

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran etos kerja, keterlibatan karyawan dan efektivitas kerja serta pengaruhnya baik secara parsial ataupun simultan. Metode dalam penelitian ini menggunakan deskriptif, verifikatif dan kuantitatif dengan jumlah populasi 52 dan sampel 52 dengan menggunakan teknik sampel jenuh atau *Non probability sampling*. Berdasarkan hasil penyebaran kuesioner diperoleh bahwa etos kerja berada pada kategori baik, keterlibatan karyawan dan efektivitas kerja masuk kedalam kategori tinggi. Berdasarkan hasil uji determinasi etos kerja berpengaruh sebesar 67,4% terhadap efektivitas kerja, keterlibatan karyawan berpengaruh sebesar 95,8% terhadap efektivitas kerja, kemudian variabel etos kerja dan keterlibatan karyawan berpengaruh sebesar 96,5%. Hasil penelitian berdasarkan uji t atau secara parsial etos kerja berpengaruh positif signifikan terhadap efektivitas kerja karena $t\text{-hitung } 3,387 > t\text{-tabel } 1,676$, keterlibatan karyawan berpengaruh positif signifikan terhadap efektivitas kerja karena $t\text{-hitung } 20,459 > t\text{-tabel } 1,676$. Berdasarkan uji F bahwa etos kerja dan keterlibatan karyawan berpengaruh positif signifikan terhadap efektivitas kerja karena $F\text{-hitung } 707,804 > F\text{-hitung } 2,92$.

Kata Kunci : Etos Kerja, Keterlibatan Karyawan dan Efektivitas Kerja

ABSTRACT

This study aims to describe the work ethic, employee involvement and work effectiveness and their influence either partially or simultaneously. The method in this study uses descriptive, verification and quantitative with a population of 52 and a sample of 52 using a saturated sample technique or non-probability sampling. Based on the results of distributing the questionnaires, it was found that the work ethic was in the good category, employee involvement and work effectiveness were in the high category. Based on the results of the work ethic determination test, it has an effect of 67.4% on work effectiveness, employee involvement has an effect of 95.8% on work effectiveness, then the variables of work ethic and employee involvement have an effect of 96.5%. The results of the research based on the t test or partially work ethic have a significant positive effect on work effectiveness because $t\text{-count } 3.387 > t\text{-table } 1.676$, employee involvement has a significant positive effect on work effectiveness because $t\text{-count } 20.459 > t\text{-table } 1.676$. Based on the F test that work ethic and employee involvement have a significant positive effect on work effectiveness because $F\text{-count } 707.804 > F\text{-count } 2.92$.

Keywords: *Work Ethic, Employee Involvement and Work Effectiveness*