THE EFFECT OF ORGANIZATION CULTURE AND WORK ENVIRONMENT ON TEAM WORK AND WORK ETHICS AT WORK FROM HOME
(*Case Study* PT. Bintang Dagang Internasional)

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan lingkungan kerja terhadap kerja tim dan etika kerja pada saat work from home di PT Bintang Dagang Internasional,

Strategi penelitian ini menggunakan metode survei kuesioner penelitian dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah seluruh karyawan sampai dengan manajer PT. Bintang Dagang Internasional yang berjumlah 81 Orang. Sampel ditentukan berdasarkan teknik sampel jenuh, dengan jumlah sampel sebanyak populasi yang ada. Data yang digunakan dalam penelitian ini berupa data primer dan sekunder. Metoda pengumpulan data dengan melakukan survei dan mengumpulkan data sebanyak-banyaknya. Penelitian ini diuji menggunakan analisis jalur (path analysis) dengan metode Structural Equation Modeling (SEM) menggunakan SmartPLS 3.0.

Hasil penelitian menunjukkan bahwa : 1) Budaya organisasi memiliki pengaruh langsung terhadap kerja tim karyawan sebesar 36,9%, 2) Lingkungan kerja memiliki pengaruh langsung terhadap kerja tim sebesar 36,4%, 3) Budaya organisasi memiliki pengaruh tidak langsung terhadap etika kerja melalui kerja tim sebesar 0,137 dan memiliki pengaruh langsung sebesar 0,533) , 4) Lingkungan kerja memiliki pengaruh tidak langsung terhadap etika kerja melalui kerja tim sebesar 0,134, dan memiliki pengaruh langsung sebesar 0,091, dan 5) Kerja tim memiliki pengaruh terhadap etika kerja sebesar 0,549 atau 54,9%.

Kata kunci : Budaya Organisasi, lingkungan Kerja, Kerja Tim, Etika Kerja

ABSTRACT

This study aimed to determine The Effect Of Organization Culture And Work Environment On Team Work And Work Ethics At Work From Home At PT Bintang Dagang Internasional.

This research strategy used a research questionnaire survey method with a quantitative approach. The population of this study were all employees up to the managers of PT Bintang Dagang Internasional, amounting to 81 people. The sample is determined based on the saturated sample technique, with the number of samples as much as the existing population. The data used in this study are primary and secondary data. The method of data collection is by conducting surveys and collecting as much data as possible. This study was tested using path analysis with the Structural Equation Modeling (SEM) method using SmartPLS 3.0.

The results of this study showed that: 1) Organizational culture has a direct effect on employee teamwork by 36.9%, 2) The work environment has a direct effect on teamwork by 36.4%, 3) Organizational culture has an indirect effect on work ethics through teamwork of

0.137 and has a direct effect of 0.533, 4) The work environment has an indirect effect on work ethics through teamwork of 0.134, and has a direct effect of 0.091, and 5) Teamwork has an effect on work ethics by 54.9%.

Key words: Organization Culture, Work Environment, Team Work,

Work Ethics

I.   PRELIMINARY

Human resource development is an important aspect that is part of a common goal. Based on research conducted by the world bank, currently the quality of human resources in Indonesia is ranked 87 out of 157 countries, so this is a national problem facing the Indonesian nation.

The phenomenon that occurs in Indonesia in particular is competition that occurs in almost all business fields so that companies require leaders and employees to always increase their work productivity or the results achieved by employees to achieve company goals, both long-term and short-term goals. To support the pace of sustainable national development, large human resources are needed and that are used effectively and efficiently.

With the current outbreak, many business owners are urged to stop all or part of their business activities to reduce the possibility of the spread of Covid-19. So that working from home or work from home (WFH) is one way to maintain distance to stay productive in the midst of a crisis. Of course this has an impact on the office system itself, starting from the absent system, working hours and the system of job distribution.

FORMULATION OF THE PROBLEM

1. How is the influence of Organizational Culture on Team Work of PT. Bintang Dagang Internasional?
2. How is the influence of the Work Environment on Team Work of PT. Bintang Dagang Internasional?
3. How is the influence of Organizational Culture on Work Ethics of PT. Bintang Dagang Internasional?
4. How does the work environment influence the work ethic of PT. Bintang Dagang Internasional?
5. How does Teamwork influence the Work Ethics of PT. Bintang Dagang Internasional?

RESEARCH PURPOSES

1. To find out how the influence of Organizational Culture on Teamwork of employees of PT. Bintang Dagang Internasional.
2. To find out how the influence of the Work Environment on Teamwork of employees of PT. Bintang Dagang Internasional.
3. To find out how the influence of Organizational Culture on the Work Ethics of PT. Bintang Dagang Internasional.
4. To find out how the influence of the Work Environment on the Work Ethics of PT. Bintang Dagang Internasional.
5. To find out how the influence of Teamwork on the Work Ethics of PT. Bintang Dagang Internasional.

II.   LITERATURE REVIEW
1. ORGANIZATIONAL CULTURE

Robbins (2014: 289) organizational culture is a shared perception shared by members of the organization. Organizational culture is a traditional way of thinking and doing something, which is shared by all members of the organization and new members learn or at least accept part of the culture in order to be accepted as part of the organization.

2. WORKING ENVIRONMENT

Sedarmayati (2010: 2) defines that the work environment means all the tools, tools and materials faced, the surrounding environment where a person works, work methods, and work arrangements both as individuals and as groups. According to Siagian (2014: 56) states that the work environment is an environment where employees do their daily work.

3. TEAM WORK

Hanaysha (2016: 167–168) states about teamwork, a definition previously thought that teamwork is the gathering of several employees to achieve certain goals. This was denied by Hanaysha who stated that teamwork is the number of people who work together to achieve a common goal. Between employees in the group share skills to achieve the desired goals. So that the higher the level of collaboration between team members, the higher the opportunity to learn together and also increase productivity. Working in teams makes employees feel empowered and this motivates employees to develop on their own, which can increase job satisfaction and minimize stress levels.

4. WORK ETHICS

Sigit (2010: 118) work ethic reflects the extent to which a person assesses work. People with high work ethics see work as important, noble, and a source of dignity. For someone whose work ethic is high or strong has the belief that serious work is the key to success and happiness. From the research, it is revealed that people with high or strong work ethics get greater income, have initiative, get job satisfaction, are productive, excel, and have positive attitudes and beliefs.

III.   RESEARCH METHOD

The method used in this research is a quantitative method with a survey method. Survey research methods are used to obtain data from natural (not artificial) research sites, and researchers collect data by distributing questionnaires, structured interviews, and so on. The strategic technique in this research is quantitative method. According to Sugiyono (2016: 14) Quantitative research can be interpreted as a research method used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, statistical data analysis, and aims to test predetermined hypotheses.

The research questionnaire was submitted directly to the respondent or asked for help from an employee in coordinating the PT. Bintang Dagang Internasional with a specified time period.

1. RESEARCH SAMPLE

In this study the authors used all existing populations at PT. Bintang Dagang Internasional was sampled as many as 81 respondents. Which consists of several positions, namely: Manager, Supervisor, Staff and Implementer.

2. DATA AND DATA COLLECTION METHODS

The type of data used in this study is primary data. The questionnaire survey is a survey method using a research questionnaire. The research questionnaire was submitted directly to the respondent or asked for help from an employee in coordinating the PT. Bintang Dagang Internasional with a specified time period. Data collection techniques can be done in various places, various sources, and various ways. Data collection techniques are the main step in research, because they have the aim of obtaining the required data (Sugiyono, 2014: 85).

3. RESEARCH INSTRUMENTS

The research instrument was compiled from the sub-indicators of Organizational Culture, work environment, teamwork and work ethics. In assessing the answers to each statement using a Likert scale. The Likert scale according to Sugiyono (2016: 96) is a scale used to measure the attitudes, opinions and perceptions of a person or group about social phenomena.

In the research instrument used to collect data in the form of a questionnaire which includes (1) Organizational Culture, (2) Work Environment, (3) Teamwork, (4) Work Ethics.

With the Likert scale, the variables will be translated into variable indicators, then these indicators can be used as benchmarks for compiling each statement and question. Analyzing the data obtained through a questionnaire with a descriptive method which aims to describe all perceptions of the employees of PT. International Trade Star. The analysis stage is carried out by scoring, where the score or weighted value is between 1 and 4. Each respondent's answer will be assessed.

DATA ANALYSIS METHOD

After the questionnaire data has been collected, the data is then converted into quantitative data, by giving a weighted score based on the Likert scale. In this study, the processing and presentation of data in the form of diagrams using Structural Equation Modeling PLS (SEM PLS) using SmartPLS 3.0.

SEM PLS is used to examine and justify a model not to design theory. According to (Santoso, 2011) SEM PLS is a set of statistical techniques that allow simultaneous testing of a series, this relationship is built between one or several variables. (Byrne and Barbara, 2010) also revealed that PLS SEM can be used as an alternative that is stronger than using multiple regression, path analysis, factor analysis, time series analysis, and covariance analysis. In PLS SEM there are three stages, namely the measurement model (Outer Model), Evaluation of Goodness of Fit, and Structural Model (Inner Model).

IV. RESEARCH RESULTS AND DISCUSSION
1. Description of Respondents

The number of respondents in this study were 81 employees at PT. Bintang Dagang Internasional. Description of respondents based on gender, latest education and years of service. The following describes the results of each of the characteristics of the respondents.

a. Characteristics of respondents based on the gender of the employees of PT. Bintang Dagang Internasional can be seen in the table:

Table 4.1. Results of Gender Frequency Distribution

Gender	Frequency	Presentation
Male	39	48%
Female	42	52%
Total	**81**	**100%**

Source : data Primer (2020)

The table above presents the characteristics of the respondents who are employees of PT. Bintang Dagang Internasional seen from gender presentation. Respondents in this study were 81 people consisting of 39 men (48%) and 42 women (52%). This shows that the female gender is a larger proportion than the male gender who works at PT. Bintang Dagang Internasional.

b. Characteristics of respondents based on the latest education of employees of PT. Bintang Dagang Internasional can be seen in the following table:

Table 4.2. Results of the Distribution of the Last Education Frequency

Last Education	Frequency	Presentation
SMA/Sederajat	11	13,58%
D3	17	20,98%
S1	48	59,25%
S2	5	6,17%
Total	**81**	**100%**

Source : data Primer (2020)

The table above presents the characteristics of the respondents who are employees of PT. Bintang Dagang Internasional seen from the last Education presentation. Respondents in this study were 81 people consisting of 11 people with the latest education from high school / equivalent (13.58%), 17 people with the latest education is D3 (20.98%), 48 people with the latest education is S1 (59.25%) , and 5 people with their latest S2 education (6.17%).

c. **Characteristics of respondents based on the tenure of each employee of PT. Bintang Dagang Internasional can be seen in the following table:**

Table 4.3. Results of the Frequency Distribution of the Service Period

| Years of service	Frequency	Presentation
<1 Tahun	44	54,32%
2-5 Tahun	37	45,67%
6-9 Tahun	5	6,17%
10 tahun	0	0%
Total	**81**	**100%**

Source : data Primer (2020)

The table above presents the characteristics of the respondents who are employees of PT. Bintang Dagang Internasional seen from the last Education presentation. Respondents in this study were 81 people consisting of 44 people with a working period of less than 1 year (54.32%), 37 people with a working period of 2-5 years (45.67%), 5 people with a working period of between 6-9 years (6.17%), and 0 people with a work period of more than 10 years (0%).

2. DATA DESCRIPTION
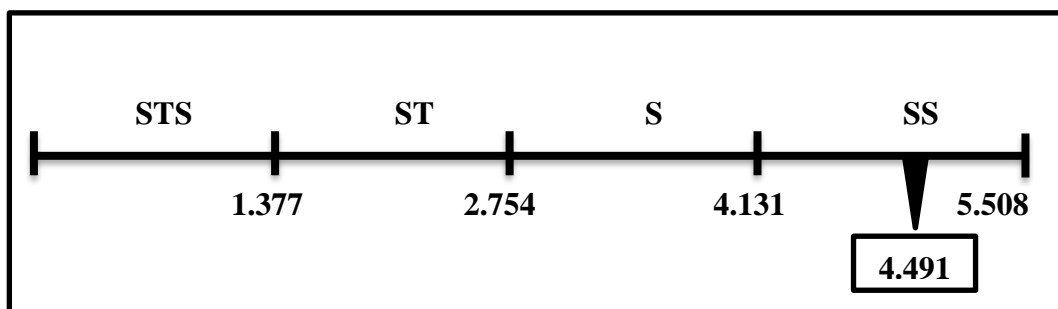### a. Description of Organizational Culture data (X1)

For the exogenous variable Organizational Culture (X1) proposed to 81 employees, the number of criteria is obtained if each item of the statement gets the highest score of X1 = 24 x 4 x 81 = 7,776. The total score of data collection results = 5,871, thus emotional intelligence according to the perception of 81 respondents is 5,871: 7,776 = 75.50% of the criteria set. These results can be illustrated in the diagram as follows:
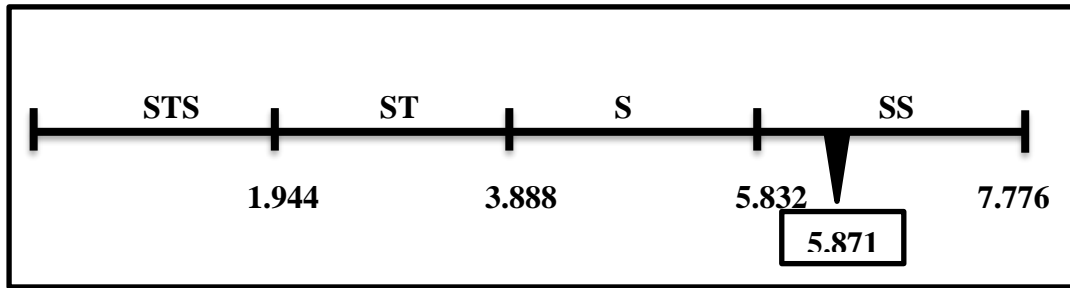
Picture 4.1. *Skala Likert* Organizational Culture Variables

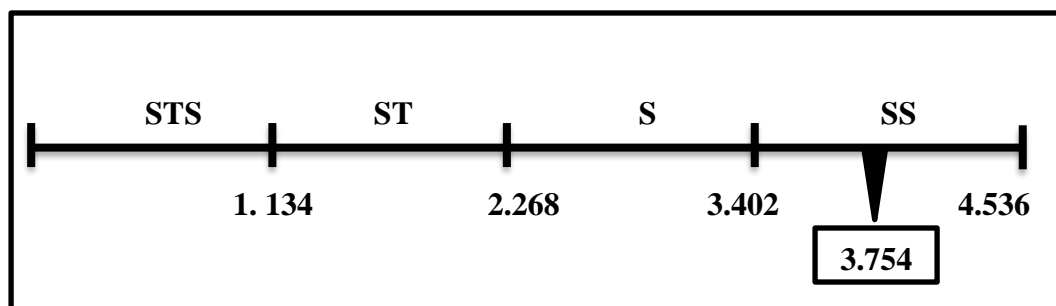### b. Description of Work Environment data (X2)

For the exogenous work environment variable (X2) proposed to 81 employees, the number of criteria is obtained if each item of the statement gets the highest score of X2 = 17 x 4 x 81 = 5.508 the total score of data collection results = 4,491, thus compensation according to the perception of 81 employees is 4,491: 5,508 = 81.53% of the criteria specified. These results can be illustrated in the diagram as follows:

Picture 4.2. *Skala Likert* Work Environment Variable

c. Description of Teamwork data (Y)

For the endogenous variable teamwork (Y) proposed to 81 employees, the number of criteria is obtained if each item of the statement gets the highest score of Y = 14 x 4 x 81 = 4.536. The total score of data collection results = 3,754, thus the work engagement according to the perception of 81 respondents is 3,754: 4,536 = 82.76% of the established criteria. These results can be illustrated in the diagram as follows:

Picture 4.3. *Skala Likert* Teamwork Variables

d. Description of Work Ethics data (Z)

For the endogenous variable work ethics (Z) proposed to 81 employees, the number of criteria is obtained if each item of the statement gets the highest score of Y = 17 x 4 x 81 = 5.508. The total score of data collection results = 4,648, thus the work attachment according to the perception of 81 respondents is 4,648: 5,508 = 84.38% of the established criteria. These results can be illustrated in the diagram as follows:

Picture 4.4. *Skala Likert* Work Ethics Variable

RESULTS OF MEASUREMENT MODEL MEASUREMENT OR OUTER MODEL
a. Validity test

The research instrument is said to be valid if it has a loading factor of validity above 0.5 and if the loading factor value is less than 0.5 it can be said to be invalid. This test uses the help of the SmartPLS 3.0 program. Following are the results of data processing for statements of organizational culture, work environment, teamwork and work ethics.

Table 4.4.
The validity of the three-stage instrument per item on organizational culture variables (X1)

Variable	Statement	Loading factor	Rule of Thumb	Conclusion
Organizational Culture (BO)	BO.1	0,642	0,5	Valid
	BO.6	0,575	0,5	Valid
	BO.11	0,536	0,5	Valid
	BO.15	0,619	0,5	Valid
	BO.16	0,737	0,5	Valid
	BO.17	0,688	0,5	Valid
	BO.21	0,766	0,5	Valid
	BO.22	0,788	0,5	Valid

Source : data Primer (2020)

From the results of data processing, it can be seen that all the statements of the organizational culture variable instruments have a loading factor value above 0.5. Thus it can be said that all statements are valid. In the organizational culture variable, the biggest loading factor value is 0.788 in the BO.22 statement, namely I am able to complete the assigned task in an orderly and on time.

The following is data processing for the work environment statement which consists of 7 statements.

Table 4.5.
The validity of the three stage instrument per item work environment variable (X2)

Variable	Statement	Loading factor	Rule of Thumb	Conclusion
Work Environment (LK)	LK.1	0,682	0,5	Valid
	LK.2	0,718	0,5	Valid
	LK.4	0,737	0,5	Valid
	LK.7	0,557	0,5	Valid
	LK.11	0,655	0,5	Valid
	LK.14	0,618	0,5	Valid
	LK.15	0,554	0,5	Valid

Source : data Primer (2020)

From the results of data processing in stage three, it can be seen in all statements that the work environment variable instrument has a loading factor value above 0.5. Thus it can be said that all statements are valid. In the work environment variable, the biggest loading factor value is 0.737 in the LK.4 statement, namely the lighting where I work is sufficient, so it does not hinder my work.

The following is data processing for teamwork statements consisting of 9 statements.

Table 4.6.
Instrument validity stage three per item teamwork variables (Y)

Variable	Statement	Loading factor	Rule of Thumb	Conclusion
Teamwork (KT)	KT.1	0,782	0,5	Valid
	KT.2	0,754	0,5	Valid
	KT.3	0,603	0,5	Valid
	KT.4	0,593	0,5	Valid
	KT.5	0,555	0,5	Valid
	KT.6	0,590	0,5	Valid
	KT.7	0,668	0,5	Valid
	KT.8	0,519	0,5	Valid
	KT.11	0,580	0,5	Valid

Source : data Primer (2020)

From the results of data processing in stage three, it can be seen in all statements that the teamwork variable instrument has a loading factor value above 0.5. Thus it can be said that all statements are valid. In the teamwork variable, the biggest loading factor value is 0.782 in the KT.1 statement, namely we work together while carrying out tasks.

The following is the data processing for the work ethic statement which consists of 8 statements.

Table 4.7.
The validity of the three-stage instrument per item on work ethics variables (Z)

Variable	Statement	Loading factor	Rule of Thumb	Conclusion
Work Ethics (EK)	EK.1	0,764	0,5	Valid
	EK.3	0,655	0,5	Valid
	EK.9	0,675	0,5	Valid
	EK.10	0,751	0,5	Valid

	EK.11	0,543	0,5	Valid
	EK.13	0,655	0,5	Valid
	EK.14	0,643	0,5	Valid
	EK.17	0,568	0,5	Valid

Source : data Primer (2020)

From the results of data processing in stage three, it can be seen that all the statements of the work ethics variable instrument have a loading factor value above 0.5, thus it can be said that all statements are valid. In the work ethics variable, the biggest loading factor value is 0.764 in the EK.1 statement, namely I am grateful for the work I do and carry it out sincerely.

b. Discriminant Validity Test

This value can be obtained by comparing the loading factor value in the intended construct, which must be greater than the loading factor value with other constructs.

Table 4.8.
Score *loading factor* for Discriminant Validity

	Organizational Culture	Work Environment	Teamwork	Work Ethics
BO.1	0,642	0,473	0,466	0,431
BO.6	0,575	0,510	0,510	0,372
BO.11	0,536	0,489	0,514	0,415
BO.15	0,619	0,243	0,308	0,301
BO.16	0,737	0,336	0,419	0,286
BO.17	0,688	0,196	0,338	0,253
BO.21	0,766	0,274	0,308	0,394
BO.22	0,788	0,403	0,495	0,492
LK.1	0,267	0,682	0,301	0,257
LK.2	0,310	0,718	0,404	0,317
LK.4	0,352	0,737	0,419	0,423
LK.7	0,241	0,557	0,347	0,286
LK.11	0,327	0,655	0,423	0,492
LK.14	0,435	0,618	0,490	0,507
LK.15	0,343	0,554	0,394	0,285
KT.1	0,500	0,525	0,782	0,512
KT.2	0,523	0,526	0,754	0,484
KT.3	0,426	0,366	0,603	0,284
KT.4	0,456	0,553	0,593	0,536
KT.5	0,357	0,394	0,555	0,341
KT.6	0,474	0,469	0,590	0,565
KT.7	0,337	0,462	0,668	0,509
KT.8	0,379	0,450	0,519	0,518
KT.11	0,363	0,366	0,580	0,419
EK.1	0,470	0,284	0,380	0,764

EK.3	0,238	0,319	0,450	0,655
EK.9	0,427	0,383	0,458	0,675
EK.10	0,460	0,372	0,535	0,751
EK.11	0,233	0,450	0,362	0,543
EK.13	0,284	0,432	0,484	0,655
EK.14	0,216	0,278	0,382	0,643
EK.17	0,377	0,237	0,363	0,568

Source : data Primer (2020)

Based on the table above, it can be seen that the loading factor value of each latent variable is greater than the loading factor value of the other variables. Thus it can be said that the latent variable is able to predict the indicator better than the other latent variables

c. Reliability Test

After the validity test has been carried out, for valid questions then the reliability testing is carried out. Reliability testing can be seen based on Cronbach's alpha value must be more than 0.6 and the composite reliability value must be more than 0.7. Reliability test results can be seen in the following table:

Tabel 4.9.
Results of the Reliability Test of the Composite Reliability Instrument

Variable	Composit Reliability	Rule of Thumb	Conclusion
Organizational Culture	0,868	0,7	Reliabel
Work Environment	0,860	0,7	Reliabel
Teamwork	0,855	0,7	Reliabel
Work Ethics	0,835	0,7	Reliabel

Source : data Primer (2020)

Table 4.10.
Test Results Instrument Realibility *Cronbach's alpha*

Variable	Cronbach's alpha	Rule of Thumb	Conclusion
Organizational Culture	0,826	0,6	Reliabel
Work Environment	0,814	0,6	Reliabel
Teamwork	0,812	0,6	Reliabel
Work Ethics	0,768	0,6	Reliabel

Source : data Primer (2020)

EVALUATION GOODNESS OF FIT

After processing the data with a fit model, we can see the results in the table as follows:
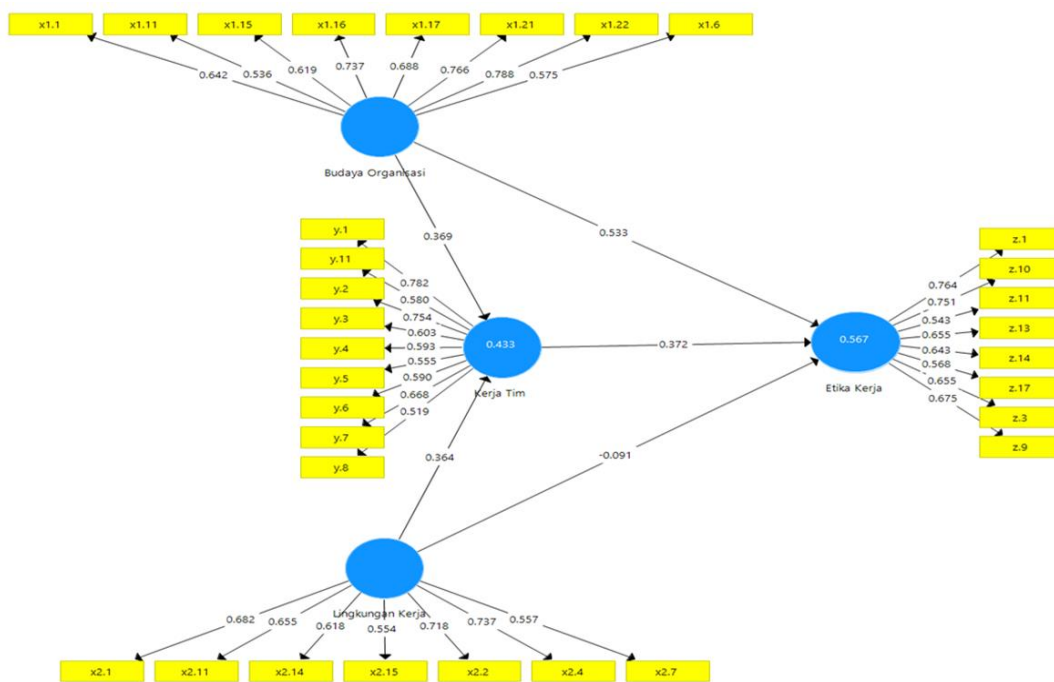
Table 4.11. Model Fit

	Saturared Model	**Estimated Model**
NFI	0,546	0,546

Source : data Primer (2020)

RESULTS OF MEASUREMENT OF STRUCTURAL MODELS OR INNER MODELS

a. Path Coefficient

Picture 4.7 *Outer Loading* SmartPLS 3.0

Source: SmartPLS output, processed 2020

Based on the chart above, we can see that each independent variable affects the dependent variable and affects the intervening variable. The organizational culture variable has an influence on the teamwork variable of 0.369 or 36.9%. Thus it can be said that the organizational culture at PT. Bintang Dagang Internasional has an effect on employee teamwork.

The work environment variable affects teamwork by 0.364 or 36.4%. Thus it can be said that the work environment has an influence on teamwork in PT. Bintang Dagang Internasional.

The organizational culture variable has an influence on the work ethic variable by 0.533 or 53.3%. Thus it can be said that the organizational culture at PT. Bintang Dagang Internasional has an influence on work ethics.

The work environment variable has an effect on work ethics by 0.091 or 0.1%. Thus it can be said that the work environment has an influence on work ethics at PT. Bintang Dagang Internasional.

The teamwork variable has an effect on work ethics by 0.372 or 37.2%. Thus it can be said that the work environment has an influence on teamwork in PT Bintang Dagang Internasional.

For organizational culture and work environment variables jointly affect the teamwork variable by 0.433 or 43%, while 57% teamwork is influenced by other factors not examined in this study. With a value of 0.433 it can be said that the variables of organizational culture and work environment with teamwork have a strong value. Because the closer to the value +1, the relationship between the two constructs is getting stronger.

For the variables of organizational culture, work environment and teamwork together have an effect on work ethic variables by 0.567 or 56%, while 44% work ethics are influenced by other factors which were not examined in this study. With a value of 0.567 it can be said that the variables of organizational culture and work environment with teamwork have a strong value. Because the closer to the +1 value, the stronger the relationship between the two constructs. The relationship getting closer to -1 indicates that the relationship is negative. (Hair et al., 2017).

b. Indirect Effect

Table 4.12. Indirect Effect

	work ethics
Organizational culture	0,137
work environment	0,135

Source : data Primer (2020)

Organizational culture has an indirect influence on work ethics through the mediation variable for teamwork of 0.137 and has a direct effect of 0.533, which means that the mediating variable in this study is ineffective teamwork.

The work environment has an indirect influence on work ethics through the mediation variable for teamwork of 0.135, and has a direct effect of 0.091, where the indirect effect is greater than the direct effect, which means that the mediating variable in this study is effective teamwork.

c. R Square (R^2)

From the results of data processing above the R square value, the variable organizational culture and work environment jointly affect the teamwork variable by 0.433, it means that the dependent variable is able to influence the independent variable by 43%, so it can be said to have a strong relationship. and the variables of organizational culture, work environment and teamwork jointly affect the work ethic variable by 0.567, which means that the dependent variable and the independent variable are able to influence the intervening variable by 56%, so it can be said to have a strong relationship. The R Square value of 0.75 means strong, 0.50 means strong, and 0.25 means that it is weak (Hair et al., 2014).

V. CONCLUSION

Based on the results of the research and data analysis that has been done, some conclusions that can be drawn from this study are as follows:

1. Organizational culture has a direct influence on the teamwork of employees of PT. Bintang Dagang Internasional at 0.369 or 36.9%.
2. The work environment has a direct influence on the teamwork of employees of PT. Bintang Dagang Internasional at 0.364 or 36.4%.
3. Organizational culture has an indirect influence on work ethics through the teamwork of employees of PT. Bintang Dagang Internasional is 0.137 and has a direct effect of 0.533, which means that the indirect effect is smaller than the direct effect, which means that the mediating variable in this study is ineffective or insignificant teamwork.
4. The work environment has an indirect influence on work ethics through the teamwork of employees of PT. Bintang Dagang Internasional is 0.134, and has a direct effect of 0.091, where

the indirect effect is greater than the direct effect, which means that the mediating variable in this study is effective or significant teamwork.

5. Teamwork has an influence on the work ethic of the employees of PT. Bintang Dagang Internasional amounted to 0.549 or 54.9%.

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