

THE INFLUENCE OF ORGANIZATIONAL BEHAVIOR ON WORK ETHICS EMPLOYEES IN BANDUNG REGENCY GOVERNMENT

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ABSTRACT

The purpose of this research is to know how big influence of individual process owned by the employee to work ethic of employee, influence of interpersonal process owned by the employee to work ethic of employee, influence of organizational characteristics to employee work ethic, the influence of individual processes, Employee interpersonal processes, and organizational characteristics simultaneously to employee work ethic in Bandung Regency Government. The method used in this research is the associative research method by using statistical analysis in the form of correlation coefficient and *t*-test. Respondents who used as resource persons work as head of the family on the object of research; the sampling technique used is stratified random sampling, with the number of respondents set as many as 60 people. The object of research used as a place for this study is the District Government of Bandung. The result of the research proves that Organizational Behavior influences positively and significantly to the Employee Work Ethic in Bandung Regency Government.

KEYWORD: Organizational Behavior, and Work Ethic of Employees

INTRODUCTION

Research on organizational behavior with the work ethic of the employee is to study the influence of organizational behavior relationship with the work ethic of employees in individual processing, interpersonal of employees who interact and develop as a work culture to the value of the work that is believed.

Organization by some means is only a container in an effort to achieve goals effectively and efficiently. Yet if we examine more deeply that the definition of organization can be interpreted static organization and organization in the dynamic sense. This is in line with the opinion of Nitisemito which gives the definition of organization viewed from two sides, namely as follows: Organization in the sense of static is a container or place of cooperation to carry out tasks in accordance with a predetermined plan. While the organization in the dynamic sense, is a process of cooperation between two or more people, in achieving the goals that have been set first (Alex S. Nitisemito, 1992: 12).

VeithzalRivai and DeddyMulyadi in his book entitled Leadership and Organizational Behavior says that organizational behavior is a study that concerns aspects of human behavior in a particular group. This involves the aspects of organizational influence on human beings as well as the aspects of human influence on the organization. The practical purpose of this study is to determine how human behavior affects the achievement of organizational goals (2010: 171). Another notion was put forward by Mooerhead and Griffin, saying that organizational behavior is the study of human behavior in organizations consisting of links between human and organizational behavior, between organizations themselves (Gregory Mooerhead and Ricky W. Griffin, 2013: 49).

Organizational behavior essentially based on the science of behavior itself is developed with the focus of attention to human behavior in an organization. This basic framework of knowledge is supported at least by two components, namely individuals who behave and formal organizations as a container of that behavior. In addition, because the individual's behavior is determined by the individual's self and its environmental factors, other factors that support organizational behavior are environmental factors.

In the case of running a formal organization in order to achieve the goal is required optimization of the behavior of the organization is supported by the work ethic that is an informal factor. This is in line with the opinion of MiftahThoha, who said that in an organization, human behavior must be influenced by the formal system (formed organizational behavior) and informal system (in the form of work ethic, management style, and culture). The work ethic is one's loyalty to the organization, as well as its tenacity, passion, and pride in carrying out its task (MiftahThoha, 2012: 180).

Based on that opinion can be drawn a conclusion that a human behavior is strongly influenced by the formal system and informal systems, whether it is influenced by the behavior of the organization itself or by the work ethic that exist within the organization. If the behavior of the organization doesn't well in the sense deviate from the principles of the organization, then it can be ascertained that the work ethic of employees in the organization is very good, and vice versa if the organization's behavior deviates from the principles of the organization so the work ethic of the employee is very minimal. Given the above opinion, then adds confidence to us that the behavior of the organization with work ethic has a positive relationship. In studying organizational behavior can be done with three levels of analysis, such as individuals, groups, and organizations. Problems that occur within the organization can be analyzed from three levels of analysis. At an individual level, events in the organization are analyzed in relation to one's behavior and personality interactions in a situation where each individual in the organization brings different attitudes, values and experiences of the past.

At the group level, group behavior is influenced by group dynamics, rules and values shared by the group. In organizational analysis, the structure and position of a person in the organization brings influence to every social interaction within the organization. In studying organizational behavior centered on three characters, namely behavior, structure, and process. Furthermore, in studying organizational behavior focus first, that is the main behavior in an organization, second focus, that is structure of organization and group where the structure of organization and group have a big influence on individual behavior, third focus, that is organization process. The organizational process deals with the interactions that occur between members of the organization. And organizational processes include communication, leadership, decision-making processes, and power. Organizational behavior is always the starting point of human behavior or more emphasis on individual psychological and behavioral aspects. In addition, the science of organizational behavior is an interdisciplinary science, which freely draws sources from other sciences.

The work ethic is the passion and responsibility at work is basically a much emphasized factor in improving work ethic of employees. This is in line with Permadi's opinion that the work ethic is more emphasized on the spirit to work arising from employees to work harder, more diligent, more passionate, and more productive (Permadi, 2016: 75).

Attempts to build an employee work ethic are not an easy one. Work to build the ethic of employees carried out coaching through self-development and self-improvement of each employee. A good work ethic is characterized by a great love of work, as it will encourage them to do a good job, giving as much service as possible to the organization and the society.

LITERATURE REVIEW

METHODOLOGY

The method used in this research is an associate research method. Associative research or relationship is a research that aims to determine the relationship between two variables or more (Sugiyono, 2010: 11) In this study the authors try to do research about the relationship of two variables namely variables x and y variables, for variables x Organizational Behavior and variables Y work ethos, so the authors will conduct research on causal relationships or causation is the influence of organizational behavior on work ethic of employees in Bandung District Government.

In this study, the population in question is an employee in Bandung District Government. In this study, the authors use the technique of saturated samples, sampling saturation is a sample that represents the population. Usually done if the population is considered small or less than 100 (*Ibid*: 92). So the sample taken by the author was as many as 60 people.

Based on the framework mentioned above, the authors propose the following research hypothesis:

- **H0:** The individual processes of employees do not affect the work ethic of employees in Bandung Regency Government. H1 = the individual processes of employees affect the work ethic of employees in Bandung District Government.
- **H0:** Interpersonal processes of employees do not affect the work ethic of employees in Bandung Regency Government. H1 = Employee interpersonal processes have an effect on employee work ethic in Bandung Regency Government.
- **H0:** The characteristics of the organization do not affect the work ethic of employees at the Bandung Environmental Control Agency. H1 = Characteristics of the organization Affects the work ethic of employees in Bandung Regency Government.
- **H0:** Individual processes, employee interpersonal processes, and organizational characteristics affect the work ethic of employees in Bandung Regency Government. H1 = individual processes, employee interpersonal processes, and organizational characteristics affect the work ethic of employees in Bandung Regency Government.

RESULT AND DISCUSSIONS

RESULT

The relationship of organizational behavior to the work ethic of employees in the process of individual, interpersonal employees who interact and develop as a work culture against the value of work is believed. Work to build the ethic of employees carried out coaching through self-development and self-improvement of each employee. A good work ethic is characterized by a great love of work, because it will encourage them to do a good job, giving as much service as possible to the organization and society. The result of the research proves that Organizational Behavior influences positively and significantly to the Employee Work Ethic in Bandung Regency Government.

DISCUSSIONS

Definition of the Organizational Behavior

Robbins (2001: 44) provides a definition of organizational behavior is a field of study that investigates the impact of individuals or individuals, groups, and structures on behavior in organizations with the intention of applying knowledge

to improve organizational effectiveness.

Another definition is put forward by Morhead and Griffin, saying that organizational behavior is the study of human behavior in organizations consisting of links between human and organizational behavior, between organizations themselves (Gregory Moorhead and Ricky W. Griffin, *Op. Cit: 49*).

Furthermore, the definition of organizational behavior proposed by MiftahThoha, which says that organizational behavior is a study that concerns aspects of human behavior in an organization or a particular group. This includes aspects that arise from human influence on the organization. The practical purpose of this study is to determine how human behavior affects the achievement of organizational goals (MiftahThoha, *Op. Cit: 172*).

Another opinion expressed by Joe Kelly, a management professor at the Sir George William University, quoted MiftahThoha as saying that organizational behavior can be formulated as a system of study of the nature of an organization such as how an organization begins, grows and develops, and how its influence on members Individuals, groups of voters, other organizations, and larger agencies (*Ibid: 165*).

Veithzal Rivai and Deddy Mulyadi said that, organizational behavior is a study that concerns aspects of human behavior in a particular group. This involves the aspects of organizational influence on human beings as well as the aspects of human influence on the organization. The practical purpose of this study is to determine how human behavior affects the achievement of organizational goals (*Op. Cit: 169*).

The organizational behavior is a field of science that studies about the interaction between humans in the organization that includes the systematic study of behavior, structure, and processes within the organization. The main issue of organizational behavior is the relationship between people in organizations and organizations created by humans to achieve a goal. Organizational behavior is also a way of thinking, a way of understanding problems and explaining clearly the results of the discovery along with problem-solving actions. Organizational behavior can also be defined as a system of study of the nature of the organization such as how the organization begins, grows, and develops and how its influence on members as individuals, voter groups, other organizations, and other larger institutions.

Dimensions of Organizational Behavior

Among the factors affecting organizational effectiveness are emerging behavioral patterns. Although the two organizations may operate in the same environment, using the same tools, and have the same mastery of technology, the issue may have the same background, skills and professional education, but one organization may be more innovative, efficient and effective in achieving Target than others. This difference is largely due to the growing patterns of behavior.

Arlyn J. Melcher presents the organizational behavioral dimensions that are important for the functioning of an organization, namely (Arlyn J. Melcher, 2007: 43):

Pattern of Individual Behavior

Some important elements of individual behavior patterns are work, persistence, commitment to meet standards, initiatives to improve methods and problem solving, self-improvement orientation, job target commitment, frustration, absenteeism, and turnover

Vertical Relationships

Some of the elements of vertical relationships are the leadership beliefs of employees, employees' beliefs to the leadership, accurate information submitted by leaders, communication screens from employees to leaders, public relations information, teamwork (teamwork), and recipients of leadership decisions.

Relationships within Groups and Between Groups

The elements of this relationship are trust, work-related communication, unrelated communication, teamwork, and group unity.

Morhead and Griffin describe the central concept of organizational behavior grouped into three basic categories, namely (*Op. Cit.*: 49):

Individual Processes

In individual processes discussed about motivation to increase work, stress management, while the result is productivity, performance, absenteeism, attitude, movement, and stress.

Interpersonal Processes

In the interpersonal process examines communication, group and team, leadership, decision making or negotiation. The results of interpersonal processes are productivity, performance, norms, coherence, group satisfaction and group identity.

Organizational Processes and Characteristics

Discuss organizational structure, and change or development. These processes result in productivity, performance, turnover, survival, and constituent satisfaction. While, the ultimate goal of the process of setting organizational behavior is the effectiveness of the organization.

Meanwhile MiftahThoha describes the organizational dimensions into three dimension categories (*Op. Cit.*: 186):

Technical Dimensions

This dimension emphasizes the skills needed to move the organization. This dimension contains the technical bureaucrat's expertise required to move the organization, such as computer skills, marketing, engineering, and others;

Concept Dimensions

This second dimension is the driving force of the first dimension and closely related to the third dimension. If the bureaucrats in work rely solely on the first dimension, and ignore the second and third dimensions, it will lead to an ineffective climate of the main supporting factors of the organization that is human;

Human Dimensions

Behavioral approaches in organizations risk that human beings within an organization are a complex element. Because of the need for an understanding of theories supported by empirical research, it is essential that the determination of human management in itself be done.

Veithzal Rivai and Deddy Mulyadi said in studying organizational behavior can be done with three levels of analysis that is (*Op. Cit: 173-174*):

The Individual Level

Human behavior is as a function of the interaction between individuals and their environment. All individual behaviors are presumably shaped by personality and experience. There are five individual level variables that underlie individual behavior, namely biographical character, ability, personality determinant personality, and learning. While perception by the individuals, is to organize and interpret their sense impressions to give meaning to their environment. Individuals perceive the same thing differently; this is influenced by several factors. First, would be the factors that exist in the perpetrator of perception. Second, the factors that exist on the object or target. Third, the context factor of the situation where the perception is done.

According to Attribution theory, our perceptions and judgments of one's actions will be quite influenced by the assumptions we make about the internal state of others. Based on attribution theory when individuals observe behavior, then they try to discover whether it is due to internal and external factors. Perceiving and interpreting what others do is a burden, consequently the individual often uses shortcuts in judging others through ways: selective perception, halo effects, contrasting effects, and stereotype. While values are the basic beliefs of a particular mode of behavior or state of existence, it is preferably personal or social, rather than an opposing mode of behavior or state of affairs. Job satisfaction refers to the general attitude of an individual to his work. The factors that drive job satisfaction are those that mentally challenge the right rewards, supporting working conditions and supportive colleagues.

One way to understand human nature is to re-analyze the basic principles that are part of

- Human being. The basic principles are as follows:
- Humans differ in their behavior because of their unequal abilities;
- Humans have different needs;
- People think about the future and make choices about how to act;
- A person understands his environment in relation to his past experience and needs;
- A person has happy or unhappy reactions;
- Many factors determine one's attitude and behavior.

So the groups of variables that help explain individual differences in behavior and performance are classified as capabilities and skills, background, and demographics.

Group Level

Individuals can be certain to have a tendency to live together or in groups within a particular community in order to achieve the purpose of life. A prominent characteristic of a group is the presence of two or more people who interact with each other and share each other for some common purpose. The underlying why humans live in groups is due to the satisfaction of life needs, the closeness and attractiveness, the purpose of the group, and the existence of economic reasons. In detail about the reasons for the formation of groups, among others: the theory of proximity (propinquity),

George Homans theory (interaction), theory Theodore Newcomb (balance), and the theory of exchange. Applications and conditions in everyday life will show a group according to the existing theory.

In the reality of group life today, can be seen the forms of existing groups in society, namely the primary group, informal groups and formal groups, reference groups, open and closed groups. The primary group is a group of intimacy, cooperation, and face-to-face relationships. The formal group is a group defined by the organizational structure, while the informal group is a group that is not structured or organized formally and appears in response to social needs. Reference groups are groups in which each member judges itself by comparing it to others, and uses the group as a measure to assess its attitudes, beliefs, and values. While the open group is a group that is open to change, while closed group is a group that isolate themselves from outside influences.

Surely the life of a group will be greatly influenced by the behavior of individuals within the group. In the context of groups, then the behavior of these individuals will be grouped behavior, in which the attributes of each individual merge into the meaning of the group. It can be said here that every individual will be a reflection of group behavior. On the other hand, to understand a group must also understand the nature and characteristics of the group, which is related to the status of hierarchy, roles, norms, leadership, cohesiveness, and conflict. With the conflict is expected to make a positive situation or condition or conducive, so that in relation to relationship in a group with another group will be good, for it is expected that, a group should be solid or compact, then the behavior of individuals must be conditioned for the benefit of the groups or organizations. Do not let the individual egoism that a little more will negatively affect the interests of the group. In addition, the nature and characteristics of the group must be understood, especially by each group, and generally by each individual, as a need for group progress and for the purpose to be achieved.

The Organizational Behavior

Humans try to facilitate in achieving its goals by forming a cooperative relationship with other individuals is to form a group. Organizations are two or more interacting individuals where each behavior influences each other to achieve a goal. The field of knowledge of organizational behavior that has been developed for long seems to lately began to perceive its importance. The science of organizational behavior is developed with the focus of attention on the behavior of individuals who work in a particular organization.

The reinstatement of human beings as one of the most important elements in the organization is the basic orientation of the science of organizational behavior. The development of the science of human behavior in organizations has historically begun since the beginning of the development of the scientific management movement even before it can be recognized as the first step in the development of this science. In delivering the success of an organization a manager must be able to carry out management functions, namely planning, organizing, coordinating, and controlling. To face challenges and opportunities a leader has a role in relation to organizational behavior that is interpersonal role, information role, and decisive role.

The central concept of organizational behavior, according to Morhead and Graffin can be grouped into three basic categories, namely (*Op. Cit:* 135):

Individual Processes

In individual processes discussed about motivation to increase work, stress management, while the result is productivity, performance, absenteeism, attitude, movement, and stress;

Interpersonal Processes

In the interpersonal process of reviewing communication of group and team, the outcomes, are leadership and decision-making / negotiation. The results of interpersonal processes are productivity, performance, norms, coherence, group satisfaction, and group identity;

The Organizational Processes and Characteristics

Discuss organizational structure, organizational design, organizational culture, and change / development. These processes result in productivity, performance, turnover, survival, and consistent satisfaction. The ultimate goal of the organizational behavior process is organizational effectiveness.

Furthermore, according to Mc. Fafland quoted by Handyaningrat as follows (Fathoni, Abdurrahmat, 2006: 73): An organization is an identifiable group of people contributing their effort to the attainment of the goal. Experts in discussing organizations often focus on principles or principles rather than organizations. But unfortunately there is never any unity of opinion about what these principles or principles are. Opinions about the organizational principle proposed by SoekarnoK, are as follows (Soekarno, 2007: 89):

- The principle of unity of command, in an organization, there is a principle in which each officer or employee has only a single leader. Do not let an officer have two or more leaders, so that the officer was confused and his work went wrong. It is different if the two leaders consist of a leader with his deputy;
- Span of control, intended to the extent that a leader can properly supervise his subordinates. Maybe one can only supervise 5 (five) people only, maybe 10 people only, maybe 15 people only. So one's ability is not the same. Supervision may also be influenced by the type of work and place it can summarize;
- The division of labor in a homogeneous manner, the various tasks in the organization must be divided in such a way and assigned to certain people, but still a homogeneous unity, so it is not justified to walk alone;
- The delegation of authority that is followed by responsibility, for the success of the organization depends greatly on the extent to which the leadership can delegate authority. Delegation of authority must necessarily be followed by delegation of responsibilities. For it is impossible for a person to be held accountable without authority and vice versa if a person has authority without responsibility can lead to arbitrary action.

Based on the above principles it can be concluded that in running an organization needed an understanding of these principles for the purpose of the organization can be achieved. One of the most important principles is the division of labor. Effective and efficient an organization depends on how the division of tasks is done, if the division of the task is not clear, then the organization will not run well, therefore in an organization there should be a clear division of tasks. According to Soekarno K, the definition of organization can be divided into three kinds, namely (*Ibid*: 81):

- The organization as a management tool is the organization as a container or as a place of management, thus providing a form for management that allows management to move. Or to say, that organization as a tool is an organization in the sense of static, immovable. And this form of management depends on the container;
- The organization as a function is an organization in the dynamic sense of an organization that allows the possibility of place management can move within certain limits. Organization in a dynamic sense means that the organization moves to divide the work, arrangement and placement of the people who will carry out the tasks, the arrangement of the tools, facilities, facilities, infrastructure, and so on;
- Organization in the philosophical sense is a tangible manifestation that man will only succeed in obtaining the desired as long as willing to cooperate with others.

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2. Span of control, intended to the extent that a leader can properly supervise his subordinates. Maybe one can only supervise 5 (five) people only, maybe 10 people only, maybe 15 people only. So one's ability is not the same. Supervision may also be influenced by the type of work and place it can summarize;
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The basis of the organization is not "who is" but "what" means that what is important is not who will hold the organization, but what is the job of the organization. If we already know what the tasks of the organization, then we look for the people who will hold or lead or handle the tasks that exist within the organization. Do not otherwise be the people first; just form an organization, because it may happen if there will be lack of formation so that, it held a new formation that is actually less necessary, so simply to accommodate people who presume wrong understanding of the organization.

The organization arises or occurs, if there are two or more persons who work together to achieve the desired goals together. So if there is a job that can be completed or done enough by just one without the need for assistance and cooperation with others, then by itself there is no need for an organization. While the above mentioned that the

organization arises when there are two or more people who work together and so on, but not entirely true that because of the existence of two or more people is the origin of the emergence of the organization. However, it must first be interpreted that the existence of two or more persons as a result of the existence of tasks or jobs to be addressed, and which jobs are the result of the goal to be achieved. In other words the purpose of becoming the cause of the birth of the works, and the works are the cause of the emergence of the people who work together, and all of them become the cause of the birth of the organization.

The organization as a place or container management has a very close relationship with management and mutual influence. If the organization is good, but management is not good, it is certainly affected so that the organization cannot move as expected or vice versa, if the management is good, but bad organization or mismanagement will arise. The relationship between management and organization can be likened to the relationship between the physical body with life or soul. If the body is good, but the soul is not healthy, then the body or body can be affected as well. Over time it becomes damaged, and vice versa.

According to Sinamo, the work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by total commitment to an integral workable paradigm. According to him, if a person, an organization, or a community embraces a working paradigm, beliefs and, committed to the work paradigm, it will give rise to their unique attitude and work behavior. That's what will become a work culture. And also the work ethic is the foundation of true and authentic success. This view is influenced by studies of sociological studies since the time of Max Weber in the early 20th century (Sinamo, 2009: 42).

Meanwhile, in the opinion of Toto Tasmara, work ethic is the totality of personality of self and a way of expressing, seeing, believing, and giving meaning something there, which encourages him / herself to act and achieve the optimal charity so that the pattern of human relations with him and between man and other creatures can Well establish (Toto Tasmara, 2013: 68).

The work ethic itself according to the Great Dictionary of the Indonesian Language means a distinctive view of life from a social group, a culture, a nature, a value, and a custom. Typical that gives character to the culture of a social class in society, the spirit of work that became characteristic and beliefs of a person or a group. Based on these opinions can be concluded that the work ethic is a passion, diligence, and passion of someone in the work to be more productive.

Furthermore, the definition of work ethic proposed by Jusman, who said that, work ethic is one very important element that needs to be considered in an effort to improve the human resources of an organization, if the work ethic of employees, both internally or externally their work will have a high motivation In the work, otherwise if not supported from within or outside the environment it will result in hampering organizational goals (Jusman, 2006: 132).

Another opinion put forward by Talizidhulu, which says that the Work Ethic is a number of cultural values or devices, human characteristics in the world of work or worldviews of values as traits, habits, and driving forces cultivate in one's life, society or organization Which is reflected in the attitude of being behavior, manifested in work or work (NdrahaTalizdhuhu, 2003: 34)

In line with the opinion of Sopiah who argued that, Work Ethics is a number of values or cultural characteristics of human nature in the world of work. Work ethics deals with conscience-based attitudes. The ethos of work comes from the religious culture and attitude of a society.

Therefore, the work ethic can be a motivating force for employees (Sopiah, 2008: 129-130).

Based on the above definitions, it can be concluded that the work ethic is a set of cultural characteristics of a human being which is one of the most important elements in the improvement of human resources, if each individual has a high motivation at work and supported by the organizational environment then the goal organization will be achieved based on the value or attitude of one's conscience in the form of morale, motivation and perseverance in work.

Dimensions of Work Ethics

The dimensions of work ethics according to Sopiah, which consists of several factors namely (Ibid):

1. The rules of conduct, i.e. language, terminology, and rituals that can be used by members of the organization;
2. Norms, which are standards of conduct that include instructions on how to do something. Furthermore, we recognize the existence of religious norms, social norms, moral norms, customary norms, and others;
3. Dominant values, the main values expected of the organization to be undertaken by members, such as the high quality of the product, the low level of absenteeism, higher productivity, and efficiency, and the high work discipline;
4. Philosophy, the policy that the organization believes about the things that its employees and customers like, such as your satisfaction is our expectation, the consumer is the king, and others;
5. The rules, namely the firm rules of the organization. New employees must learn the rules for their acceptability within the organization;
6. Organizational climate, i.e. the overall feeling that includes the physical things, how the members interact and how the members of the organization control themselves in contact with customers or parties outside the organization

Employees who do not have a work ethic usually at work carelessly, if there is a new employee leadership subordinate work, but if there is no leader, subordinates work as it wishes, it is influenced by some of these factors Tabrani (2000: 24), namely:

1. No knowledge of work ethic;
2. Lack of understanding of the purpose of the work ethic in carrying out personnel;
3. Unable to realize the performance program in the personnel process;
4. Lack of understanding how difficult it is to build, nurture and develop human resources;
5. The lack of attention from the leadership on the importance of work ethics in the employment process;
6. Less rewarded for subordinates who actually carry out the work ethic;
7. Supervision is not working properly.

In general, factors that greatly affect the moral condition and habits of each employee at work, or a change in the environment of the organization itself. This is largely due to organizational growth that leads to improved quality and quality. Meanwhile, according to Benjamin that the dimensions of work ethic are as follows (Benjamin, 2008: 28):

1. Behavior (discipline)
 - The level of employee discipline objectivity is in line with reality;
 - Conducting work on time;
 - The level of work follows the right flow of work.
2. Structure (suitability)
 - Level of employment impact and appropriateness of employment;
 - Presence of opportunities for promotion of positions;
 - Improving the quality of work;
 - Level of planning time at work.
3. Process (timeliness)
 - Level of job quality assessment;
 - Trying to solve every problem of work;
 - The existence of objective research in work;
 - Save energy in doing work;
 - Increase work time productivity.

Benefits of the Work Ethics

According to Sedarmayanti ethos displays "social glue" and produces a "feeling" that eliminates the process of differentiation that is part of an inevitable organizational life. The organizational ethos offers a shared system of meanings, which form the basis for communication and mutual understanding. If this function is realized in a reasonable way, the work ethic may significantly reduce organizational efficiency (Sedarmayanti, 2007: 72). According to Sinamo, the work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by total commitment to an integral workable paradigm. According to him, if a person, an organization, or a community embraces a working paradigm, beliefs and, committed to the work paradigm, it will give rise to their unique attitude and work behavior. That's what will become a work culture. And also the work ethic is the foundation of true and authentic success. This view is influenced by studies of sociological studies since the time of Max Weber in the early twentieth century (Sinamo, *Op. Cit*: 42).

The work ethic is a sincere and sincere Voice of every organization's human resource to be willing to work selflessly on providing the best service to the organization without exception. Muhadjir, gives the characteristics of employees who have a high work ethic in the form of visualization activities in carrying out the following work (Muhajir Noeng, 2000: 23):

- Satisfied work;
- Pleased and did not feel bored;
- Have a desire to cooperate in achieving goals;

- Work done without complaint;
- Lack of tools, cost and expertise accepted with understanding;
- Have responsibility in completing the work;
- Have a high confidence and enthusiasm.

One of the supporting factors in improving work ethic of employees is behavior. Terms of behavior typically relate to a human or a group of humans, however, the behavior in relation to the organization itself, or in other words the organization as a personified institution. According to Miftah Toha, Organizational Behavior is a study concerning aspects of human behavior in an organization or a particular group. It covers aspects generated from the influence of the organization of humans as well as aspects resulting from human influence on the organization. The practical purpose of the study of human behavior affects the achievement of organizational goals. Organizational behavior is always the starting point of departure from human behavior or more emphasis on the psychological aspects of individual behavior (MiftahToha, *Op. Cit.*: 11).

By considering the above description, organizational behavior is something that is not easy to be realized. Thus, organizational behavior is very strong in determining the relationship with the work ethic of employees. One of the goals of organizational behavior is to create a high employee work ethic based on the competence of professionals of employees.

But in reality based on the initial research conducted by the author, it is still a lot of employees who have low competence, and this is caused by several problems, among the problems are the level of attendance or absenteeism is considered very unfavorable.

Based on the theories mentioned above, the researcher formulates the framework as follows:

- Organizational behavior is an individual behavior as a member of an organization that interacts with its environment in order to achieve organizational goals wherein the framework of individual interaction is influenced by organizational characteristics such as hierarchy, task, authority, responsibility, control system;
- Work ethic is a number of values and attitudes that are owned, which arise in an organization and used as a worldview in the world of work;
- Organizational behavior with attention to the central concept of organizational behavior will increase work ethic of employees.

From the above description, we can illustrate the researcher's framework as follows:

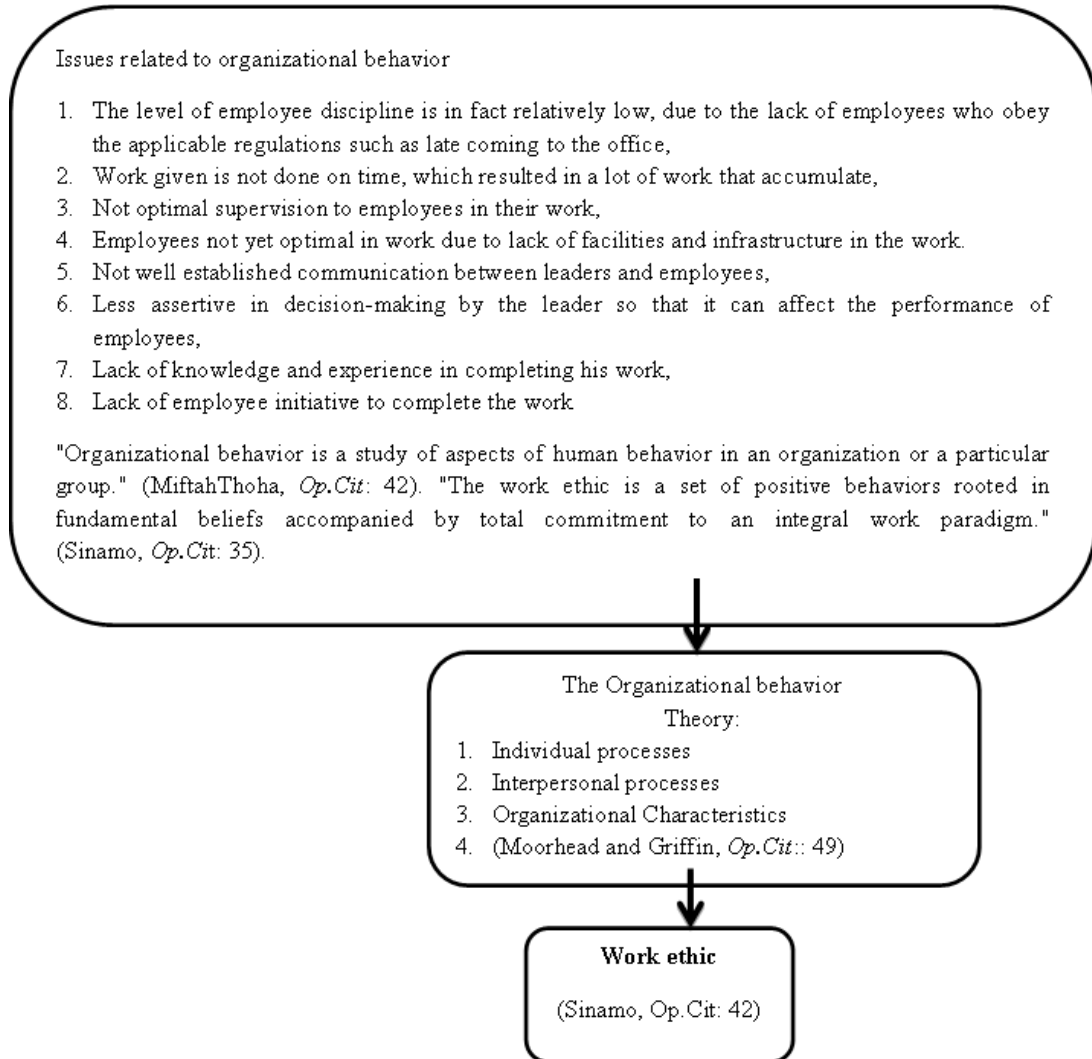


Figure 1: The Influence of Organizational Behavior at Work Ethics, Employees in Bandung Regency Government

CONCLUSIONS

The relationship of organizational behavior to the work ethic of employees in the process of individual, interpersonal employees who interact and develop as a work culture against the value of work is believed. Work to build the ethic of employees carried out coaching through self-development and self-improvement of each employee. A good work ethic is characterized by a great love of work, because it will encourage them to do a good job, giving as much service as possible to the organization and society. The result of the research proves that Organizational Behavior influences positively and significantly to the Employee Work Ethic in Bandung Regency Government

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