

# Performance Evaluation in Management Implementation Through Work Ethos, Work Motivation, and Work Discipline on Stkip Riama Medan

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## Abstract

Performance evaluation in management implementation through work ethic, work motivation, and work discipline in STKIP Riama Medan is very necessary to be done by a leader in an institution or organization. Research on evaluation of management implementation through work ethic, work motivation, and work discipline at STKIP Riama Medan has been done. This research is an empirical study on STKIP Riama Medan. The purpose of this study is to evaluate the implementation of management on work ethic, work motivation, and work discipline in STKIP Riama Medan. From the research results, the role of the leader becomes very important in the success of an organization for work ethic, work motivation, and work discipline from subordinates. This research is a descriptive research with sample of all lecturers STKIP Riama Medan as many as 60 people. Technique conducted in the implementation of this research is to give a questionnaire to all respondents to be filled. From result of tabulation of research data to work ethics indicator is obtained equal to 91,25%, to work motivation indicator obtained equal to 92,78%, and to work discipline indicator obtained equal to 93,33%. From the results of this study, it can be concluded that the evaluation of management implementation through work ethic indicators, work motivation, and work discipline on STKIP Riama Medan is very good.

**Keywords:** Evaluation, Management Implementation, Work Ethic, Work Motivation, and Work Discipline.

## 1. Introduction

Leadership is the process of encouraging and helping others to work enthusiastically toward goals (Mintzberg in Davis, 1996). In organizational life, leaders have a very important role. All activities either starting from planning, implementation of supervision to the determination of goals determined by the leadership. The advancement of organizational life depends on the leader's ability to control people, tools, resources and other resources.

Leaders play a vital role in the life of society and state in groups or organizations. Leadership opens to the success of the organization (Kartono, 1992). In any field and in any country the leader is necessary because its function is lead, but all of these are tailored to the characteristics of the group and its subordinates, and besides that it is highly dependent on the times. A strong leader with high loyalty and dedication will greatly affect the progress and development and survival of the organization. For that required work ethic, work motivation, and work discipline of a leader so that every subordinate can work with calm and high spirit. In large scale organizations, leaders are seen as a crucial element in the business development process (Lok & Crawford, 2004).

The quality of the leader is often regarded as the most important factor in organizational success or failure (Menon, 2002), as well as the success or failure of a business-or business-oriented organization, is usually perceived as a leader's success or failure. So important is the role of the leader that the issue of the leader becomes the focus that attracts the attention of researchers in the field of organizational behavior. According to Scarnati (2002), leaders have an enormous influence on organizational success. Leaders play a key role in formulating and implementing organizational strategies. Commitment within the organization will make the worker give the best to the organization in which he works. Even mentioned also that leaders who have a commitment to a high organization will tend to happy to help, can cooperate (Muh Su'ud, 2000). The suitability between organizational leadership, norms and culture is seen as a key prerequisite for successful achievement of organizational goals (Yulk, 1989). Although in relation to the theory of leadership in North America is limited from other countries (Lapin, 1990).

Work ethic, work motivation, and work discipline is a very important theory or practical concept, because it is the impact or outcome of the effectiveness of performance and success in work. Work ethics, work motivation, and low work discipline in the organization are a series of declining tasks, increased absenteeism, and a decline in organizational morale. While at the individual level, work ethic, work motivation and work discipline are associated with a great desire to get out of work, increased work stress, and the emergence of various psychological and physical problems. Leadership performance refers to the performance of leaders is measured by the standards or criteria established by the Institute. Management to achieve a very high leader performance especially to improve the performance of the Institute as a whole. Factors affecting the leader's performance

include organizational strategy (short-term and long-term objectives, organizational culture and economic conditions) and individual attributes, among others, skills and skills. Work ethic, work motivation, and work discipline of leaders can improve the performance of employees in the organization. According to Fuad Mas'ud (2004), the progress and success of the organization is highly dependent on the leader. Insofar as the leader is able and willing to work hard, creative, innovative, loyal, disciplined, honest and responsible will determine the achievements of the organization. Therefore, to know how far the leader works, the leader needs to evaluate from the performance. Leaders must have leadership skills. Without ability, people will not listen to it. Because leaders must be able to inspire the respect of others. There are four types of differences in leadership and work between different individuals and departments within the organization that complicate the task of coordinating parts of the organization effectively namely: a) Differences in orientation towards a particular goal. Members of different departments develop their own views on how to achieve good organizational interests; b) Differences in time orientation. The leader will pay more attention to the problems that must be solved immediately in the short period of time. The research and development section is more involved with long-term issues; c) Differences in interpersonal orientation. Management activities require communication and quick decision-making to make the process smooth, while research and development may be more relaxed and everyone can express opinions and discuss one another; and 4). Differences in formality of structure. Each type of unit in the organization may have different methods and standards to evaluate the program for its purpose and for the remuneration of its subordinates. The success or failure of an organization is usually perceived as a leader's success or failure.

According to Kohl, *et al.*, (1995), leaders have an enormous influence on organizational success. Leaders play a key role in formulating and implementing organizational strategies.

## 2. Research Methods

In this paper, the method used is through primary data. Primary data obtained by spreading the questionnaire addressed and filled by all lecturers at STKIP Riama Medan. The total number of all lecturers in STKIP Riama Medan is 60 people, and also used as sample. This research is a descriptive research.

## 3. Results and Discussion

Based on the results of research and data processing that has been done in evaluating the implementation of management through work ethic, work motivation, and work discipline on STKIP Riama Medan, can be discussed as follows:

### Work Ethic

Based on the results of research and tabulation of data that has been done on work ethic indicators, can be seen in Table 1 below.

**Table 1. Tabulate the number of responses in the questionnaire in the Work Ethics indicator**

No	Work Ethics Indicators	Amount (People)
1	Loyalty	56
2	Responsible	54
3	Cooperation	54
4	Honesty and Accuracy	55
<b>Total</b>		<b>219</b>
<b>Average</b>		<b>54,75</b>

From Table 1 above, there are 60 people responding to the Ethos of Work to the respondents, who answered the Loyalty of 56 people, who answered the Responsibility of 54 people, who answered Cooperation as many as 54 people, and who answered the Honesty and Care as many as 55 people. From the overall result, the average is 54,75 (55 people), meaning that only 5 people do not give a response. Therefore, from the results obtained, it can be said that the implementation of management on work ethic indicators can be said very well. Based on the results of research and tabulation of data that have been done on work ethic indicators, the percentage of respondents can be seen in Table 2 below.

**Table 2. Percentage of responses in the questionnaire in the Work Ethics indicator**

No	Work Ethics Indicators	Percentage (%)
1	Loyalty	93,33
2	Responsible	90,00
3	Cooperation	90,00
4	Honesty and Accuracy	91,67
<b>Total</b>		<b>365,00</b>
<b>Average</b>		<b>91,25</b>

From Table 2 above on the Work Ethics Indicators of 60 respondents, the percentage of respondents who answered loyalty of 93,33%, who answered Responsibilities and Cooperation respectively 90,00%, and who

answered Honesty and Accuracy of 91,67%. From the results of the overall average percentage obtained by 91,25%, meaning only 8,75% who did not provide a response.

This implies that the Work Ethic can be improved if the implementation of leadership management continues to be improved. Implementation management is a variable that has influence in relation to Work Ethics. This shows that the implementation of management greatly influences Work Ethics. The results of data tabulation and data processing in this study strengthen the results of empirical research from Griffin (1980) and Mc Nesse-Smith (1996) which states the existence of a correlation between the implementation of management with Work Ethos. Therefore, from the results obtained, it can be said that the implementation of management on work ethic indicators can be said very well. For more details, this can be seen in Fig 1. below.

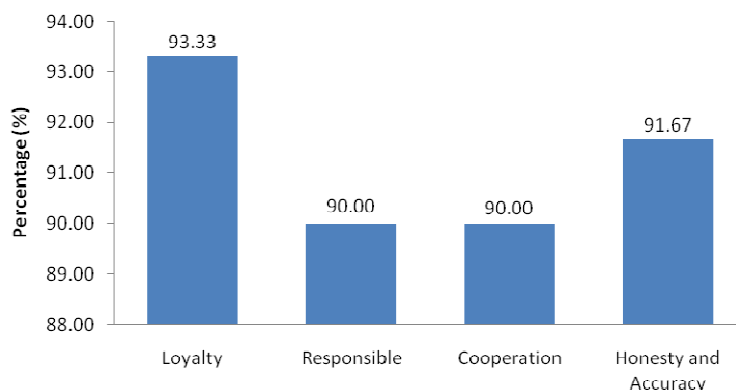


Fig 1. Implementation of management through work ethic indicators

From Fig 1. above, loyalty was obtained at 93,33%, Honesty and Accuracy obtained by 91,67%, while Responsibility and Cooperation respectively obtained by 90,00%. Therefore, from the results obtained, it can be said that the implementation of management on work ethic indicators can be said very well.

#### Work Motivation

Based on the results of research and tabulation of data that have been done on Motivation Work indicators, can be seen in Table 3 below.

Table 3. Tabulation of the number of responses in the questionnaire in the indicator Motivation Work

No	Motivation Work Indicators	Amount (People)
1	Security	56
2	Social	57
3	Self-actualization	54
<b>Total</b>		<b>167</b>
<b>Average</b>		<b>55,67</b>

From Table 3 above on the Motivation Work indicator to the respondents as many as 60 people, obtained who answered the Security of 56 people, who answered the Social of 57 people, and who answered the self-actualization of 54 people. From the overall result obtained an average of 55,67 (56 people), meaning only 4 people who do not provide a response. Therefore, from the results obtained, it can be said that the implementation of management of Motivation Work indicators can be said very well. Based on the results of research and tabulation of data that have been done on Motivation Work indicators, then percentage of respondents can be seen in Table 4 below.

Table 4. Percentage of the number of responses in the questionnaire on the indicator Motivation Work

No	Motivation Work Indicators	Percentage (%)
1	Security	93,33
2	Social	95,00
3	Self-actualization	90,00
<b>Total</b>		<b>278,33</b>
<b>Average</b>		<b>92,78</b>

From Table 4 above on Work Motivation indicator to the respondents as many as 60 people, the percentage of respondents who answered the Security of 93,33%, who answered the Social of 95,00%, and who answered Self Actualization of 90,00%. From the overall result obtained a mean percentage of 92,78%, meaning only 7,22% that does not provide a response. This implies that Motivation Work can be improved if the implementation of leadership management continues to be improved. Implementation of management is a variable that has influence in relation to Work Motivation. Therefore, from the results obtained, it can be said that the implementation of management of Motivation Work indicators can be said very well.

For more details, this can be seen in Fig. 2 below.

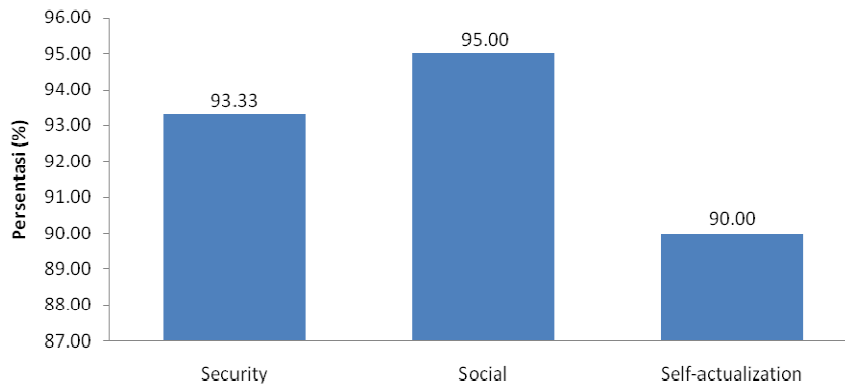


Fig 2. Implementation of management through motivation work indicators

From Fig. 2 above, Social percentage was obtained at 95,00%, Security percentage was obtained at 93,33%, and Self Actualization percentage was obtained at 90,00%. Therefore, from the results obtained, it can be said that the implementation of management of Motivation Work indicators can be said very well.

### Work Discipline

Based on the results of research and tabulation of data that has been done on the indicators of Work Discipline, can be seen in Table 5 below.

Table 5. Tabulation of the number of responses in the questionnaire in the indicator of Work Discipline

No	Indicators of Work Discipline	Amount (People)
1	Punctuality	55
2	Use office equipment well	57
3	Obedience	56
<b>Total</b>		<b>168</b>
<b>Average</b>		<b>56</b>

From Table 5 above on the Work Discipline indicator to 60 respondents, the respondents who answered the accuracy of time as many as 55 people, who answered Using office equipment with as many as 57 people, and who answered the obedience of 56 people. From the overall result obtained an average of 56 people, meaning only 4 people who do not provide a response. Therefore, from the results obtained, it can be said that the implementation of management on the indicators of Discipline Work can be said very well.

Based on the results of research and tabulation of data that has been done on the indicators of Work Discipline, the percentage of respondents can be seen in Table 6 below.

Table 6. Percentage of responses in questionnaires on Work Discipline indicators

No	Indicators of Work Discipline	Percentage (%)
1	Punctuality	91,67
2	Use office equipment well	95,00
3	Obedience	93,33
<b>Total</b>		<b>280,00</b>
<b>Average</b>		<b>93,33</b>

From Table 6 above on Work Discipline indicators to 60 respondents, the percentage of respondents who answered the Time Accordance of 91,67%, who answered Using office equipment well at 95,00%, and who answered Obedience of 93,33%. From the overall result, the average percentage is 93,33%, meaning only 6,67% does not give a response. This implies that the Work Discipline can be improved if the implementation of leadership management continues to be improved. Implementation of management is a variable that has influence in relation to Work Discipline. Therefore, from the results obtained it can be said that the implementation of management on the indicator of Work Discipline can be said very well.

For more details, this can be seen in Fig. 3 below.

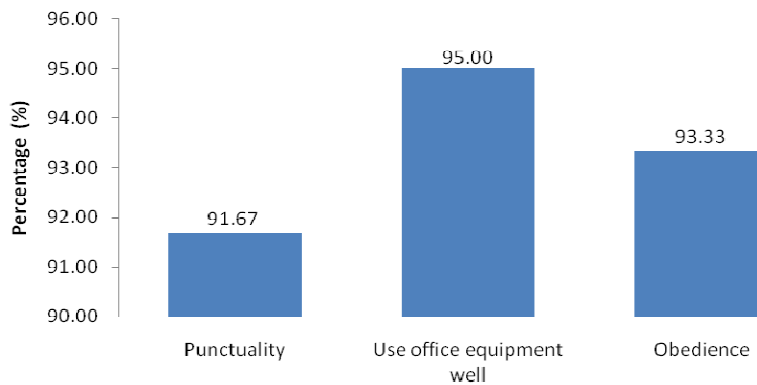


Fig 3. Implementation of management through work discipline indicators

From Fig. 3 above, the percentage of Time Accuracy is obtained at 91,67%, the percentage Using office equipments well obtained is 95,00%, and the Obedience percentage is 93,33%. Therefore, from the results obtained, it can be said that the implementation of management on the indicators of Discipline Work can be said very well. From the overall indicator, the overall indicators performed, can be seen in Table 7 below.

Table 7. Tabulation of the number of responses in the questionnaires to all indicators

No	Indicator	Amount (People)
1	Work ethic	54,75
2	Work motivation	55,67
3	Work Discipline	56,00
<b>Total</b>		<b>166,42</b>
<b>Average</b>		<b>55,47</b>

From Table 7 to the overall indicators that have been done to the respondents as many as 60 people, obtained answering on work ethic indicators of 55 people, on Job Motivation indicators of 56 people, and on the indicator of Work Discipline of 56 people. Based on the results of research and tabulation of data that has been done on the indicators of Work Discipline, the percentage of respondents can be seen in Table 8 below.

Table 8. Percentage of responses in questionnaires to all indicators

No	Indicator	Percentage (%)
1	Work ethic	91,25
2	Work motivation	92,78
3	Work Discipline	93,33
<b>Total</b>		<b>277,36</b>
<b>Average</b>		<b>92,45</b>

From Table 8 to the overall indicators that have been done to the respondents as many as 60 people, the percentage of respondents who answered the Work Ethics indicator of 91,25%, Work Motivation of 92,78%, and Work Discipline of 93,33%.

Overall on these indicators, it can be seen in Fig. 4 below.

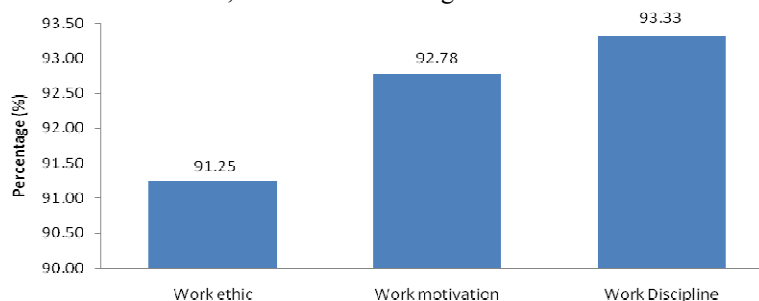


Fig 4. Implementation of management through indicators of work ethic, work motivation, and work discipline

From Fig. 4 above, the Work Ethics percentage is 91,25%, Work Motivation is 92,78%, and Work Discipline is 93,33%.

Therefore, from the results obtained, it can be said that the implementation of management of work ethics indicators, Work Motivation and Work Discipline can be said very well.

#### 4. Conclusions

From the results of the discussion above, it can be taken some conclusions, among others:

1. On evaluating the implementation of management through leadership work ethos in STKIP Riama Medan obtained for 91,25%. This implies that the leadership work ethic in STKIP Riama Medan is very good.
2. On evaluating the implementation of management through Work Motivation leadership at STKIP Riama Medan obtained for 92,78%. This implies that Motivation Work leadership in STKIP Riama Medan is very good.
3. On evaluating the implementation of management through Discipline Work leadership on STKIP Riama Medan obtained for 93,33%. This implies that the Discipline of Leadership Work in STKIP Riama Medan is very good.

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