

The Influence of Employee Engagement and Work Ethic on Employee Productivity at PT. Cipta Langgeng Mitra Sukses Gorontalo

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Abstrack

This study aims to determine how much employee engagement (X1) and work ethic (X2) influence employee work productivity (Y) at PT Cipta Langgeng Mitra Sukses Gorontalo. The sampling technique used in this study was a simple random sample of 94 respondents, while the main data collection was through a list of statements tested through validity and reliability tests. While the analysis technique used is the path analysis technique. The first test results show that simultaneously the employee engagement variable (X1) and work ethic (X2) affect employee work productivity at PT. Tciptalanggengmित्रasukses, which is 0.795 or 79.5%. The results of partial hypothesis testing for each employee engagement variable (X1) amounted to 0.394, and the work ethic variable amounted to 0.482. And there is an epsilon in this study of 0.205, which is not contained in this research model.

Keywords: *employee engagement, work ethics, employee productivity.*

A. BACKGROUND

In business organizations, well-managed human resources will be the driving force that is expected to improve quality and generate profits. As a result, management and development have a significant impact on organizational output. One of the key components supporting the success of the company is employee productivity. Low work productivity is still a real problem that needs to be examined. High output will have advantages, especially in terms of the welfare of business owners and employees. Employee productivity is a reflection of their work ethic and attitude towards their work. By implementing various rules that are considered successful and efficient, corporations hope to boost employee productivity. It is said to be efficient if what is done considers various factors, including infrastructure, resources (both human and material resources), costs, and so on.

When an employee is managed to obtain great success, this third sub-dimension of employee engagement may show consideration for that person. According to Bakker (Putri, 2020), engaged employees will work hard and have an optimistic attitude, thus working faster and completing many tasks at work. They promote organizational progress and innovation.\

High levels of engagement with employees can benefit businesses in several ways, including the ability to retain and increase employee productivity, help retain the best workers, and help achieve company goals (Bakker, 2011). This is in line with Leither and Bakker's (2011) statement that work engagement impacts individual and organizational performance. When employees are engaged, they feel more a part of their work, which makes them more productive. Bakker (2011) also explains that employees with high work engagement are more likely to be allowed to work longer and experience good emotions such as gratitude, happiness, and enthusiasm for their work than employees with low work engagement, while employees who perform poorly will be detrimental (Sahrah, 2020). Previous research (Handayani, 2017), Employee Engagement Relationship with Employee Work Productivity, shows that there is a positive relationship between employee engagement and employee work productivity, which means that employees have high engagement.

An employee's work ethic is necessary to achieve work productivity. The consequences of a poor work ethic include not achieving goals, doing worse than expected, and not developing professionally over time. It is also possible to violate work commitments, which will reduce productivity. If prolonged, the decline in work dedication may cause the stability of the company to erode. To survive in business competition, company management needs to be carefully considered. Consequently, managers maintain good staff morale to support and promote the achievement of company goals (Yeni Prasetyo Putri, 2020). This suggests that factors affecting work productivity behave in ways that are consistent with the features of employee engagement. Therefore, researchers believe that employee engagement is one of the elements that affect work productivity. and low work ethic Based on the description and data above, the researcher is interested in examining the effect of employee engagement and work ethic on work productivity among employees at PT. Cipta Langgeng Mitra Sukses Gorontalo.

Research Urgency

Organizations are required to develop globally to produce high productivity. Productivity is strongly influenced by performance in the company. Employee engagement is considered important for the successful functioning of the organization. In addition, managers consider work ethics to be a key influence on employee outcomes (Miller, Woehr, & Hudspeth, 2002). Employee professional engagement and cooperation in the workplace (Yousef, 2001) Organizations need to implement this in the workplace to increase employees' work engagement. Managers should organize different levels of seminars on work ethic to improve employee work engagement and citizenship behavior.

B. LITERATURE REVIEW

Employee Engagement

Employee engagement is described by Robinson (Ngangi, 2018) as a favorable attitude that employees have towards the company they work for and the ideals of the company. As a result, there is two-way contact between the company and employees in the draft employee engagement. Employee engagement, or what is commonly called employee attachment," is a feeling of emotional attachment to work and an employer that motivates a person to put forth their best efforts to support the achievement of a number of outcomes that are beneficial to both individuals and organizations (McLeod, 2004). (Okta Fitri Fauzi, 2017). It is useful to think of employee engagement as a work style created to ensure that workers are dedicated to their company's goals and values, driven to contribute to the success of the business, and, at the same time, to enhance their sense of community and well-being.

According to McLeod (2009) and Okta Fitri Fauzi (2017), engaged businesses have authentic strengths and values, as well as clear lines of fairness and trust based on respect for each other. Both employers and employees have promises and obligations that they understand and abide by. Engagement is defined as a positive, meaningful, and motivational attitude characterized by vigor, dedication, and absorption (Okta Fitri Fauzi, 2017). High levels of energy, resilience, and willingness to try and persevere in the face of adversity are qualities that define passion. Feelings of worth, passion, inspiration, value, and challenge are characteristics of dedication. Absorption is characterized by full focus on the task.

Based on the description described in several figures above, it can be concluded that employee engagement refers to the close physical, emotional, and cognitive relationship between individuals and the organization or company where they work. This connection encourages an individual to have a

positive attitude and behave positively towards the organization or company in order to achieve common goals and success. According to Schaufeli and Bakker (Elvani, 2019), attachment work is something that fulfills, is defined by a favorable mental state, and is described in three aspects, namely the vigor, dedication, and absorption of workers.

Based on the opinions of the experts mentioned above, it can be said that employee engagement has five dimensions, including the organizational dimension, leadership dimension, group member dimension, job dimension, and individual dimension, and has three aspects, namely vigor, dedication, and absorption.

Employee Engagement Factors

According to Vazirani (Riandana & Noviati, 2014), there are several factors that influence employee engagement. among others:

1. Job satisfaction..
2. Leadership..
3. Communication.
4. Health and Safety.

Work Ethic

Work ethic is a work mentality that is based on certain values or norms. This is in line with the opinion of Sukriyanto (2000), who states that work ethic is the spirit of work possessed by people so that they can work more effectively to obtain the value of their lives. Work ethic determines the level of human judgment present in a work (Sinamo, 2011: 89). The spirit of work is a characteristic of a person or group of individuals who work based on the work ethic and views that are believed and realized through determination and real action in the world of work.

Tasmara (Lina Nazah Karimah, 2018) claims that work ethic is an integral part of his personality and that there is something about the way he expresses, views, believes, and gives meaning that motivates him to act and practice optimal charity so that the pattern of relationships between humans and other living things and between humans and themselves can be well established.

Efforts To Improve Work Ethics

According to Budiharjo (Eviyana, 2019), employee evaluation using the following criteria will generally have an impact on increasing employee work ethic because the individuals concerned do the work they

love or like. That is why the following criteria should be considered, especially in the context of employee selection, so that it is expected to facilitate the achievement of the right man at the right place criteria at all levels of company management, including:

1. I prefer office work.
2. Preferring solo work Some people find that working independently,
3. Prefer teamwork.
4. Prefer field or office work.

Factors That Influence Work Ethic

In general, the factors that influence work ethic are grouped into two categories:

1. Internal factors. Internal forces or motivations that arise from a person's work ethic may have an impact on them. Work ethic is a perspective and attitude based on one's principles. Work ethic is determined by the level of training, knowledge, and abilities that each person has to improve human resources.
2. External factors. A person's work ethic may be influenced by the culture that has been ingrained in society for a long time. The discipline and mentality respected by the locals are part of the culture. Civilizations with progressive social systems will have a high work ethic, while those with conservative social systems will have a low work ethic.

Positive Impact Of Work Ethics

A positive work ethic will undoubtedly show a strong connection between the company's financial resources and the importance of trust in achieving the vision and mission on an ongoing basis, consistently through work value standards that foster a friendly, safe, and prosperous environment for everyone.

The company has high flexibility and a high-trust work culture. The goal is to build credibility that gives everyone a sense of trust and ensure that the company's work culture is carried out with a measurable ethos in systems, procedures, and policies that have a level of business social care to be able to consistently provide optimal value and meet the needs of people (Sinamo, 2011: 102).

The business world allows a person to work both from the results and performance as well as the processes that take place in the workplace. A strong work ethic can increase productivity in the office because it fosters a positive attitude towards the finished product. An employee will carry out his work

effectively and responsibly if he has a strong work ethic. A person will psychologically exhibit a strong work ethic, especially in relation to their work, to increase productivity.

The work ethic also allows people to work harder and more enthusiastically, which increases production and helps the company be more successful in achieving its goals. Then, the better a person is, the higher the level of his or her work ethic. Make the most of your time to increase productivity at work. A true work ethic instills in every employee the need to be honest and sincere from the bottom of their hearts to form good habits that are useful in providing high-quality services. To that end, company management must make continuous efforts to model the work ethic behaviors that the company wants to foster. Positive values will continue to offer insights and information that will significantly improve the quality of human resources by helping individuals find the best work ethic from a positive perspective.

Knowledge, skills, technology, and the drive to always do the right thing are necessary to produce high quality. In addition to being of the highest quality, a work ethic is required that can foster habitual cultural practices that effectively transfer happiness, comfort, and security. All company executives and employees, without exception, should optimally internalize all positive service principles. Every positive seed planted in the minds of human resources will generate a work ethic response that emanates from the deepest understanding of heart and mind.

A stronger work ethic will also lead to higher productivity, which impacts the development of discipline, a strong mental attitude, determination, and a forward-looking approach to work. This is another benefit of having a strong work ethic. To maximize the use of available time, produce as much work as possible as a type of hard work, and take responsibility for one's work, one must be diligent, moral, and central in working. Consequently, being able to provide good productivity in the workplace believing that work is very important to achieve greater work goals (Lina Nazah Karimah, 2018).

Dimensions And Indicators Of Work Ethics

According to Sinamo (2014: 56), to find out whether the work ethic or work enthusiasm of employees in a company is in a high or low condition, one can look at the following dimensions and indicators:

1. Smart work
2. Hard work
3. Sincere work

Work Productivity

According to Swastha and Sukotjo (Usman, 2015), the term "productivity" refers to the relationship between the results (quantity of products and services produced) and the sources (amount of labor, capital, land, energy, etc.) used to obtain the results. Productivity is defined as "the degree to which the sum of outputs equals the sum of inputs" by Putti (1989:7). Liang Gie (Ngangi, 2018) states that employee productivity is the ability to produce more work than the usual measures that have been common. Tohardi in Sutrisno (2017: 100). claims that work productivity is a function of mental attitude, a way of thinking that constantly seeks to improve what already exists. This belief that one can work harder today than yesterday and better tomorrow than today.

According to the experts, productivity can be defined as the mental attitude of employees that reflects their capacity to perform their duties and the results they achieve with the resources they can access.

Factors Affecting Work Productivity

Work productivity is influenced by various factors, both labor-related and environmental. According to Saksono (2008), work productivity is mainly determined by three things, among others:

1. The existence of a work ethic is a way of life that is willing to strive for a better future and has the spirit to be able to help yourself, live simply, cooperate with others, and think strategically and creatively.
2. Forming a disciplined attitude towards time and oneself by learning to control the rules and maintaining control over one's obligations and duties as a human being.
3. Encouragement and a better outlook for the future. Working effectively is motivated by the desire to achieve more for better future welfare.

Meanwhile, according to Sulistiani (2013), there are four factors that can determine the size of work productivity, namely:

1. Knowledge
2. Skill
3. A worker's ability

Indicators Of Work Productivity

Siagian (Muh. Rory Prayogi Syam, 2020) states that work productivity indicators are:

1. The standard of work produced by employees, in particular their capacity to work as required by the company, which includes their ability to carry out tasks in accordance with whether the work output meets the company's needs or not.
2. The quality of employees' work in accordance with the needs of the company as measured by the number of goods produced.
3. Employee work hours reflect the level of understanding of how to do the job and awareness of the challenges faced in performing their duties.

Framework Of Thought

Employee engagement impacts performance, both personally and professionally. When people are engaged, they love their work more and are therefore more productive. Bakker (2011) also explains that employees with high work engagement are more likely to work harder and have more positive emotions such as gratitude, happiness, and enthusiasm for their work than employees with low work engagement. Meanwhile, employees with low work attachments will be detrimental (Sahrah, 2020).

Work ethic is one of the traits that affect productivity because it measures how much and how diligently we work to achieve the best results in whatever we do. Efforts to develop a productive work ethic basically lead to increased work productivity.

Hypothesis

1. Employee engagement (X1) and work ethic (X2) simultaneously have a positive and significant effect on employee work productivity (Y) at PT Cipta Langgeng Mitra Sukses Gorontalo City.
2. Employee engagement (X1) partially has a positive and significant effect on employee work productivity (Y) at PT. Cipta Langgeng Mitra Sukses Gorontalo City.
3. Work ethic (X2) partially has a positive and significant effect on employee work productivity (Y) at PT. Cipta Langgeng Mitra Sukses Gorontalo City.

C. RESEARCH METHODS

The research method used in this research is the quantitative research method. According to Sugiyono (2016; 86), quantitative methods can be interpreted as research based on the philosophy of positivism, used to research certain populations and samples, research methods in the form of numbers, and analysis using statistics. While the approach taken in this study uses survey research, where survey research is used to explain causal relationships and test hypotheses, Conversely, the survey method is a

research method used in large or small populations, but the data investigated are samples taken from the population and the relationship between variables, according to Sugiyono (2016; 92).

Population

In collecting data, it will always be faced with the object to be studied, whether in the form of objects, people, or activities or events that occur. Riduwan (2016; 54), population, "is an object or subject that is in an area and fulfills certain conditions related to research problems. Sugiyono (2016; 61), population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. Based on the definition of population, the population in this study was all employees at PT Cipta Langgeng Mitra Sukses Kota Gorontalo, as many as 94 people.

Sample

The sample is part of the population, which is the object of a study. According to Arikunto, "if the population is less than 100, then the sample is the whole of the population, or in other words, the total sample. Based on the foregoing and in connection with the number of populations studied, less than 100, or a total of 94 people.

Data Source

The data sources used in this study are:

1. Primary data is data obtained directly from distributing questionnaires to respondents
2. Secondary data is data that has been previously available, both in the object of research and in the library, and obtained from books, articles, and scientific writings.

Research Procedures

1. Validity Test

Testing the validity of the instrument by testing the validity of the construction (construct validity), then using the opinion of experts (judgment experts) after the instrument is constructed with experts by asking their opinions about the instrument that has been compiled This is in accordance with Sugiyono's statement (2016: 114) that "the instrument trial will continue after completion of construction testing by experts. An instrument that has received expert approval is tested on a sample of the population. Furthermore, the construction validity test is carried out using factor analysis, namely by correlating instrument scores, after the data is collected and compiled.

The minimum requirement for an instrument item to be considered valid is that the valid index value is 0.3 (Sugiyono, 2016: 179). Therefore, all statements that have a correlation level below 0.3 must be corrected because they are considered invalid.

2. Reliability Test

The reliability test is used to determine whether an instrument is trusted enough to be used as a data collection tool because it is good. A good instrument will not direct respondents to choose certain responses. Data generated by reliable instruments will also be reliable. No matter how many times the data is collected, if it reflects reality, it will always be the same.

A variable is said to be reliable if it provides a Cronbach alpha value > 0.60 (Ghozali, 2015: 46). The more the alpha value approaches one, the more reliable the data reliability value is.

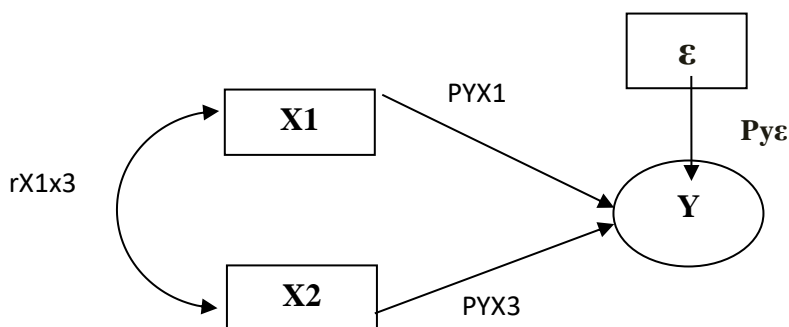
3. Data conversion

Ordinal data must first be converted into interval data, which can be done in several different ways, including using the sequential interval method, so that it can be processed into path analysis, which is a development of multiple regression analysis. Ordinal data is usually obtained using Likert scales and other tools (questionnaire scores) using the Method of Successive Interval (MSI).

Analysis Method

To ascertain the variable whether there is an influence of employee attachment (X) and work ethic on work productivity, the test is done by path analysis (Path Analysis) by first converting ordinal scale data to an interval scale through Method Successive Interval (MSI). Path analysis is used with the consideration that the pattern of relationships between variables in research is correlative and causal.

The research hypothesis is shown through the structure of the relationship between the independent variable and the dependent variable. This path diagram can be seen in the following path structure:



PATH ANALYSIS STRUCTURE

Where:

PYX1 = employee engagement

PYX2 = work ethic

Y = work productivity

E = other variables that affect Y

R = correlation between X variables

D. RESEARCH RESULTS AND DISCUSSION

Validity And Reliability Test Results

The results of the research instrument used are valid where the value of r count is > 0.3, based on testing the validity and reliability of the research instrument on 94 respondents.

Test The Validity And Reliability Of The Employee Engagement Variable

: Results Of Validity And Reliability Tests For Employee Engagement Variable (X1)

VARIABLE	ITEM	VALIDITY		RELIABILITY	
		COEFFICIENT OF CORRELATION (R)	DESCRIPTION	COEFFICIENT ALPHA	DESCRIPTION
X1	1	0,493	Valid	0,703 > 0,60	Reliabel
	2	0,413			
	3	0,449			
	4	0,728			
	5	0,824			
	6	0,832			
	7	0,490			
	8	0,593			
	9	0,598			

Source: processed data, 2022

Table above explains that all question items for employee engagement (X1) show valid and reliable results. This decision was taken because the value of r count was > 0.3. While the alpha coefficient is 0.703 > 0.60. Thus, it means that all question items for this variable are valid and reliable.

1. Test The Validity And Reliability Of The Work Ethic Variable

TABLE 3 : THE RESULTS OF THE VALIDITY AND RELIABILITY TEST OF THE WORK ETHIC VARIABLE (X2)

VARIABLE	ITEM	VALIDITY		RELIABILITY	
		COEFFICIENT OF CORRELATION (R)	DESCRIPTION	COEFFICIENT ALPHA	DESCRIPTION
X2	1	0,327	Valid	0,730 > 0,60	Reliable
	2	0,845			
	3	0,514			
	4	0,420			
	5	0,686			
	6	0,440			
	7	0,519			
	8	0,685			
	9	0,617			

Source: processed data, 2022

Table above explains that all question items for the work ethic variable (X2) on all instruments show valid and reliable results. This decision was taken because the value of the calculated r value was > 0.3. While the alpha coefficient is 0.730 > 0.60, Thus, it means that all question items for this variable are valid and reliable.

2. Work Productivity Variable

TABLE 4 : THE RESULTS OF THE VALIDITY AND RELIABILITY TEST OF THE WORK PRODUCTIVITY VARIABLE (Y)

VARIABLE	ITEM	VALIDITY		RELIABILITY	
		COEFFICIENT OF CORRELATION (R)	DESCRIPTION	COEFFICIENT ALPHA	DESCRIPTION
Y	1	0,534	Valid	0,837 > 0,60	Reliable
	2	0,510			
	3	0,868			
	4	0,546			
	5	0,622			

Source: processed data, 2022

Table above explains that all question items for the work productivity variable (Y) show valid and reliable results. This decision was taken because the value of the calculated r value was > 0.3. While the

alpha coefficient is $0.837 > 0.60$, Thus, it means that all question items for this variable are valid and reliable.

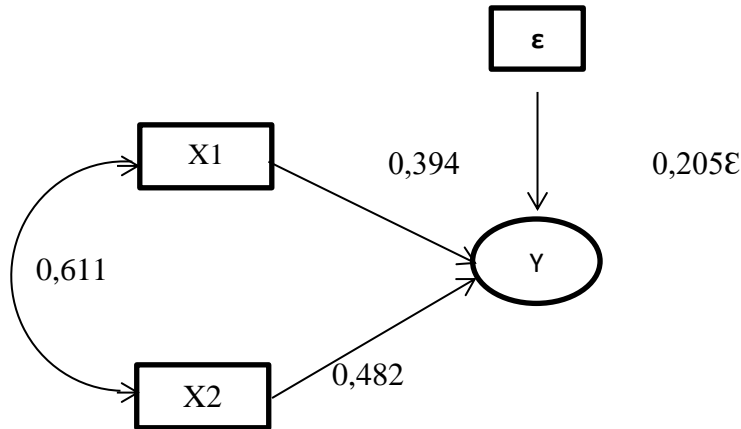
Statistical Data Analysis

To find out how work productivity is influenced by employee engagement and work ethic, the analysis of statistical results will be explained. Based on the results of the processed data obtained, the independent variable has a significant impact on the dependent variable. The processed data results of the causal relationship framework between X1 and X2 can be made through the structural equation as follows:

$$Y = 0,394X1 + 0,482X2 + 0,205e$$

From the above equation, the coefficient of independent variables can be explained as follows:

- a. The employee engagement variable (X1) is 0.394 and positive, indicating the employee engagement variable (X1) has a positive contribution to work effectiveness (Y). That is, if the employee engagement variable increases by one point, then employee work productivity (Y) will increase by 0.394 (39.4%).
- b. A work ethic (X2) of 0.482 and positively marked indicates the work ethic variable (X2) has a positive contribution to work productivity (Y). That is, if the work ethic increases by one unit, then work productivity (Y) increases by 0.482 (48.2%).
- c. An epsilon (ϵ) of 0.205 indicates that there are other variables that are not examined in this study by 20.5%.
- d. The correlation coefficient is 0.892, and the coefficient of determination is R squared. amounting to 0.795, indicating that the employee engagement variable (X1) has a joint influence on work productivity at PT. Cipta Langgeng Mitra Sukses Gorontalo by 79.5%. Based on the results of processing the data using path analysis, the relationship between variables can be seen in the figure below.



Relationship Between X1 And X2 To Y

Then the results of the above research can be summarized in the following table:

Table 5 : Path Coefficient, Direct Effect, And Total Effect Of Variables (X1), (X2), And (X3) Simultaneously And Significantly On (Y)

VARIABLE	PATH COEFFICIENT	CONTRIBUTION		MUTUAL CONTRIBUTION (R ² YX1X2)
		DIRECT	TOTAL	
X1	0,394	0,314	39,4%	0,795 (79,5 %)
X2	0,482	0,482	48,2%	
e	0,205	0,205	20,5%	

Source: results of data processing by researchers, 2022

Hypothesis Testing

1. Employee Engagement And Work Ethic Simultaneously Have A Significant Effect On Work Productivity.

Based on data calculations with the SPSS vs. 21.0 application, the path analysis significance test compares the probability of 0.05 with the probability of significance, where the decision is if the alpha probability value (0.05) is more bearable or equal to the sig probability value (0.05 sig), or if the calculated F value is greater than the F table value, then Ha is accepted, meaning significant.

From the results of the data calculation, the sig value is 0.000, with a probability value of alpha (0.05). Because the alpha value of 0.05 > sig 0.001 and the F count (22.221) > 3.15, the decision is Ha accepted,

so it is proven that the employee engagement variable (X1) and work ethic variable (X2) simultaneously have a significant effect on work productivity (Y).

2. Employee Engagement Variables Partially Affect Work Productivity

The results of the data analysis obtained where the work ethic has a sig value of 0.002, after that it is compared with the probability value of 0.05, it turns out that the probability value of 0.05 is greater than the sig probability value, or $(0.05 > 0.002)$, and the t value $(11.767) > t$ table value (1.671) , then H_0 is rejected, meaning significant. So it is proven that the employee engagement variable has a significant effect on work productivity.

3. Work Ethic Variables Partially Affect Work Productivity

The results of data analysis obtained where the work ethic (X2) has a significance value of 0.020, after that it is compared with the probability value of 0.05, it turns out that the probability value of 0.05 is greater than the sig probability value, or $(0.05 > 0.002)$, and the calculated t value $(15.341) > t$ table value (1.671) , then H_0 is rejected, meaning significant. So it is proven that work ethic (X2) has a significant effect on work productivity (Y).

Discussion

Simultaneous Effect of Employee Engagement on Work Productivity

Based on the results of this study, there is a positive and significant effect of employee engagement and work ethic variables on work productivity. This provides an explanation that if employees have high employee engagement with the organization and have a high work ethic, work productivity will also be higher.

The results of this study indicate a positive influence. This indicates that if employees have work engagement, they will try to participate in determining the success of the company and have a strong desire and high motivation to perform beyond their obligations. and it shows they have a positive attitude towards the organization where they work. meaning that employees will carry out the work, tasks assigned can be completed in a timely manner, and employee work effectiveness can be improved. Similar to how employees' work ethic is demonstrated, a good work ethic is shown in daily performance through cooperation, attendance, enthusiasm, initiative, responsibility, and originality. That structure

will have a good impact on achieving work productivity, with ideal employees who are able to meet expectations or help achieve company goals.

The results of this study are empirically in accordance with research conducted by Handayanani (2017, Employee Engagement Relationship with Employee Work Productivity). The results of his research indicate that there is a positive relationship between employee engagement and employee work productivity. which means that employees have high engagement.

Employee engagement has a very positive impact on employees and companies. Because if employees have work engagement, it means they have a positive attitude towards work and the organization where they work. Therefore, work engagement is motivated by positive thoughts associated with the implementation of work with aspects of vigor, dedication, and description (Zamralita, 2017).

The Partial Effect of Employee Engagement on Work Productivity

The results also show that employee engagement has a positive and significant influence on work productivity among employees of PT Cipta Langgeng Mitra Sukses. This means that employees who make higher efforts to keep working with good quality work and feel challenged when given a lot of work tend to carry out their work well.

This variable has a positive but significant effect and has a low influence compared to the work ethic variable. This is because respondents perceive that employee engagement has high and medium categories, but no one has a low category known through the distribution of questionnaires, so overall it can be concluded that work engagement is a good strategy. This shows that employees have the ability to carry out their work and have high levels of ability, which has an impact on work productivity. The results of this study are in line with research conducted by OL (Handayanani, 2017), Employee Engagement Relationship with Employee Work Productivity, The results of his research show that there is a positive relationship between employee engagement and employee work productivity, which means that employees have high engagement.

Productivity is influenced by various factors, both those related to the workforce itself and other factors. One such factor is employee engagement. When employees are engaged with a company, they have a greater awareness of the business. This awareness of the company's business makes employees give their best to the company. According to Gallup (in Nusatria, 2011), employees who are engaged are productive employees. According to another study by Garg and Kumar (in Gichohi, 2014),

employee engagement has gained attention in many organizations to improve performance and productivity. High productivity can be achieved if supported by engaged employees. Therefore, employee engagement will affect work productivity. So it can be concluded that employees who have employee engagement will produce good work productivity.

The Effect of Work Ethics Partially Affects Work Productivity

The results of this study indicate that work ethic partially has a significant effect with a positive direction on employee productivity. This provides an explanation for the fact that with the increasing work ethic possessed by employees, their work productivity will also increase.

The results of this study also reveal that the results of this study have a high influence compared to the variable employee engagement. Based on the results of interviews and the distribution of questionnaires to respondents, this variable has a high influence compared to other variables in this study. Support for this research comes from previous empirical research conducted by Ningsih et al. (2017), Analysis of the Effect of Work Ethic, Work Environment, and Employee Competence on Work Productivity. The results of his research show that individual work ethic has a significant influence on work productivity. and simultaneously, all independent variables have a significant influence on employee work productivity.

Employees with a high level of work ethic will show a positive attitude towards the productivity of the work they are responsible for. This will be seen in the employee's attitude towards his work and everything in his work environment.

E. CONCLUSION

Based on the results of the F test, simultaneously, employee engagement and work ethic have a significant influence on the work productivity of employees of PT Cipta Langgeng Mitra Sukses Gorontalo. Employee engagement partially has a significant influence on the work productivity of employees of PT. Cipta Langgeng Mitra Sukses Gorontalo. Work ethic partially has a significant influence on the work productivity of employees of PT. Cipta Langgeng Mitra Sukses Gorontalo.

F. SUGGESTION

Referring to the results of this study, from the independent variables, it is known that employee engagement has a smaller influence than other variables; therefore, it is recommended that company management increase employee engagement. for example, reorganizing the company's design so that

employees can feel a conducive and comfortable work environment so as not to cause things that can later reduce the level of employee productivity.

For future research, it is suggested that other variables that can affect work productivity, such as work discipline, be used. Work discipline affects a person's ability to perform or have work productivity because work discipline is one of the aspects of employee strength because it has an influence on achieving success or achieving the expected goals. The importance of work discipline is that it is able to achieve maximum effectiveness.

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