



Supardi Supardi <supardi.tahir@gmail.com>

Submit Article for IJAIR

5 pesan

Supardi Supardi <supardi.tahir@gmail.com>

15 Desember 2021 10.51

Kepada: Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

Dear Editor
International Journal Of Artificial Intelligence Research
presents

We have read and used scientific articles published in IJAIR.

The performance of the IJAIR was excellent, and the published article helped us conduct research and write scientific reports.

I am Supardi Supardi, representing other authors, Lecturer from Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

We have completed a scientific article entitled "**Effect of Work Ethos and Compensation On Employees' Professional Commitment**"

We hope this article can be published in the IJAIR because exciting findings in the scientific report can become new treasures in science, especially in government.

We are willing to go through the review process following IJAIR standards.

Best Regards,

Supardi Supardi
Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

**IJAIR_Article_Supardi Supardi.doc**

187K

Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

04 Januari 2022 11.30

Kepada: Supardi Supardi <supardi.tahir@gmail.com>

Dear
Supardi Supardi
Universitas Bhayangkara Jakarta Raya, Jakarta,
Indonesia.

The IJAIR Editorial Board has received your team article. I appreciate your team's interest in IJAIR.

Your team article will be processed according to the publication standards at IJAIR.

I beg your team to be patient while waiting for the notification from the IJAIR Editorial Board.

Always check your team email because the correspondence is only via email.

Best Regards,

International Journal Of Artificial Intelligence Research

--

Dr. Sérgio Duarte Correia
Editorial Board IJAIR

[Kutipan teks disembunyikan]

Supardi Supardi <supardi.tahir@gmail.com>
Kepada: Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

05 Januari 2022 15.11

Dear Editor
International Journal Of Artificial Intelligence Research

Thank you for your response.

We were happy to wait for the next stage.

Supardi Supardi

Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

[Kutipan teks disembunyikan]

Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>
Kepada: Supardi Supardi <supardi.tahir@gmail.com>

05 Februari 2022 11.37

Dear
Supardi Supardi
Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

Thank you for submitting your manuscript to IJAIR.

We have completed our evaluation, and the reviewers recommend reconsidering your manuscript following minor revisions. Please resubmit your revised manuscript by March 19, 2022, or ask whether an alternate date would be acceptable. We invite your team to send it back after addressing the comments below.

When revising your team manuscript, consider carefully all issues mentioned in the reviewers' comments: outline every change made in response to their comments and provide suitable explanations for any remarks not addressed. Please also note that the revised submission may need to be re-reviewed.

To submit your team revised manuscript, please log in as an author(s) at this email, and navigate to the "Revision" folder.

IJAIR values your contribution, and I look forward to receiving your team revised manuscript. Editor and

Reviewer comments:

Reviewer #1:

1. The title remains clear and concise, providing a good indication of the article's focus.
2. There is a considerable relationship with the normative literature. However, the authors are advised here to broaden the focus, using a more recent journals.
3. The conclusions are too short and do not clearly interpret the content of the study. Authors are advised to rewrite their conclusions.
4. The author can improve the abstract, especially from the aspect of the findings. In the introduction, the author needs to present appropriate reference notes so that it is interesting to read related to the implementation of digital marketing Conceptual findings need to be stated clearly and unambiguously!
5. There are theoretical implications presented. However, I would like to see the implications for policy recommendation as well and briefly in the abstract.

I hope you can make improvements as soon as possible and send the revised article again via this email.

Best Regards,
International Journal Of Artificial Intelligence Research

Dr. Sérgio Duarte Correia

Editorial Board IJAIR

[Kutipan teks disembunyikan]

Supardi Supardi <supardi.tahir@gmail.com>

06 Februari 2022 15.16

Kepada: Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

Dear Editor

International Journal Of Artificial Intelligence Research

Thank you for the Editorial Board response to IJAIR.

We have read the revised instructions from the Reviewers.

We will immediately correct the article according to the reviewers.

Best Regards,

Supardi Supardi

Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

[Kutipan teks disembunyikan]



Supardi Supardi <supardi.tahir@gmail.com>

Revision Article for IJAIR

4 pesan

Supardi Supardi <supardi.tahir@gmail.com>
Kepada: Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

17 Februari 2022 10.55

Dear Editor

International Journal Of Artificial Intelligence Research

Thank you for the patience of the IJAIR Editorial Board. We were waiting for the revision of our article.

We have made improvements according to the reviewer's instructions. We will be happy if there are still points that need to be improved again in the article.

Revised Article Attached.

Best Regards,

Supardi Supardi
Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia



Revision1_IJAIR_Article_Supardi Supardi.doc

181K

Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>
Kepada: Supardi Supardi <supardi.tahir@gmail.com>

21 Maret 2022 12.11

Dear

Supardi Supardi
Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

Thank you for your team's efforts to improve your team article.

Based on the Reviewers' considerations, the article has, at some point, increased.

However, your team has to improve on a few more points. Hopefully, your team is willing to do it.

Please follow the following revision instructions:

#Reviewer 2:

1. The title is still concise and effectively summarizes the article's main topic, providing clarity to the readers.
2. The abstract remains well structured and effectively summarizes the aim, methods and main findings of the article. I hope this article can be used soon even though only English in other parts is so low that it is difficult to read. But the topic is vital.
3. Abstracts must be made concisely, consisting of all important things related to the topic being written, not repeating the conclusions of the research that has been done.
4. This article can be published if the Author can work and often asks editors or colleagues fluent in English to clean up inappropriate language and arguments.
5. The literature review includes some tantalizing references, but the links are not made more to specific studies even after sifting through language issues

Articles that have been revised and please send them back via this email.

Best Regards,
International Journal Of Artificial Intelligence Research

--

Dr. Sérgio Duarte Correia
Editorial Board IJAIR

Supardi Supardi <supardi.tahir@gmail.com>

22 Maret 2022 15.23

Kepada: Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

Dear Editor

International Journal Of Artificial Intelligence Research

Thank you for your response. We will be happy to revise the article according to these instructions.

Supardi Supardi

Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

[Kutipan teks disembunyikan]

Supardi Supardi <supardi.tahir@gmail.com>

29 Maret 2022 16.19

Kepada: Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>

Dear Editor

International Journal Of Artificial Intelligence Research

Thank you for the patience of the IJAIR Editorial Board. We were waiting for the revision of our article.

We have made improvements according to the reviewer two instructions. We will be happy if there are still points that need to be improved again in the article.

Revised Article Attached.

Best Regards,

Supardi Supardi
Universitas Bhayangkara Jakarta Raya, Jakarta,
Indonesia



Revision2_IJAIR_Article_Supardi Supardi.doc

175K



Supardi Supardi <supardi.tahir@gmail.com>

ACCEPTANCE LETTER

1 pesan

Dr. Sérgio Duarte Correia <jurnal.ijair@gmail.com>
Kepada: Supardi Supardi <supardi.tahir@gmail.com>

14 Mei 2022 14.53

Supardi^{a1}, Yulianah^{b2}, Joko Ariawan^{b3}
^a Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia
^b Universitas Bina Sarana Informatika, Jakarta, Indonesia:

Warm Greetings!

ACCEPTANCE LETTER

It's a great pleasure to inform your team that after the peer review, your article entitled "**Effect of Work Ethos and Compensation On Employees' Professional Commitment**" has been accepted for publication in the International Journal Of Artificial Intelligence Research Journal Volume 6, No. 1 of 2022. Please make a payment publication fee.

Thank you for submitting your teamwork to this journal. We hope to receive it in the future too.

Best Regards,

International Journal Of Artificial Intelligence Research

--

Dr. Sérgio Duarte Correia
Editorial Board IJAIR



LoA_IJAIR_Supardi Supardi.pdf
174K

Art 3b

by Iskandar Siti

Submission date: 19-Jan-2022 06:17AM (UTC+0200)

Submission ID: 1743940331

File name: PENGARUH_ETOS_KERJA_TERHADAP_KOMITMEN_PROFESIONAL_KARYAWAN.docx (33.81K)

Word count: 3746

Character count: 19601

EFFECT OF WORK ETHOS AND COMPENSATION ON EMPLOYEES' PROFESSIONAL COMMITMENT

ABSTRACT

This study aims to determine the effect of work ethic and compensation on the professional commitment of the Convenience Store Employees at Sorek 1. The type of data used in this study is quantitative data obtained from questionnaires distributed and related to the problems studied. The population in this study were all general employees of 47 people, so the sampling technique in this study used a saturated sampling technique or census sampling, where all members of the population were sampled. The data analysis technique used to test the hypothesis is simple linear regression analysis and data quality test.

Based on the results of data processing using statistical calculations, the results of the model analysis are as follows, $Y = -0.717 + 0.857 X_1 + 0.762 X_2$. The work ethic t-test with a t-count value of 8.437 > t-table 2.024 and a sig value of 0.000 < 0.05, indicates that work ethic has a positive and significant effect on professional commitment. And the t arithmetic value is 6.286 > t table 2.024 with a sig value of 0.002, it can be said that compensation has a positive and significant effect on employee professional commitment. Test the coefficient of determination above, the value of Adjusted R Square is 0.685 or 68.5%. This shows that work ethic and compensation or independent variables are able to influence employee professional commitment or the dependent variable is 68.5%.

Keywords: Work Ethic, Professional Commitment, Compensation

INTRODUCTION

Resources are something that is needed in the company. Resources can consist of natural resources as well as human resources. Human resources are the most important factor, are a driving force for business and develop and advance the business. Therefore, companies need an organized and planned management of resources. This is done in order to provide better availability for the sustainability of the company. For companies, human resources must be maximized in terms of competence and other capabilities. This is necessary to produce maximum output in accordance with company goals. Because the achievement of the company's mission, vision, and goals comes from the good performance of human resources within the company.

Human resources are the most important element in a company. is the highest pillar and is the most important asset in a business. A convenience store is a retail business that requires a lot of human resources as employees. This makes retail business a business that can accommodate or absorb a lot of labor. In addition, department stores are a large business that requires a lot of capital and assets. And employees or labor is one of the company's assets.

Procurement of employees has a very high role in determining qualified employees for the company. Procurement of employees fulfills the beginning of the selection of good and superior competencies. In carrying out their duties, employees require high responsibility so that employees need training and also support from the company. In addition, an employee in carrying out his responsibilities is determined by the work ethic factor. A good or high work ethic of employees will result in high performance. And vice versa when a low work ethic will affect low performance. In a business, especially a labor-intensive business, it requires a high work ethic because it requires hard work and a high commitment from an employee.

Each individual has a different work ethic or life ethic. This is due to several factors, including environmental factors and how a person understands the values of life, both social, cultural and religious values. Work ethic can be the basis for forming one's character in dealing with and being responsible for an employee. A person must be good at choosing a job that suits his abilities. Moral is what will form certain boundaries. Therefore, morale internally can determine a person's efforts in his work to achieve goals (Khasanah, 2011).

Work ethic is a good behavior that is rooted in fundamental beliefs accompanied by a commitment to an integral job appraisal (Sinamo, 2011). Therefore, the professional commitment of employees is very much needed in their work and for the advancement of their place of work. So not a few companies make commitment as one of the conditions that must be met to get a position in the company. and that's why the commitment of an employee becomes very important and necessary in the work.

An employee needs a motivation in carrying out his duties properly. One of the most instrumental in motivating employees is compensation. At this time, with economic conditions like this, anyone needs income or in other words compensation (Sobirin, et al, 2020). Compensation is required and must be distributed fairly and in accordance with applicable regulations. The higher the compensation offered by the company to appreciate the performance, the higher the employee's satisfaction and commitment to the company, and vice versa. However, in reality, there are now many discrepancies between compensation in the form of salary and the minimum wage or the conditions it should be.

Several previous studies have examined employee professional commitment including Hamid, et al, (2021), Sobirin, et al, (2020), Desky, (2014), Yuliani, (2021), Pratama, (2014), Supriadi, (2021), Hardi, et al, (2020), Cahyadi, (2018), Mauliza, et al, (2016), Prasada, et al, (2020), Sari and Nugraheni, (2019) from previous studies there are still differences in research. Therefore, based on the background that has been stated above and also the differences in previous research, the researcher is interested in researching work ethic and compensation for employee professional commitment.

Researchers are interested in researching the large department store in Sorek 1 because this business is a labor-intensive business. Therefore, the role of employees is also very large and must have responsibility and commitment to work from a good work ethic.

WORK ETHIC

Ethos comes from the Greek word ethos which means character, way of life, habits, morals and individual point of view. Ethos is the most complete characteristic, behavior and thought about order. In other words, work ethic is an aspect of evaluation that forms the basis of attitude towards oneself and one's work which is reflected in the way of life (Khasanah, 2011). Work ethic is a benchmark for someone in their responsibilities at work. So that the work ethic is needed by the company in assessing its employees or prospective employees.

Every employee should have a work ethic as the totality of his personality by expressing, seeing, believing and giving meaning which becomes an impetus in working (Tasmara, 2002). Work ethic has an important relationship with several things, namely: 1. Orientation to the future, 2. Keep discipline first, 3. Responsibility, 4. Simple saving, 5. Healthy competition.

In addition to the work ethic relationship, the work ethic has characteristics that become the identity of the meaning of work ethic as follows: 1. Interpersonal skills, factors that are related to the employee's ability to establish working relationships with other people or other employees, 2. Initiative, facilitating character. employees to encourage more in improving performance and are not directly satisfied with their usual performance, 3. Reliable, factors related to employee performance expectations and implicit agreements from employees to perform several job functions.

A low work ethic has the following characteristics, feeling burdened by work, feeling less and not even appreciating work, feeling that their pleasure is hampered by work, feeling forced to do work, and feeling that their work is just a form of routine. In connection with the living conditions of an individual who are running and in the process, a high work ethic will be considered an important requirement that must be instilled in a life. This is in order to reduce the negative things that exist in yourself.

Work ethic has several influencing factors, namely internal factors consisting of, 1. Religion, 2. Education, 3. Motivation, 4. Age, 5. Gender. In addition, there are external factors that influence the work ethic, namely, culture, socio-politics, environmental conditions (geography), economic structure, level of welfare, and the development of other nations. The following are elements of the work ethic (Khasanah, 2011) as follows: 1. Work is a blessing, 2. Work is a mandate, 3. Work is a calling, 4. Work is actualization, 5. Work is worship, 6. Work is art. , 7. Work is honor, and 8. Work is service.

Indicators that can be used in the work ethic are, among others, hard work, work discipline, honesty, employee responsibility, diligent and diligent.

COMPENSATION

Compensation is something that is received by employees as a substitute for hard work and performance for employee services (Sobirin, et al, 2020). Compensation can be regarded as an award for the performance of employees of the company. So when employees have good performance, attitude, and responsibility, the company is obliged to provide compensation in accordance with that. Compensation is also a motivation that must be considered by companies to spur company performance. So based on this understanding, employee compensation can improve work performance, motivation and job satisfaction to improve employees' ability to meet the needs of life.

PROFESSIONAL COMMITMENT

Commitment is something that is important in today's world of work, this is because commitment can affect the success and performance of employees. Commitment is a step or action taken to support certain action choices so that these choices can be made consistently and sincerely without coercion (Hardi, et al, 2020). Commitment can be said to be a reflection of an employee's loyalty to work. Professionalism is an attitude that supports cooperation or fulfillment of responsibilities in accordance with what the company needs.

Professional commitment stems from the strength of an employee's identification with his profession. Someone who has a high professionally committed attitude is characterized by having a high sense of trust and acceptance with the aim of being a profession. Professional commitment is a condition where someone is very interested in the values, rules and goals of the profession they have. A person can be said to be committed to his profession when his actions and words are in harmony with the orientation or goals of his profession. So that it will lead to a high sense of loyalty to the company or work. So that it can be interpreted and concluded that professional commitment is the process of employees in finding and identifying themselves with the rules and objectives of the work, which can ultimately foster loyalty to their work.

According to Hall, there are five concepts of professionalism including the following, community affiliation is a reference for cooperation between fellow employees, the need for independence is related to making their own decisions in accordance with the Company's Operating Standards without any influence, belief in their own regulations or related professions. by giving input to friends, dedication to the profession and social obligations.

Characteristics of a professionally committed attitude towards work include acceptance of goals, availability to do the best in their work, loyalty and loyalty. So that professional commitment is the approach of socializing and training a person to carry out his duties which is a reflection of the strength of the relationship in the introduction and participation of the profession. Professional employees will definitely recognize their responsibilities and carry out their obligations to the company.

The principles of professional attitude proposed by Arens (1997) in Kusumastuti (2008) are as follows: responsibility, public interest, integrity, objectivity and independence, thoroughness, scope and nature of services. Indicators of professional commitment include, 1. Community affiliation, 2. Independence, 3. Professional regulations, 4. Dedication, 5. Social obligation.

CONCEPTUAL FRAMEWORK

Conceptual framework is a description of the problem or hypothesis or what we will examine which is described through a chart or framework. Based on problem formulation dan research background, the framework of this research can be described as follows:

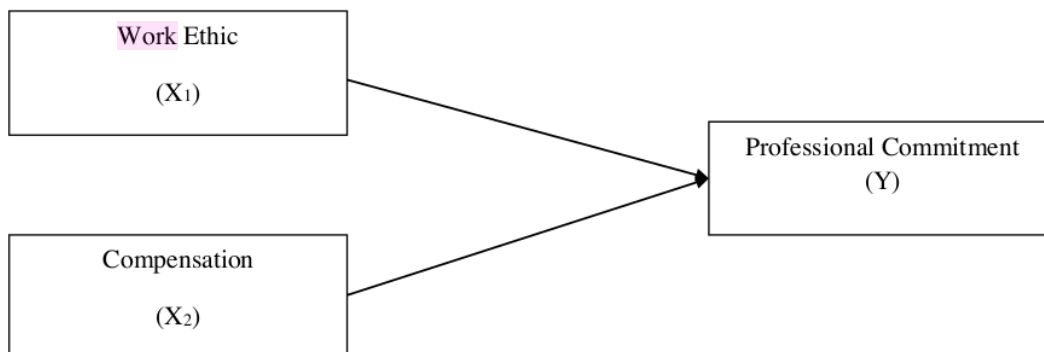


Image 1. Conceptual Framework

HYPOTHESIS

Based on the background and framework of thought, the following hypothesis can be formulated:

H₁ : Work ethic has a positive and significant effect on the professional commitment of the Convenience Store employees in Sorek 1

H₂ : Compensation has a positive and significant effect on the professional commitment of the Convenience Store employees in Sorek 1

RESEARCH METHODS

In this study, researchers used quantitative data. This research was conducted at the Sorek Convenience Store 1. The research was conducted by distributing or giving questionnaires or questionnaires to the employees of Sorek 1. The variable measurement scale used a Likert scale. This scale is used in the preparation of statements in the questionnaire. The scale used is a scale of 1 to 5. Where a score of 5 is used if strongly agree, score 4 for agree, score 3 if neutral, score 2 for statement disagree and score 1 if strongly disagree.

The population in this study were all employees of Toserba Sorek 1 which consisted of 47 employees. The determination of the number of samples used in this study is by the census method based on the provisions put forward by Sugiyono (2002), which says that "saturated sampling is a sampling technique when all members of the population are used as samples. Another term for saturated sample is census." So the sample in this study were all department store employees totaling 47 employees.

In compiling this research, the researcher used three methods of collecting data, 1. Observation, which was done by direct observation, 2. Questionnaire, giving several questions and written statements to the respondent and having to be answered by the respondent, 3. Literature study, the data can be obtained. obtained from literature, lecture notes and other writings related to this research.

The study uses simple regression analysis with an analytical model that can be described as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

Where:

Y = Commitment to Professionalism

X_1 = Work Ethic

X_2 = Compensation

α = Constant

β = Regression coefficient

ε = Error

RESEARCH RESULT

Simple Linear Regression

The following are the results of processing a simple linear regression:

Table 1
Simple Regression Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.717	6.291		-.214	.810
	Etos Kerja (X ₁)	.857	.315	.766	8.437	.000
	Kompensasi(X ₂)	.762	.157	.658	6.286	.002

a. Dependent Variable: Komitmen Profesional Y
Source : Results of Data Processing (2022)

Based on the table above, the estimation model can be analyzed as follows:

$$Y = -0,717 + 0,857 X_1 + 0,762 X_2$$

From the above equation it can be explained that the constant value of -0.717 can be interpreted that if the work ethic is zero, then professional commitment is worth -0.717. The regression coefficient value of the work ethic variable is 0.857, which means that when the work ethic variable is 1, the professional commitment will increase by 0.857. And the value of the compensation regression coefficient is 0.762, which means the compensation variable is worth 1, so professional commitment increases by 0.762.

T TEST (PARIAL TEST)

The t-test was used to determine the effect of each independent variable on the dependent variable. With the provisions of t count > t table with a significance level of less than 5% or 0.05.

Based on the results of the above calculations, it is known that the t arithmetic value is 8.437 > t table 2.024 and the sig value is 0.000 < 0.05 so it can be concluded that work ethic has a significant positive effect on the professional commitment of employees at the department store in Sorek 1. This means that the higher the level of the work ethic of employees, the higher the level of professional commitment of employees. Likewise, when the employee's work ethic is low, the employee's professional commitment will also be low.

From the results above, it can be seen that the t arithmetic value is 6.286 > t table 2.024 with a sig value of 0.002, it can be said that compensation has a positive and significant effect on employee professional commitment. This means that the higher the level of compensation provided by the company, the higher the professional commitment of employees to the company.

ADJUSTED TEST R2 (DETERMINATION TEST)

The coefficient of determination test is used to determine how far the model's ability to explain the variation of the independent variables is. Or in other words, to find out how much influence the independent variable has on the dependent variable.

The higher or closer to the number 1, it can be said that there is a strong relationship between the independent variable and the dependent variable. The value of the coefficient of determination is determined by the adjusted R square value.

Table 2
Coefficient of Determination Test
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Durbin-Watson	
					R Square Change	F Change	df1	df2		Sig. F Change
1	.766 a	.586	.685	2.719	.586	53.825	1	45	.000	1.197

a. Predictors: (Constant), Etos Kerja, Compensation

b. Dependent Variable: Komitmen Profesional Y

Source : Results of Data Processing (2022)

Based on the results of the coefficient of determination above, the value of Adjusted R Square is 0.685 or 68.5%. This shows that work ethics and compensation or the independent variable is able to influence the professional commitment of employees or the dependent variable by 68.5% and the remaining 31.5% is influenced by other factors or variables outside the study that have not been studied in this study.

DISCUSSION

The Effect Of Work Ethics On Employee Work Commitment

In the world of work, an employee has a positive assessment of the work, then the work ethic will increase. When an employee feels that work is a process that requires persistence and at the same time a very important means in realizing goals, the work ethic will immediately increase. Therefore, the higher the level of work ethic possessed by employees, the higher their professional commitment. Vice versa, the lower the level of employee work ethic, the lower the professional commitment of the employee.

From the results of this study, it can be seen that work ethic is able to influence the professional commitment of employees. Work ethic is an attitude that arises from a willingness and self-awareness that is manifested by a system or order of cultural value orientation towards work (Mauliza, et al, 2016). This is an important attitude because people who have self-awareness are expected to show their willingness to work harder and achieve goals and have a bigger personality to survive in a company.

The results of data analysis in this study indicate that work ethic has a positive and significant impact on professional commitment to Toserba Sorek 1 employees. It can be seen from the t-count value of 8.437 > t table 2.024 and the sig value of 0.000 < 0.05 with the value of Adjusted r square by 68.5%. This means that work ethic makes a major contribution to professional commitment by 68.5%.

This can indicate that the higher the work ethic variable, the higher the professional commitment. Likewise, when someone has a low work ethic, the professional commitment he has will be low.

Work ethic is a picture of how a person is responsible for his work. This is because the work ethic is the basic attitude possessed by employees in completing their responsibilities and obligations. A person is said to have a good ethos when a person or employee has a good work ethic. The higher the ethics and sense of responsibility, the higher the level of ethos you have. Currently, companies or businesses must have employees who are not only competent in their fields but also have a good work ethic.

The high ethos possessed by employees in working in a company can not be separated from the time of employee recruitment. Therefore, a company has a test that is used not only to test the competence of prospective employees, but also to test how ready employees are to carry out their duties. This relates to employee commitment to work, so that employees can be loyal to the company.

How companies assess employees who are professionally committed also cannot be separated from the role of the ethos of employees. So it can be concluded that the higher the level of work ethic, responsibility and ethics can increase the professional commitment of employees at work. These results are in accordance with the research conducted by Supriadi (2021).

Based on these results, the hypothesis of this study is accepted, where work ethic has a positive and significant direction on employee professional commitment.

The Effect of Compensation on Employee Work Commitment

Based on the results of the statistical test analysis above, it can be seen that compensation has a positive and significant effect on employee work commitment. In this case, employees feel valued and are encouraged to continue to maintain their performance or improve their performance in order to get large compensation in the form of money (Sobirin, et al, 2020). Moreover, with the current economic conditions, individuals have continuous needs but limited income. Therefore, employees will be motivated when the promised compensation is large or in accordance with their duties.

Based on the results above, it is evident that when commitment will be increased, one of the supporting factors is compensation. This result is similar to the research conducted by Sobirin, et al, (2020) which states that compensation has a positive and significant effect on employees' professional commitment.

CONCLUSION

Based on the results of research and discussion in the previous chapter, this study aims to determine the effect of work ethic on the professional commitment of employees at Toserba di Sorek 1. It can be concluded that work ethic and compensation have a significant positive effect on the professional commitment of Toserba Sorek 1. This is evidenced with the results of t arithmetic of $8.437 > t$ table of 2.024 and a sig value of $0.000 < 0.05$. And the value of t calculated compensation is $6.286 > t$ table 2.024 with a sig value of 0.002.

Based on the conclusions that have been drawn up, the researcher gives suggestions to the Toserba in Sorek 1 as follows, it is better to focus on policies related to the importance of work ethic in increasing professional commitment in the agency. So with the right work ethic, the professional commitment will be better so that it can have a positive impact on the agency. And this research can be used as a reference for further researchers and is expected to develop other variables besides the variables being studied at this time in order to obtain a better explanation. For further research, other variables can be added to support accuracy in research.

Art 3b

ORIGINALITY REPORT

23%
SIMILARITY INDEX

22%
INTERNET SOURCES

15%
PUBLICATIONS

8%
STUDENT PAPERS

PRIMARY SOURCES

1 digilibadmin.unismuh.ac.id **3%**
Internet Source

2 www.ajssmt.com **3%**
Internet Source

3 jurnal.stie-aas.ac.id **3%**
Internet Source

4 ejournal.stiewidyagamalumajang.ac.id **1%**
Internet Source

5 Submitted to Universitas Hasanuddin **1%**
Student Paper

6 ejournal.aibpm.org **1%**
Internet Source

7 fcc08321-8158-469b-b54d-f591e0bd3df4.usrfiles.com **1%**
Internet Source

8 Submitted to Lebanese International University **1%**
Student Paper

9 www.ijbel.com

Internet Source

1 %

10

jurnal.uinsu.ac.id

Internet Source

1 %

11

Y Maulana, H Ulinuha, D L T Chandra. "The Effect Of Tourism Attractions On Tourists' Visiting Interest To Penglipuran Village, Bangli District", IOP Conference Series: Earth and Environmental Science, 2021

Publication

1 %

12

www.ijicc.net

Internet Source

1 %

13

www.jsrpublishing.com

Internet Source

1 %

14

Najmudin Najmudin, Syihabudin Syihabudin. "Religiosity and Halal Certification: Its Effect on Interest in Buying Traditional Food", Li Falah: Jurnal Studi Ekonomi dan Bisnis Islam, 2022

Publication

<1 %

15

bircu-journal.com

Internet Source

<1 %

16

Endah Nur Fitriyani. "The Influence of Transformational Leadership, Work Environment, and Religiosity toward

<1 %

Employee Loyalty of IAIN Salatiga", Muqtasid: Jurnal Ekonomi dan Perbankan Syariah, 2018

Publication

17

eprints.perbanas.ac.id

Internet Source

<1 %

18

Submitted to Universitas Sumatera Utara

Student Paper

<1 %

19

journal.uinsgd.ac.id

Internet Source

<1 %

20

ejournal.upbatam.ac.id

Internet Source

<1 %

21

www.neliti.com

Internet Source

<1 %

22

. Aprianita, Mafizatun Nurhayati. "The Effect of Job Insecurity on Job Performance with Islamic Work Ethics and Employee Engagement as Mediation Variables (Study at Bank Muamalat West Jakarta Region)", European Journal of Business and Management Research, 2021

Publication

<1 %

23

Shofi Malina, I Gede Arimbawa, Ani Wulandari. "The Effect of Return On Assets and Return On Equity To Earning Per Share and Price Book Value In Sub-Sectors of Construction Companies Listed In Indonesia

<1 %

Stock Exchange In 2015-2018", Quantitative Economics and Management Studies, 2020

Publication

24

Submitted to MAHSA University

Student Paper

<1 %

25

Saharuddin, I Ukkas, S Bachri, M J Alputila, M Y Zamhuri. "The analysis of human resource quality in improving employees performance: An analysis of external and internal environment", IOP Conference Series: Earth and Environmental Science, 2019

Publication

<1 %

26

www.vanderbilt.edu

Internet Source

<1 %

27

Ikhsan Naufal Dwilaksana, Rosana Eri Puspita, Mochlasin Mochlasin, Adamu Abubakar Muhammad. "The Role of Motivation, Discipline, Salary, and Islamic Work Ethics on Increasing Employee Performance", Annual International Conference on Islamic Economics and Business (AICIEB), 2021

Publication

<1 %

28

www.atlantis-press.com

Internet Source

<1 %

29

S I Wahyuni, Dafik, M I Farisi. "The analysis of learning materials implementation based on research-based learning to improve the

<1 %

elementary school student's creative thinking skills in solving "polamatika" problems",
Journal of Physics: Conference Series, 2020

Publication

30

citeseerx.ist.psu.edu

Internet Source

<1 %

31

scholar.unand.ac.id

Internet Source

<1 %

32

dokumentis.com

Internet Source

<1 %

33

garuda.ristekbrin.go.id

Internet Source

<1 %

34

Renatha Mersi, Ayub Manggala Padangaran, Fahria Nadiryati Sadimantara. "Factors Affecting the Production of the Coffee Farming in Uluway Village Mengkendek Sub District Tana Toraja District", JIA (Jurnal Ilmiah Agribisnis) : Jurnal Agribisnis dan Ilmu Sosial Ekonomi Pertanian, 2021

Publication

<1 %

35

ojs.unm.ac.id

Internet Source

<1 %

Exclude quotes Off

Exclude matches Off

Exclude bibliography Off

Article Acceptance Letter

Dear Supardi, Yulianah, Joko Ariawan
Universitas Bhayangkara Jakarta Raya, Universitas Bina Sarana Informatika.

I am pleased to inform you that your manuscript titled "**Effect Of Work Ethos And Compensation On Employees' Professional Commitment**" the recommendation of the editorial board, your above-mentioned Manuscript has been **accepted** for publication in the **International Journal of Artificial Intelligence Research** (ISSN 2579-7298) in Volume 6 Issue 1.

As we declared in "Instructions for Authors", you need to contribute to the **International Journal of Artificial Intelligence Research** for Article Handling/Submission/open access Fee (Article Handling/Submission Fee). For this purpose, you should pay the following amount: **\$300 + VAT 10%**. Although the currency is US Dollar, you may change the currency during the payment process

Please note the following point, and ensure compliance:

1. Page proofs of your paper will also be sent to you for minor correction and approval.
2. Provide us with your Email ID for Future Correspondence
3. If your paper is found with plagiarism after the release of the Acceptance Letter, it will not be published in the journal.

It is a recommendation that you cite this and other published work from the **International Journal of Artificial Intelligence Research** in your paper to be published in another journal.

Sincerely Yours,
Editor in Chief



Heri Nurdiyanto
STMIK Dharma Wacana

Organized by: Departemen Teknik Informatika STMIK Dharma Wacana
Jl. Kenanga No.03 Mulyojati 16C Metro Barat Kota Metro Lampung
Email: jurnal.ijair@gmail.com | herinurdiyanto@dharmawacana.ac.id





INTERNATIONAL JOURNAL ARTIFICIAL INTELLIGENCE RESEARCH
 STMIK DHARMA WACANA
 P-ISSN : < > E-ISSN : 25797298 Subject Area : Science, Engineering

3.36364
Impact Factor

523
Google Citations

S2
Current Accreditation

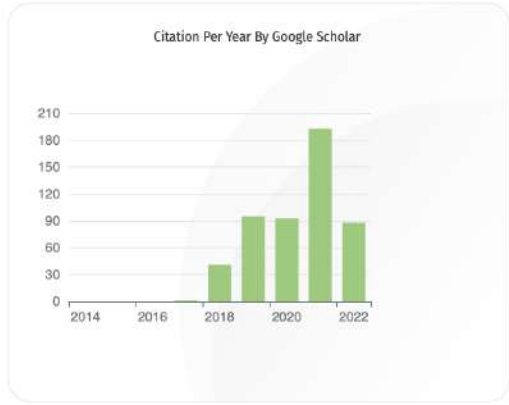
Google Scholar Garuda Website Editor URL

History Accreditation



Garuda Google Scholar

BSI COMPETITIVE STRATEGY AFFECT PURCHASING DECISIONS OF CONVENTIONAL BANK CUSTOMERS IN INDONESIA



Journal By Google Scholar

	All	Since 2017
Citation	523	522
h-index	11	11
i10-index	11	11