the Southeast Sulawesi Province Bawaslu Office are in a suitable category, as shown by the average score of 4.00 for the motivation variable. This indicates that the motivation level of the employees in terms of the need for achievement, affiliation, and power is good. The motivational variable measured by the need for achievement indicators is in a suitable category, indicated by the average score 4.00. This means that the Southeast Sulawesi Province Bawaslu office employees value good performance. Moreover, the indicator of the need for affiliation is in the excellent category, as reflected by an average score of 4.07. This shows that the Southeast Sulawesi Provincial Bawaslu office employees actively participate in every activity held at the Southeast Sulawesi Provincial Bawaslu office. Lastly, the indicator for the need for power is also in the excellent category, which is indicated by an average score of 4.00. This means that employees with high positions set good examples and are responsible for the power they possess.

Table 6. Description of motivation

Indicators	Item	Alternative Answers										Total	Average score
		SS	%	S	%	N	%	TS	%	STS	%		
Interpersonal Skills	P1	25	0,39	22	0,34	10	0,15	6	0,10	2	0,03	65	3,95
	P2	29	0,44	22	0,34	4	0,07	5	0,08	2	0,03	65	4,00
		Average Interpersonal Skills Indicator Score											3,97
Initiative	P3	27	0,41	25	0,39	6	0,10	4	0,07	3	0,04	65	4,06
	P4	24	0,37	28	0,43	9	0,14	4	0,07	0	0	65	4,11
		Average Initiative Indicator Score											4,08
Reliable	P5	24	0,37	26	0,4	5	0,08	7	0,11	3	0,04	65	3,94
	P6	25	0,39	26	0,4	7	0,11	4	0,07	1	0,01	65	4,01
		Average Reliable Indicator Score											3,97
		Average motivation											4,01

Source: Primary data processed in 2022

Table 7. Description of work ethics

Indicators	Item	Alternative Answers										N	Average score
		SS	%	S	%	N	%	TS	%	STS	%		
Interpersonal Skills	P1	25	0,39	22	0,34	10	0,15	6	0,10	2	0,03	65	3,95
	P2	29	0,44	22	0,34	4	0,07	5	0,08	2	0,03	65	4,00
		Average Interpersonal Skills Indicator Score											3,97
Initiative	P3	27	0,41	25	0,39	6	0,10	4	0,07	3	0,04	65	4,06
	P4	24	0,37	28	0,43	9	0,14	4	0,07	0	0	65	4,11
		Average Initiative Indicator Score											4,08
Reliable	P5	24	0,37	26	0,4	5	0,08	7	0,11	3	0,04	65	3,94
	P6	25	0,39	26	0,4	7	0,11	4	0,07	1	0,01	65	4,01
		Average Reliable Indicator Score											3,97
		Average Work Ethic Variable Score											4,01

Source: Primary data processed in 2022

Work ethics

The data presented in Table 7 reveals that the employee work ethic of the Southeast Sulawesi Province Bawaslu office is in a suitable category. The average score value for the employee work ethic variable is 4.01, which indicates that the Southeast Sulawesi Province Bawaslu office employees have a good work ethic, as assessed in terms of their interpersonal skills, initiative, and reliability.

The work ethic variable, measured through interpersonal skills, is in a suitable category, with an average score of 3.97. This means that employees can establish good cooperative relationships with other employees and have a strong will to complete the assigned tasks. Additionally, the initiative indicator is also in the excellent category, with an average score of 4.08, indicating that employees always take their jobs seriously and can be trusted to carry out their tasks. The reliable indicator is also in the excellent category, with an average score of 3.97, meaning that employees always complete their tasks without waiting for their leader's instructions and always finish their work on time.

4.2. Regression results

Assumption check

Testing for normality is a crucial step in regression analysis. It helps to determine whether the dependent and independent variables have a normal distribution. A good regression model should have a standard or close-to-normal data distribution. Normality detection can be accomplished by using graphical tools. By examining the spread of points on the diagonal axis of the graph, we can determine the results of the graphical method test. We can tell if the regression model meets the normality assumption test requirements by looking at the data spread around the diagonal line and how it follows the diagonal line. Suppose the points are spread around the diagonal line, and the distribution follows the direction of the diagonal line. In that case, the regression model meets the normality assumption test requirements. A regression model that meets these requirements is suitable for predictions.
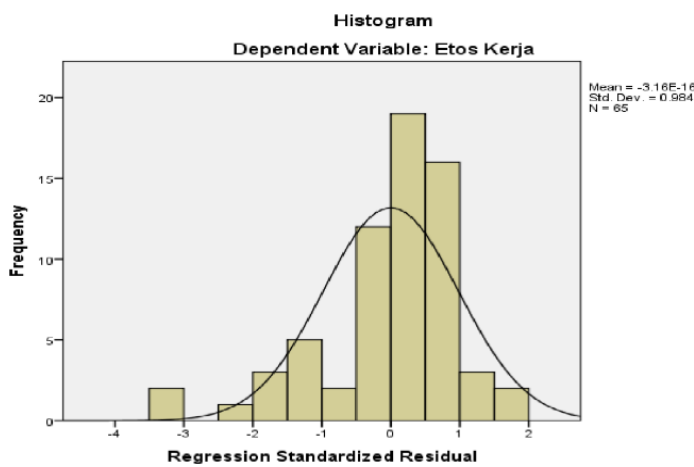

Figure 1. Normality test

As part of regression analysis, three tests are conducted to ensure the model's accuracy. These tests are the heteroscedasticity test, the multicollinearity test, and the linearity test. Heteroscedasticity is a condition where the variance of disturbance factors is not constant across all observations of X. This can lead to an inefficient interpretation of regression coefficients. The t count is compared with the t table from the regression results to detect heteroscedasticity.
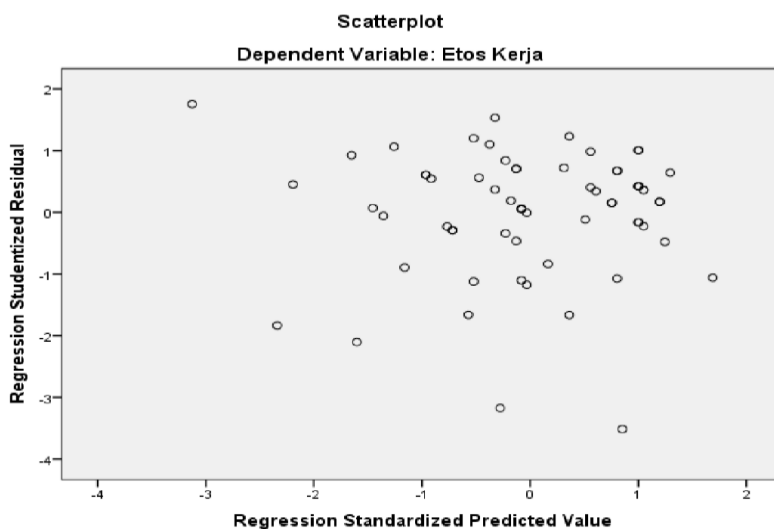

Figure 2. *Heteroscedasticity Test*

The multicollinearity test checks whether there is a correlation between independent variables. A good regression model should not have correlated independent variables, as they should be orthogonal (independent variables with zero correlation values). If there is a correlation, the model can be improved. Based on Figure 2, the scatterplot shows that the data is distributed randomly, forming a specific pattern. The points are spread above and below zero or the Y-axis, indicating the absence of heteroscedasticity. Therefore, this regression model is reliable.

The linearity test aims to determine the linearity of the relationship between independent and dependent variables and the significance level of any deviations from linearity. The curve fit method is used to conduct this test. Based on the linearity test, it can be concluded that the discipline and motivation variables meet the linearity requirements since the scatter plot graph moves from the bottom left to the top right. Additionally, the Sig value in the Linearity row of the ANOVA table is 0.000, less than the significance level of 0.05.

Table 7. Multiple linear regression analysis test results

	B	Std. Error	Beta	t-value	Sig
(Constant)	4.913	1.951		2.518	0.014
Dicipline	0.539	0.145	0.423	3.717	0
Motivation	0.432	0.115	0.426	3.748	0
Adj. R Ssquare	0.609				
F-statistics	50.946				

First, the study found a positive and unidirectional relationship between work discipline, motivation, and work ethic. Maintaining a good work discipline and motivation level can lead to an improvement in work ethic. Employees with good work discipline and motivation levels can complete their tasks efficiently and achieve quality results according to the standard set by their leaders.

The study's findings are consistent with the opinion of Wahid (2019), who stated that motivation, work ethic, and work discipline have a positive and significant impact on the performance of civil servants. The multiple linear regression analysis revealed that motivation, work ethic, and work discipline positively and significantly influence civil servants' performance. In sum, maintaining good work discipline and motivation levels can significantly improve the work ethic of Bawaslu employees in Southeast Sulawesi Province. The improvement can be seen in their attendance, adherence to work regulations, and ethical work practices.

Second, based on the research results, work discipline significantly and positively impacts the work ethic of Bawaslu employees in Southeast Sulawesi Province. This means that maintaining good work discipline, measured by indicators such as attendance, compliance with work regulations and standards, and ethical behavior between employees and leaders, can improve work ethics at the Bawaslu Office in Southeast Sulawesi Province. Regarding the interpersonal skill indicator, the relationship between employees and leaders is good and harmonious, resulting in successful collaboration at the Bawaslu Office in Southeast Sulawesi Province. This research supports the opinion of Nurhadi (2021) that work ethic and discipline significantly impact employee performance. The T-test conducted in this study shows that the work ethic variable has a significant partial influence on employee performance, and work discipline also has a significant partial influence on employee performance. Based on these findings, work discipline significantly influences employees' work ethic at the Bawaslu Office in Southeast Sulawesi Province.

Third, according to the findings of this study, work motivation has a significant and positive impact on employees' work ethic at the Bawaslu Office in Southeast Sulawesi Province. This suggests that when employees are motivated to achieve their goals, feel a sense of affiliation, and have a sense of power, it can increase their work ethic. This can be evidenced by improved interpersonal skills, initiative, and reliability. The development of employee creativity in working at the Bawaslu Office can also be observed in the achievement needs indicator. These findings are in line with the opinion expressed by Fatmawati (2020) in their study, The Influence of Work Motivation and Discipline on Islamic Work Ethics with Work Culture as an Intervening Variable at BMT MBS Syariah Jiwan Kabupaten Madiun. The results of this study demonstrate that motivation and work discipline impact Islamic work ethics and that work culture does not mediate between motivation/discipline and Islamic work ethics. Based on these findings, work motivation significantly impacts the achievement needs of employees at the Bawaslu Office in Southeast Sulawesi Province and can lead to improvements in their work ethic, as evidenced by their interpersonal skills, initiative, and reliability.

5. Conclussion

The research findings highlight the crucial role of discipline and motivation in enhancing employees' work ethic at the Bawaslu Office of Southeast Sulawesi Province. The combined application of discipline and motivation positively and significantly impacted the overall work ethic. Moreover, when examined independently, discipline, as did motivation, showed a noteworthy positive effect. However, it is essential to note some limitations within the scope of this study. The study only covers discipline and motivation as factors influencing work ethic, allowing additional variables to be explored in future research. The study also focuses on employees' perspectives, and it would be beneficial to consider the viewpoints of leaders and managers for a more comprehensive understanding of the dynamics at play.

Based on the conclusions and limitations mentioned, several recommendations are proposed. Firstly, work discipline needs to be improved, emphasizing positive relationships among employees to promote collaboration and elevate work ethic collectively. Additionally, efforts should be directed towards cultivating harmonious relationships between leaders and employees since this has been identified as contributing to improved work ethics. Future research could expand the scope of the study by incorporating variables such as performance or work experience to gain a more holistic understanding of the intricacies involved in shaping work ethic. These recommendations provide practical insights for organizational leaders and serve as potential avenues for future research endeavors.

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