





Distribution of Work Ethic factors, Locus of Control on Employee Performance

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Abstract

Purpose: This study aims to analyze distribution of work ethic factors in moderating the influence of Locus of Control on Employee Performance at PDAM (Regional Water Utility) Makassar City. Research design, data and methodology: The sample uses a purposive sampling method with a number sample as many as 35 respondents in PDAM Makassar City. The data collection method used is giving questionnaires to employees in accordance with the research conducted. Data analysis was carried out using multiple linear regression analysis tests and moderated regression analysis with an absolute difference value approach. Results: Locus of control has a positive and significant effect on employee performance and distribution of work ethics are able to moderate the influence of locus of control on employee performance in PDAM Makassar City. Conclusion: when locus of control increases it will be followed by an increase in employee performance, and also equal distribution of work ethic will strengthen the influence of locus of control on employee performance at PDAM Makassar City. Work ethic values that can be implemented include determining work ethic values, clear communication to evaluation and adjustment. The limitation of this research is that it only uses respondents from civil servants and needs further development.