THE ROLE OF SPRIRITUALITY AND WORK ETHIC IN IMPROVING WORK EFFECTIVENESS IN THE LOGISTICS INDUSTRY

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ABSTRACT. One of the most important elements in any organization is people. With competent human resources, an organization can operate effectively and efficiently. This study aims to measure the role of spirituality and work ethic in improving work effectiveness in the logistics industry. The research method uses quantitative which is descriptive and verifiable. The sample determination technique used is probability sampling type propotional stratified random sampling. The employees sampled were 54 people, out of a population of 117 people. Overall, the results of this study show that the staff in this study have spirituality, good work ethic, and high organizational equity and are good in their work. The results showed that the spiritual variable (X1) had a direct effect of 20.20%, which had an indirect effect of 10.60% through its relationship with work ethic (X2), so that the total effect was 30.80%. The work ethic variable (X2) has a direct effect of 12.70%, an indirect effect of 10.60% through its relationship with spirituality (X1), so that the total effect is 23.30%. Thus, the total effect of spirituality (X1) and work ethic (X2) is 54.10%. At the same time, other unexplored factors affecting the efficiency of work in logistics in Jakarta show the value of $P_{y\varepsilon} = 0.459$ or 45.90%. Based on the results of the research, the steps that can be taken by management are to make efforts to further improve the quality of work effectiveness through improving the spirituality and work ethic of employees.

Keywords: Sprituality; Work Ethic; Work Effectiveness

PERAN SPIRITUALITAS DAN ETOS KERJA DALAM MENINGKATKAN EFEKTIFITAS KERJA DI INDUSTRI LOGISTIK

ABSTRAK. Salah satu elemen terpenting dalam organisasi apa pun adalah orang. Dengan sumber daya manusia yang kompeten, sebuah organisasi dapat beroperasi secara efektif dan efisien. Penelitian ini bertujuan untuk mengukur peran spiritualitas dan etos kerja dalam meningkatkan efektifitas kerja pada industri logistik. Metode Penelitian menggunakan kuantitatif yang bersifat deskriptif dan verifikatif. Teknik penentuan sampel yang digunakan adalah probability sampling jenis proposionale stratified random sampling. Pegawai yang dijadikan sampel berjumlah 54 orang, dari populasi berjumlah 117 orang. Secara keseluruhan, hasil penelitian ini menunjukkan bahwa staf dalam penelitian ini memiliki spiritualitas, etos kerja yang baik, ekuitas organisasi yang tinggi dan baik dalam pekerjaannya. Hasil penelitian menunjukan bahwa variabel spiritual (X1) memiliki efek langsung sebesar 20,20%, yang memiliki efek tidak langsung sebesar 10,60% melalui hubungannya dengan etos kerja (X2), sehingga efek totalnya adalah 30,80%. Variabel etos kerja (X2) memiliki efek langsung sebesar 12,70%, efek tidak langsung sebesar 10,60% melalui hubungannya dengan spiritualitas (X1), sehingga total effect sebesar 23,30%. Dengan demikian, total efek spiritualitas (X1) dan etos kerja (X2) adalah 54,10%. Pada saat yang sama, faktor-faktor lain yang belum dijelajahi yang mempengaruhi efisiensi kerja di bidang logistik di Jakarta menunjukkan nilai $P_{y\varepsilon} = 0,459$ atau 45,90%. Berdasarkan hasil Penelitian tersebut maka langkah-langkah yang dapat dilakukan manajemen adalah agar melakukan upaya lebih meningkatkan kualitas efektifitas kerja melalui perbaikan spiritualitas dan etos kerja karyawan.

Kata kunci: Spiritualitas; Etos Kerja; Efektivitas Kerja

INTRODUCTION

Until a few years ago, logistics was considered a value-added and costly area of the supply chain, which had a direct impact on the economics of the process. Today, however, this concept has changed, revealing the importance of logistics skills as a differentiating and strategic factor for companies and as an undeniable competitive advantage for companies. The emergence of logistics and supply chain management as a stand-alone business discipline may depend on developing a fundamental perspective on supply chain management that emphasizes responsiveness (Richey et al., 2022).

In today's competitive global marketplace, companies are under pressure to find new ways to create value and deliver it to their customers.

The increasing need for the industry to compete with its products in the global market in all aspects of cost, quality and service necessitates the development of highly efficient logistics systems. Effective logistics management helps optimize existing production and distribution processes and is highly beneficial in terms of cost reduction and service improvement (Yusuf & Fauziah, 2022).

Evaluation of the effectiveness of logistics systems plays a major role in the success of physical

distribution of products and running a business smoothly, as companies that can manage supply chain performance think about the chain as a whole and look for results that are shown in revenue growth, asset utilization and cost reduction (Arshinina & Kiseleva, 2020).

Optimizing logistics performance is critical to the modernization, profitability, reputation and success of any business. As such, the role of human power in powering other facilities is very important. Managing Human Resources (HR) in an organization is one of the key factors in an organization's success. Therefore, if an organization has quality resources, it will be more effective. Organizational performance is often reflected in employee performance, or referred to as employee effectiveness (Arshinina & Kiseleva, 2020). The human resources aspect is a factor that increases work efficiency, such as spirituality and work ethic. The term spirituality here refers to the core values and meanings of secular and non-secular life, including the growing attachment to those values and meanings, consciously or unconsciously (Darmawan et al., 2021). This implies that spirituality is a way of life without power, desire, or possessions, so here spirituality is associated with core values and devotion to oneself.

In the context of this article, workplace spirituality reflects employee experiences based on meaningful work, employee relationships, solidarity and excellence in the workplace (Salarzehi et al., 2019). Workplace spirituality is defined as the psychological state in which employees believe they have a meaningful work inner life and are placed in a social context (Pradhan & Jena, 2016). Spirituality is a dogmatic, non-exclusive, gender-neutral, non-patriarchal approach that relates to the One Source of All Being.

The spiritual movements that arise in the workplace are based on traditions of religious imagery such as achieving personal transformation, self-renewal, initiating personal journeys, utopian visions and renewal. So, historically, spirituality is derived from religion, but the workplace of spirituality is not associated with any religion. In practice, however, spirituality cannot be separated from religion because spirituality cannot mature without religion (Fanggidae, 2017)demanded that any organization can provide quality service and quality for stakeholders. One important aspect which will also determine the achievement of college performance, namely the lecturers. The relationship between the individual commitment to the organization shows the relationship between motivation and job satisfaction can improve the quality of university. While a basic understanding of the meaning of work is closely related to spiritual values that are owned by the individual in his work. This awareness can also be pursued by university through the fulfilment of the needs of both psychological and spiritual faculty, thus creating a conducive work environment. This research is descriptive, so that verification and explanatory research method used was a survey of 320 professors in the region of East Nusa Tenggara, Indonesia. Methodology/Technique - Tests in this study using structural equation modeling (SEM, and religion is the best way to enhance the spiritual dimension. Therefore, organizational spirituality is expected to create a humane work environment so that employees have more creativity and interest in their work, affecting work productivity.

Fostering spirituality in the workplace leads to ethical behavior. Employees must act ethically and ethically to work. Whenever an employee behaves in the workplace with honesty, integrity, fairness, kindness, respect, and other basic virtues, he or she demonstrates agency (Miñon, 2017). Ethical employee behavior plays an important role in making a company more productive. Ethical people have justice. Justice is a holistic attitude or virtue that encourages people to give their rights to others. A sense of justice is created in an organization when fair processes are applied. When equality is respected within an organization, people feel happier, are more effective, and are able to fulfill their responsibilities.

Based on several opinions from previous studies, it is stated that work effectiveness is determined by the performance role of employees who have a good work ethic and spirituality background.

In this study, researchers want to fill in the gaps that exist and make theoretical contributions about employee performance in the logistics industry. This research is expected to provide managerial significance in employee management in improving performance and productivity.

Spirituality

Spirituality in the workplace is a relatively new idea, but spirituality as it relates to human experience is certainly not. To some extent, it encourages a meditative life based on living in harmony with the body (Bella et al., 2018; Ashmus & Duchon, 2000). Broadly speaking, spirituality is that which relates to the soul (Amma) and contains eternal truths that relate to the purpose of human life (Broadhurst, 2021; Robbins & Ghazi, 2015).

Spirituality in the workplace can be viewed on two levels. So first, on a personal level. This level is a set of values and personal well-being (Hale et al., 2004). In other words, work spirituality refers to the

mental experience of an organization's employees. Second, the organizational level refers to the organizational culture's value structure at that level. This enhances the employee's experience in the work process and facilitates communication with others while instilling a sense of satisfaction and well-being. Experiencing spirituality in the workplace strengthens organizational ties and increases commitment to the organization (Fanggidae, 2017)demanded that any organization can provide quality service and quality for stakeholders. One important aspect which will also determine the achievement of college performance, namely the lecturers. The relationship between the individual commitment to the organization shows the relationship between motivation and job satisfaction can improve the quality of university. While a basic understanding of the meaning of work is closely related to spiritual values that are owned by the individual in his work. This awareness can also be pursued by university through the fulfilment of the needs of both psychological and spiritual faculty, thus creating a conducive work environment. This research is descriptive, so that verification and explanatory research method used was a survey of 320 professors in the region of East Nusa Tenggara, Indonesia. Methodology/Technique - Tests in this study using structural equation modeling (SEM.

In this context, spirituality at work is not an organized practice of religion, deity, or theology. Thus, it can be said that spirituality differs from institutionalized religion, and that the spiritual movements that have emerged in the workplace are based on traditions of religious imagery. From another perspective, spirituality at work manifests itself as an understanding of human entrepreneurship. It's about understanding the human needs behind the body's components (Honoré, 2018). This allows the employees of the institution to earn money, but it also allows them to create not only one big goal, but another goal. Therefore, in this article, the concept of work spirituality, the satisfaction system (Fanggidae, 2018), seeks to find meaning in life between relationships and trust, and with confidence with colleagues. This definition reflects spirituality at the individual, group, and organizational levels, where the individual level is represented by key aspects of work. This can be seen at the team level on the dimension of public interest and at the organizational level on the dimension of alignment with organizational values.

Work ethic

For decades, researchers, practitioners, and the public have debated proper work ethics in situations where effort and performance are related. It is a way to shape the character of the person and improve the efficiency of work. Work ethics are very important to achieve good work results. Ethics is derived from the Greek word ethics, which means customs or manners. The word ethos comes from the Greek word ethos, which means a particular course of action. It refers to what a person believes about right and wrong, or good and bad (Miñon, 2017).

It means getting things done and believing that work should be done in the best possible way. Fulfilling a duty is a moral duty here, and diligence is seen as a virtue, a desirable moral quality. Work ethic is understanding and treating work as a duty, obligation or moral value. This includes norms, dos and don'ts, beliefs, attitudes and behaviors related to job evaluation, likes and dislikes (Grabowski et al., 2021). Work ethic is a construction of individual differences that is echoed by "a set of beliefs and attitudes that reflect the basic values of work". Work ethic represents a construct of individual differences that has been shown to be associated with many outcomes. The modern conceptualization of the work ethic views the construct as multidimensional which is multidimensional (Meriac & Gorman, 2017).

The new nature of the modern world of work has changed compared to previous eras. For example, employees have higher job demands and are expected to work longer hours (Meriac & Gorman, 2017). According to this change, morale should play a big role in employee productivity.

Work Effectiveness

At work, employees need to be productive. Organizational effectiveness is generally defined as the success an organization has achieved in striving to achieve a specified goal. The effectiveness of employees at work must be the main focus in carrying out tasks to achieve goals. Effectiveness is generally related to goals or organizations, namely profit (Yusuf & Fauziah, 2022). Effectiveness is the target of achieving an organization that has been targeted at the right time in accordance with certain sources to carry out these activities (Razak et al., 2021; Annisa & Frinaldi, 2020). Many factors can affect employee productivity, including an employee's work ethic, work motivation or motivation, an employee's work ethic or attitude, and the work activities supported by the work environment on a daily basis. An employee with discipline, motivation and high morale can perform his work better and to the maximum and thus achieve the production target of the company (Saleh & Utomo, 2018).

Clearly, if a goal or task is achieved as planned, it is said to be effective. So if you can't complete

your goals and tasks in the allotted time, your work is ineffective. An organization's success or failure depends on its employees' ability to fulfill their duties and responsibilities for the tasks assigned to them in order to achieve their intended goals. We can say that the situation is good if the results of the work are indicated (Hakim et al., 2022).

Based on the above definition, it can be continued that work effectiveness is everything related to achieving the target of an organization. The fewer employee errors, the more effective. Work effectiveness can be related to the use of general resources (human, facilities and infrastructure, etc.) in an organization to support these achievements. In principle, the notion of effectiveness is an assessment of whether an activity/system is achieved or not.

Relationships between variables and Hypotheses Spirituality and Work Effectiveness Spiritual marketing can help businesses increase their sustainability by attracting more and more loyal customers. This can represent up to 80% of those showing ads again. The company represents 3p, which helps it grow and stay afloat. 3p is people, profit, listeners, and all three results can be maximized through spiritual marketing implemented by senior management Dewi et al (2022).

Business performance is sustained and generates the best business continuity, the application of spirituality in the workplace and job satisfaction. From this, it can be concluded that the application of spirituality is related to job satisfaction, so that job efficiency arises. People who have spirituality and apply it in their work will experience job satisfaction, and those with high spirituality will feel they have better social skills (Limbong, 2021). This confidence can contribute to better prosocial behavior and increase work effectiveness (Ashmos & Duchon, 2000). In addition to effectiveness, spirituality also has positive impact on work engagement, as evidenced by research from Catherine et al., (2022). Wang et al., (2019) show that when we examine the possible confounding implications of moral leadership and benevolent leadership and exclude alternative explanations of ethical leadership, spiritual leadership is positively correlated with task accomplishment or employee performance. The study was conducted by Joelle & Coelho (2019) based on Maslow's writings, introducing a new dimension, emotional balance and inner peace (EBIP found a significant association between workplace spirituality and various organizational outcomes, such as workplace resources and emotional engagement. The role of ingenuity in mediating the consequences of spirituality and individual performance seems particularly interesting.

Based on the above, the researcher can formulate the following hypothesis:

H1: *Spirituality has a positive and significant effect on the effectiveness of work..*

Work ethic and Work Effectiveness

The key work values are a set of positive behaviors rooted in fundamental beliefs accompanied by total commitment to an integral work paradigm. According to Pitriyani, (2021) The work ethic consists of several aspects of measurement, including work is a blessing, work is a duty, work is a calling, work is an obligation, work is an act of worship, work is an art, work is a honor, work is service.

Yusuf & Fauziah (2022) found that the employees' work ethics has a positive impact on their job effectiveness, with a correlation of 0.694. This means that by improving the employees' work ethics, we will be able to improve their job effectiveness. Then, Razak et al., (2021) In their research, they found the result of the analysis of data using the percentage method, which shows that the effectiveness of performance in enhancing office morale at the Enrekang Transportation Department is 91.42% Based on the aforementioned opinions, the following hypothesis can be suggested:

H2: *Work ethic has a strong and positive effect on work effectiveness.*

Spirituality, Work Ethic and Work Effectiveness

Spirituality and work ethic in the workplace can be described as a reflection of the internal values and experiences of organizational members related to their professional lives, and includes understanding and treating work as a duty or obligation and as a moral value (Rosari et al., 2022). Spirituality contributes to the work ethic and productivity of people when performing work activities in an organization.

Andika et al., (2019) confirmed that the relationship between work ethic and performance positively affects employee morale and adds spirituality to work. His research indicated that work ethics is an important and interesting topic for discussion due to the growing role of human resources in facing an increasingly globalized world development (Rahayu & Ruhamak, 2017). In accordance with the above, the researcher presents the following hypothesis:

H3: *Spirituality and work ethic simultaneously have a positive and significant effect on the effectiveness of work.*

Conceptual Framework and Hypothesis

This study proposes a conceptual framework based on the relationship between the variables stated above, and several hypotheses will be proposed as follows:
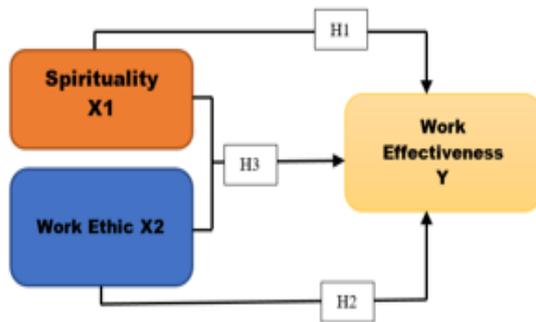
Conceptual Framework

Figure 1. Conceptual Framework

Hypothesis

H1: Spirituality (X1) has a positive and significant effect on work effectiveness (Y).

H2: Work ethic (X2) has a strong and positive effect on work effectiveness (Y).

H3: Spirituality (X1) and Work ethic (X2) simultaneously have a positive and significant effect on work effectiveness (Y).

METHODS

Research Site

The research was conducted in the Logistics Industry in the DKI Jakarta area of Indonesia.

Types of Research

This study uses a quantitative approach. The quantitative approach is compatible with the quantitative paradigm, which is the study of problems occurring in people or societies that are measured numerically based on theory testing and analyzed using statistical methods. Quantitative research deals with questions of methodology, measurement and sampling. The causes of society in this study is a field of generalization that includes objects/subjects that have special qualities and characteristics that the researcher studies and then draws conclusions and uses as respondents in this study. The method of purposive sampling is used.

This study uses analysis of variance (ANOVA) or analysis of variance (ANOVA) for the dependent variable of job performance (Y) and the independent variables of spirituality (X1) and work ethic (X2) and subsequent data analysis.

The steps created in this study:

a. The process of evaluating three research tools and the publication of data is provided in moderate form and constant deviation.

b. Testing of the requirements of data analysis, i.e natural and linear character

c. Determine the existence of a simple return with the return equation and the experiment f.

d. Calculate a simple link between variables and maintaining the importance of hypotheses and simple coefficients.

e. Determine the double and test

f. Calculate the partial coefficients, check the coefficient and partial contact.

Data Analysis Techniques

Descriptive statistics used to measure central symptoms include mean, median, and mode, as well as standard deviation, and measures of variance or variability using a range of scores. In addition to the size of the central sign and the size of the spread, frequency tables and charts, ie. histograms, are also used for data distribution purposes. Data presentation of each research variable is done by presenting mean standard deviation, median, mode, minimum and maximum scores, range of scores, frequency table and histogram.

Simple regression and correlation analysis and correlation and multiple regression analysis are used to test the research hypothesis. According to Navawi (2000; 134), the results of the calculation of the correlation coefficient based on Guilford are then compared with the criterion of the strength of the relationship. Before testing the hypothesis by regression and correlation analysis, the analytical requirements must first be met, ie. the normality test using the Kolmogorov Smirnov method for each simple regression and the homogeneity of the dependent variable, i.e. the performance of each independent research variable, i.e. spirituality and work ethic were checked.

RESULT AND DISCUSSION

Normal Validity Test Results

Table 1 Recap of spirituality variable score

NO	STATEMENT	SCORE
SPIRITUALITY VARIABLE
1	Meaningful Work	142
2	Sense of Community	133
3	Alignment with Organization Value	123
	TOTAL	**398**
	MEANS	**133**
WORK ETHIC VARIABLE
1	Full of responsibility	119
2	High morale	131
3	Dicipline	120
4	Diligent and serious	124
5	Maintaining dignity	119
6	Keeping Honor	117
	TOTAL	**730**

	MEANS	122
	WORK EFECTIVENESS VARIABLE	
1	Working Quality	135
2	Working Quantity	133
3	Working Time	146
	TOTAL	414
	MEANS	136

From the table above, it can be seen that within the Spirituality variable, the items with scores below the mean are Sense of community and Alignment with Organization Value, which are possessed by the individual. To what extent the organization clearly creates goals and expectations of effectiveness, to what extent managers provide clear communication, motivation to increase employee commitment, and direct supervision to control employees. This indicates that the items in question require improvement in order to create a good spiritual environment, which will in turn contribute to improved efficiency. The Work Ethic variable, the items with below average scores are those pertaining to responsibility, dignity, and honor. This indicates that the items in question require improvement in order to reach an appropriate level of workplace ethic that meets the needs of the company, which in turn will contribute to enhanced workplace productivity. From the table above, it is clear that within the Efficiency Work Variable, the item with the lowest score is the one regarding quantity of work. This indicates that the item in question requires improvement in order to achieve effective work performance, which in turn will contribute to enhancing work performance within the logistics industry (Table 2).

From the table 2 above, we can see that the Durbin-Watson value is 2.023. It must be said that the value of Durbin-Watson must lie between dL and (4 - two), because there is no autocorrelation. From the value shown in the table, the value is greater than the value of dL (1.3093). And the value is less than

(4 – two) or (4 – 1.5736) or 2.4264. Values of dL and du are in the Durbin-Watson table at alpha = 5%. So, from the values given in the table, we can see that 2.023 < 2.4264. Therefore, we can conclude that there is no sign of autocorrelation. Then it can be seen that the signification value of the Spirituality variable is 0.060. Where 0.060 > 0.05, and the signification value of the Work Ethic variable is 0.910, where 0.910 > 0.05. This means that heteroskedasticity does not occur.

Tabel 2   Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.732[a]	.537	.505	1.94550	2.023

a. Predictors: (Constant), SPIRITUALITY_WORK ETHIC

b. Dependent Variable: WORK EFECTIVENESS

2. Correlation Analysis Results

Correlation analysis using Pearson's product-moment correlation was performed to examine how strong the relationships among some of the independent. Variables considered in this study were. The calculations used the SPSS program and the results are shown in the table 3.

To interpret the figures obtained from the table above, the following criteria are used.

From the table 3 above it can be explained, that: The relationship between the Variable Sprituality (X1) and Work Ethic (X2) obtained a value of 0.660 when consulted with the interpretation table of the value of r (correlation), has a strong and unidirectional level of relationship because the value is positive.

Data Interpretation
1. Results of the Calculation of the Influence of Spirituality (X1) and Work Ethic (X2) on Work Effectiveness (Y) simultaneously.

Based on the table 4 above, the ANOVA section shows that the p-value is sig. 0.000 < 0.05 and F = number 17,115 > table F = 3.33 (from table F at 5%

Table 3. Correlation Results between Variables

		SPIRITUALITY	WORK ETHIC	WORK_EFFECTIVENESS
Correlations				
SPIRITUALITY	Pearson Correlation	1	.660**	.685**
	Sig. (2-tailed)		.000	.000
	N	32	32	32
WORK ETHIC	Pearson Correlation	.660**	1	.654**
	Sig. (2-tailed)	.000		.000
	N	32	32	32
WORK EFFECTIVENESS	Pearson Correlation	.685**	.654**	1
	Sig. (2-tailed)	.000	.000	
	N	32	32	32

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Primary data processed by researchers (2022)

Table 4. Anova &Coefficients

ANOVAª					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	33.569	2	16.785	17.115	.000ᵇ
Residual	28.440	29	.981		
Total	62.009	31			

a. Dependent Variable: WORK_EFFECTIVENESS

b. Predictors: (Constant), SPIRITUALITY, WORK ETHIC

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.675	1.869		2.501	.018
SPIRITUALITY	.208	.078	.449	2.683	.012
WORK ETHIC	.228	.107	.357	2.134	.041

a. Dependent Variable: WORK_EFFECTIVENESS

significance level dk = 32 - 2 - 1 = 29 and dk to dk) While the correlation R = 0.732 means that there is a strong correlation between spirituality and work ethic. The result of simultaneous hypothesis testing:

H0 is rejected and Ha is accepted, which means that spirituality and work ethic affect work performance. The size of the simultaneous effect was 54.10% (R2 = 0.541). The remaining 45.90% are influenced by other unstudied factors. The result of the calculation of the influence of Spirituality (X1), Work Ethic (X2) on Work Effectiveness (Y) partially. For a partial hypothesis test, for the Spirituality variable (X1) the p-value is 0.012 < 0.05 or t_{hitug} = 2.683 > t_{tabe}l = 2.034. Then the Work Ethic variable (X2) p-value of 0.041 < 0.05 or t_{hitug} = 2.134 > t_{tabel} = 2.034.

The decision of the partial hypothesis test are:
1) Hypothesis one: H0 is rejected and Ha is accepted, meaning spirituality (X1) has a partial effect on Work Effectiveness (Y)
2) The second hypothesis: H0 is rejected and Ha is accepted, meaning that Work Ethic (X2) has a partial effect on Work Effectiveness (Y).

Based on the calculation results above, the value of the coefficient of the model path that has been revised by the influence of Spirituality (X1) 0.449 and Work Ethic (X2) 0.357 on Work Effectiveness (Y) is as follow Figure 2.

Using path analysis, the direct effect (direct effect) can be calculated from the regression calculations (X1 and X2) and then the squared effect (a2). The indirect effect of Y can be calculated by work ethic (X2) on efficiency (Y) and spirituality (X1). and work ethic (X2) on work performance (Y) through spirituality (X1).
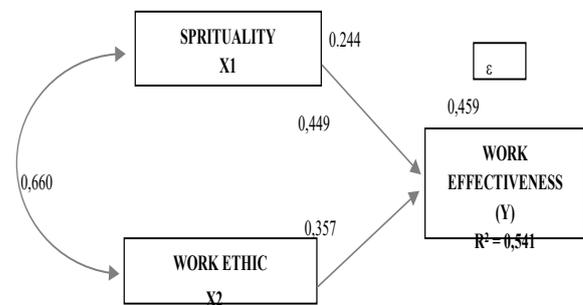
Figure 2. Path Analysis Image The path equation can be described as follows: Y = 0,449X₁ + 0,357X₂ + ε

Information:
Y   = Work Effectiveness
X₁   = Spirituality
X₂   = Work Ethic

Table 5. Total Influence, Direct and Indirect Influence

Variable	Work Effectiveness (Y)			
	Direct Influence	Indirect Influence		Total Influence
		X₁	X₂	
Spiritualty (X₁)	20,20 %	-	10,60 %	30,80 %
Work Ethic (X₂)	12,70 %	10, 60 %	-	23,30 %
Total Influence	32,90 %	10.60 %	10.60 %	54,10 %

Source : Data processing results 2022

From the above data, the direct and indirect effects can be seen using path analysis of the dependent variable Y. For more details on calculating the effect of the above variables, see the spreadsheet below:
1) The Effect of Spirituality (X₁) on Work Effectiveness (Y) From the table above, it can be seen that the influence of Spirituality directly on Work Effectiveness is 0.202 through Work Ethic of 0.106, and overall of 0.308.

2) The effect of Work Ethic (X2) on Work Effectiveness (Y) From the table above, it can be seen that the direct influence of Work Ethics on Work Effectiveness is 0.127 through Spirituality of 0.106 and overall of 0.233.

Based on the table above, it can be seen that the spiritual variable (X1) has a direct effect of 20.20%, which has an indirect effect of 10.60% through its relationship with work ethic (X2), so the total effect is 30, 80%. The work ethic variable (X2) has a direct effect of 12.70%, an indirect effect of 10.60% through its relationship with spirituality (X1), thus the total effect is 23.30%. Thus, the total effect of spirituality (X1) and work ethic (X2) is 54.10%. At the same time, other unexplored factors affecting the efficiency of work in the field of logistics in Jakarta showed the value of $P_{y\epsilon}$ = 0.459 or 45.90%. In the following calculation: = 1-R2(0.541) = 0.459 or 45.90%.

CONCLUSION

The use of spirituality and work ethic in the workplace can improve employee productivity when employees who have a high spiritual environment and are supported by a positive work environment are more creative, enjoy their work more, and therefore can work well in a team. High commitment to the company. The protocol of spirituality and work can bring the benefits of creativity, development of processes, customer service, honesty, confidence, personal satisfaction and devotion, which ultimately improves the efficiency, benefit and efficiency of people.

Based on the results of researching and discussing the impact of spirituality and working ethics on the logistics field, teachers can make the following decisions. Spirituality is in the "good" category with an average score of 133.1. This shows that the respondents give a good evaluation to the characteristics of logistics workers in Jakarta, but some things still need to be improved to achieve spiritual values that have a good effect on work performance. Work ethic belongs to the "good" category with an average score of 122.9. This shows that the respondents have a good evaluation of the work ethic in the logistics industry in Jakarta, but some things still need to be improved to achieve a work ethic that has a good effect on work productivity. The logistics performance in Jakarta is in the "good" category with an average score of 132.4. This shows that the respondents give a good assessment of the work efficiency in the logistics sector, however, some things need to be improved to achieve better work efficiency. Spirituality affects work performance by 30.80%. Work ethic has a 23.30%

impact on work performance. Spirituality and work ethic have a general impact on work productivity with 54.10%

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