

ABSTRACT

Sesep Fahmi Mahbub 2019, The Effect of Wages and Sanctions on Work Ethic at UMKM Al-Amin Zarkasyieh: Sharia Economics Study Program, Faculty of Islamic Religion, Siliwangi University

Salaries and wages are the most important reasons why people work. From an organizational point of view, providing a salary is an important factor in increasing employee motivation. A company is also entitled to hold work sanctions so that employees can work according to the company's targets. But what happened in different fields of employees did not fulfill what they should have achieved.

The method used in this research is the correlation method with a quantitative approach. By using data collection techniques questionnaire and observation. The sample determination technique in this study is to use the Slovin formula.

Based on the multiple regression equation, the constant value (a) is 4.173, meaning that if the Wages and Sanctions variables are 0 then the Employee Work Ethic variable is positive (4.173). The regression coefficient value of the Wage variable is positive, namely 0.295, meaning that every increase in the Wage variable will increase the Employee Work Ethic variable by 0.295, assuming other variables have a fixed value. The regression coefficient value of the Sanction variable is positive, namely 0.675, which means that every increase in the Sanction variable will increase the Employee Work Ethic variable by 0.675, assuming other variables have a fixed value.

From the results of the t test of the wage variable, the value of $t_{count} > t_{table}$ ($10,906 > 1,985$) is obtained, then $H_0: r = 0$. From the results of the t test for the sanction variable, the value of $t_{count} > t_{table}$ ($11,715 > 1,985$) is obtained, then $H_0: r = 0$. From the results of the F test, it is obtained that the value of $F_{count} > F_{table}$ ($78.713 > 3.09$), then H_0 is rejected and H_a . Based on the results of the SPSS output determination coefficient, it is obtained that R Square (R^2) is 0.548, meaning that the percentage of the contribution of the effect of sanctions on Employee Work Ethics is equal to 54.8% while the remaining 45.2% is influenced by other variables which are not researched. Based on the results of the SPSS output, it was obtained that R Square (R^2) was 0.583, meaning that the percentage of the contribution of sanctions on Employee Work Ethics was 58.3%, while the remaining 41.7% was influenced by other variables not examined.

So it can be concluded that wages (X1) and sanctions (X2) partially or simultaneously affect the Work Ethic of Employees at MSME al-amin.

Keywords: wages, sanctions, Employee Work Ethics.