

The Relationship between Work Ethics and Work Stress and Employee Job Satisfaction

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ABSTRACT

Job satisfaction is one of the important factors that affect employee productivity and performance. Work ethics and work stress are two aspects that can affect the level of job satisfaction. Good work ethics are expected to increase job satisfaction, while high work stress can reduce employee job satisfaction. This study aims to analyze and determine the influence of work ethics and work stress on employee job satisfaction and identify how much each variable contributes to job satisfaction. This study uses a quantitative approach with a survey research design. Data is collected through questionnaires distributed to employees. Data analysis was carried out using multiple linear regression to test the relationship between work ethics, work stress, and job satisfaction. The results showed that work ethics had a significant positive influence on job satisfaction, while work stress had a significant negative influence on job satisfaction.

Keywords: Work Ethics, Work Stress, Job Satisfaction, Employees, Human Resources

INTRODUCTION

Job satisfaction is the emotional and psychological state that employees feel about their work, which includes various aspects such as recognition, compensation, and work environment. High job satisfaction can contribute significantly to employee effectiveness and productivity. Employees who are satisfied with their work tend to be more motivated to do their jobs well, show creativity, and commit more to organizational goals (Fauzi, et, al., 2022). They are also more likely to take the initiative and contribute positively to the development of the organization. Conversely, low job satisfaction can lead to decreased motivation, suboptimal performance, and increased levels of absenteeism and turnover.

In addition to its impact on work effectiveness, job satisfaction is also closely related to employee loyalty to the organization. Employees who feel satisfied tend to have a higher level of attachment and are more loyal to the place where they work (Kurniasari & Bahjahtullah, 2022). They will last longer than they do, reducing costs associated with recruiting and training new employees. High job satisfaction also contributes to a more

harmonious work environment, where employees feel valued and motivated, which in turn can improve the organization's reputation and attractiveness as a workplace.

Work ethics is a collection of attitudes and values that underlie the way employees carry out their duties and responsibilities at work. A strong work ethic involves aspects such as integrity, namely consistency between words and deeds; responsibility, which is the willingness to fulfill commitments and meet work standards; and dedication, namely enthusiasm and commitment to the work done (Bhastary, 2020). When employees show a high work ethic, they not only work more effectively but also contribute to the creation of a positive work culture within the organization. A work environment driven by a good work ethic tends to encourage collaboration, trust, and open communication between team members.

Employees who have a high work ethic often feel greater job satisfaction because they feel valued and recognized for their efforts and contributions. This sense of accomplishment and satisfaction arises from the feeling that their work is important and has a positive impact on the organization. When work ethic is valued and recognized by superiors and co-workers, employees feel more motivated and engaged in their work. This creates a positive cycle in which job satisfaction increases, which in turn can increase employee productivity and loyalty to the organization (Mustakhirah & Helmy, 2021).

Work stress often arises due to heavy workloads and high job demands, which force employees to adapt quickly to changes or ambitious targets (Ratna, et, al., 2022). High workloads can create significant stress, especially when employees have to complete tasks in a limited time or face a volume of work that exceeds normal capacity. These high job demands can trigger feelings of fatigue and anxiety, potentially lowering job quality and overall job satisfaction.

In addition, a lack of support from superiors or coworkers can also worsen work stress. Limited support from leaders or teams can make employees feel isolated and undervalued, exacerbating feelings of stress and dissatisfaction. The inability to obtain the necessary help or communicate effectively with colleagues can magnify feelings of helplessness and increase emotional distress, ultimately negatively impacting employee well-being and job satisfaction (Eryanti & Akila, 2023).

This study aims to explore how work ethics and work stress are interrelated with employee job satisfaction. By understanding this relationship, organizations can design

more effective strategies to improve job satisfaction through good work ethics management and proper stress management. This is important to create a healthier and more productive work environment, as well as to improve the overall well-being of employees.

THEORETICAL BASIS

Job Satisfaction

Job satisfaction theory states that job satisfaction is the result of the conformity between an individual's expectations for work and the reality they face. One of the most well-known theories is Maslow's Theory of Needs, which states that job satisfaction is influenced by the fulfillment of various levels of human needs, ranging from basic needs such as salary and job security to higher needs such as self-esteem and actualization. (Nurhasanah, et, al., 2022) According to this theory, employees will feel satisfied when these needs are adequately met, so they feel valued and motivated to do a better job.

Job satisfaction is an emotional and psychological condition that reflects how satisfied an employee is with his or her job and work environment. This includes the positive or negative feelings that arise from the job and the extent to which the job meets the individual's expectations and needs. Job satisfaction is often measured based on a variety of factors, such as work-life balance, awards received, and opportunities for professional development. Employees who are satisfied with their jobs tend to be more committed, productive, and highly motivated in carrying out their duties (Siddiq, 2020).

Job satisfaction not only has an impact on the well-being of individuals, but it also has significant implications for organizations. Employees who are satisfied with their jobs tend to have lower attendance rates, better performance, and higher loyalty to the organization. Conversely, job dissatisfaction can lead to decreased motivation, increased turnover rates, and negative impacts on team performance (Harahap & Nasution, 2023). Therefore, it is important for organizations to understand and manage the factors that affect job satisfaction in order to create a supportive and productive work environment.

Work Ethics

Work Ethics Theory can be explained through the Deontological Ethics Theory approach developed by the philosopher Immanuel Kant. (Bhastary, 2020) This theory focuses on the obligations and moral principles that underlie a person's actions, regardless

of the consequences of those actions. In work ethics, the deontological approach emphasizes the importance of carrying out work with integrity and adherence to established moral norms. Employees are expected to act in accordance with the right principles, such as honesty and fairness, although such actions may not always result in the most favorable results. This principle emphasizes that good work ethics must be based on compliance with moral obligations that apply in the work environment (Widyastuti & Budiharto, 2023).

Work ethics refers to the principles and values that shape the way a person carries out their duties and responsibilities in the workplace. Work ethics encompasses various aspects such as integrity, responsibility, dedication, and professionalism. Integrity requires employees to be honest and transparent in all actions and decisions taken, while responsibility reflects a commitment to completing tasks attentively and on time (Sasbila, et, al., 2023). Dedication refers to the employee's efforts to contribute to the maximum and show loyalty to the work and the organization. These work ethics values play an important role in creating a productive and harmonious work environment. Good work ethics not only improve the quality of work results but also build trust between employees and management.

When employees practice a high work ethic, they tend to be more focused on organizational goals and more motivated to achieve the expected standards, which in turn can improve individual and team performance. In addition, work ethics also play a role in shaping the organization's reputation in the eyes of clients, customers, and the general public. Organizations that instill a strong work ethic are often viewed more positively and can attract quality talent who want to work in an environment of integrity (Kamae, et, al., 2020). Thus, work ethics not only affects individuals but also has a major impact on the success and overall image of the organization.

Work Stress

The Theory of Work Stress can be explained through the Cognitive Assessment Theory of Lazarus and Folkman, which proposes that stress occurs as a result of an individual's assessment of the demands and resources available to overcome those demands. (Kusmarini & Abadiyah, 2022) According to this theory, the stress process begins with an initial assessment, in which the individual assesses whether a situation is a threat, a challenge, or irrelevant. If the situation is perceived as a threat or challenge, a

secondary assessment is conducted to assess the individual's ability to cope with the situation, as well as the resources available. Stress arises when individuals feel that the demands exceed their capacity to handle the situation, leading to feelings of anxiety and helplessness.

Work stress is a psychological condition experienced by individuals when the demands of work exceed their capacity to manage it. This can be caused by a variety of factors, such as excessive workload, deadline pressure, high responsibilities, and unrealistic work demands. Work stress can affect the mental and physical well-being of employees, resulting in feelings of anxiety, frustration, and fatigue (Sanjaya, 2021). The long-term impact of poorly managed work stress can lead to serious health problems, such as sleep disorders, hypertension, and depression. Factors that cause work stress can come from a variety of sources, including an unsupportive work environment, poor relationships with coworkers or employers, and a lack of support or recognition of work results.

To cope with work stress, it is important for organizations to create a supportive work environment, including providing adequate resources and support for employees. Stress management strategies such as time management skills training, support from coworkers, and employee wellbeing programs can help reduce the impact of stress. Individuals also need to develop personal skills in managing stress, such as relaxation techniques and work-life balance (Bara & Susilawati, 2023). With an integrated approach, both individuals and organizations can minimize the negative impact of work stress and improve employee health and productivity.

METHOD

This study uses a quantitative design with a survey approach. The purpose of this study is to analyze the relationship between work ethics and work stress on employee job satisfaction. The design of this study allows for the collection of structured data and statistical analysis to evaluate the relationship between variables. The population in this study consists of 58 employees working at the Pengasian Health Center. The research sample was taken randomly from the population, with a specified sample size of 58 employees. The sampling technique used is simple saturation because the number of population is relatively small.

The data collected was analyzed using multiple linear regression to test the influence of work ethics and work stress on employee job satisfaction. This analysis will evaluate the strength and direction of the relationship between the independent variables (work ethics and work stress) and the dependent variables (job satisfaction). Validity and reliability tests of the questionnaire will be carried out to ensure the accuracy of the data obtained. In addition, descriptive analysis will also be used to present an overview of the characteristics of respondents and the distribution of data. The results of the analysis will be interpreted to determine how significant the influence of work ethics and work stress on employee job satisfaction.

RESULT

The Effect of Work Ethics on Job Satisfaction

The results of the study show that Work Ethics has a positive and significant influence on Job Satisfaction. The value of t calculation is much larger than the t table ($4.519 > 2.003$) shows that the influence of Work Ethics on Job Satisfaction is statistically significant. The significance value (0.000) which is far below the significance level (0.05) also supports the existence of a significant relationship between the two variables. This confirms that the results of the study are not only coincidental and show a consistent relationship. The determination coefficient of 0.302 shows that 30.2% of the variation in Job Satisfaction can be explained by the Work Ethics variable. This shows a substantial but not dominant contribution, as there is still 69.8% variation influenced by other variables.

This research suggests that companies or organizations need to pay attention to work ethics as one of the important aspects to increase job satisfaction. By improving work ethics, companies can create a better work environment and motivate employees, which in turn can increase their satisfaction and productivity. Thus, the results of this study show the importance of Work Ethics in influencing Job Satisfaction and provide guidance for organizations to focus on developing good work ethics as one of the strategies to increase employee satisfaction.

The Effect of Work Stress on Job Satisfaction

The results of the study show that Work Stress has a negative and significant influence on Job Satisfaction. This means that the higher the level of work stress

experienced by employees, the lower their job satisfaction level. The negative t-value (-2.529) and greater in absolute value than the t-table (2.003) indicates that the effect of Work Stress on Job Satisfaction is statistically significant. A significance value (0.000) that is well below the significance level (0.05) indicates that this relationship is not a coincidence and has real strength in the data collected. A determination coefficient of 0.195 shows that 19.5% of the variation in Job Satisfaction can be explained by the variable Work Stress. This means that although Job Stress has a significant effect, its contribution to Job Satisfaction is not entirely dominant. There are 80.5% variations that are influenced by other variables that are not explained in this study.

These findings underscore the importance of stress management in the workplace. Companies need to implement strategies to reduce work stress so that employees can achieve higher levels of job satisfaction. Programs such as stress management training, mental health support, and the creation of a better work environment can help in reducing the negative impact of stress on job satisfaction.

The Effect of Work Ethics and Work Stress on Job Satisfaction

The results of the study show that Work Ethics and Work Stress have a positive and significant influence on Job Satisfaction when viewed simultaneously. The calculated F value is much larger than the F table (11.762 vs 3.165) and the sig value (0.000) which is far below the significance level (0.05) shows that the research model as a whole is significant in explaining the Job Satisfaction variable. This confirms that Work Ethics and Work Stress together have a significant effect on Job Satisfaction, so that the results of the study are not only accidental and have real power in the data. A determination coefficient of 0.424 means that 42.4% of the variation in Job Satisfaction can be explained by Work Ethics and Work Stress together. This shows that both variables contribute substantially to Job Satisfaction, but there is still a 57.6% variation in Job Satisfaction that is influenced by other factors not measured in this study.

These findings emphasize the importance of managing both aspects: Work Ethics and Work Stress, to improve Job Satisfaction. Companies need to focus their efforts not only on improving work ethics in the work environment but also on strategies to reduce and manage stress. Programs that improve work ethics, such as ethics training and supportive policymaking, as well as stress management programs, such as mental health support and stress reduction techniques, can help improve employee job satisfaction. .

Overall, the results of this study show that Work Ethics and Work Stress significantly affect Job Satisfaction and companies should consider these two factors simultaneously in their efforts to improve employee job satisfaction.

CONCLUSION

Based on the results of the research described, it can be concluded that Work Ethics and Work Stress have a significant influence on Job Satisfaction, albeit with different directions of influence. The first study showed that Work Ethics had a positive and significant influence on Job Satisfaction, with a contribution of 30.2%. This indicates that good work ethics play an important role in improving employee job satisfaction, which means that companies should focus on developing and implementing strong ethical standards to create a satisfying work environment.

On the other hand, the second study revealed that Work Stress has a negative and significant influence on Job Satisfaction, with a contribution of 19.5%. These results show that the higher the level of work stress experienced, the lower the level of job satisfaction. Therefore, it is important for organizations to implement effective stress management strategies to reduce their negative impact on employee job satisfaction, so that they can work more comfortably and satisfied.

When the two variables were analyzed together, the results showed that the combination of Work Ethics and Work Stress together contributed 42.4% to Job Satisfaction. This confirms that these two factors have a significant influence and interact with each other in influencing job satisfaction. Therefore, organizations must manage and improve both of these aspects simultaneously, by improving work ethics and managing stress, in order to achieve optimal levels of job satisfaction and support the overall well-being of employees.

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