

Revealing the Differences Between Sundanese and Javanese Work Ethic in Bandung City

Sugih Haryanto¹, Intan Permatasari², Mila Safitri³, Windy Aprianti Kartini⁴, Yulianita Rahayu⁵

¹ Faculty of Economics, Nusantara Islamic University, Bandung
EM: sugihharyanto@uninus.ac.id

² Faculty of Economics, Nusantara Islamic University, Bandung
EM: intanpermatasari@uninus.ac.id

³ Faculty of Economics, Nusantara Islamic University, Bandung
EM: milasafitri@uninus.ac.id

⁴ Faculty of Economics, Nusantara Islamic University, Bandung
EM: windyapriantikartini@uninus.ac.id

⁵ Faculty of Economics, Nusantara Islamic University, Bandung
EM: yulianitarahayu@uninus.ac.id

*Corresponding author: Roqia saleem Maabreh (dr.roqiamaabreh@yahoo.com)

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Abstract

The purpose of this study was to determine the differences in work ethic between Sundanese and Javanese civil servants in Bandung City. This study used a comparative descriptive method using a quantitative approach. Determining the sample in this study was using purposive sampling technique and amounted to 100 samples. Furthermore, the data collection technique used is a questionnaire distributed to civil servants who fall into the criteria for respondents for testing. Populations and samples in this study were Sundanese and Javanese civil servants of Bandung City totaling 100 respondents. Based on the results of statistical calculations, it is found that there are significant differences in the variables of Work Discipline, Hard Work and Self Confident in the Work Ethic of Sundanese and Javanese tribes in Bandung City.

Keywords

Work Ethic, Sundanese, Javanese, Work Discipline, Hard Work, Self Confident

Any company or organization that always wants to grow, will involve its members or employees to continue to improve the quality of their performance, including by having a good work ethic. Work ethics is an important point along with the growing role of human resources in the development of an increasingly global world, because work ethics essentially plays an important

role in the success of an organization or company. According to Mathis & Jackson in (Widyanata et al., 2022) work ethic is the totality of his personality and the way he expresses, views, believes, and gives meaning to something, encouraging him to act and achieve optimal charity. Ginting in A Rahman (2019) suggested that work ethic is the spirit of work that

characterizes a person or group of people who work, which is based on work ethics and perspectives that are believed, and is manifested through concrete determination and behavior in the world of work. (Komang Trisna Sari Dewi, 2021) work ethics are attitudes, views, habits, characteristics or traits regarding the way of working that a person, a group or a nation have.

A positive work ethic owned by an employee can be formed by encouragement from oneself and from the company environment. The company's role is very large in creating a positive work environment, because it can participate in influencing employees who will support the creation of a positive work ethic as well, so that employees will have high loyalty to the company. Work ethics in a company will not just appear, but must be pursued seriously through a controlled process involving all human resources in a set of systems and other supporting tools.

Indonesia, having various ethnic groups, influenced by demographic and environmental factors, will affect the environment as well as the way they work, one of which is work ethic. An environment is one of the factors that influence the formation and development of individual behavior, both the physical environment and the psychological environment. Both the formation of morals, behavior, character, and character of a person. From over 360 ethnic groups spread across the island of Indonesia, researchers conducted research on the Sundanese and Javanese tribes in Bandung City. Since these two tribes occupy the largest ethnic groups in Indonesia. The population of the Javanese tribe is 95,217,022, or approximately 40.22 percent of Indonesia's population, compared to 36,701,670 Sundanese, or approximately 15 percent of Indonesia's population.

Prior research revealed that there are differences in the work ethic of the Sundanese and Javanese. Sundanese work ethic is relaxed, which implies that there is no need for Sundanese people to

achieve something. The work enthusiasm of Sundanese people is in a weak condition and is quick to give up. Overall, this can be seen from the tendency of Sundanese people not to be future-oriented. Sundanese people are generally indifferent to the future. Even in work, Sundanese people will stay in their comfort zone and not dare to make decisions about their career path. Sundanese people also tend to lack self-confidence and work initiative, this affects their leadership spirit, if there is a promotion, Sundanese people are rarely promoted because they are reluctant to move forward because they are comfortable with their own comfort zone. (Rustandi & Anggradinata, 2019).

Different from the Javanese, many people state that Javanese are the opposite of Sundanese, they tend to have habits and work ethic that are very disciplined, never give up, never prestige, meticulous at work, have high initiative, willingness to learn and can interact well. As the results of research (Hidayatullah, 2019) show that:

1. The Spirit, enthusiasm, and support of Javanese work in the Makassar sub-district is the spirit of work believed by Javanese people, namely never giving up and never prestigious and upholding honesty and having the principle that if you don't work, you won't eat, then the spirit of hard work and also supported by adequate transportation.
2. Javanese interactions are divided into three parts, namely in the realm of social, work and marital relationships where the Javanese relationship with the local community is harmonious between the two, but only in work relationships there is still a little conflict, and also some of them have established kinship.
3. The work and business strategies of the Javanese that have been built are that each individual has a different work strategy depending on the individual.

Following the results of several previous studies and the assumption that the work ethic of the

Javanese is superior to that of the Sundanese, the researcher took the initiative to conduct interviews with several Human Resource Development (HRD) leaders to find out what are the problems faced by the workforce, especially those in Indonesia and to find information also about work ethic based on ethnicity and to reveal how the work ethic of employees in Indonesia can achieve a high level of work productivity.

The researcher asked several questions including about employee performance in several companies. Thus, the question is whether there are differences in performance between employees based on ethnic differences. It was discovered from the interviewees that there are differences between the Sundanese and Javanese tribes. The informants stated that the Javanese on average have a high level of intelligence, are diligent and quick to adapt. Meanwhile, the majority of Sundanese are reluctant to take the leadership baton, because the Sundanese are known to be polite, kind, and do not dare to get out of their comfort zone. Other respondents stated that the work ethic of each agency is not much different. From the perspective of discipline, which includes discipline in attitude, administration, and punctuality. Another interviewee stated that the work ethic of each agency is not much different in terms of discipline, which includes discipline in attitude, administration, and punctuality.

Regarding employee performance assessment, companies usually use a method called KPI or Key Performance Indicator. An assessment of an employee's performance is usually not assessed from where the employee comes from, but based on the potential or skills possessed. The main function of KPI is used to evaluate organizational performance in order to achieve organizational goals. In addition, KPI are also used to determine measurable objectives, see trends, and support decision making (Jyoti Banerjee & Cristina Bueti (2012).

Researcher also obtained information about work

ethic in a company. Among them are the work ethics of the Sundanese and Javanese tribes, where the speakers provide a broader view of the work ethics of these various ethnicities and ethnic groups. "Actually, if you look at the work ethic, the Javanese, in my opinion, are more resilient. But Sundanese people are more sensitive, so if they make a mistake and are reprimanded, they often bring their feelings and take it to heart, so they are less enthusiastic about their work, and their work ethic is even reduced. From the interviewees' statements, there is a significant difference in work ethic between the two ethnic groups. Javanese work ethic is better than Sundanese. The Javanese work ethic is more resilient and does not easily bring feelings when there is a reprimand from superiors. Another interviewee revealed, "The work ethic applied in the company, including attendance must be good, whether late or absent from work. It will directly affect their income and also affect their promotion when there is a vacant position."

The diversity of employee origins in a company has a significant impact on employee performance. Since each area has a different environment and culture. As expressed by the informant, here the informant explains the differences between Sundanese and Javanese tribes "Of course there are differences in Sundanese and Javanese characters. Javanese resilience and tenacity are above Sundanese. Sundanese are easy to give up, easy to leave but not long to enter again. the result of less careful consideration in making decisions. Sundanese are easy to give up compared to Javanese." The implementation of culture depends on the company's vision. One of the company's cultures consists of four pillars, namely attendance, attitude, performance and cooperation. " The company's culture consists of 4 pillars, (attendance, attitude, performance and cooperation). "

The researcher also conducted a pre-research

survey through questionnaires to several employees regarding work ethic. Based on the results of the pre-research survey, through the distribution of a questionnaire consisting of twenty-two (22) questions, Sundanese employees tend to always obey the rules set by the company, consider expertise as an important asset to work, and always work carefully. While Javanese employees tend to be able to adapt to a new work environment, be able to communicate effectively with coworkers, do work with full responsibility, and always do work seriously.

From the background that has been described, the problem formulation in this study is how the work ethic of Sundanese and Javanese employees in Bandung city and whether there is a difference between the work ethic of Sundanese and Javanese employees in Bandung City. Therefore, the researcher chose the Sundanese and Javanese tribes to be used as research material because the Sundanese and Javanese tribes are the largest tribes spread throughout Indonesia.

Work Ethic has various variables, therefore to limit the variables in measuring this study, researchers only took several variables, namely the variables of work discipline, hard work and self-confidence. the reason why the researcher chose these variables is summarized as follows.

1. Based on the results of a pre-survey conducted to several Human Resource Management (HRD) leaders, several variables regarding employee work ethic were obtained, including the variables of Work Discipline, Hard Work and Self Confident. Therefore we use these variables to measure our research.
2. And based on the results of a pre-survey to 72 respondents in the field that researchers conducted, researchers found these variables and felt very suitable and represented indicators of work ethic.

The aim of this research is to support academics and also to be used as material for consideration among managers in the application of Human

Resource Management (HRM) in the company. Hopefully, the results of this research can also be the basis and help HRM in the policy-making process in the company. The difference in culture is indeed very influential on employees, therefore there is a need for research and studies on this matter so that the quality of human resources in Indonesia will increase. Researcher guarantees that there is no intervention from any party and also does not intend to differentiate ethnicity in conducting this research, the results of this study are purely based on research methodology and also from data processing of Sundanese and Javanese respondents. This research aims to find out how the Work Ethic of Sundanese Civil Servants (PNS) in Bandung City, to find out how the Work Ethic of Javanese Civil Servants (PNS) in Bandung City, and to find out the difference in Work Ethic between Sundanese and Javanese Civil Servants in Bandung City.

Overview

Work Discipline

Various understandings from experts regarding work discipline. According (Tri Widodo et al., 2018) discipline is the rules and regulations that regulate and limit every activity and behavior of employees in an organization. Labor discipline is the behavior of employees who always try to do every job well and always obey every rule set by the company Illanisa et al (2019). Moreover, according to Hasibuan (2017) work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. This obedience can be manifested in the form of attitudes, behaviors and actions in accordance with these regulations.

According to Sastrohadiwiryono in (Risma & Arwiah, 2022) work discipline is an attitude of respecting, respecting, and obeying, and complying with applicable written and unwritten rules and being able to carry them out and not avoid sanctions if he violates the assigned tasks.

Siagian (2018), work discipline is a management action to encourage members of the organization to meet the demands of various provisions, while according to Handoko in Hamali (2018) work discipline is a management activity to carry out organizational standards.

Hard Work

(Dweck, 1986) in the *Journal of Personality and Social Psychology*, hard work is defined as the willingness to work hard in the face of difficult and demanding tasks. (Wang & Eccles, 2013) stated that hard work is the ability and desire to focus attention and effort intensively in order to achieve the desired goal. According (Duckworth & Quinn, 2009) Hard work is an attitude, personality, character, character, and strong belief in an activity, and it is done seriously so that it can get good achievements or results. According to Dharma Kesuma, et al in (Marzuki, I & Hakim, 2019) hard work is a term that encompasses an effort that continues to be made (never giving up) in completing the work or task until it is completed.

In Dweck's article "Motivational processes affecting learning" published in the journal *Personality and Individual Differences*, hard work is "the ability to overcome obstacles and challenges in achieving desired goals" (Duckworth & Quinn, 2009).

Self Confident

Miskell in (Ja'far, 2023) defines self-confidence as a belief in one's own abilities that are sufficient and aware of the abilities one has, and can have, and can utilize appropriately. Self-confidence is an awareness of the individual's ability to develop positive values, both oneself and the environment he faces. (Lauster, 1992)

Meanwhile, Kukul et al., (2013) define self-confidence as an individual's ability to recognize his own abilities, love for himself or awareness of his own emotions. Based on social cognitive theory and self-efficacy (Bandura, 1986),

(A.Potter & Perry, 2011) explains the concept of self-confidence as a measure of self-perception of one's belief in one's own abilities, depending on the background and contextual setting, through competence, representative experience, verbal persuasion and the element of passion. So in conclusion, self-confidence is an individual's belief in their own ability to face various situations and challenges.

Kinship / Descent System

Based on customary law in Indonesia, there are at least three kinship systems widely recognized by the community, namely patrilineal, matrilineal and bilateral. Patrilineal is a kinship system that draws the lineage of the male or paternal side, for example the Batak tribe. Matrilineal is a lineage system that places the mother as the determinant of lineage, for example the Minangkabau tribe. Meanwhile, the bilateral kinship system explains that there is no domination between the male and female parties, for example the Javanese tribe (Mulia, 2016; Zainuddin, 2013). In relation to this, in general, the kinship system in Indonesia draws lineage based on the paternal line (Patrilineal).

Research Method

A quantitative approach, which is a research method based on the philosophy of positivism, is used to research on certain populations or samples, because the research data is in the form of numbers so that data analysis uses statistics with the aim of testing predetermined hypotheses. Therefore, this research is considered more appropriate to use a quantitative approach based on philosophical backgrounds or worldviews (Creswell, 2018). The type of method used in further quantitative research is a comparative approach, quantitative comparative research is conducted to compare two or more treatments of a variable, or several variables at once. According to (Sugiyono, 2022) the research method is a scientific way to get data with specific purposes

and uses.

In this research, the population is unknown, so to find out the number of samples using the Lemeshow formula:

$$n = \frac{Z^2 \cdot P \cdot (1-P)}{d^2}$$

Description:

n = Number of samples required

Z = Standard value 1.96

P = Maximum estimate of 50% = 0.5

d = Alpha, margin of error 10% (0.10)

For the sampling technique in this study, namely purposive sampling and obtained a total research sample of 100 people divided into 50 people from

Sundanese and 50 people from Javanese. Data collection techniques used in this study are questionnaires. As for the data analysis technique used, namely the comparative descriptive analysis technique.

Research Results and Discussion

The following are the results of data testing, namely the Independent Sample t-Test test based on the acquisition of data on Work Discipline (DK), Hard Work (KK), and Self Confident (SC) variables in Sundanese and Javanese Civil Servants (PNS) in Bandung City.

Group Statistics

	SUKU	N	Mean	Std. Deviation	Std. Error Mean
DK	Jawa	50	33.6600	3.17908	.44959
	Sunda	50	35.9800	3.83054	.54172
KK	Jawa	50	24.9800	2.54342	.35969
	Sunda	50	26.6800	2.97911	.42131
SC	Jawa	50	16.1800	2.11593	.29924
	Sunda	50	17.0800	1.78245	.25208

Figure 1. Group Statistics Results

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means							
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
								Lower	Upper	
DK	Equal variances assumed	2.594	.110	-3.296	98	.001	-2.32000	.70398	-3.71703	-.92297
	Equal variances not assumed			-3.296	94.781	.001	-2.32000	.70398	-3.71762	-.92238
KK	Equal variances assumed	4.622	.034	-3.069	98	.003	-1.70000	.55397	-2.79933	-.60067
	Equal variances not assumed			-3.069	95.648	.003	-1.70000	.55397	-2.79967	-.60033
SC	Equal variances assumed	3.624	.060	-2.300	98	.024	-.90000	.39126	-1.67645	-.12355
	Equal variances not assumed			-2.300	95.252	.024	-.90000	.39126	-1.67673	-.12327

Figure 2. Independent Sample t-Test Results

From the output above, it is known that the Sig. Levene's Test for Equality of Variances Work Discipline variable is 0.110 > 0.05, Hard Work variable is 0.34 > 0.05, Hard Work variable is 0.60 > 0.05, it can be interpreted that the data variance of all variables between Sundanese and Javanese is homogeneous or the same (Sujarweni, 2014:99) Therefore, the interpretation of the Independent Samples Test output table above is guided by the value contained in

the "Equal variances assumed" table.

Based on Fig.2 "Independent Samples Test" in the "Equal variances assumed" section, it is known that the Work Discipline variable has a Sig value. (2-tailed) of 0.001 < 0.05, then as the basis for decision making in the independent sample t test it can be concluded that HO is rejected and Ha is accepted. Thus it can be concluded that there is a significant difference (real) for the Work

Discipline variable in Sundanese and Javanese tribes. Furthermore, from Figure.1, it is known that the "Mean Difference" value is -2.32000. This value shows the difference between the average Work Discipline variables between Javanese and Sundanese tribes or $33.6600 - 35.9800 = -2.32$ and the difference is -3.19828 to -0.50542 (95% Confidence Interval of the Difference Lower Upper).

Based on Fig.2 "Independent Samples Test" in the "Equal variances assumed" section, it is known that the Hard Work variable has a Sig value. (2-tailed) of $0.003 < 0.05$, then as the basis for decision making in the independent sample t test it can be concluded that H_0 is rejected and H_a is accepted. Thus it can be concluded that there is a significant difference (real) for the Hard Work variable in Sundanese and Javanese tribes. Furthermore, from Figure.1, it is known that the value of "Mean Difference" is -1.70000. This value shows the difference between the average Hard Work variable between Javanese and Sundanese tribes or $24.9800 - 26.6800 = -1.7$ and the difference is -2.79933 to -0.60067 (95% Confidence Interval of the Difference Lower Upper).

Referring to Fig.2 "Independent Samples Test" in the "Equal variances assumed" section, it is known that the Self Confident variable has a Sig value. (2-tailed) of $0.024 < 0.05$, then as the basis for decision making in the independent sample t test it can be concluded that H_0 is rejected and H_a is accepted. Therefore, it can be concluded that there is a significant difference (real) for the Self Confident variable in Javanese and Sundanese tribes. Furthermore, from Figure.1, it is known that the value of "Mean Difference" is -0.90000. It shows the difference between the mean Self Confident variable between Sundanese and Javanese or $16.1800 - 17.0800 = -0.9$ and the difference is -1.67645 to -0.12355 (95% Confidence Interval of the Difference Lower Upper).

Conclusion

From the results of the research and discussion on the differences in the work ethics of Sundanese and Javanese civil servants in Bandung City, the researcher can draw the following conclusions:

1. Based on the results of the research survey, through the distribution of a questionnaire consisting of eighteen (18) questions, the results stated that Sundanese employees tend to always maintain office facilities, always be serious in completing the given, always confident that they can do the given task until they get satisfactory results. Meanwhile, Javanese employees tend to always be careful in carrying out work, always carry out tasks to the maximum extent possible according to their personal abilities, have a high commitment to completing work in accordance with the time set, and are always willing to take risks on decisions taken.
2. There is a significant difference in the Work Discipline variable in Sundanese and Javanese civil servants in Bandung City because the Sig. (2-tailed) of $0.001 < 0.05$. By the results of the data that has been obtained, it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant difference in the Work Discipline variable between Sundanese and Javanese civil servants in Bandung City.
3. There were significant differences in the Hard Work variable in Sundanese and Javanese civil servants in Bandung City because the Sig value was obtained. (2-tailed) of $0.003 < 0.05$. Based on the results of the data that has been obtained, it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant difference in the Hard Work variable between Sundanese and Javanese civil servants in Bandung City.
4. There were significant differences in the Hard Work variable in Sundanese and Javanese civil servants in Bandung City because the Sig value

was obtained. (2-tailed) of $0.024 < 0.05$. Based on the results of the data that has been obtained, it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant difference in the Hard Work variable between Sundanese and Javanese civil servants in Bandung City

Recommendations

There are several weaknesses that must be corrected, including in this study, the variables studied from work ethic are only 3 (three) variables, namely the variables of work discipline, hard work, and self-confidence. Hopefully, future research can discuss the variables that have not been studied in this study. Other shortcomings are regarding population determination and sample selection, the population in this study is not known with certainty so it is advisable for further research to use a representative population and sample.

Based on these results, and concluding that there are differences between Sundanese and Javanese employees, researchers suggest using the results of this study as a consideration in making policies or in recruiting employees. Considering the work ethic of employees is an important component in the creation of employee work productivity and company progress.

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