The Influence of Self-Esteem, Rewards, and Work Ethic on Productivity

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Abstract: Every company must have goals that must be achieved, one of the strengths possessed by a company to achieve goals is to increase employee productivity. PT ABS , which is engaged in the garment sector, is inseparable from the human resources in the company, needs to pay attention to aspects to increase productivity, self-esteem, appreciation and work ethic of the company so that company activities run optimally. The purpose of this study was to determine the effect of Self-Esteem, Appreciation and Work Ethic on Employee Productivity of PT ABS Production Division. The research method used is quantitative research method with descriptive and verification approaches. The results showed that: (1) Work Productivity of employees of PT ABS Production Division in the category of less good. (2) Employee Work Self-Esteem of PT ABS Production Section in the category of less good (3) Awards of PT ABS Production Section in the category of less good. (4) The Work Ethic of PT ABS Production Section is in the poor category (5) Partially Self-esteem has a positive influence on Employee Work Productivity. (6) Partially, appreciation has a positive influence on employee productivity. (7) Partially Work Ethic has a positive influence on Employee Productivity. (8) Partially Simultaneously Self-Esteem, Appreciation and Work Ethic have a positive influence on Work Productivity.

Keyword: Self-Esteem, Rewards, Work Ethic, Productivity

INTRODUCTION

Labor productivity as a concept refers to the relationship between work output and the unit of time required for a worker to produce a product (goods or services). According to Mahawati, et al., (2021: 12) Work productivity is the ability of a person or group to produce an output in the form of goods or services that qualitatively or quantitatively increases over time. As has been conveyed by Sutrisno (2019: 104) which states that the dimensions and indicators for measuring employee work productivity are Ability, Improving results achieved, Morale, Work development, Quality and Efficiency. Another factor that needs to be considered by the company in order to achieve the level of employee productivity is employee self-esteem according the term self-esteem in psychology is used to describe a person's overall subjective feelings about his or her personal importance or worth. So, self-esteem can be defined as the extent to which you value and love yourself, whatever your circumstances. to Lumongga (2016) defines self-esteem as an evaluation made and habits in

viewing themselves, especially regarding attitudes of acceptance and rejection, and is an indication of the amount of belief in ability, meaningfulness, success and worthiness. Indicators and dimensions of self-esteem according to Coopersmith et al (2016: 44) there are four aspects contained in self-esteem, namely, Power, Meaningfulness, Virtue and Ability. In addition to self-esteem, appreciation as a form of reward or compensation received by a worker for a job is also one of the factors that affect the level of employee productivity. The compensation received by an employee can be in the form of money or goods, either directly or indirectly. The amount of compensation depends on many factors, including the level of performance achieved, the form of reward is also determined by the type and form of service provided and the recipient of the reward.According to Sudarmanto (2014: 192) from various literature, reward has an understanding of the rewards / rewards given by the organization to its members, both in the nature of financial material, non-financial material, and psychological or non-material forms of reward in the form of basic salary / basic wage, variable salary, incentives, merit pay (bonuses), career / promotion opportunities, vacations, pensions. According to Saputra (2017) the indicators of Reward are as follows, Wages, Salaries, Incentives, Allowances, Interpersonal Awards and Promotions. In addition to self-esteem and appreciation, work ethic is a form of attitude carried out by a worker for a value that is based on the hard work and perseverance of a worker for a job is also one of the factors that affect the level of employee productivity, people with work ethic tend to be rated higher because they are responsible for everything they do, besides that their determination and dedication to work makes them more valuable than others this increases your chances of career success. According to Ginting (2016), work ethic is the spirit of work that characterizes a person or group of people who work, which is based on a believed work ethic or perspective, and is manifested through determination and concrete behavior in the world of work. According to Priansa (2018: 283), work ethic has 3 dimensions, including, Intrapersonal skills using two indicators of cooperation and hard will, Initiative Initiative is measured using two indicators of diligence and trustworthiness, and reliability is measured using two indicators of initiative and timely.

Several underlying issues still limit the development of human resources (HR). This claim is based on recent official data that supports this trend. If we do not seriously address these issues early on, it will be difficult to achieve a quality demographic dividend in the 2040s. Therefore, Productivity is a very important subject for companies, especially in the environment of PT ABS Ciparay, Bandung to work in accordance with the rules that are enforced in order to achieve the same goal of increasing Company Productivity to prepare for Indonesia's quality demographic dividend in the 2040s. So that with the existence of government regulations that support increased productivity in every company, especially in the company environment of PT ABS Ciparay Bandung, the productivity of employees at PT ABS Ciparay District Bandung should be very good. But in reality there are indications that employee productivity at PT ABS Ciparay District, Bandung is still relatively low, this will have an impact on the performance of PT ABS employees who are less than optimal. Indications of low productivity include low self-esteem, appreciation, and work ethic of employees towards productivity, there are several rules that tend not to be obeyed such as abnormal working hours, awards given by companies that are not excellent, and many employees are sick (Results of Observations and Interviews, 2023).

METHOD
Methods Used
This research was conducted at PT ABS Production Division The author uses quantitative research methods with descriptive and verification approaches. According to Sugiyono (2018: 35), descriptive research method is research conducted to determine the

value of independent variables, either one or more variables without making comparisons with other variables studied and analyzed to produce conclusions. Verification research according to Sugiyono (2018: 36) is a study aimed at testing the theory and will try to produce a scientific method, namely the status of a hypothesis in the form of a conclusion, whether a hypothesis is accepted or rejected.

The descriptive method used in this study is to determine the description of Self Estem, Awards, Work Ethic and Productivity. Employees at PT ABS Production Division. The verification method used in this study is to determine and examine how much influence Self Estem, appreciation and Work Ethic have on Employee Productivity at PT ABS Production Division both partially and simultaneously.

Data collection activities are operational efforts in carrying out research that can have a positive influence on the implementation of data analysis and interpretation. In this regard, the techniques used in collecting data relevant to research problems are interviews, questionnaires, literature studies, documentation and observation.

Variable Operationalization

As revealed in the problem identification, the main problems studied are Self-esteem (X1), reward (X2), and Work Ethic (X3) as independent variables, Employee productivity as the dependent variable (Y). Based on the research approach used.

Data/Information Sources and Methods

The data sources in this study are secondary data sources derived from research in the field in the form of responses, statements, explanations, information and assessments of employees of PT ABS Production Division Bandung through pre-survey research and questionnaires as a source (employee employees at PT ABS Ciparay District, Bandung Regency, 2023). While primary data in the form of reports on information, scientific books, especially theories about productivity, self-esteem, motivation, work ethic and appreciation.

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 (Sugiyono, 2017: 80). The population in this study were all employees of the Production Division of PT ABS, totaling 300 employees.

The sample is part of the population that is expected to represent the population in the study. The sample is part of the number and characteristics possessed by the population (Sugiyono, 2017: 81). Samples are carried out because researchers have limitations in conducting research both in terms of time, energy, funds and a very large population. In this study, researchers used the Probability Sampling Technique, using the sampling technique used was Simple Random Sampling. Probability sampling is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a sample member (Sugiyono, 2017: 155). Simple random sampling is taking sample members from the population randomly without paying attention to the strata in the population (Sugiyono, 2017: 170). To determine the sample size (number of respondents) the author uses the slovin formula (Sugiyono, 2017: 149) as follows:

$$n = \frac{N}{1 + N(e)^2}$$

Sehingga jumlah sampel yang digunakan adalah :
n=300/(1+(300x (0,1)2))
n=300/4=75
Thus, the number of samples taken in this study were 75 respondents.

Data Collection Techniques

Data collection activities are operational efforts in carrying out research that can have a positive influence on the implementation of data analysis and interpretation.

1. Interviews are used as a data collection technique if the researcher wants to carry out a preliminary study to find the problem to be studied, and if the researcher also wants to know things from respondents that are more in-depth and the number of respondents is small (Sugiyono, 2017: 194).
2. Questionnaire, is a data collection technique that is done by giving a set of questions or written questions to respondents to answer (Sugiyono, 2018: 162).
3. Literature study, which is a technique for obtaining theoretical data from experts through reading sources that relate to and support the variables studied.
4. Documentation, According to Sugiyono (2018: 476) Documentation is a method used to obtain data and information in the form of books, archives, documents, written numbers and images in the form of reports and information that can support research.
5. Observation as a data collection technique that has specific characteristics when compared to other techniques (Sugiyono, 2017: 203). Observation is carried out by looking directly at the field such as the condition of the workspace and the company environment which is supported by interviews and questionnaires.

RESULTS AND DISCUSSION
Human Resource Management

According to Hasibuan (2019: 1) Management comes from the word *manage* which means to organize. Arrangements are made through a process that is regulated based on management functions (Planning, Organizing, Actuating and Controlling). There are also elements of management itself, namely Man, Money, Method, Materials, Machune, and Market (6M). Management itself is a tool for achieving the desired goals. Proper management will facilitate the realization of the goals of a company, employees and society.
The function of human resource management according to Sutrisno (2016: 6) consists of:

1. Planning Planning is the activity of estimating the range of labor conditions, so that they match the needs of the organization effectively and efficiently in helping to realize goals.
2. Organizing is an activity to organize employees by establish division of labor, work relationships, delegation of authority, integration, and coordination in the form of an organizational chart.
3. Direction and procurement are activities to give instructions to employees so that they want to cooperate and work effectively and efficiently in helping to achieve organizational goals.
4. Controlling is an activity of controlling employees to comply with organizational regulations and work according to plan. If there are deviations, corrective and improvement actions are taken.
5. Development is the process of improving the technical, theoretical, conceptual and moral skills of employees through education and training.
6. Compensation is a direct reward in the form of money or goods to employees in exchange for services provided to the organization.
7. Integration is an activity to unite organizational interests and employee needs in order to create harmonious and mutually beneficial cooperation.

8. Maintenance is an activity to maintain or improve physical, mental, and loyalty conditions so that they are still willing to work together until retirement.
9. Discipline is one of the important human resource management functions and is the key to realizing organizational goals, because without discipline it is difficult to realize maximum goals.
10. Dismissal is the termination of an employee's employment relationship from an organization. This dismissal is caused by the wishes of the employee, the wishes of the organization, the expiration of the employment contract, retirement, or other causes.

Self Esteem

According to Lumongga (2016) defines Self-Esteem as evaluations made and habits in viewing themselves, especially regarding attitudes of acceptance and rejection, and is an indication of the amount of belief in ability, meaningfulness, success and worthiness. Rosenberg

According to Santi & Damariswara (2017) This is because individuals who have high Self-Esteem will be able to value themselves without having to depend on other people's judgments about their traits or personalities, both positive and negative.

Based on the above definition, we can conclude that Self-Esteem is a feeling that a person has towards himself and is associated with the importance of achievement, positive interpersonal relationships, and high self-esteem. As an evaluation formed by habits and practices of self-reflection, especially regarding attitudes of acceptance and rejection, high self-esteem allows us to value ourselves without relying on the judgment of others.

The characteristics of a person's Self-Esteem depend on the assessment of himself which will affect behavior in everyday life. This individual assessment is expressed in attitudes that can be high and low.

According to Susanto (2018: 265) in general, this dimension of self-esteem is divided into two aspects, stable (high) self-esteem and low self-esteem. Self-esteem is classified as high if individuals consider themselves to have honor and respect themselves as they are. As for low self-esteem if the individual has a view that he is less than what he should be, or maybe he thinks he is incompetent as an individual, tends to have an attitude of self-rejection, is less satisfied with himself, and feels inferior.

Reward

An award is a form of reward or appreciation given to a person or group for good behavior, good performance or achievement, contribution, or successful completion of a given task in accordance with predetermined objectives. The term "compensation" comes from English and means price, award, or reward. All organizations use various rewards and rewards to attract and retain people and motivate them to achieve personal and organizational goals. The amount of compensation depends on many factors, especially the level of performance achieved. The form of reward is also determined by the type and form of service provided and the person receiving the reward.

According to Saputra (2017), Reward is a motivation for employees in doing their work. A good reward system is a system that is able to ensure the satisfaction of company employees which in turn allows the company to obtain, maintain and employ a number of people who with various positive attitudes and behaviors work productively for the benefit of the company.

According to Wirawan et al (2018) Reward is an important element to motivate employees to contribute the best innovation ideas for better business functions and improve company performance both financially and non-financially.

Based on the above definitions, we can conclude that remuneration is the benefit drived from completing a task, rendering a service, or assuming a responsibility. Rewards can be

monetary, attention and praise, or a combination of both. Members may receive financial, material, or intangible rewards as a system of contribution, and these rewards may be monetary, attention, praise, or a combination of both.

Work Ethic

People who have a work ethic tend to be more valued because they take responsibility for the work they do. In addition, their determination and dedication to their work makes them more valuable than others. This increases your chances of professional success (Jaya, RC: 2020).

According to Ginting (2016), work ethic is the spirit of work that characterizes a person or group of people who work, which is based on a believed work ethic or perspective, and is manifested through determination and concrete behavior in the world of work.

According to Darodjat (2015) work ethic etymologically, comes from Greek, namely ethos which means attitude, personality, character, character, will, decency, customs.

Jansen in Indah Dwi Rahayu (2017: 5) states that "Work Ethic is the distinctive behavior of a community or organization, including driving motivation, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of conduct, attitudes, aspirations, beliefs, principles, standards".

Based on the above understanding, work ethics is a set of work behaviors that includes the promotion of values, standards to be achieved including protagonists, core ideas, ethical norms, moral norms and codes of conduct, and governing principles.

In general, it is a permanent driving force for individual actions and activities, the function of work ethic as a driver of actionA good work ethic will encourage a person to be better at doing work / action. This the work will be completed quickly because of the emergence of responsiveness when going to do the action, the function of work ethic as a passionate activity, with a good work ethic there will be a passion for work, so that the spirit of work will appear. and work ethic functions as a mover driver, such as machines for cars, the size of the motivation will determine the speed of an action.

Productivity

According to Sutrisno (2019:99) "Productivity is defined as the relationship between output (goods or services) and input (labor, materials, money)." Productivity is a measure of productive efficiency, a comparison between outputs and inputs. Inputs are often limited to labor, while outputs are measured in physical units, form, and value.

According to Handoko in Busro (2020: 341) "Productivity is the mental attitude of humans and their efforts to achieve better results by using resources as effectively as possible which is ultimately measured by the inputs used to achieve optimal results."

According to Sedarmayanti (2018) "Productivity is a comparison of the results achieved and the role of employees per unit of time. Or a number of goods/services that can be produced by a person/group of people/employees within a certain period of time."

Based on the understanding of some of the experts above, it can be concluded that work productivity is the attitude and behavior of employees who try to produce what the company has determined according to the quality and time that has been determined.

Productivity comes from the English word product. And "result" developed into "production" which means "to produce". Therefore, productivity can be defined as the power or ability to produce something. Productivity can be tangible or intangible. Labor productivity as a concept refers to the relationship between work output and the unit of time required for a worker to produce a product (goods or services).

Overview of PT ABS, Ciparay District, Bandung Regency

PT ABS is a company engaged in the garment manufacture of uniform clothing for the TNI, Police and others,. PT ABS is a garment company that was established in 2012. Geographically, PT ABS is located in the south of Bandung with 300 employees.

Respondent Characteristics

Based on the results of data collection through distributing questionnaires to employees as employees, the characteristics of each employee can be identified with the hope that this information can be used as input for PT, ABS , Bandung Regency in assessing self-esteem, appreciation, work ethic and productivity in accordance with the characteristics of each employee in the future. The characteristics that can be presented in this study include: employee gender, employee age, highest level of education, employee tenure, salary, allowances and company facilities.

The characteristics of employees according to gender, most of the employees of PT ABS are female, which is 63.3%. This is in accordance with the proportion of work that is mostly carried out by women, because gender is very decisive in determining performance. That gender, namely male or female, is not differentiated in measuring employee productivity, so that male and female employees have an undifferentiated productivity assessment. It can be seen that the majority of employee characteristics based on age are included in the productive age, which ranges from 19-35 years, which is 73.7%.

Employee productivity can be achieved during the employee's working period, if human resource management in an institution/organization is relatively good. The characteristics of the last employee based on formal education show that the majority of employees are high school graduates, amounting to 80.7%, followed by junior high school graduates at 18%. Education will affect their mindset and ability to analyze problems in the field so that it will affect commitment which in turn will also affect employee productivity. education will support employee work performance, but it does not rule out the possibility that less highly educated employees can achieve peak performance if they have a high work ethic and clear goals. For employees who have received education and have attended employee training, in addition to supporting productivity, employees will also support promotion. shows that the characteristics of employees based on the length of service are mostly between 1-3 years, which is 50.3%. When viewed from their tenure, on average they have quite a long experience in their respective fields of work. work experience supports increased work productivity. employee work productivity is one of the criteria for leadership assessment, both in employee promotions and awards to be given to employees.

Analysis Design and Hypothesis Testing

This research was conducted at PT ABS Production Division The author uses quantitative research methods with descriptive and verification approaches. According to Sugiyono (2018: 35), descriptive research method is research conducted to determine the value of independent variables, either one or more variables without making comparisons with other variables studied and analyzed to produce conclusions. Verification research according to Sugiyono (2018: 36) is a study aimed at testing the theory and will try to produce a scientific method, namely the status of a hypothesis in the form of a conclusion, whether a hypothesis is accepted or rejected.

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The validity test shows the degree of accuracy between the data that actually occurs on the object and the data collected by the researcher (Sugiyono, 2017: 125). This validity test is carried out to measure whether the data that has been obtained after the research is valid data or not, using the measuring instrument used (questionnaire). In this study, the validity test was carried out on respondents as many as 75 production employees of PT ABS using the Pearson Product Moment formula. This validity test was carried out with the SPSS 26 program. If the results of r count are known, it is consulted with the value of r table with a significance level of 5% with the following criteria:

a. If r count ≥ r table, it means valid
b. If r count ≤ r table, it means invalid

Before the data is analyzed, data processing is first carried out. Processing of data collected from interviews and questionnaires can be grouped into 3 steps, namely: preparation, tabulation and application of data to the research approach. Research preparation includes activities to collect and check the completeness of the questionnaire sheets and provide values (scoring) in accordance with the predetermined scoring system. The closed questionnaire uses a 5 cordinal scale, the value obtained is an indicator of the pair of independent variable X and dependent variable Y, which is as follows: (X, Y) which are assumed to be linearly related. Data tabulation was applied to the research approach used in accordance with the research objectives.

The analysis used consisted of two types, namely: (1) descriptive analysis, especially for qualitative variables and (2) quantitative analysis, in the form of hypothesis testing using statistical tests. Quantitative analysis is emphasized to reveal the behavior of research variables, while descriptive/qualitative analysis is used to explore the behavior of causal factors. The analysis method used is cross-sectional analysis. By using a combination of these analytical methods, a comprehensive generalization can be obtained.

Self-esteem at PT ABS

According to Hidayat & Setiawan (2016) self-esteem is an assessment that a person makes of something related to a feeling of value or can also be interpreted as a person's attitude towards himself. According to Kendra cherry (2022) The term self-esteem in psychology is used to describe a person's overall subjective feelings of self-worth or personal value. So, self-esteem can be defined as how much you value and like yourself, regardless of your circumstances. And According to Vohs & Baumeister (2016) simply self-esteem can be defined as how people feel about themselves themselves in relation to the importance of achievement, positive interpersonal relationships, and psychological well-being. relationships, and psychological well-being

It should also be stated that the highest and lowest scores for the Self-esteem variable indicators are the highest score of 5 x 75 = 375, while the lowest score is 1 x 75 = 75 for each indicator. This score is used to find the weight of each indicator of the Leadership variable with a score range.It can be seen that the weight regarding self-esteem, respecting the rights and obligations of employees as staff is very high with a score of 375, this shows that employees feel valued and respected for their rights and obligations as staff. This can be seen from the 36 respondents who chose the answer agree.

Rewards at PT, ABS

Reward is a form of praise and appreciation of individuals and groups who have good achievements, outstanding achievements, contributions or excellent completion of assigned tasks in accordance with predetermined goals. The term reward comes from English which means award, appreciation or reward.Every organization uses various rewards or rewards to attract and retain people and motivate them to achieve personal and organizational goals. Thus, the term reward is used to refer to a variety of rewards that can be used to attract and

retain people. In addition, the form of reward is also determined by the type or form of achievement achieved and to whom the reward is given.

Reward systems encompass all elements of an organization, including people, processes, rules and procedures and decision-making activities, involved in providing rewards and benefits to employees in return for their contributions to the organization. Rewards are not only measured in material terms but are also influenced by the interaction between people and the organizational environment.

According to Wirawan et al (2018) Reward is an important element to motivate employees to contribute to pouring the best innovation ideas for better business functions and improve company performance both financially and non-financially. According to Irham Fahmi (2016: 64) "reward / award or what we often call compensation is a form of reward given to an employee for work performance, both in the form of "financial and non-financial".Meanwhile, according to Sudarmanto (2014: 192) from various literature, rewards have an understanding of the rewards given by the organization to its members, both in the nature of financial material, non-financial material, and psychological or non-material. The form of reward can be in the form of basic salary / basic wage, variable salary, incentives, merit pay (bonuses), career / promotion opportunities, vacations, pensions Sudarmanto.

It should also be stated that the highest and lowest scores for the Award variable indicators are the highest score of 5 x 75 = 375, while the lowest score is 1 x 75 = 75 for each indicator. This score is used to find the weight of each indicator of the employee award variable with . For more details about these indicators. weighting the score of the Award variable above, it turns out that employee appreciation at PT ABS is already classified as good, in the sense that employee appreciation at PT ABS still needs to be improved and improved in the future, because appreciation is one of the factors that affect employee productivity in the environment of PTABS.

Productivity at PT ABS

Supported by the availability of quality human resources. If the quality of human resources is good, it will produce good performance as well and these conditions will have an impact on the productivity produced**.**

According to Sedarmayanti (2018) "Productivity is a comparison of the results achieved and the role of employees per unit of time. Or a number of goods / services that can be produced by a person / group of people / employees within a certain period of time." while according to Sinungan (2015: 150) "Productivity is the amount of output produced by a person as a whole in a unit of work time carried out including activities that are effective in achieving results sourced from inputs and using materials efficiently."

Employee productivity is one of the important factors to support the success of a business. If employees are not productive, of course the company's operations will be hampered. Therefore, increasing work productivity is important for every employee. Productivity is a fundamental factor that affects the ability to compete in a company. Broadly speaking, productivity is the ability of each person, system, or company to produce goods or services. To improve productivity, human resources are the most important factor that must be recognized and accepted.

It should also be mentioned that the highest and lowest scores for productivity variable indicators are the highest score of 5 x 75 = 75, while the lowest score is 1 x 75 = 30 for each indicator. This score is used to find the weight of each productivity variable indicator. Based on the weighted scores above, it turns out that PT ABS has high employee productivity and even some employees have very high productivity. This creates a good thing for the organization because employee performance at PT ABS is increasing.

The Influence Of Self Esteem, Appreciation And Work Ethic On Employee Productivity At PT. ABS

To reveal the effect of a variable or a set of variables on other variables, multiple correlation coefficient analysis can be used. In this multiple correlation coefficient analysis, we can see the relationship between variables, and their shortcomings, both directly and indirectly and multiple linear regression analysis. Before making a decision regarding the magnitude of the influence of a variable on other variables, hypothesis testing must first be carried out, both overall and individually.

To find out whether the independent variable (x) and the dependent variable (y) are simultaneously related, especially the effect of self-esteem, appreciation, and work ethic on productivity at PT ABS, it is done using path analysis and the software used is SPSS version 26, so that the results are obtained as shown in the table below.

1.1 Multiple Correlation Coefficient Analysis Results

Model Summaryb									
					Change Statistics				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**	**R Square Change**	**F Change**	**df1**	**df2**	**Sig. F Change**
1	0,874a	0,763	0,753	3,394	0,763	76,255	3	71	0,000
a. Predictors: (Constant), Etos Kerja, Penghargaan, Self-Esteem									
b. Dependent Variable: Produktivitas									

Sumber : Hasil SPSS 26 (diolah 2023)

From the table above it can be seen that the correlation coefficient value is 0.874, where the relationship between self-esteem (X1), appreciation (X2) and work ethic (x3) to work productivity (Y),. The coefficient value is included in the interval 0.80 - 0.999 which means it has a strong and positive correlation relationship. Based on the table above, the R square result is 0.763 or 76.3%, meaning that the variables of self-esteem, appreciation and work ethic affect work productivity by 76.3%, while the remaining 34.7% is influenced by other factors not examined.

1.2 Multiple Linear Regression Analysis Results

Coefficientsa						
		Unstandardized Coefficients		**Standardized Coefficients**		
	Model	**B**	**Std. Error**	**Beta**	**t**	**Sig.**
1	(Constant)	-0,656	5,325		-0,123	0,902
	Self-Esteem	0,154	0,079	0,151	1,941	0,056
	Penghargaan	0,221	0,082	0,196	2,700	0,009
	Etos Kerja	0,650	0,087	0,633	7,446	0,000
a. Dependent Variable: Produktivitas						

Sumber : Hasil SPSS 26 (diolah 2023)

The constant value (a) is 0.656, this means that if self-esteem (X1), appreciation (X2) and work ethic (X3) are 0, then work productivity (Y) will be 0.656 units. The regression coefficient value of variable X1, namely self-esteem, shows 0.154. This means that if self-esteem (X1) increases by 1% while appreciation (X2) and work ethic (X3) are 0, self-esteem (X1) will increase by 0.154 units. The regression coefficient value of the X2 variable, namely the Award, shows 0.221. This means, if the Award (X2) has increased by 1% while self-esteem (X1) and work ethic (X3) are 0, then the Award (X2) will increase by 0.221 units. And the regression coefficient value of variable X3, namely Work Ethic, shows 0.650. This

means, if Work Ethic (X3) has increased by 1% while self-esteem (X1) and Award (X2) are 0, then Work Ethic (X3) will increase by 0.650 units.

CONCLUSION

Based on the results of research that has been conducted to determine the effect of self-esteem, appreciation, and work ethic on productivity at PT ABS, the following conclusions can be drawn:

1. Employee self-esteem that occurs at PT ABS is less valued in the employee's work environment, in the sense that self-esteem is one of the factors that has a major influence on employee work continuity and work productivity, however, there are several elements / indicators that are considered less comfortable, so that more respondents choose doubtful answers.
2. the awards that occur at PT ABS have not been in accordance and achieved with the needs of employees, in the sense that awards are one of the factors that have a major influence on the high and low productivity and performance of employees, however, there are several elements / indicators that are considered less comfortable, so that more respondents choose doubtful answers.
3. The work ethic of employees at PT ABS is generally considered to be in accordance with individual conditions. Some work ethic indicators such as. Intrapersonal skills, initiative, having good relationships with other employees, frequent and reliable. However, the indicator of always carrying out challenging tasks tends to get low scores.
4. Employee productivity at PT ABS is relatively weak and even some employees have less high satisfaction, from several existing indicators, overall showing a fairly good and weak value.
5. Self-esteem, appreciation and work ethics simultaneously affect employee productivity at PT ABS. However, partially, appreciation has a more dominant effect on performance than self-esteem and work ethic. And partially, the effect of self-esteem, appreciation and work ethic on productivity is as follows: Self-esteem affects productivity, so that if the self-esteem felt by employees given by the company is correct, productivity and performance will also increase, the award affects productivity, so that if the award given by the company is in accordance with what employees need, productivity will also increase and work ethic affects productivity, so that if the employee's work ethic is in accordance with their competencies, productivity will also increase.

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