

Analysis Of Work Ethics And Work Stress On Motivation Mediated Employee Performance At The JW Marriott Hotel

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Abstract

This research aims to test and analyze the influence of work ethics and work stress on employee performance and test and analyze the influence of work ethics and work stress on employee performance through motivation. This research was conducted at the JW Mariot Hotel Medan. The sample used in this study was 70 respondents. This study was analyzed using SMART PLS. From the results of the study, it was found that work ethics had a positive and significant effect on employee motivation at JW Mariot Medan. Work Stress has a positive and significant effect on employee motivation at JW Mariot Medan. Motivation has a positive and significant effect on employee performance at JW Mariot Medan. Work ethics have a positive and significant effect on employee performance at JW Mariot Medan. Work Stress has a positive and significant effect on employee performance at JW Mariot Medan. Work ethics has a positive and significant effect on employee performance at JW Mariot Medan which is mediated by motivation. Work stress has a positive and significant effect on employee performance at JW Mariot Medan which is mediated by motivation.

Keywords:

Work Ethics, Work Stress, Motivation, Employee Performance

INTRODUCTION

Employee motivation is an indicator of good employee performance. The term motivation refers to an individual's internalized effort and passion to complete a task. Everyone's motivation can develop, and it is influenced by their environment. When an individual's desires can be fulfilled, it affects motivation, which is the desire to work hard to achieve organizational goals. If you are already motivated, you will try harder at work, making it easier for the organization to achieve its goals. Employees need to be motivated and adhere to strict work rules in order to be stimulated to work

efficiently. To improve employee performance, it is not enough to just impose rigid work rules, the motivation aspect must also be taken into account. In this situation, the company needs inspiration from its staff to be highly motivated to fulfill its goals.

Job satisfaction is a classic theory in human resource management. Efforts to achieve job satisfaction are very important for both individuals and organizations (Dorta-Afonso et al., 2023). Job satisfaction does not only encourage positive behaviors such as productive, disciplined, obedient, innovative, helpful, controlling negative counterproductive behaviors such as corruption, theft, vandalism, and quitting work (Kuncorowati et al., 2022). But it is also related to happiness (Kartiko et al., 2023), psychological health (Kim et al., 2023) and quality of life for workers (Smith et al., 2023). People's happiness at work is not only related to salary, but how satisfied employees involve material and non-material aspects (Tegor et al., 2023). Job satisfaction is not only a return on income, namely how to work that is fun, good, and meaningful (Francis, 2023).

Satisfaction with the process and work results obtained by employees will strengthen commitment and work ethic in achieving organizational goals (Anwar, 2021). On the other hand, if an employee feels that he or she does not have several supporting factors in the implementation of work, then this condition has the potential to cause dissatisfaction with the results of his work (Anwar et al., 2023). As a follow-up effect of this situation, it will gradually affect the morale and work results both in quantity and quality (Ferine et al., 2017). Job satisfaction will encourage employees to perform better, better achievements will lead to higher economic rewards (Suliztyanto et al., 2023).

If the reward is seen as appropriate and fair, more satisfaction arises because employees feel that they receive rewards according to their achievements. On the other hand

if the reward is seen as not in accordance with the level of achievement, uncertainty tends to arise (Anwar, 2021). Job satisfaction is a feeling felt by employees in carrying out their work (Abid, 2024). Job satisfaction will create a pleasant feeling that will keep employees motivated in completing their work (Putra et al., 2023). On the other hand, if employees are dissatisfied, employees will be lazy in carrying out their duties so that they will not achieve the company's goals (Ferine et al., 2021). Basically, a person's job satisfaction depends on the difference between expectations, needs or values and what according to their feelings or perceptions have been obtained or achieved through their work (Rizky & Ardian, 2019). A person is said to be satisfied if there is no *gap* between what is desired and his perception of reality because the desired minimum limit has been met (Smith et al., 2023).

Work ethics are related to employee job satisfaction (Maulana et al., 2023). Work ethics in particular is believed to be a reflection of individual behavior and attitudes towards various aspects of work, including preferences to participate in activities and



involved in company activities, as well as attitudes towards monetary rewards and attitudes towards career paths (Nurhalizah & Jufrizen, 2024). In addition to work ethics, work stress is also one of the serious problems that befall every employee in their workplace.

Stress can arise as a result of pressure or tension that stems from the misalignment between a person and his environment (Harahap & Nasution, 2023). The stress experienced by employees due to the environment they face will affect satisfaction

work, so that management needs to improve the quality of the organizational environment for employees. This shows that the higher the work stress felt by employees, the lower the employee's job satisfaction will decrease or vice versa, the lower the work stress, the higher the employee's job satisfaction.

Likewise, the JW Marriott hotel is the only 5-Star International hotel located in Medan City that prepares luxury facilities for stays and for other social events. However, the phenomenon that the author encounters at the JW Marriott hotel is the lack of job satisfaction of some employees as seen from the poor working conditions selalu menuntut karyawan to always work carefully in carrying out work, especially in dealing with electrical damage, where sometimes employees are still found who still make mistakes that have fatal consequences for the employees themselves (Maghfira et al., 2023). In addition, there were several employees who were not satisfied with their colleagues, especially some colleagues who could not be invited to work together in completing work. There are still some employees who have a lack of work ethics, as can be seen from the way these employees work who sometimes make work mistakes, especially in carrying out work procedures.

Several research results show that work ethics are related to employee satisfaction and performance (Nurhalizah & Jufrizen, 2024). While work satisfaction also affects job satisfaction The understanding of job satisfaction can be seen by getting to know the term and meaning of job satisfaction. The following references can provide clarity on the meaning of job satisfaction. (Kuncorowati et al., 2022) states that job satisfaction is a function of the level of compatibility between what is expected and what is obtained, or between needs and rewards". While (Putri et al., 2023) states job satisfaction is: "a pleasant or unpleasant emotional state with which employees view their work. Job satisfaction reflects a person's feelings towards their work". Furthermore (Putra et al., 2023) stated: "job satisfaction is a positive emotional state of evaluating a person's work experience (Rizky, 2024). Job dissatisfaction arises when these expectations are not met. While (Smith et al., 2023) states: "job satisfaction (*job stastifaction*) refers to an individual's general attitude towards his or her job". Meanwhile, according to (Francis, 2023), job satisfaction is a feeling of support or dissupport experienced by employees at work. Based on the explanation above and the problems that occur at the JW Marriott Hotel that have an impact on employee job



satisfaction, the author is interested in raising a study entitled "Analysis of work ethics and work stress on motivation-mediated employee performance at the JW Marriott Hotel".

LITERATUR REVIEW

EMPLOYEE PERFORMANCE

According to (Susilo et al., 2023), employee performance is the result of work achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization in question legally, not in violation of the law and in accordance with morals and ethics. Factors Factors that affect Employee Performance. According to (Susilo et al., 2023) factors that affect employee performance: 1) Individual Factors: Skills and Knowledge, Motivation: Internal and external impulses that affect morale and Health: Physical and mental condition of employees. 2) Work Environment Factors: Physical Conditions: Adequate work facilities, such as lighting and cleanliness. Organizational Culture: The values and norms that apply in the company. Social Support: Good relationships with coworkers and employers. 3) Managerial Factors: Leadership: The leadership style applied by the manager. Communication: Openness and effectiveness of communication in the organization. Awards and Recognition: An existing reward system to reward employee achievements. 4) External Factors: Economic Conditions: Economic stability and the job market. Regulations and Policies: Government policies that affect the industrial sector. 5) Technology Factors: Tools and Systems: The use of technology that affects work efficiency.

Employee performance indicators according to (Susilo et al., 2023) While indicators for

measuring employee performance is as follows: 1) Effective, this indicator measures the degree of suitability of the resulting process in achieving something desired. 2) Efficient, this indicator measures the degree of suitability of the process to produce output by using the lowest possible cost. 3) Quality of Work, this indicator measures the degree of conformity between qualities 4) Punctuality, this indicator measures whether the work has been completed correctly and on time.

MOTIVATION

Work motivation is the direction of behavior refers to what a person chooses in working from the many options that they can carry out either appropriately or not (Fauzi et al., 2023)

Factors that affect motivation According to (Hasibuan, 2016) development.



Maslow's hierarchy of needs theory becomes two factors about motivation. According to (Hasibuan, 2016) developed Maslow's hierarchy of needs theory into two factors about

motivation. The two factors are named: 1) the supporting factor or motivation factor containing the achievement achieved (*achievement*), responsibility (*responsiveness*), job satisfaction itself (*the work it self*). 2) The second factor is the inhibiting factor or *maintenance factor* or *maintenance factor* containing unguaranteed work security and safety uncondusive working conditions, and interpersonal relationships. Indicators of motivation indicators According to (Fauzi et al., 2023) factors that affect work motivation are 1) Employee Engagement, 2) Commitment to the organization's vision and mission. 3)

Attendance Level, 4) Self-Development, 5) Work Environment

ETIKA KERJA

According to Bhastary, (2020) work ethics are attitudes, views, habits, characteristics or attributes regarding the way of working that a person, a group or a nation has. Factors that affect work ethic according to (Nurhalizah & Jufrizen, 2024) are influenced by various factors, both internal and external: 1) Internal factors that affect employee work ethic, are: Religion, Education, Motivation, Age, Gender. External factors that affect the work ethic of employees are: Culture, Socio-Political, Environmental Conditions (Geographic), Economic Structure, Welfare Level, Development of Other Nations.

2) External factors that affect the work ethic of employees are: Culture, Socio-Political, Environmental Conditions (Geographic), Economic Structure, Welfare Level, Development of Other Nations. Indicators of Indicators that Affect Work Ethics According to Bhastary, (2020) there are four indicators of work ethics, which are as follows: 1) Hard work

2) Speaking style, 3) Work value, 4) Work creativity

WORK STRESS

According to (Austin, 2018) work stress is: a situation that presses one's self and soul beyond the limits of one's ability, so if it continues to be left without a solution, this will have an impact on one's health. Factors that affect work stress. According to (Meria et al., 2022) factors that affect work stress: 1) Burden kerja yang sulit dan berlebihan Banyaknya Tasks will be a source of stress for employees if they are not proportional to the physical abilities or skills and time available to employees, 2) Pressure and attitude of leaders who are not fair and reasonable This conflict occurs when the leader and subordinates experience a bad relationship, such as a leader



giving work to employees who are not in their field, and the work must be completed in a limited time.3) Inadequate time and equipment Employees usually have the normal ability to complete the office/company tasks charged to them, equipment related to expertise, experience, and time owned, 4) Interpersonal conflicts with leaders 5) Too low remuneration. If employees who receive adequate remuneration according to what they have done for the company, they will be able to work calmly and diligently, and always try to work as well as possible. However, if employees feel that the service they receive is far from adequate, it will be able to cause work stress in employees. Indicators for work stress According to (Austin, 2018) work stress indicators include: 1) Excessive workload, 2) Poor working climate 3) Conflict

Table 1.Previous Research

No.	Researcher's Name/Year	Research Title	Research Results
1.	FauziAzhari Harahap 2023	Employee Performance Study: Organizational Culture and Work Stress through Job Satisfaction at PT. Nusantara II (Persero) Medan Plantation	The results of the study show that organizational culture, work stress, and job satisfaction have a significant influence on employee performance directly. In addition, organizational culture and work stress also have a significant influence on job satisfaction. Organizational culture and work stress indirectly have a significant influence on performance through job satisfaction.
2.	Muhammad Arya Ranga, Novi Fitria Hermiati 2023	The Effect of Work Stress and Job Insecurity on Turnover Intention by Job Satisfaction as an Intervening Variable in Generation Z Employees in the District Bekasi	Job Stress can have a positive and significant effect on Job Satisfaction, Job Insecurity can have a positive and significant effect on Job Satisfaction, Work Stress can have a positive and significant effect on Turnover Intention, Job Insecurity does not have a significant effect on Turnover Intention, Job Satisfaction can have a significant effect on Turnover Intention, Job Satisfaction can mediate the Effect of Work Stress on Turnover Intention signifikan, dan Job Insecurity tidak berpengaruh signifikan to Turnover Intention mediated by Job Satisfaction.



3.	Inggrid Mentari Batu Bara 2023	Analysis of work stress management on employee job satisfaction	Work stress has a negative and significant effect on job satisfaction and performance 147employees, job satisfaction has a positive and significant effect on employee performance, job satisfaction positively and significantly mediates the effect of work stress on employee performance. When the work stress felt by employees is low, it can increase job satisfaction, so that employee performance will increase
4.	Dewi Anggraini, M. I Nasution, Muhammad Andi Prayogi 2023	Employee Performance Optimization: Work Stress and Quality of Work Life with Job Satisfaction Mediation	Work stress does not have a significant positive influence on employee performance but is negatively correlated with job satisfaction. Meanwhile, the quality of work life makes a significant positive contribution to employee performance and job satisfaction. In addition, there is a significant positive influence between job satisfaction and employee performance; Then, there is a positive and significant influence between work stress and quality of work life on employee performance through job satisfaction mediation.
5.	Rizky Maulana, T. Lyza Tahura, Alvin Fahlevi 2023	The Influence of Work Facilities, Work Ethics and Communication on Job Satisfaction in Employees of PT. Ocean, Ocean, Ocean, Vast Medan	Work facilities have a significant effect on employee job satisfaction at PT Samudera Lautan Luas Medan, work ethics have a significant effect on employee job satisfaction at PT Samudera Lautan Luas Medan, communication has no effect on employee job satisfaction at PT Samudera Lautan Luas Medan. Simultaneous secarfa shows that work facilities, work ethics and communication have a significant effect on employee job satisfaction at PT Samudera Lautan Luas Medan
6.	Nur Halizah1 , Endah Tri Wisudaningsih, Waqi'atul Aqida 2023	The Influence of Islamic Work Ethic, Work Motivation, Compensation, and Work Environment on Kinerja Employees with Job Satisfaction as an Intervening Variable	The results of this research are that there are two interrelated patterns, the first is Islamic work ethic and Compensation has a negative effect on job satisfaction. Meanwhile, work motivation and work environment have a positive effect on job satisfaction. Second, Islamic work ethic, work motivation, and work environment have a positive effect on employee



			performance, while compensation has a negative effect on employee performance, and job satisfaction has a positive effect on employee performance.
7.	Mutia Nurhalizah 2023	The Influence of Work Ethics and Work Environment on Organizational Commitment through Job Satisfaction in the Office of the Mayor of Medan	The results of the study show that work ethic has no effect on organizational commitment, work environment has no effect on organizational commitment, work ethic has a significant effect on job satisfaction, work environment has a significant effect on job satisfaction, job satisfaction has a significant effect on organizational commitment, work ethic has a significant effect on organizational commitment through job satisfaction (in other words, job satisfaction plays a mediator), The work environment has a significant effect on organizational commitment through job satisfaction (in other words, job satisfaction acts as a mediator).
8.	Sunarni, Helmina Br. Ginting, M. Asbullah, Bambang Sucipto, Achmad Rozi 2023	Job satisfaction as a moderation of work ethics and organizational culture towards employee performance	The results of the study show that work ethics and organizational culture have an effect on employee performance, and job satisfaction as moderation is able to moderate work ethics and organizational culture on employee performance
9.	Anggina Maghfira, Kiki Joesyiana, Arie Rifa'i Harahap 2023	The effect of workload and occupational health safety (k3) on employee performance of pt. Hokkan Deltapack Industrial Kampar Branch	Workload has a major impact on employee performance at PT Hokkan Deltapack Industri Kampar Branch. Partially, occupational health and safety has a significant effect on the performance of employees of PT Hokkan Deltapack Industri Kampar Branch. Simultaneously workload and occupational health and safety have a significant effect on performance employees at PT Hokkan Deltapack Industri Kampar Branch workload has a big impact on employee performance at PT Hokkan Deltapack Industri Kampar Branch. Partially, occupational health and safety has a significant effect on the performance of employees of PT Hokkan Deltapack

			Industri Kampar Branch. Simultaneously, workload and occupational health and safety have a significant effect on employee performance at PT Hokkan Deltapack Industri Kampar Branch
10.	Farhan Saputra, Alifah Jiddal Masyruroh, Bayu Putra Danaya, Srirahayu Putri Maharani 2023	Employee Performance Determination: Analysis of Work Environment, Workload and Leadership at PT Graha Sarana Duta	The work environment has no effect on the performance of PT Graha Sarana Duta employees; 2) Workload have a positive effect on the performance of PT Graha Sarana Duta employees; and 3) Influential leadership on the performance of PT Graha Sarana Duta employees

Conceptual Framework of the Research

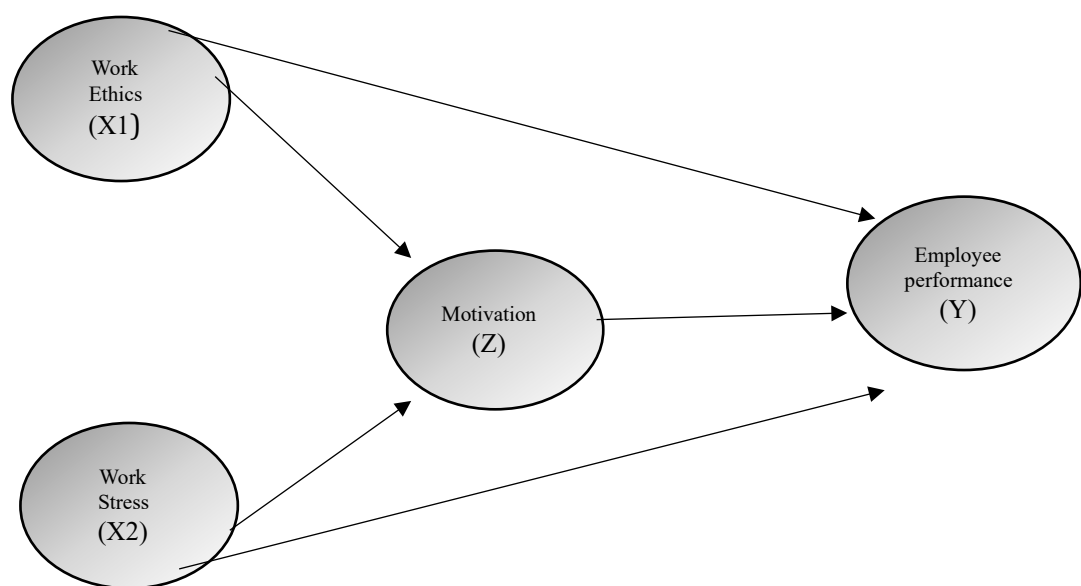


Figure 1. Conceptual Framework of the Research

Research Hypothesis

1. Work ethics have a positive and significant effect on motivation at the JW Marriott hotel.
2. Work stress has a positive and significant effect on motivation at the JW Marriott hotel.



3. Motivation has a positive and significant effect on employee performance at the JW Marriott hotel.
4. Work ethics have a positive and significant effect on employee performance at the JW Marriott hotel.
5. Work stress has a positive and significant effect on employee performance at the JW Marriott hotel.
6. Work ethics have a positive and significant effect on employee performance in hotels Motivation-mediated JW Marriott
7. Work stress has a positive and significant effect on employee performance at the JW Marriott hotel which is mediated by motivation

RESEARCH METHOD

Type of Research

According to (Sugiono, 2017) quantitative research can be interpreted as a method based on the philosophy of positivism, used to research on a certain population or sample, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative/statistical with the aim of testing predetermined hypotheses. This type of quantitative research is conducted to create a study that aims to adapt a study and to "Analysis of work ethics and work stress on motivation-mediated employee performance at JW Marriott hotels".

Research Location and Research Time

The location of the research was conducted at the JW Marriott Hotel, Medan City. The time of the study in Carry out for 3 months.

Population and Sample

(Sugiono, 2017) population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions. The population and sample in this study are employees who work at JW Marriott using the formula (Hair, 2019), which is 5-10 times the number of indicators because the indicator is $14 \times 5 = 70$ employees.



Research Data Sources

The data source used in this study is primary data.

Operational Definition of Research Variables

Table 2. Variable Operational Definition

Types of Variables	Definition	Indicator
Employee Performance (Y)	Employee performance is the result of work achieved by a person or a group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not in violation of the law and in accordance with morals and ethics. (Susilo et al., 2023)	Effective Efficient Quality of Work On time (Susilo et al., 2023)
Motivation (Z)	Work motivation is the direction of behavior refers to the direction of behavior that a person chooses in working from the many options that they can carry out either appropriately or not (Fauzi et al., 2023)	1) Employee Engagement 2) Commitment to the organization's vision and mission. 3) Attendance Rate 4) Self-Development 5) Work Environment (Fauzi et al., 2023)
Ethics Work (X1)	Work ethics are attitudes, views, habits, characteristics or attributes about the way of working that a person, a group or a nation has Bhastary, (2020)	1) Strive 2) Speaking style 3) Work value 4) Work creativity Bhastary, (2020)
Work Stress (X2)	A situation that presses one's self and soul beyond the limits of one's ability, so that if it	Excessive workload, Poor working climate



Types of Variables	Definition	Indicator
	continues to be left without a solution, this will have an impact on one's health Austin, (2018)	Conflict Austin, (2018)

Source: Researcher, 2024

Data Analysis Techniques

Data analysis in this study uses Structural Equation Modeling (SEM) based on Partial Least Square (PLS) using SmartPLS software. According to (Sugiono, 2017) Partial Least Square (PLS) is a fairly powerful method of analysis because it is not based on many assumptions.

Measurement Model (Outer Model)

The procedure in testing the measurement model consists of a validity test and a reliability test.

1. Validity Test
 - a. Convergent Validity
 - b. Discriminant Validity

2. Reliability Test

Cronbach's alpha value is recommended to be greater than 0.7 and composite reliability is also recommended to be greater than 0.7 (Sugiono, 2017)

Structural Model (Inner Model)

This test was carried out to determine the relationship between exogenous and endogenous constructs which has been hypothesized in this study (Hair, 2019). To generate the inner model test values, the steps in SmartPLS are carried out by bootstrapping method. The structural model was evaluated using R-square for dependent variables, Stone-Geisser Q-square test for predictive elevation and t-test as well as the significance of the structural path parameter coefficient with the following explanation:

1. Coefficient of Determination / R Square (R²)

In assessing the model with PLS, it starts by looking at the R-square for each dependent latent variable. The interpretation is the same as the interpretation on regression. Changes in the R-square value can be used to assess the influence of certain independent latent variables on dependent latent variables whether they have a substantive influence (Sugiono, 2017). R² values are generally between 0 to 1.

2. Predictive Relevance (Q²)



This test is used to measure how well the observation values are generated by the model as well as the estimation of its parameters. If the Q2 value is greater than 0, it indicates that the model has predictive relevance which means it has a good observation value, while if the value is less than 0 it indicates that the model does not have predictive relevance (Sugiono, 2017)

3. t-Statistic

At this stage, it is used for hypothesis testing, namely to find out the significance of the relationship between variables in the study using the bootstrapping method. In the full model, Structural Equation Modeling, in addition to confirming the theory, also explains whether or not there is a relationship between latent variables (Sugiono, 2017). A hypothesis is said to be accepted if the statistical t value is greater than the t of the table. According to (Latan and (Sugiono, 2017) the criteria for the value of t table with a value of 1.96 with a significance level of 5%.

4. Path Coefficient

This test is used to determine the direction of the relationship between variables (positive/negative). If the value is 0 to 1, then the direction of the relationship between the variables is declared positive. Meanwhile, if the value is 0 to -1, then the direction of the relationship between the variables is declared negative.

RESULTS AND DISCUSSION

Result In this research, the first test carried out was the analysis of the outer model (measurement model). There are two components in the validity test, namely the convergence test and the discrimination test. The validity of convergence was assessed through an average variance extracted (AVE) score of > 0.5 and a loading factor value of

> 0.7. The validity of the crime was tested by cross-loading. The reliability test was determined using Cronbach's alpha > 0.7 and composite reliability > 0.7

Table 3. Cronbach's alpha, composite reliability, and average variance extracted

Variable	Indicator Items	Factor loading	Cronbach's alpha	Composite reliability	AVE	Conclusion
Employee Performance (Y)	EPF1	0,850	0,921	0,925	0,646	Reliable
	EPF2	0,831				
	EPF3	0,616				
	EPF4	0,685				



Motivation (Z)	MTV1	0,828	0,953	0,954	0,81 0	Reliable
	MTV2	0,733				
	MTV3	0,813				
	MTV4	0,863				
	MTV5	0,798				
Work Ethics (X1)	WET1	0,982	0,883	0,886	0,63 2	Reliable
	WET2	0,979				
	WET3	0,881				
	WET 5					
		0,984				
Work Stress (X2)	WST1	0,753	0,903	0,909	0,59 4	Reliable
	WST2	0,948				
	WST3	0,930				

The factor loading score obtained based on Table 2 is more than 0.70, which means that it shows the reliability of the indicator measuring the online purchase decision process. Cronbach's alpha and composite values. reliability is greater than 0.70, proving that the five variables are said to be reliable. Meanwhile, the AVE score > 0.5, proving that each variable was declared valid. The cross-loading value with its construct is used to test the validity of discrimination. In order to evaluate the validity of discrimination, an additional method that can be applied is to compare the average variance extracted (AVE) score along with the correlation between the construct and other constructs

Table 4. Results of the validity test of Diskrimin-Fornell Larcker Criterium

	Employee Performance	Motivation	Work Ethics	Work Stress
Employee Performance	0,928			
Motivation	0,920	0,950		
Work Ethics	0,911	0,949	0,945	
Work Stress	0,931	0,909	0,955	0,908

Based on the results of Table 3, the work ethics, work stress and motivation toward the employee performance obtained an AVE value of > 0.5, so it was declared to have passed the discrimination validity test. It can be said that variable measurement indicators have been proven to be valid in terms of discriminant validity. It can be concluded that the data model of this study meets the good criteria. After passing the validity and reliability test, the next stage is to evaluate the inner model through



coefficient determination (R²) and the coefficient path test. The magnitude of the influence given by independent variables on other variables can be analyzed with R-square.

Table 4. Result R-square

	R-square (R ²)	R-square adjusted
Employee Performance (Y)	0,922	0,919
Motivation (Z)	0,916	0,913

Based on Table 4, Employee performance R² value of 0.919 (91.9%) was obtained due to the aspects of Work Ethics and Work Stress through motivation was influenced by 0.913 (91.3%).

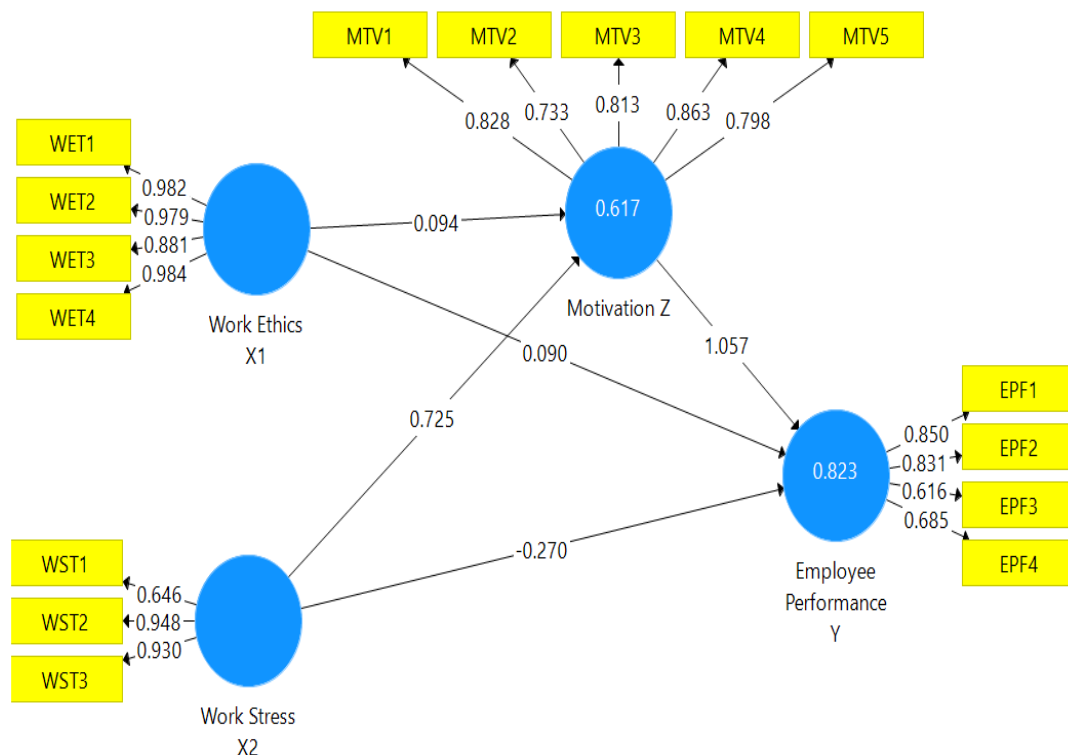


Figure 2. Full Model Research

Table 5. Direct Influence test results

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T-statistics (O/STDEV)	P-Value
Work Ethics → Motivation	0,084	0,090	0,111	4,757	0,000



Work → stress Motivation	0,579	0,580	0,103	5,634	0,000
Motivation → Employee Performance	0,182	0,185	0,094	3,935	0,000
Work → Ethics Employee Performance	0,282	0,282	0,101	2,802	0,005
WorkStress → Employee Performance	0,075	0,238	0,102	2,901	0,003

Based on Table 5, Work Ethics got a t-statistic of 4.757 higher than t-table (1.65) and got a p-value of 0.000 greater than 0.05. Thus, work ethics positively and significantly affects Motivation, so H1 is accepted. Work Stress obtained a t-statistical value of 5.634 higher than the t-table (1.65) and a p-value of 0.000 greater than 0.05. It can be said that work stress has a positive and significant impact on motivation, so H2 is accepted. Motivation got a t-statistical value of 3.935 higher than t-table (1.65) and a p-value of 0.000 greater than 0.05. It was concluded that motivation had a positive and significant effect on Employee Performance, then H3 was accepted. Work ethics got a t-statistical score of 2.802 higher than t-table (1.65) and p-value 0,005 lebih besar dari 0,05. Disimpulkan that work ethics have a significant effect on employee performance, so H4 is accepted. Work stress obtained a t-statistical value of 6.508 higher than the t-table (1.65) and a p-value of 0.000 greater than 0.05 employee performance. This proves that work stress has a positive and significant effect on employee performance, so H5 is accepted.

Table 6. Indirect Coefficient path test results

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T-statistics (O/STDEV)	P-Value
Work Ethics → Employee Performance Motivation	0,084	0,090	0,111	4,757	0,000
Work Stress → Employee Performance Motivation	0,579	0,580	0,103	5,634	0,000



Work ethics obtained a t-statistical value of 4.757 higher than t-table (1.65) and a pvalue of 0.000 greater than 0.05. This proves that work ethics have a positive and significant effect on motivation-mediated employee performance, a higher H6 is accepted. Work Stress obtained a t-statistical value of 5.634 higher than the t-table (1.65) and a p-value of 0.000 greater than 0.05. This proves that work stress has a significant positive effect on employee performance mediated by motivation so that H7 is accepted.

DISCUSSION

Based on the results of the first hypothesis test, work ethics has a positive and significant influence on motivation. Work ethics play an important role in influencing a person's motivation at work. Work ethics include values such as responsibility, discipline, integrity, and dedication to work. When a person has good work ethics, work ethics plays an important role in influencing a person's motivation to work. Work ethics include values such as responsibility, discipline, integrity, and dedication to work. When someone has a good work ethic. Individuals with a strong work ethic tend to be more responsible for their work. They will feel motivated to achieve the best results, because they feel that there is a moral obligation to the task given. Good work ethics are often associated with high job satisfaction. When a person feels that their work is valued and they are doing their work with integrity, this can add to their sense of satisfaction and motivation to continue to perform well. Based on the results of the second hypothesis test, Work Stress has a positive and significant influence on motivation.

Based on the results of the second hypothesis test, Work Stress has a positive and significant influence on Motivation. Work stress can have a significant influence on motivation, both negatively and positively, depending on how the stress is managed and the type of stress experienced. Excessive stress can drain a person's energy and lower their concentration level. When a person feels stressed or anxious about a task to complete, their motivation to do a good job can decrease, which ultimately affects performance. Prolonged stress can cause job satisfaction to decrease. If someone feels pekerjaan mereka Overburdening or not rewarding enough, this can lead to a decrease in morale and motivation to achieve goals. Constant stress in the absence of time for recovery can lead to burnout, which is a condition of severe physical and mental exhaustion. People who experience burnout tend to lose motivation to work and even feel anxious or afraid of their work

Based on the results of the third hypothesis test, Motivation has a positive and significant influence on employee performance. Motivation has a huge influence on employee performance. Employee performance can be affected by the level of motivation they have, as motivation serves as a driving force for individuals to achieve



their job goals well. Motivated employees tend to have a high level of enthusiasm to complete tasks more quickly and effectively. They feel compelled to give their best, which ultimately increases their productivity at work. Motivated employees tend to have a high level of enthusiasm to complete tasks more quickly and effectively. They feel compelled to give their best, which ultimately increases their productivity at work. When motivation is high, employees are more focused on their work and are able to avoid distractions, which leads to more quality and efficient work results.

Based on the results of the fourth hypothesis test, Ethics has a positive and significant influence on employee performance. Work ethics have a significant influence on employee performance. Good work ethics include values such as responsibility, discipline, integrity, and commitment to work. When employees have a strong work ethic, they tend to perform better. Employees with good work ethics tend to have a high sense of responsibility for their work. They will be more disciplined in completing tasks according to the stipulated time, which directly contributes to better and more efficient performance. A strong work ethic also ensures that employees maintain the quality of their work consistently. They not only focus on the end result, but also on the process to make sure everything is done the right way.

Based on the results of the fifth hypothesis test, Work Stress has a positive and significant influence on employee performance. Work stress can have a huge influence on employee performance, both positively and negatively, depending on how it is managed and its level. Excessive stress can interfere with employee concentration. When employees feel anxious or depressed, they will have difficulty focusing on the tasks that need to be completed, leading to a decrease in the quality of work and productivity. Prolonged stress can lead to mental and physical exhaustion, which makes employees feel less energetic and less motivated. This can lead to a decline in overall performance, as well as an inability to complete work on time. Prolonged stress can lead to mental and physical exhaustion, which leaves employees feeling lacking energik and less motivated. This can lead to an overall decline in performance, as well as an inability to complete work on time.

Based on the results of the sixth hypothesis test, Work Stress has a positive and significant influence on employee performance. Good work ethic can directly affect employee performance, but this influence is often through motivation as the main liaison. When employees have a strong work ethic, they tend to be more motivated to do a good job, which ultimately improves their performance. Employees with a good work ethic feel responsible for their work. This sense of responsibility encourages intrinsic motivation—motivation that comes from within themselves, such as the satisfaction of getting work done by baik. This satisfaction then increases morale and performance. A good work ethic makes employees strive to achieve their personal goals, such as pengembangan skills or achievement of high standards in the job. This encourages them to work harder and smarter, which ultimately contributes to improved performance



Based on the results of the seventh hypothesis test, Work Stress has a positive and significant influence on employee performance. Work stress can have a very significant impact on employee performance. The effects of this stress can be positive or negative, depending on the type of stress experienced and how the employee manages it. ☉ Excessive stress can make employees feel anxious and rushed, making it difficult to focus on the task at hand. This can lead to errors or omissions in the work, which decreases quality and productivity. Prolonged stress can lead to mental and physical exhaustion, leaving employees feeling tired and powerless. This condition reduces their ability to work efficiently, reduces concentration, and slows down the speed at which they complete tasks.

Conclusion

From the results of the study, it was found that work ethics had a positive and significant effect on employee motivation at JW Mariot Medan. Work Stress has a positive and significant effect on employee motivation at JW Mariot Medan. Motivation has a positive and significant effect on employee performance at JW Mariot Medan. Work ethics have a positive and significant effect on employee performance at JW Mariot Medan. Work Stress has a positive and significant effect on employee performance at JW Mariot Medan. Work ethics has a positive and significant effect on employee performance at JW Mariot Medan which is mediated by motivation. Work stress has a positive and significant effect on employee performance at JW Mariot Medan which is mediated by motivation.

Suggestion:

To improve employee performance, it is important to manage work stress and strengthen work ethics, as both greatly affect work motivation. There are several steps that can be taken to connect work stress, work ethics, and work motivation in order to improve employee performance: 1) Creating a Supportive Work Environment, 2) Effective Stress Management, 3) Improving Work Ethics, 4) Focus on Professional Development and Job Satisfaction

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