



THE INFLUENCE OF WORK ETHICS ON JOB PERFORMANCE OF EMPLOYEES IN LOCAL GOVERNMENT UNITS (LGUs) IN SELECTED MUNICIPALITIES OF DISTRICT IV PROVINCE OF LAGUNA

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ABSTRACT

This study aimed to determine the influence of work ethics on job performance of employees in local government units (LGUs) in selected municipalities of District IV, Province of Laguna. A total of 203 employees from different LGUs were surveyed using a self-administered questionnaire. The study utilized a descriptive-correlational research design and statistical tools such as mean, standard deviation, One Way ANOVA and Pearson's correlation coefficient were used to analyze the data gathered.

Results showed that the level of work ethics among employees in LGUs was verbally interpreted as very influential in terms of responsiveness to the public, nationalism and patriotism, commitment to democracy, and simple living. On the other hand, the relationship between the employees' profile and their work ethics was found to be insignificant.

Furthermore, the study revealed a significant positive relationship between work ethics and job performance. The results imply that employees with high work ethics tend to have better job performance. Based on the findings, the study recommends that local government units should conduct regular trainings and workshops for employees to enhance their work ethics and to improve job performance. This study provides valuable insights for LGUs in improving the performance of their employees through the development of their work ethics.

KEYWORDS: LGUs, Job Performance, Work Ethics, Government Employees, R.A. 6713

INTRODUCTION

In today's fast-paced world, the quality of public service delivery in Local Government Units (LGUs) is of paramount importance. Employees play a crucial role in ensuring that such services are provided efficiently and effectively. The study aims to investigate the influence of work ethics on job performance among LGU employees in selected municipalities of District IV Province of Laguna.

Ethics and accountability are keys not only to effective government but also to effective governance. And since the public employees of local governments units are closer to the people they serve, they are in a better location to perceive the preferences of their communities and respond to their needs. However, LGU's are unable to respond fully and are pulled down by procedural, resource and governance constraints and most importantly, ethics and accountability issues. These problems may include those that could cause the leader to lose control of the situation due to corruption, graft, and poor management. Hence, to be able to address the aforementioned issue, this study will aim to assess the influence of work ethics and job performance of public employees using the norms of conduct mandated in RA 6713 at all times and their duties is therefore of paramount interest to the researcher.

Performance is the way a worker acts or does anything, Campbell (2015) agreed that the definition of work performance must take organizational objectives into account and contrast job incumbent behavior with results. In their attempts to define individual work performance, Viswesvaran and Ones (2011), Koopmans, Bernards, Hildebrandt, Schaufeli,

De Vet & Van Der Beek (2011), and others discovered that it is linked to work behaviors that are relevant to organizational goals and are under the control of the individual job holder. However, the drive to perform excellently well has made a lot of job incumbents to be solely interested in the results and not minding how it is achieved, 'unfair you will say' but the truth is that colleagues who are well known unethical practices are reaping the dividend without check. Those individuals and organizations that are not ready to follow these unethical ways often face the difficulty of meeting up with targets in a timely manner. Against this backdrop, lots of arguments have been raised on what sorts of work ethical behavior is expected of employees in the world of work to keep to the expected job performance. Research evidences have shown that strong work ethics contribute to good job performance while poor or low performance result from weak or negligence of work ethics (Linz & Chu, 2012).

Work ethics, defined as the principles and values that guide an individual's work behavior, are believed to play a crucial role in employee job performance. The research seeks to identify the most influential work ethics among LGU employees and explore how they impact job performance. Through the findings of this study, the researchers hope to provide valuable insights and recommendations to improve the overall quality of public service delivery in LGUs.

In addition, the findings of this study will be beneficial to LGUs in improving their services and enhancing the job performance of their employees. It will also contribute to the body of knowledge on work ethics and job performance in the



context of LGUs. Overall, this study will provide valuable insights into the role of work ethics in shaping the performance of LGU employees and their impact on the community they serve.

MATERIALS AND METHODS

The research design for this study on the determination of the influence of work ethics to job performance of government employees of the selected local government units of the fourth District of Laguna employ the descriptive-correlational method of research. The descriptive method of research used to gather factual information and provide an accurate interpretation of the findings, while the correlational research method will be used to determine the relationship between work ethics and job performance of government employees.

The population for this study is the 203 government employees working in the Santa Cruz, Pila, and Pagsanjan Local Government Units in Laguna. The study used a random sampling technique to ensure representativeness of the population, and questionnaires distributed to the respondents of this study to gather data. The questionnaire consists of two parts, the first part indicates the socioeconomic profile of the

respondents, while the second part is a researcher-made survey instrument based on RA 6713 that used to determine the work ethics of the employees in terms of commitment to public interest, professionalism, justness and sincerity, political neutrality, responsiveness to the public, nationalism and patriotism, commitment to democracy and simple living.

The likert scale used to measure job performance and work ethics. Questions on performance also a researcher-made survey instrument based on the Evaluation Sheet from the human resource management office. Descriptive analysis using the mean and standard deviation utilized to evaluate the influence of work ethics on job performance of the government employees, while One Way Anova used to determine the difference of the employees work ethics when grouped according to their profile, Pearson correlation coefficient (Pearson r) used to measure the relationship of work ethics to job performance of government employees.

In summary, this study employs a descriptive-correlational research design, use a random sampling technique to ensure representativeness of the population, use questionnaires to gather data, and use descriptive analysis, One Way ANOVA and Pearson correlation coefficient to analyze the data.

RESULTS AND DISCUSSION

Socio-Economic Profile of the Respondents

Table 1. Age

AGE RANGE	FREQUENCY	PERCENTAGE
20 – 30 years old	77	37.93
31 – 40 years old	93	45.81
41 – 50 years old	26	12.81
51 – 60 years old	7	3.45
TOTAL	203	100%

As reflected in the table, 93 out of 203 employees were mostly in the range of 31 – 40 years old or 45.81% of the respondents. And the range 51 – 60 years old or 3.45% of the respondents fall on this age. The employees were mature persons, which means that they were responsible in undertaking

and administering their positions or roles and responsibilities, and as such, were expected to possess the knowledge and ability to comply with the ethical standards of conduct as they become mature.

Table 2. Sex

Sex	Frequency	Percentage
Male	81	39.90%
Female	122	60.10%
TOTAL	203	100%

The findings show that out of the 203 government employees who participated in the research, 122 or 60.10% were female, while 81 or 39.90% were male. This suggests a slightly higher representation of female employees in the

selected local government units in the fourth district of Laguna. The study also references the findings of Carter and Harvey (2011), which suggest that companies led by women tend to perform better.

Table 3. Employment Status

Employment Status	Frequency	Percentage
Casual	12	5.91%
Contractual	26	12.81%
Job Order	64	31.53%
Regular	101	49.75%
TOTAL	203	100%



The findings of Table 3 show that out of the 203 government employees who participated in the research, 101 or 49.75% were regular, followed by job order at 64 or 31.53%, contractual at 26 or 12.81%, and casual at 12 or 5.91%. This

suggests that regular employment is the most common employment status among the government employees in the selected local government units in the fourth district of Laguna.

Table 4. Years of Service

Years Of Service	Frequency	Percentage
1 – 5 years	127	62.56%
6 – 10 years	36	17.73%
11 – 15 years	25	12.32%
16 – 20 years	7	3.45%
21 – 25 years	5	2.46%
26 – 30 years	3	1.48%
TOTAL	203	100%

Table 4 presents the years of service distribution of the employees. As reflected in the table, the majority of the respondents (62.56%) had 1-5 years of service. This implies

that there is a relatively high turnover rate within the LGUs, and there may be a need for strategies to retain employees.

Table 5. Level of Job Performance in terms of Timeliness

Statement	Mean	SD	Verbal Interpretation
1. I managed to plan my work so that I finished it on time.	4.48	0.54	Always
2. I managed my time well.	4.30	0.68	Always
3. I kept in mind the work result I needed to achieve on time.	4.26	0.71	Always
4. I accurately finish the task with the given timeframe.	4.32	0.61	Always
5. I usually have extra time and allotted to another tasks.	4.23	0.65	Always
Overall	4.32	0.64	Always

Overall, the high mean score of 4.32 suggests that timeliness is an important aspect of job performance for the employees in local government units in the selected municipalities of District IV Province of Laguna. This result is supported by the study of Bright (2017) who stated that a high

level of job performance in terms of timeliness means that an employee consistently meets or exceeds their deadlines and completes their tasks on time. This can demonstrate good time management skills, reliability, and a strong work ethic.

Table 6. Level of Job Performance in terms of Creativity and Innovation

Statement	Mean	SD	Verbal Interpretation
1. I am in allowing myself to a problem solving that may lead to decision making.	4.17	0.74	Often
2. I generate a significant number of alternatives to the same problem before I choose the final solution.	4.17	0.69	Often
3. I enjoy finding solutions to complex problems on the tasks assigned to me.	4.18	0.75	Often
4. I always like to have an opportunity to exhibit creativity for the implementation of new ideas.	4.00	0.70	Often
5. I always come up with new and practical ideas to solve problems.	4.07	0.76	Often
Overall	4.12	0.73	Often

Overall, the high mean score suggests that the employees in the local government units in Santa Cruz, Pila and Pagsanjan, Laguna exhibit a strong level of job performance in

terms of creativity and innovation, which is an important aspect of job performance in many jobs.



Table 7. Level of Job Performance in terms of Initiative

Statement	Mean	SD	Verbal Interpretation
1. On my own initiative, I started new task when my old tasks were completed.	4.08	0.66	Often
2. I took on extra responsibilities.	4.10	0.61	Often
3. I usually do the basic task without any orders from my superior.	4.23	0.78	Always
4. I directly do the task without any help from my co-workers/superior.	4.18	0.71	Often
5. I always plan ahead of time based on priority and necessary task.	4.17	0.77	Often
Overall	4.15	0.71	Often

Overall, the high mean score of often revealed that the employees in the local government units in Santa Cruz, Pila and Pagsanjan, Laguna exhibit a strong level of job performance in terms of initiative, which is an important aspect of job performance in many jobs.

This is supported with the study of Campbell (2015) that personal initiative is a part of a behavioral process in which

employees engage because they are motivated to achieve performance goals, including favorable evaluations from supervisors. In the contrary, the study of Karim (2012) said “researchers have begun to observe that initiative does not always contribute to higher performance,” and called for more explanation of when initiative is more versus less successful.

Table 8. Level of Job Performance in terms of Consistency

Statement	Mean	SD	Verbal Interpretation
1. I made sure to meet the client expectations.	4.60	0.60	Always
2. I maintain to provide a proper order in the workplace.	4.28	0.69	Always
3. I always made sure to produce high-quality work or delivery of service.	4.36	0.77	Always
4. I always create a long-term goal that can ensure in achieving the goals in the workplace regularly.	4.35	0.71	Always
5. I always work following instructions from superior to avoid future disruptions.	4.39	0.72	Always
Overall	4.40	0.70	Always

Based on the results in Table 8, it shows that there is a high level of job performance in terms of consistency. The mean score of 4.40 (SD = 0.70) suggests that the employees consistently meet client expectations and maintain proper order in the workplace. The highest mean score of 4.60 (SD = 0.60) indicated that the employees made sure to meet the client

expectations. This suggests that the employees prioritize meeting client needs and expectations. Meanwhile, the lowest mean score of 4.28 (SD = 0.69) indicating that the employees always thinks that there is still room for improvement in maintaining order in the workplace.

Table 9. Level of Job Performance in terms of Transparency

Statement	Mean	SD	Verbal Interpretation
1. I always made sure to provide a necessary information with regards to my work.	4.39	0.64	Always
2. I managed to provide any accomplishments report when it is needed.	4.41	0.64	Always
3. I always ensure that the information is well disseminated.	4.38	0.66	Always
4. I am open to any criticism to improve my performance.	4.51	0.66	Always
5. I ensure that all of my undertakings followed the ethical standard.	4.42	0.70	Always
Overall	4.42	0.66	Always

Table 9 shows the level of job performance in terms of transparency. The employees are open to any criticism to improve their performance which obtained the highest mean score of 4.51 (SD = 0.66). Lastly, the employees always ensure that the information is well disseminated which obtained the lowest mean score of 4.38 (SD = 0.66). The high mean scores indicate that the employees value transparency in their work

and that being open to criticism and ensuring the dissemination of information are important factors that contribute to their job performance. This finding suggests that promoting transparency in the workplace can be an effective strategy for improving job performance and enhancing employee satisfaction in local government units.



Table 10. Level of Work Ethics in terms of Commitment to Public Interest

Statement	Mean	SD	Verbal Interpretation
1. Making the public interest prevail over personal interest.	4.24	0.74	Extremely Influential
2. Observing economy in the use of public resources.	4.07	0.71	Very Influential
3. Upholding public interest over personal gain.	4.14	0.69	Very Influential
4. I always make sure to serve all the clients in my utmost honesty.	4.24	0.65	Extremely Influential
5. I always make sure to take or be open to any suggestions.	4.15	0.68	Very Influential
Overall	4.17	0.69	Very Influential

Table 10 shows that the high mean score of 4.24 (SD = 0.74) revealed that the employees who are related to making public interest prevail over personal interest and serving clients with honesty indicate a strong commitment to public service. Lastly, the lowest mean score of 4.07 (SD = 0.71) indicated that the employees observe economy in the use of public resources. The overall score of 4.17 (SD = 0.69) indicates that the level of work ethics in terms of commitment to public interest is very

influential, which means that it is a significant factor in the job performance of the employees.

From the result above, it suggests that public employees are expected to do what is considered best for society. This encompasses a commitment to public values like fairness, honesty, accountability, and social equity. As a result, the public interest dimension has been renamed “commitment to public values (Kim & Vandenebee, 2010)”.

Table 11. Level of Work Ethics in terms of Professionalism

Statement	Mean	SD	Verbal Interpretation
1. Performing assigned duties with the highest level of excellence.	4.38	0.70	Extremely Influential
2. Serving the public without regard to time.	4.24	0.68	Extremely Influential
3. Encouraging excellence among peers.	4.23	0.71	Extremely Influential
4. Complying with duties without comparing the volume of work to remuneration.	4.11	0.72	Very Influential
5. Encouraging peers to uphold their integrity as public servants.	4.19	0.66	Very Influential
Overall	4.23	0.69	Extremely Influential

Table 11 shows that the employees highly prioritize performing their assigned duties with the highest level of excellence, as indicated by the highest mean score of 4.38 (SD = 0.70). However, they also seem to have some reservations about the remuneration they receive for their work, as indicated by the lowest mean score of 4.11 (SD = 0.72).

It is in accordance with Weber’s statement (2012) that the government has facilitated programs with regards to employee professionalism because it realizes that it is a must in the current era of globalization. However, it is not only an obligation, but also a requirement for every employee to become a professional.

Table 12. Level of Work Ethics in terms of Justness and Sincerity

Statement	Mean	SD	Verbal Interpretation
1. I always treat the clients fairly.	4.48	0.57	Extremely Influential
2. I always respect the rights of others.	4.42	0.58	Extremely Influential
3. I always refrain from actions contrary to law.	4.50	0.62	Extremely Influential
4. I possess actions reflecting good morals and good customs.	4.36	0.57	Extremely Influential
5. I do not extend undue favors to relatives.	4.52	0.58	Extremely Influential
Overall	4.46	0.58	Extremely Influential

Table 12 shows that the high mean score of the employees who always refrain from actions contrary to law revealed that they highly value adherence to legal and ethical standards in the workplace. Lastly, the employees possess actions reflecting good morals and good customs obtained the lowest mean score of 4.36 (SD = 0.57). The overall score of 4.46 (SD = 0.58) indicates that the work ethics in terms of justness and sincerity were extremely influential, suggesting

that these values are highly important for job performance. As cited by Karim (2012) it is important to know that there is an existing law that upholds the integrity of the government agencies being a public trust by the people. This help enhances the behavior of public officials and employees because of the work ethics that they are supposed to observe in the discharge of their official functions and duties.



Table 13. Level of Work Ethics in terms of Political Neutrality

Statement	Mean	SD	Verbal Interpretation
1. I always implement merit systems.	4.26	0.72	Extremely Influential
2. I always provide equal and fair access.	4.43	0.64	Extremely Influential
3. I constantly provide service to everyone.	4.30	0.62	Extremely Influential
4. I constantly consider the length of service in selection/promotion.	4.33	0.66	Extremely Influential
5. I frequently observe the next-in-rank concept.	4.30	0.61	Extremely Influential
Overall	4.32	0.65	Extremely Influential

Table 13 shows that the employees who provide equal and fair access obtained the highest mean score of 4.43 (SD = 0.72). Lastly, the employees who always implement merit systems obtained the lowest mean score of 4.26 (SD = 0.72).

The overall score of 4.32 (SD = 0.61) suggests that the employees work ethics in terms of political neutrality was

extremely influential. This is supported by the study of Daniarsyah (2015) who cited that the neutral attitude that must be possessed by public employees or officials becomes a preventive measure in facing information distribution that is easier and wider.

Table 14. Level of Work Ethics in terms of Responsiveness to the Public

Statement	Mean	SD	Verbal Interpretation
1. I consistently provide prompt, courteous and adequate services.	4.33	0.77	Extremely Influential
2. I always deliver the policies and procedures in a clear manner.	4.16	0.71	Very Influential
3. I always simplify rules and procedures.	4.18	0.77	Very Influential
4. I always avoid red tape.	4.08	0.72	Very Influential
5. I always conduct public consultation.	4.26	0.68	Extremely Influential
Overall	4.20	0.73	Extremely Influential

Based on the mean scores and standard deviations in Table 14, the employees consistently provide prompt, courteous and adequate services based on the highest score of 4.33 (SD = 0.77), indicating that the employees agreed that this behavior is highly important for work ethics in terms of responsiveness to

the public. On the other hand, the employees who always avoid red tape received the lowest mean score of 4.08 (SD = 0.72), indicating that they do not consider this behavior to be as important.

Table 15. Level of Work Ethics in terms of Nationalism and Patriotism

Statement	Mean	SD	Verbal Interpretation
1. Promoting the use of locally produced goods.	4.27	0.70	Extremely Influential
2. Convincing my peers of the rights of Filipinos to prevent foreign intrusion.	4.07	0.69	Very Influential
3. Defending the Filipino people when controversial issues over rights arise.	4.17	0.71	Very Influential
4. Being present during the flag raising ceremony	4.16	0.71	Very Influential
5. I always observe nationalistic commitment values.	4.26	0.69	Extremely Influential
Overall	4.19	0.70	Very Influential

Table 15 shows that the employees placed a high importance on promoting the use of locally produced goods, which can contribute to the development of the local economy. On the other hand, convincing peers of the rights of Filipinos to prevent foreign intrusion may be seen as a more challenging

task, resulting in a lower mean score of 4.07 (SD = 0.69). Overall, the level of work ethics in terms of nationalism and patriotism were still perceived as very influential, with an overall score of 4.19 (SD = 0.70).

Table 16. Level of Work Ethics in terms of Commitment to Democracy

Statement	Mean	SD	Verbal Interpretation
1. I always commit to democratic ways.	4.30	0.81	Extremely Influential
2. Maintaining the principle of public accountability	4.08	0.79	Very Influential
3. Defending the supremacy of civilian authority over the military.	4.17	0.81	Very Influential
4. I always uphold the constitution.	4.10	0.80	Very Influential
5. Upholding loyalty to the country over loyalty to persons or the party	4.14	0.80	Very Influential
Overall	4.16	0.80	Very Influential



The overall score of 4.16 (SD = 0.80) suggests that the employees work ethics in terms of commitment to democracy was very influential. The highest mean score of 4.30 (SD = 0.81) suggests that the employees always commit to democratic ways which indicate a strong commitment to democratic values. However, the lowest mean score of 4.08 (SD = 0.79)

suggests that the employees maintain the principle of public accountability which indicate a lower level of emphasis on the importance of public accountability.

This is supported by the study of Amelia (2016) who cited that ethics and accountability are keys not only to effective government but also to effective governance.

Table 17. Level of Work Ethics in terms of Simple Living

Statement	Mean	SD	Verbal Interpretation
1. Living within my income level.	4.32	0.71	Extremely Influential
2. Observing a lifestyle that is appropriate to my position.	4.28	0.78	Extremely Influential
3. I always show moderation in the use of basic commodities.	4.27	0.70	Extremely Influential
4. I always require my family members to lead simple lives.	4.42	0.67	Extremely Influential
5. Refraining from ostentatious display of wealth.	4.37	0.66	Extremely Influential
Overall	4.33	0.70	Extremely Influential

Table 17 shows that the employees who always require their family members to lead simple lives obtained the highest mean score of 4.42 (SD = 0.67). Lastly, the employees who always show moderation in the use of basic commodities obtained the lowest mean score of 4.27 (SD = 0.70). The overall score of

4.33 (SD = 0.70) indicates that the employees work ethics in terms of simple living is extremely influential, suggesting that they place a high importance on leading a simple and frugal lifestyle.

Table 18. Difference of the employees work ethics when grouped according to their profile

Demographic Profile	Work Ethics	f value	Sig.	Decision on Ho	Interpretation
Age	Commitment to Public Interest	1.73	0.29	Accept	Insignificant
	Professionalism				
	Justness and Sincerity				
	Political Neutrality				
	Responsiveness to the Public				
	Nationalism and Patriotism				
	Commitment to Democracy				
	Simple Living				
Sex	Commitment to Public Interest	0.83	0.16	Accept	Insignificant
	Professionalism				
	Justness and Sincerity				
	Political Neutrality				
	Responsiveness to the Public				
	Nationalism and Patriotism				
	Commitment to Democracy				
	Simple Living				
Employment Status	Commitment to Public Interest	10.27	0.25	Accept	Insignificant
	Professionalism				
	Justness and Sincerity				
	Political Neutrality				
	Responsiveness to the Public				
	Nationalism and Patriotism				
	Commitment to Democracy				
	Simple Living				
Years of Service	Commitment to Public Interest	6.01	0.52	Accept	Insignificant
	Professionalism				
	Justness and Sincerity				
	Political Neutrality				
	Responsiveness to the Public				
	Nationalism and Patriotism				
	Commitment to Democracy				
	Simple Living				



The findings suggest that there was no significant difference in the level of work ethics among government employees in Santa Cruz, Pila, and Pagsanjan Local Government Units in Laguna, based on their demographic profile. The p-values obtained from the statistical analysis were greater than the significance alpha of 0.05, indicating that the differences observed were not statistically significant.

Therefore, the null hypothesis "There is no significant difference on the level of work ethics when grouped according to their profile" is accepted at the 0.05 level of significance. This means that the demographic factors such as age, gender, employment status, and educational attainment did not have a

significant impact on the work ethics of government employees in the selected local government units in the fourth district of Laguna.

The findings above supported by the study published in the Journal of Business Ethics which was found that there was no significant relationship between gender and work ethics among employees in the US. The study surveyed 231 employees from various industries and used a survey to measure work ethics. The results showed that there was no significant difference in work ethics between male and female employees.

Table 19. Relationship between Job Performance and the respondents' Work ethics

Job Performance	Work Ethics	Computed R	Strength of Correlation	p value	Analysis
Timeliness	Commitment to Public Interest	0.26	Low Positive	< .001	Significant
	Professionalism	0.45	Moderate Positive	< .001	Significant
	Justness and Sincerity	0.33	Low Positive	< .001	Significant
	Political Neutrality	0.49	Moderate Positive	< .001	Significant
	Responsiveness to the Public	0.42	Moderate Positive	< .001	Significant
	Nationalism and Patriotism	0.19	Negligible	0.01	Significant
	Commitment to Democracy	0.30	Low Positive	< .001	Significant
	Simple Living	0.24	Low Positive	< .001	Significant
Creativity and Innovation	Commitment to Public Interest	0.66	High Moderate Positive	< .001	Significant
	Professionalism	0.45	Moderate Positive	< .001	Significant
	Justness and Sincerity	0.68	High Moderate Positive	< .001	Significant
	Political Neutrality	0.68	High Moderate Positive	< .001	Significant
	Responsiveness to the Public	0.66	High Moderate Positive	< .001	Significant
	Nationalism and Patriotism	0.68	High Moderate Positive	< .001	Significant
	Commitment to Democracy	0.64	High Moderate Positive	< .001	Significant
	Simple Living	0.56	Moderate Positive	< .001	Significant
Initiative	Commitment to Public Interest	0.54	Moderate Positive	< .001	Significant
	Professionalism	0.71	High Moderate Positive	< .001	Significant
	Justness and Sincerity	0.22	Low Positive	< .001	Significant
	Political Neutrality	0.61	Moderate Positive	< .001	Significant
	Responsiveness to the Public	0.66	Moderate Positive	< .001	Significant
	Nationalism and Patriotism	0.49	Moderate Positive	< .001	Significant
	Commitment to Democracy	0.55	Moderate Positive	< .001	Significant
	Simple Living	0.47	Moderate Positive	< .001	Significant
Consistency	Commitment to Public Interest	0.31	Low Positive	< .001	Significant
	Professionalism	0.50	Moderate Positive	< .001	Significant
	Justness and Sincerity	0.16	Negligible	< .001	Significant
	Political Neutrality	0.32	Low Positive	< .001	Significant
	Responsiveness to the Public	0.36	Low Positive	< .001	Significant
	Nationalism and Patriotism	0.31	Low Positive	< .001	Significant
	Commitment to Democracy	0.48	Moderate Positive	< .001	Significant
	Simple Living	0.20	Low Positive	< .001	Significant
Transparency	Commitment to Public Interest	0.26	Low Positive	< .001	Significant



Professionalism	0.51	Moderate Positive	< .001	Significant
Justness and Sincerity	0.23	Low Positive	< .001	Significant
Political Neutrality	0.44	Moderate Positive	< .001	Significant
Responsiveness to the Public	0.48	Moderate Positive	< .001	Significant
Nationalism and Patriotism	0.35	Moderate Positive	< .001	Significant
Commitment to Democracy	0.34	Moderate Positive	< .001	Significant
Simple Living	0.37	Moderate Positive	< .001	Significant

Table 19 present the significant relationship between job performance and the respondent's work ethics. It was observed to have a significant relationship between these variables. This is based on the computed r values obtained from the tests with negligible to high moderate positive relationship. Furthermore, the p-values obtained were less than the significance alpha 0.05, hence there is a significant result.

From the findings above, we can infer that at 0.05 level of significance, the null hypothesis "There is a significant relationship between job performance and the respondents' work ethics is rejected".

The significant relationship between job performance and work ethics in this study implies that employees who have strong work ethics are more likely to perform better in their jobs. This finding highlights the importance of work ethics in the workplace and the need for employers to promote and encourage work ethics among their employees.

This finding is in accordance with the results of research by Nizam et al. (2016) and Sunanda K. (2018) and show the work ethic has the potential to produce employee performance expected by the company. Work ethic as employee awareness to be responsible for their work because the task they get is a form of intrinsic value for someone. Someone will feel a significant contribution to the progress of the company if they are able to carry out their responsibilities and duties well. Consistency of one's work ethic will lead to work results that can be accounted for.

CONCLUSIONS

In conclusion, the study found that work ethics are an important predictor of government employees' performance in several areas, including professionalism, justness and sincerity, political neutrality, responsiveness to the public, and simple living. This underscores the importance of promoting a culture of work ethics in the public sector, which can help improve the quality of public service delivery and increase citizen trust in government institutions. While commitment to public interest, nationalism, patriotism, and democracy were found to have a relatively lower influence on performance, they are still important values that can help guide government employees' behavior and decision-making.

RECOMMENDATIONS

Policymakers and organizational leaders should continue to promote and reinforce commitment to public interest, nationalism and patriotism, and commitment to democracy alongside work ethics to create a well-rounded and effective public service culture.

Overall, this study highlights the need for ongoing research on the factors that influence government employee

performance and the development of effective strategies for improving public service delivery.

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