



The Effect of Teamwork on Employee Work Ethic

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	Abstract
<p>Keywords: <i>Team Work; Work Ethic; Population and Civil Registration; Ethic of Gowa, Team</i></p> <p>Conflict of Interest Statement: The author(s) declares that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.</p> <p>Copyright © 2025 POVREMA. All rights reserved.</p>	<p>This study aims to summarize research objectives and hypotheses, outlining the fundamental characteristics of the research design, data collection, and analysis. It presents major findings, including experimental, correlational, or theoretical data, followed by a brief explanation of the results. The study highlights implications related to policy and practice, providing recommendations for future research. This research investigates specific objectives and hypotheses, defining its aims and expected contributions. The study employs a structured research design incorporating data collection, analysis techniques, and sampling methodologies. It considers factors such as sample size, geographic location, demographics, variables, controls, experimental conditions, and statistical tests to ensure validity and reliability. The research presents key findings derived from experimental, correlational, or theoretical data, providing interpretations and discussions that enhance understanding of the results. Findings contribute to policy and practice, suggesting improvements and further research opportunities. The study offers recommendations for future studies and additional analysis that could enhance the field's knowledge base.</p>

Introduction

In modern public administration, effective teamwork is considered crucial for achieving organizational objectives. However, the impact of teamwork on employees' work ethic remains a subject that requires further empirical investigation, particularly within government institutions such as the Population and Civil Registration Office of Gowa Regency.

Recent research has explored the relationship between teamwork and employee performance. Studies by West (2002) and others have demonstrated that collaborative efforts can significantly improve efficiency and work ethics in various sectors. Nonetheless, these studies often focus on private organizations or limited sample populations, which may not fully represent the complexities encountered in public institutions. Furthermore, methodological limitations in these studies, such as small sample sizes and narrow research scopes, have left several critical questions unanswered.

Despite a growing body of literature on teamwork and work ethic, a clear gap exists in understanding how these findings translate into the empirical context of public service environments.

The current theoretical approaches do not adequately account for the unique challenges and dynamics present in government offices, highlighting the need for targeted research that bridges this gap.

Based on the identified gap, this study asks: "How does teamwork influence the work ethic of employees at the Population and Civil Registration Office of Kabupaten Gowa?" The research aims to empirically assess this relationship, offering new insights that extend previous findings and contribute to both academic theory and practical policy development.

Literature Review

Teamwork is defined as the collective effort of a group to achieve shared goals more effectively than when working individually. According to West (2002) as cited by Niken (2006), collaborative work leads to improved efficiency and effectiveness. Key indicators of effective teamwork include shared responsibility in task completion, mutual contribution of skills and ideas, and the optimal deployment of each team member's abilities. Work ethic encompasses the values, attitudes, and behaviors that drive individuals to perform their tasks with dedication and integrity. It is considered the hallmark of professional conduct and commitment to quality work. Researchers such as Sutrisno (2016) and Rahman (2019) describe work ethic as the internal motivation and habitual commitment that influence performance outcomes in the workplace.

Several studies have explored the relationship between teamwork and work ethic. Prior research by West (2002) and subsequent studies (e.g., Dewi, 2007) have provided evidence that effective teamwork significantly enhances employee performance by fostering a sense of shared responsibility and collaboration. However, much of the existing literature has focused on private sector environments, leaving a gap in understanding how these dynamics operate within public institutions. Recent investigations indicate that while teamwork is generally associated with higher efficiency, its impact on work ethic can vary depending on contextual factors such as organizational culture, leadership style, and operational challenges. The limitations in scope and methodological design of these earlier studies suggest the need for further research in a governmental setting – specifically within the Population and Civil Registration Office of Kabupaten Gowa.

The review of existing literature reveals a gap between the theoretical insights on teamwork and work ethic and their practical implications in public service contexts. Although previous studies highlight positive correlations, there remains limited empirical evidence on how teamwork specifically influences the work ethic of public sector employees. This gap underlines the novelty of the current research, which aims to empirically assess this relationship in a government agency, thereby extending the current body of knowledge and challenging assumptions derived primarily from the private sector.

Research Design and Methodology

This study employs a quantitative survey design that is well-suited to address the research question regarding the influence of teamwork on the work ethic of employees. The design was chosen because it provides a systematic and replicable approach to collecting numerical data, ensuring that the procedures can be followed and verified by future researchers. The research was conducted among the entire population of state civil servants at the Population and Civil Registration Office of Kabupaten Gowa, totaling 31 employees. A saturated sampling method was used, ensuring that every individual in the target group was included, which strengthens the representativeness of the findings.

Data collection was carried out using a structured questionnaire designed to measure both teamwork and work ethic. The instrument was developed based on established indicators from previous studies and was piloted to ensure clarity and reliability. The questionnaire allowed the researchers to record quantitative data on the perceptions and behaviors related to teamwork and work ethic among the employees. For data analysis, descriptive statistics were first used to summarize the demographic and response data. Inferential statistical tests, including the t-test and F-test, were then applied to examine the significance of the relationships between variables. These analyses provided a

clear and replicable process for assessing whether teamwork positively influences work ethic, as hypothesized. The method is detailed enough to allow replication while avoiding unnecessary complexity with formulas or tables.

Table 1. Indicator Variable

Variable	Code	Indicator	Major Reference
Team Work	X1.1	Responsibility	(West, 2002. Dewi, 2007)
	X1.2	Contribution	
	X1.3	Skill Direction	
Work Ethic	Y1.1	Personality	(Priansa, 2016)
	Y1.2	Professionalism	
	Y1.3	Relationships	
	Y1.4	Career	

Source: Data Result 2024

Findings and Discussion

Findings

The findings of this study indicate that teamwork (X) has a significant influence on work ethic (Y). Based on statistical tests, all indicators in the research model have met the reliability and validity requirements, ensuring that the measurement instruments accurately represent the studied variables. The descriptive statistical analysis presents an overview of the respondents' perceptions of teamwork and work ethic. The following table summarizes the descriptive statistics for each variable:

Table 2. Descriptive Statistics of Variables

Variable	Mean	Std. Deviation	Category
Teamwork (X)	4.12	0.65	High
Work Ethic (Y)	4.08	0.70	High

Source: Data Result 2024

The results indicate that teamwork is perceived as high among respondents, with an average score of 4.12, while work ethic also shows a high perception with an average score of 4.08. These findings suggest that teamwork plays a crucial role in shaping employees' work ethics. Additionally, the reliability and validity tests confirm the robustness of the research instrument, as all indicators meet the required criteria. The Cronbach's Alpha values for both variables exceed the acceptable threshold of 0.7, demonstrating high internal consistency.

Table 3. Reliability and Validity Test Results

Variable	Cronbach's Alpha	Validity (r-count > r-table)
Teamwork (X)	0.87	Valid
Work Ethic (Y)	0.85	Valid

Source: Data Result 2024

The hypothesis testing results further reinforce the significant relationship between teamwork and work ethic. The regression analysis confirms that teamwork positively influences work ethic, with a coefficient value indicating a strong effect.

Table 4. Hypothesis Testing Results

Hypothesis	Path Coefficient	t-value	p-value	Decision
Teamwork → Work Ethic	0.62	5.78	0.000	Supported

Source: Data Result 2024

These results suggest that improving teamwork practices within an organization can enhance employees' work ethics, leading to a more professional and collaborative work environment. Furthermore, this study contributes to the understanding of how team dynamics impact workplace behavior, supporting previous research findings while offering new insights into the interaction between teamwork and work ethic.

Discussion

The findings of this study indicate that teamwork has a significant influence on work ethic. Employees who demonstrate strong teamwork tend to exhibit higher levels of responsibility, professionalism, and commitment in their work. This suggests that when individuals collaborate effectively, their sense of duty and motivation increases, leading to a more ethical and productive work environment. One of the key aspects of teamwork that contributes to work ethic is responsibility. Employees who take accountability for their tasks not only ensure the completion of their duties but also influence their colleagues to uphold similar values. Additionally, contribution plays a vital role, as individuals who actively participate in team efforts tend to be more engaged and committed to achieving organizational goals. Furthermore, skill direction, or the ability to align individual competencies with team objectives, enhances efficiency and fosters a work culture based on mutual respect and dedication.

These findings align with the principles of *social exchange theory*, which posits that employees respond to positive work relationships with increased commitment and ethical behavior. When employees feel valued and supported within a team, they are more likely to reciprocate by maintaining high ethical standards in their work. Moreover, this study reinforces the argument that teamwork not only enhances productivity but also strengthens individual work discipline. In comparison with previous research, this study offers a broader perspective by emphasizing the role of external factors—such as collaboration and shared responsibility—in shaping work ethic. While earlier studies primarily focused on intrinsic motivation as a key determinant of work ethic, these results highlight the importance of social and organizational structures in fostering ethical work behavior. The findings also support the research of Munirah & Nurkhin (2018), who suggested that a structured and cooperative work environment positively influences employees' ethical conduct.

Overall, the discussion highlights that teamwork does not merely complement work ethic but serves as a crucial driving force behind it. Organizations that aim to enhance employees' ethical behavior should focus on fostering a collaborative work culture, encouraging responsibility, and ensuring that team members align their skills with collective goals. This approach can lead to a more disciplined, engaged, and ethically responsible workforce.

Conclusion

This study highlights the significant relationship between teamwork and work ethic, demonstrating that collaboration positively impacts employees' sense of responsibility, professionalism, and commitment. Employees who engage in effective teamwork tend to develop stronger ethical values in their work, as they feel accountable for their contributions and aligned with organizational goals. The findings reinforce that teamwork serves as a fundamental element in shaping a productive and ethical work environment.

From both theoretical and practical perspectives, this research contributes to the understanding of how social interactions within a workplace influence individual work behavior. The study expands on previous research by emphasizing the external factors—such as cooperation and shared responsibilities—that enhance ethical conduct in professional settings. In practice, these insights are valuable for organizations aiming to improve employee engagement and work discipline by fostering a culture of teamwork and collective accountability.

However, this study has certain limitations. It primarily focuses on the relationship between teamwork and work ethic without considering other potential influencing factors, such as organizational culture, leadership style, or personal motivation. Future research should explore these additional variables to provide a more comprehensive understanding of work ethic determinants. Furthermore, expanding the study to different industries and cultural contexts would offer broader generalizability and applicability of the findings.

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