INFLUENCE OF WORK MOTIVATION, EMPOWERMENT AND COMMITMENT TO WORK ETHIC OF STMIK KHARISMA MAKASSAR

Abdullah*

Corresponding Author:-
Email: *abdullah@kharisma.ac.id*

The aims of this study were 1) Examine and analyze the influence of motivation on work ethic of STMIK KHARISMA Makassar employee; 2) Examine and analyze the influence of psychological empowerment on work ethic STMIK KHARISMA Makassar employee; 3) Examine and analyze the influence of affective commitment to the work ethic of STMIK KHARISMA Makassar employees; 4) to analyze the variables that influence a dominant influence on the work ethic of STMIK KHARISMA Makassar employees.

The approach in this study was associative approach, which was a question researchers were connecting two or more variables. The population in this study was all employees of STMIK KHARISMA Makassar with number of total was 35 people. Total sampling was a sampling technique used in this study. Variables in this study was dependent variable (Y) was work ethic of lectures and the independent variable (X), namely work motivation (X1), empowerment (X2), and commitment (X3). Data was collected via questionnaire, using a Likert scale. Data was analyzed by using multiple regressions linear with F test and t test to test the hypothesis. This study revealed that there was significant influence work motivation on employee work ethic at STMIK KHARISMA Makassar. Psychological empowerment significantly effect on employee work ethic. This suggests that the increase in psychological empowerment bring influence to increase work ethic of STMIK KHARISMA Makassar employee. The study also revealed that the higher affective commitment will lead to the rise in work ethic of STMIK of KHARISMA Makassar employee. Affective commitment as an individual feeling bound by his or her organization has a dominant influence on work ethic STMIK KHARISMA Makassar employee.

Keywords:- *Work Motivation, Empowerment and Commitment to Work Ethics.*

INTRODUCTION

STMIK Kharisma Makassar is an organization that coordinated social unity consciously, with a restriction that elatively working continuously to achieve the goal. As a result of interaction with individual characteristics as well as the many interests that make up the lifestyle, behavior, work ethic, all of which will characterize the condition of an organization (Robbins, 2006). Factors that influence the success STMIK Kharisma Makassar is the factor of human resources, natural resources, and science and technology resources. Among the above factors, the human factor is the most important factor. This shows that the abundant natural resources do not ensure the progress of development of a nation, but depending on the quality and quantity of human resources that manage natural resources (Prawirosentono, 1994).

Human resources in this case must be ready, willing and able to contribute towards achieving organizational goals. Organizations in this definition not only organizations in any industry or company, but also the organization in various other fields such as politics, government, legal, social, cultural, environmental, etc. (Ndraha, 1999). STMIK Kharisma Makassar, in terms of this definition can also be categorized as an organization, because there is an effort made by employees to achieve goals.

Building a quality of human resource needs systematic, sustained and comprehensive efforts that is can be achieved empowerment. In the context of the organization in STMIK Kharisma Makassar also expected to seek new ways in order to utilize human resources effectively and efficiently in order to face external challenges such as the threat of competition, the uncertain economic conditions, technological change and rapid information and internal challenges such as community pressure.

Petri (1979, in Winardi, 2002: 5) said that motivation is an explanatory concept, which we use to understand the behaviors we observe. We did not measure it directly, but we manipulate certain conditions after that we observe how behavior changed.

Armstrong (1988: 68) defined motivation as something that makes people act or behave in certain ways. One of the efforts to encourage employees to perform better is by giving motivation directly to employee STMIK Kharisma Makassar. Now STMIK Kharisma is growing college in Makassar. Various attempts were made by the management in order to provide encouragement for employees to achieve excellence steps as well as make employees can commit to work harder and have a commitment towards the organization. Employees are also expected can help organization success and grow up to advance.

Wakhibur Rokhman (Usmara, 2003: 121) said that empowerment is one of the strategies to improve human resources by giving them responsibility and authority to those who might be expected to enable them to achieve higher performance in an era of ever-changing. The work ethic is an internal demand to behave ethically in achieving good performance and productive. Bay having a good work ethic and strong, a worker is so hopefully will keep his works effectively and productively in the private conditions healthy and growing. Embodiments of this performance comes on the quality of competence aspects of personality that includes aspects of religious, intellectual, social, personal, physical, moral, and so on. It may mean that such us that employees are seen to have a high work ethic, strong and has the advantage of competencies (Surya, 2003: 90).

A person who has a high work ethic tends to have a positive attitude towards work. Such us attitudes appear on the discipline of working, responsible, creative, innovative, initiative, productive, hard worker and dedicated, excited, and so on. A worker who has a positive attitude towards work will show high productivity and vice versa if the worker negative attitude towards work, the level of productivity is low. The general attitude towards work describes an individual job satisfaction.

According to Vroom, cited by Ananta (1994: 14), stated that the work ethic is the mental attitude of doing or dealing with any matter or thing related to work. Work ethic is an attitude of life who are willing to work hard, full of enthusiasm to be able to help themselves or independently, patterned simple life, able to work with their fellow human beings on the basis of mutual assistance and family and always creative thinking and advanced (Sagir, 1989: 63).
Based on the above, the author is interested in studying the effect of work motivation, empowerment and commitment to the work ethic of STMIK Kharisma Makassar employees.

LITERATURE REVIEW

Sinamo (2002: 70-71) formulate a set of positive work ethic in the form of causal questions as follows:
1. Work is a grace; It works Sincere I'm Grateful
2. Work is responsibility; I Work Properly Full Responsibility
3. Work is calling; I Work Completed Integrity
4. Work is Actualization; I Work Very Hard
5. Work is Worship; Seriously I Work Full Passion
6. Work is art; I Work Fully of Joy
7. Work is Honor; I worked Diligent Full of Advantage
8. Work is service; I Worked Perfectly Full of Humility

What is meant by the statement causal in the formulation of the above is that the behavior of certain work, such as working sincerely grateful occur as a result of the doctrine meaningful particular work well in this case the work is a blessing. Further explained, the fruit of the eighth doctrine it is the behavior featured work that is needed by any organization to succeed and prosper in the digital era in the 21st century. For this reason, it is this work ethic defines by Sinamo named Ethos 21 (Sinamo, 2002: 72).

Generally, people will always be encouraged to meet the needs of the most urgent and the most powerful in accordance with the time, conditions and experiences. In accordance with the levels of the above requirements must be met first need is physiological needs, when this requirement has been fulfilled, then increased to the second requirement, namely the need for security or personal security which must be fulfilled and satisfied. While empowerment is one of the strategies to improve human resources by giving them responsibility and authority to those who might be expected to enable them to achieve higher performance in an era of ever-changing. Another variable is a commitment which is a factor where people are very interested or committed to their goals, values and goals of its leaders. So the commitment is not just a membership because of the commitment includes a pleasant attitude and a willingness to seek leadership high level of effort for the organization for the achievement of objectives. Furthermore, to facilitate understanding of the description of the above concept, model of the conceptual framework used in this study can be seen below!

Figure 3.1 Conceptual Framework
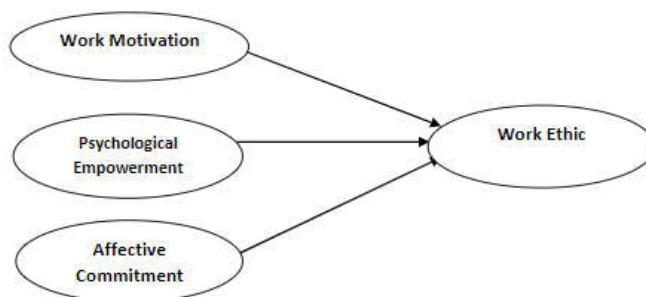
1   Motivation effectedon work ethic STMIK Kharisma Makassaremployee
2   Empowering psychological influencedon work ethic STMIK Kharisma Makassaremployee
3. Commitment affective affected on work ethic STMIK Kharisma Makassar employee.
4. Among the motivation to work, psychological empowerment and affective commitment, there were variables that influence most dominant to the work ethic of STMIK Kharisma Makassar employees.

RESEARCH METHODS
This study used associative approach, which was a question researchers were connecting two or more variables. Relationship variables in the study was a causal relationship, the relationship was causal. There were independent variables (variables that affect) and the dependent variable (affected).

Population
The population in this study was all employees in STMIK Kharisma Makassar with total number of people of 35 people.

Sample and Sampling Technique
The sample is part of a population that is expected to represent the population as a whole. According Suharsimi Arikunto (1993: 107) that if the subject is less than 100 people, better taken all. Furthermore, if the number of subjects more than 100 people, it can be 10%, 15%, 25% or more. So in this study the entire population was sample. Total sampling was sampling technique used in this study. According Sugiyono (2004: 78) total sampling was a sampling technique when all members of the population used as a sample. This was because the number of relatively small population. Other term of the total sampel is census, where all members of the population were taken to be sample.

Research Variable
Identification Variables
Variables used in this research are:
1. Dependent variable (Y) was the Employee Work Ethic
2. Independent Variables (X) was, consisting of
-Work motivation (X1)
- Psychological Empowerment (X2)
-Commitment Affective (X3)

Operational Definition of Variables
In this discussion will be developed operational definitions of the variables studied as follows:
1. Work Ethic (Y)

The work ethic in this study is how far aspects of responsibility, initiative, commitment, willingness to work hard, and the discipline of the workers influence the employee in the work for which data collected by a questionnaire. Accompanying indicators were

a. Responsible
b. Discipline
c. Proud of his profession
d. Interest
e. initiative

2 Work motivation (X1)
It is a certain psychological state in a person that arise because of the urge to meet specific needs.
While the indicators derived include:

a. Physical needs / base to maintain its viability.
b. Meeting the needs of security / safety of both;
c. Fulfillment of the needs of groups
d. Meeting the needs for obtaining the award
e. Meeting the needs of self-actualization.

3. Psychological Empowerment (X2)
The definition of psychological empowerment is the empowerment that comes from within themselves (intrinsic) in carrying out its duties. The accompanying indicators were:

a. Significance (meaningfulness) is the value of a work goal as measured in relation to the ideal or standard of an individual.
b. Competence (competence) or confidence (self-efficacy) is the effectiveness of a person in a certain job roles and not on the effectiveness of the global
c. Choice or self-determination (choice or self-determination) is an individual feeling that he has the opportunity to decide for themselves in initiating and managing actions
d. Impact (impact) is the rate the extent to which an individual can influence the strategy, administrative or operating results in workplaces

4. Affective commitment (X3)
It is a state where people become very attached by doing which is characterized by the strong desire of the individual to remain a member of the company. The accompanying indicators are:

a. Loyalty to the company, showing a willingness to maintain its membership in the company.
b. Involvement in the achievement of corporate goals
c. Pride of work at the company

Types and Data Collection Techniques
The data used is primary data, where all the data is taken directly from the respondents. The data collection techniques used questionnaires, by presenting lists of revelation to the respondent and filled by the respondents, with the aim to capture the primary data needed in the research. Interview and documentation techniques used to gather information or data about STMIK Kharisma Makassar.

Testing Instrument Research
Validity
Validity is a measure that indicates the level of validity or legality of an instrument. An instrument is valid or invalid Cleaner has more validity, otherwise the instrument which is less valid means having a low validity (Arikunto, 1989: 136). An instrument is said to be valid if it is able to measure what is desirable and can reveal the data of variable appropriately. High and low validity of the instrument indicates the extent to which the data collected does not deviate from the description of the variables in question. Part of the internal validity test used in this research is through grains analysis. To test the validity of each item, the scores that existed at the intended point correlated with the total score. Departing from here is valid whether an item can be known.

Reliability
Reliability is an index that shows the extent to which the gauges can be trusted or can be held (Singarimbun and Efendi, 1989: 140). "A tool said to be reliable if we always get the results remain the same symptom that did not change the measurement is done at different times". (Walizer & Wiene, 1990: 38) While Sugiyono (1984: 97) states that the instrument is said to be a reliable instrument when used several times to measure the same object would generate the same data.
Validity and Reliability Testing Results More results validity and reliability testing research instruments were presented in the following table:

Table 4.1
Summary of Validity and Reliability Testing

Variable	Item	Validity coefficient	Label	Reliability Coefficient	Label
Motivation(X_1)	X11		Valid	0.715	Reliable
	X12		Valid		
	X13		Valid		
	X14		Valid		
	X15		Valid		
Psychological Empowerment (X_2)	X21	0.763	Valid	0.601	Reliable
	X22	0.802	Valid		
	X23	0.63	Valid		
	X24	0.464	Valid		
Affective commitment (X_3)	X31	0.780	Valid	0.600	Reliable
	X32	0.833	Valid		
	X33	0.603	Valid		
Work Ethic (Y)	Y11	0.697	Valid	0.670	Reliable
	Y12	0.661	Valid		
	Y13	0.675	Valid		
	Y14	0.428	Valid		
	Y15	0.785	Valid		

Source: primary data

Based on the above table it can be concluded that the item of each variable existing research as a whole can be said to be valid and reliable, so that the instrument is fit for use.

Data analysis
Classic assumption test
To assess the independence of each independent variable it is necessary to meet the assumptions of the classical order to obtain results that are not biased and efficient model Regression analysis by the least squares method or OLS (Ordinary Least Square) to the observed variables. The classical assumption used as follows:

1. **Absence Multicolinearity**
Multicollinearity is a situation where there is one or more independent variables are correlated perfect or near perfect with the other independent variables. One way to determine this phenomenon is by Variance Inflation Factor (VIF) for each independent variable on the dependent variable. If the VIF value of not more than 5 then indicates that there are no symptoms multikolonierititas.

2. **Assumptions Normality.**
This normality test needs to be done, to find a model that proved a linear model or not. Testing normality is done by looking at the scatterplot. If the distribution does not show a specific pattern, the assumption of normality meet the requirements.

3. **Testing autocorrelation**
In a regression analysis which enabled the relationship between independent variables correlated itself or themselves. Autocorrelation problem detected by procedure using a test Durbin Watson. Sugiyono (2008: 201) says that the Durbin-Watson value is used to determine the autocorrelation test provided that if the value of the Durbin-Watson under 5 then there is no autocorrelation.

Compliance Test Model
Conformance test models express the degree of confidence in the regression model was used. Model regression fit tests using test F. Results of ANOVA calculation results of processing multiple linear regression was used to test whether the linear regression models fit or not data - existing data. The test is often called suitability test or test models Goodness of Fit. If the significance value $F < 0.05$, it was decided to accept the regression model.

Multiple Linear Regression Analysis
In answering the research outlined in the proposed hypothesis then used multiple linear regression analysis, with the equation: $Y = a + b1x1 + b2X2 + b3X3 + e$
Where;
Y = Work Ethic employee
X1 = Work Motivation
X2 = Psychological Empowerment
X3 = Commitment Affective
a = Variable Constant
b = regression coefficient

In order to know whether or not acceptable hypothesis set, then performed a quantitative analysis of the data. This analysis used F test and t-test

Hypothesis Testing
 To prove the hypothesis used t test: to test partial effect on the dependent variable. The basis for a decision were as follows:
a. Tests carried out using t-test two-way with degrees of freedom df = (n-k-1)
b. With a level of 0.05% ☐ =
c. If t count > t table, then Ho is rejected and Ha accepted which states that b1, b2, b3 there is a significant effect on Y.
d. If t count <t table, then Ho is rejected and Ha accepted which states that b1, b2, b3 no significant effect on Y.

Proving the dominant influence of each independent variable dominant influence on the dependent variable, the formulation of the hypothesis was: Ho: ß1> SS2, SS3 H1: ß1 ≤ SS2, SS3 If ß1> SS2, SS3, then Ho is rejected and H1 accepted. This means that the variable X1 is more dominant effect on Y of variables which are operated, as well as so on.

DISCUSSION
Research Description
Based on data collection in the field through collecting the answers obtained from 35 respondents, then get some concrete information about the identity of respondents and the research variables

Work motivation (X1)
Motivation is a certain psychological state in a person that arise because of the urge to meet specific needs. While the indicators derived include: a) Meeting the needs of the physical / base to maintain its survival; b) Meeting the needs of security / safety of both; c) Compliance with the requirement in groups; d) Meeting the needs for obtaining the award; e) Meeting the needs for self-actualization. The result of the collection of data on these variables are:

Table 1 Respondents on Job Satisfaction (X1)

No	Questions	Assessment on respondents										
		Aver age	1		2		3		4		5	
			F	%	F	%	F	%	F	%	F	%
1	Meeting physical needs	4,17	-	-	-	-	2	8,7	15	65,2	6	26,1
2	Meeting security needs	3,95	-	-	-	-	2	8,7	26	87,0	1	4,3
3	Meeting team needs	4,17	-	-	-	-	3	13	13	56,5	7	30,4

Table 1 Continues

No	Question	Asessment of respondents										
		Aver age	1		2		3		4		5	
			F	%	F	%	F	%	F	%	F	%
4	Meeting needs of appreciate	4,17	-	-	-	-	1	4,3	17	73,9	5	21,7
5	Meeting need of self actualization	4,34	-	-	-	-	-	-	15	65,2	8	34,8

Source: primary data

1. **Meeting the physical needs.**
An indicator of physical needs is the hierarchy of the most basic needs of the individual. On this indicator respondents said good with a mean value was 4.17. This indicated that respondents said that work was to meet the basic needs in life.
2. **Meeting the needs of security.**
Respondents responded well on this indicator with an average value of 3.95. In working respondents also wanted to meet the security needs that include security protection from the dangers of workplace accidents, and it will guarantee continuity of work and would guarantee his old days when they would retire.
3. **Meeting the needs of groups.**
In conducting work activities, individual needs groups to interact. Meeting the needs of groups had been addressed either by the respondent. This requirement was the need for companionship, an affiliate of funds closer interaction with others. In organizations will relate to the need for a working group that is compact, good supervision, recreation together, and so on.

4. The need for an award.

Choice is desired by people in work and life. Respondents assessed good indicator of the need for this award with an average value of 4.17. This indicate that the individual has the desire to be respected, valued over individual achievement, recognition of one's capabilities and expertise as well as the effectiveness of one's work.

5. The need to actualize.

Self-actualization is Maslow's hierarchy of needs of the most high. Selfactualization related to the process of developing the true potential of a person. It is also as the need to demonstrate knowledge, skills and potential of a person. This indicator was getting good responses from respondents were 4.34.

Psychological empowerment (X2)

Psychological empowerment is the empowerment that comes from within themselves (intrinsic) in carrying out its duties. The accompanying indicators are: a) meaning; b) Competence; c) the option of self; d) impact. The result of the collection of data on these variables were:

Table 2 Respondents on psychological empowerment (X$_2$)

No	Questions	Assessment of respondents									
		Average	1		2		3		4		5	
			F	%	F	%	F	%	F	%	F	%
1	Meaning	4,00	-	-	-	-	6	26,1	11	47,8	6	26,1
2	Competence	3,82	-	-	-	-	8	34,8	11	47,8	4	17,4
3	Self-option	3,65	-	-	1	4,3	6	26,1	16	69,6	-	-
4	Impact	3,52	-	-	1	4,3	9	39,1	13	56,5	-	-

Source: primary data

1. Meaning

Is an indicator of forming psychological empowerment? The average value of this indicator was at 4.00 which is good. The significance concerns the value of a work goal as measured in relation to the ideal or standard of an individual.

2. Competence.

The average value of respondents to the indicators of competence was 3, 82 which is included in both categories. This indicated that respondents had confidence in his ability to do the job.

3. Self-options.

Indicators of self-selection had an average value of 3.65, which means good. This means that individual has the feeling that he has the opportunity to decide for themselves in initiating and managing actions.

4. Impact.

Impact was the extent to which an individual level may affect the strategy, administration or operation results in the workplace. This indicator had an average value of 3.52, which means

Affective commitment (X3)

It is a state where people become very attached by his or her doing which is characterized by the strong desire of the individual to remain a member of the company. The result of the collection of data on these variables was:

Table 3 Respondents on affective commitment (X$_2$)

No	Questions	Respondents									
		Average	1		2		3		4		5	
			F	%	F	%	F	%	F	%	F	%
1	Loyalty	4,17	-	-	-	-	4	17,4	11	47,8	8	34,8
2	Involvement	3,95	-	-	-	-	6	26,1	12	52,2	5	21,7
3	Pride	3,78	-	-	-	-	5	21,7	18	78,3	-	-

Source: primary data

1. Loyalty

Loyalty indicator is an indicator forming affective commitment. In this case the respondent gave a good perception with the average value of 4.17. Faithfulness showed a willingness to remain in the organization where she worked.

2. Involvement

Indicators engagement is forming variable affective commitment with an average value of 3.95, which means good. In this case means that the respondents had desire to involve in decisionmaking in the organization.

3. Pride

This indicator had an average value of 3.78, which means good. This indicated that respondents have a pride to work in today's organizations.

Work Ethic (Y)

The work ethic in this study was how aspects of responsibility, initiative, commitment, willingness gave impact to work hard, and the discipline of the workers in the work for which data collected by a questionnaire. The result of the collection of data on these variables were:

Table 4 Respondents on work Ethic (Y)

No	Questions	Assessment of respondents										
		Aver age	1		2		3		4		5	
			F	%	F	%	F	%	F	%	F	%
1	Responsibil ity	3,56	-	-	2	8,7	9	39,1	9	39,1	3	13,0
2	Discipline	3,86	-	-	-	-	6	26,1	14	60,9	3	13,0
3	Proud to his profession	3,60	-	-	2	8,7	9	21,7	16	69,6	-	-
4	Interests	3,17	-	-	2	8,7	15	65,2	6	26,1	-	-
5	Initiative	3,69	-	-	2	8,7	7	30,4	10	43,5	4	17,4

1. **Responsibility**

The sense of responsibility towards the work delegated to employees would grow strong desire to do tasks properly according to the job description in order to achieve the targets set. In this case the respondents responded well with an average value of 3.56.

2. **Discipline**

Labor discipline is one indicator forming work ethic. Having a good working discipline, employee's discipline will increase too. This indicator had an average value of 3.86, which means good.

3. **Proud to his profession**

The pride of the profession is now a work ethic forming for employees. This pride was considered good with an average value of 3.60.

4. **Interests**

The interest in the job shows the enthusiasm of individuals in work. Employees had interest in working mediocre and morale with an average value of 3.17.

5. **Initiatives**

Ideas and initiatives are needed in work if there are things that are out of the ordinary. Respondents had good initiatives with an average value of 3.69.

Discussion

Classic Assumption Testing

Before statistic analyzing to test the hypothesis, then there are assumptions that must be met to avoid mistakes.

Multicolinearity

Multicolinearity is a violation of their classic assumption because it will cause guessing OLS cannot be determined (intermediate) as well as the variance and standard error of his infinity. To detect Multicolinearity symptoms can be seen from VIF (Variance Inflation Factor). VIF value if greater than 5, the variables have Multicolinearity problems with other independent variables (Gujarati, 1991: 166). The results of calculations for VIF value of each independent variable was as follows:

Table 1 Tolerance value and VIF

Variable	Tolerance	VIF
X_1	0.409	2.446
X_2	0.392	2.551
X_3	0.857	1.167

Source: primary data

It can be seen, the three variables mentioned above showed VIF smaller than 5 so that it can be said that in this model there is no multicoloniarity. multicolinearity This normality test needs to be done, to find a model that proved a linear model or not. Testing normality is done by looking

Scatterplot

Dependent Variable: Y
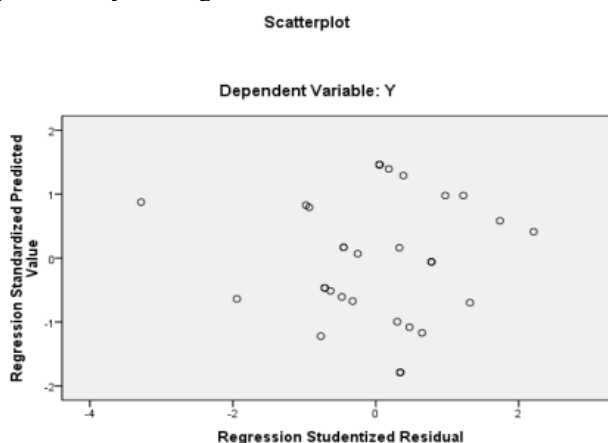
At the scatterplot. If the distribution does not show a specific pattern, the assumption of normality meet the requirements. Figure 1 Diagram ScatterplotScatter plot of the picture above can be seen that the point spreads do not form a pattern on each scatter plot. It can be concluded that for independent variables consisting of motivation to work, psychological empowerment and affective commitment have a relationship that can be described by linear equations with variable employee work ethic that serves as the dependent variable

Autocorrelation
Autocorrelation problem was detected by a procedure using a test Durbin Watson. DurbinWatson value of this research was 2,089, which means that under 5. This indicated that the regression avoid autocorrelation

Goodness of Fit
The results of the ANOVA calculation results of processing multiple linear regression was used to test whether the linear regression models fit or not data - existing data. If the significance value F <0.05, it was decided to accept the regression model

Tabel 2 Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.264	3	2.088	39.178	.000ᵃ
	Residual	1.652	31	.053		
	Total	7.916	34			

Source: attachment

The above table shows that the regression model used was appropriate, as evidenced by the significant value of the F test of 0.000 less than 0.05

Multiple Linear Regression
The results of multiple regression analysis to test the motivation to work, psychological empowerment and affective commitment to the work ethic of employees, are presented in the following table.

Table 6.3 the result of multiple regression analysis

Model	Unstandardized Coefficients		R	R Square
	Beta	Std.Error		
Constant	-0.671		0.890	0.791
X_1	0.386	0.122		
X_2	0.402	0.174		
X_3	0.289	0.096		

Source: Primary data

Multiple linear regression equation generated after the calculation is: Y = -0671 + 0.386X1 + 0.402X2 + 0.289X3 + e. The above equation means that if the work motivation (X1) rises one unit, the work ethic of employees (Y) will increase by 0.386 units assuming other variables constant. If psychological empowerment (X2) moved up one unit, the work ethic of employees (Y) will increase by 0402 units assuming other variables constant. If affective commitment (X3) moved up one unit, the work ethic of employees (Y) will increase by 0289 units assuming other variables constant.

The R value of 0.890 means that the relationship among the independent variables such as motivation, empowerment and commitment to the dependent variable that employee work ethic ware strong and powerful. It is characterized by the R value of 50%, was by 89%. Values of simultaneous determination (R square) of 0791 means that the variation of the change in the work ethic of employees affected by job motivation, psychological empowerment and affective commitment were amounted to 79.1% while the remaining 20.9% is influenced by other variables not examined.

Hypothesis testing
Hypothesis testing using the t test to test the effect partially. The test results can be seen in the following table

Table the result of t-test hyphotesis

Model		t	Sign
1	Constant		
	X₁ (work motiva)ion	3,005	0.005
	X₂ (psychological	3,071	0.004
	empowerment)	3,258	0.003
	X₃ (Affective Commitment)		

Source: Primary Data

Degrees of freedom df = (n-k-1) = 35-3-1 = 31 and the level of confidence level of 5% or 0.05, then the table value amounted to 2,021. The explanation of each variable as follows:

1. Variable work motivation (X1)
The value t count this study was 3.005 with a significance level of 0.05 is greater than t table 2021. This shows that there is a refusal and acceptance Ho Ha, which means there is significant influence work motivation variable to variable employee work ethic.

2. Psychological Empowerment (X2)
The t count for in for this variable is set at 3.071 with a significance level of 0.004 greater than t table 2021. This shows that there is a refusal and acceptance Ho Ha, which means there is significant influence of psychological empowerment variable to variable employee work ethic.

3. Commitment Affective (X3)
The value t count for commitment variable in this study was 3.258 with a significance level of 0.003 greater than t table 2021. This shows that there is a refusal and acceptance Ho Ha, which means there is significant influence affective commitment variable to variable employee work ethic.

4. Dominant Influence
Furthermore, to test the hypothesis that the third is to see which of the variables independent variable most dominant influence on the dependent variable. More detail can be presented in Table 5.8 above. From the table it can be seen that the partial all independent variables that affect the dependent variable (the work ethic of employees). Therefore, of the three independent variables that influence, then that variable had dominant influence is variable affective commitment (X3) with t count of 3.258 greater than t table 2,021 and a significance value of 0.003.

Discussion
Influence of Work Motivation to Work Ethics Officer
In an effort to improve the professional skills taken is to optimize the ability to increase performance as a public servant. Motivation is a significant contributing factor in the administration and delivery of services to the public. Sources of motivation is one of the deciding factors in the delivery of services by an employee of them is the motivation from within each of these employees covering basic needs according to Maslow's theory of motivation.

As expressed by Ariani (in Sulistyani, 2004: 195) that in a bureaucracy that good governance needs to be capable of implementation model of motivation as much as possible to provide inspiration to employees. In this case the process of internalizing the values of discipline, persistence, thoroughness spirit needs to get special emphasis.

Effect of Psychological Empowerment on Employee Work Ethic
According Wakhibur Rokhman (in A.Usmara, 2003: 121) that empowerment is one of the strategies to improve human resources by giving them responsibility and authority to those who might be expected to enable them to achieve higher performance in an era of ever-changing. This study also conclude that employees also have a desire to be involved in decision making for the organization's policies. How much involvement of employees in participation in achieving organizational goals depends on the policies issued by the organization? Therefore, in this study the empowerment also has the effect of employees' work ethic on STMIK Kharisma Makassar.

Effect of Affective Commitment to Employee Work Ethic
One form of employee loyalty as educators committed to the organization where he works. Loyalty, pride of the company and active involvement in achieving organizational goals becomes a benchmark for employee commitment to STMIK Kharisma Makassar. Therefore, this study found that the work ethic of the employees is also affected by affective commitment to the company or organization you work. If the employee does not have a high commitment to the organization, then its high performance will not be achieved and thus will hinder the achievement of organizational goals.

CONCLUSIONS AND RECOMMENDATIONS
Conclusion
Based on the research that has been done it can be concluded as follows:
1. This research resulted that there was significant influence work motivation on work ethic STMIK Kharisma Makassar employee. Psychological empowerment significantly effected on work ethic of employee. This suggests that the increase of psychological empowerment influence the increase of work ethic in STMIK Kharisma Makassar.

2. The study also yields that were higher affective commitment will lead to the rise in employee work ethic STMIK Kharisma Makassar
3. Affective commitment as an individual feeling bound by his organization has a dominant influence on the improvement of work ethic in STMIK Kharisma Makassar.

Suggestion

Based on our results, there were some things that need to be suggestions for the company and for further research:
1. Among three variables which was studied and obtained, a commitment affective as the dominant variable effect on employee work ethic, then the policy decisions that affective commitment of employees are preferred.
2. The policy on psychological empowerment and provision of more intensive motivation to employees is also needed in order to improve employee work ethic. Training programs and involve employees in decision-making is one way to empower employees and motivate employees.
3. For further research is intended to examine the same topic, it is recommended to further increase the specific variables related to employee work ethic.

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