



Ethics Work in Increase Performance Employees in The Aviation Industry

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Abstract

Purpose: This study examines the role of work ethics in improving employee performance in the aviation industry, focusing on organizational discipline, commitment, and work attitudes.

Research Methodology: A descriptive analysis was conducted, drawing from literature, books, and online sources to examine theories and concepts relevant to the subject.

Results: The study concludes that organizational discipline positively influences employee performance. When employees adhere to established rules and procedures, their commitment and performance improve, contributing to overall organizational success.

Conclusions: To enhance employee performance, aviation industry management should foster a work ethic framework that emphasizes discipline, commitment, and positive work attitudes. A supportive work environment that satisfies employees leads to higher job satisfaction and retention.

Limitations: The research relies on descriptive methods, suggesting the need for future studies employing different research methodologies and extending the focus to other sectors beyond aviation.

Contributions: This study contributes to understanding the impact of work ethics on employee performance in the aviation sector, offering practical recommendations for improving organizational efficiency.

Keywords: *Discipline Organization, Ethos Work, Industry Flight, Performance Employee*

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1. Introduction

The issue of employee work ethic behavior in organizations is not a new concept and has repeatedly made headlines in most newspapers. Work ethic behavior and the prevailing work relationship system in the workplace are very important for employee performance, general development, production of goods and services, domestic consumption and international trade, and the inclusive benefits of sustainable human development (Gathogo & Kiiru, 2021). In other words, how well an organization adheres to ethical standards clearly determines the well-being of all stakeholders, the organization's productivity and subsequent profitability, and the nation's macroeconomic growth and development (Adeyeye et al., 2015). Organizations are under tremendous pressure to maintain a profitable work ethic and pursue socially responsible behavior. While employees are stakeholders, they can impact a company's operations and profitability. Many employees want to be associated with an organization that can provide a social answer, and at the same time, they want their organization to compete effectively in the market (Lee et al., 2013). Thus, every action and procedure that contradicts the hopes of employees hinders the process of production and organizational development.

The latest study shows that there is a failure in business, which is caused by a low work ethic. (Agboola et al., 2015) points out that there seems to be a very high rate of business failure among small- and medium-sized enterprises. Therefore, there is a possibility of combining the interests of various groups through a harmonious relationship between management and employees and the corporate body and its environment so that something can be done to stabilize the corporate body and prevent its failure (Aprillita & Perkasa, 2021). Article This made Because interested about studies ethos Work and how it affects the overall performance of an organization. As evidenced by the horrific experiences of Enron, Tyco, and WorldCom corporate scandals, organizational ethics has been found to be one of the most important factors affecting not only the performance and effectiveness of an organization but also the existence and survival of the company (Choi et al., 2013; Setyawati & Aristiyanto, 2021).

In relation to the aviation industry, especially pioneer airports, the Ministry of Transportation issued Minister of Transportation Regulation Number PM 9 of 2016 concerning the Criteria and Implementation of Activities Transport Air Pioneer (Henokh Parmenas, 2021; Kuncoro & Harahap, 2021). The criteria for determining and organizing transport air pioneers were carried out to create pioneer air transportation that can connect remote areas, underdeveloped areas, and areas that are not yet served by other modes of transportation and encourage regional growth and development. uses realize stability, defense, and security of the country (Candra Susanto & Henokh Parmenas, 2021; Heriyanto, 2021). However, there are still problems, such as the difficulty in developing airport pioneers in Java because it is difficult to get flight slots from airports in Jakarta (Anggraini, 2021; Keke et al., 2021). In addition, several airlines are poorly managed, leading to a crisis in the aviation industry. The importance of human resources for the successful operation and maintenance of competitive industries cannot be overemphasized (Agusinta et al., 2021; Ibrahim & Mohammed, 2020). Therefore, the importance of work ethic in every arrangement company needs to be investigated in the flight industry, specifically on airport pioneers.

2. Literature Review

2.1 Draft Ethos Work

Chib, 2019 view work ethic as a cultural norm that encourages people to be held accountable and responsible for the work they do based on beliefs. that work own mark intrinsic for individual in something organization. Agboola et al., 2015 describe work ethic as part of the organization's responsibility; thus, the expected employee commitment is embedded in the organization's core values and principles. This shows that ethos work can be seen in a way wide as guidelines that can be used by the organization and its executives to make good decisions.

This happens because the ethos of work consists of standards, which are set and articulated in laws and regulations, internal policies, and procedures. For example, honesty, integrity, respect, and fairness are based on the principles expected from employees and customers in terms of service delivery, quality products, health, safety, and efficiency (Pertiwi & Supartha, 2021). Various organizations of different sizes have been used to assess compliance with certain behaviors and establish ethical requirements (Naz et al., 2020). Although different organizations set tool ethos Work Which differs in reach vision, which is desired, which is most important, these steps are reflected in the perspective of organizational discipline, teamwork, organizational commitment, and work attitude (Mahal, 2012).

2.2 Discipline Organization

Dumisan, 2012 views discipline as total obedience and compliance with the rules and regulations of an organization. public, community, or organization. An employee's perception of an organization is a determinant of organizational misconduct. When employees believe that their organization is fair, they are less likely to engage in misconduct (De Schrijver et al., 2010). Due to conflicting employee

interests, There is trend attitude behavior deviate from rule And regulation organization which established (Sule-Dan & Ilesanmi, 2015). Discipline must be instilled to correct employee misbehavior, consequence violation policy, and standard work. Guidelines discipline used to maintain standards of Work Which must be adopted by employees (Solihin, 2021). Level behavior can be predicted, which is reasonably expected from employees to achieve organizational goals. Lack of adequate disciplinary action in an organization leads to ineffectiveness and incompetence on the part of the organization (Nwosu & Ugwuerua, 2015).

2.3 Work Team Organization

A work team is capable of working toward the same vision. This is fact Which famous Teamwork is not only the foundation of all successful management, but also a means to improve overall organizational productivity. It is the variable that enables ordinary people to achieve extraordinary results in their lives. Teamwork facilitates employees' collaboration, skill improvement, and conflict-free responses (Sanyal & Hisam, 2018). The essence of teamwork is to encourage the division of labor, specialization, and ultimately increase productivity. The importance of teamwork in terms of productivity sees employees unite to achieve common goals and objectives for the organization's good.

2.4 Commitment Organization

The concept of organizational commitment has become a focus for managers when used as a predictor of employee retention. in department general and source Power man in Lots organization (Idris, 2014). Faloye suggests that when organizations can recruit, train, and retain skilled individuals, the overall stability of the organization is maintained in terms of productivity and financial viability (Faloye, 2014). Several studies have assessed organizational commitment as a controlling factor for employee retention. Nelson and Quick and Tuna et al., among others, have noted that the extent to which an individual identifies with an organization is a predictor of the individual's organizational commitment (Tuna et al., 2016). Employees committed to their own flavor objectives can help them advance their objectives and organizational goals.

2.5 Attitude Work

Work attitudes play a significant role in manipulating employee performance in organizations. The way people behave at work often depends on how employees feel about their jobs, which implies that understanding an employee's attitude toward work is determined by their behavior in the workplace. This trigger is needed to recognize, measure, and increase the employee's attitude toward job attitudes. (Susanty & Miradipta, 2013)) define job attitudes as beliefs or tendencies to behave in certain ways in the workplace as a result of individual experiences and personality. Organizations, like individuals, can be characterized and observed as rigid, friendly, earnest, inventive, traditional, or otherwise. Such qualities can also serve as aspects for imagining attitudes and behavior of people in an organization (Inuwa, 2015). (Liao et al., 2012) look at attitude work as a set behavior and evaluation for work, and behavior as well as thinking the diverted in forms of work engagement and organizational commitment. It is the actions and inactions of employees towards their work that determine performance and productivity.

2.6 Performance Employee

Employee job performance is the level of productivity of individual employees concerning their behavior or hope-related work Deconinck, 2010, performance can be assessed as very Good, Good, average, or poor when expectations are compared with actual output. Performance in this sense relates to behaviorally oriented task performance depending on the job holder's attitude towards the job (Rose, 2016). According to (Okine et al., 2021), work behavior refers to 'all human actions which shown in situation Work.' He opined that for good performance at the micro level, there must be interaction between work and employees. Interaction involving aspect behavior job content analysis) Which If No guided with Good

can result in deviation from initial planned activities result in poor performance. This guidance is called 'work ethic.' When strong, it promotes excellent job performance, but when weak, it results in poor performance in both the short- and long-term (Osibanjo et al., 2015).

3. Methodology

This article was written using several descriptive analysis methods by searching for literature references, namely, looking for books related to the material discussed, as well as looking for knowledge and theory related to the material discussed via the Internet (Siedlecki, 2020).

4. Results and Discussion

The results of the study indicate that organizational discipline has a positive effect on employee performance in the aviation industry. This implies that when organizations strive to maintain and ensure that employees work within the boundaries of established rules and procedures, it always stimulates employee performance. As stated by Adeyeye et al., 2015, an organization benefits when its employees show several size disciplines. In fact, workplace discipline promotes a strong relationship for success and enhances an environment of commitment, dedication, sharpness, and devotion among employees, which ultimately results in improved employee performance vis-a-vis organizational performance. This study examines work ethics in improving employee performance in the aviation industry. It argues that work ethics are an organizational guideline that encourages employees to practice behavior that is good for the sake of increasing performance. Thus, employee performance will no longer depend on compensation and reward systems but will focus on work ethic as well.

The study further highlights the significance of organizational commitment in enhancing employee performance. Employees who are strongly committed to their organization exhibit higher levels of dedication and job satisfaction, which directly correlates with improved productivity. The concept of organizational commitment is particularly vital in the aviation industry, where employees' sense of belonging and dedication can have a direct impact on the overall success of operations, especially in a highly competitive environment. The aviation industry benefits significantly from fostering a culture of organizational commitment, as employees who feel committed are more likely to go above and beyond, leading to better service delivery, customer satisfaction, and improved operational efficiency.

Another critical aspect discussed in this study is the role of work attitudes in shaping employee performance. Positive work attitudes, such as motivation, responsibility, and willingness to collaborate, play a substantial role in determining an employee's level of productivity and engagement at work. This study suggests that work attitudes are not only a reflection of personal beliefs but are influenced by the organizational culture and leadership styles within a company. In the aviation industry, where teamwork and a positive work environment are essential for smooth operations, fostering positive work attitudes among employees leads to higher levels of cooperation and a better workplace atmosphere. By investing in initiatives that promote positive work attitudes, aviation companies can further enhance employee performance, contributing to greater organizational success.

5. Conclusions

This study demonstrates the need for aviation industry business management to develop a framework for implementing work ethics, specifically organizational discipline, organizational commitment, and work attitudes, to help them achieve superior performance. This study further emphasizes the commitment to providing a good work environment to stimulate employee performance. This is because when employees are satisfied and happy with their work environment and what they do, they will be committed and willing

to stay in their organization. Meanwhile, article This evaluate influence ethos Work to performance employee in industry flight, This research is also limited to the use of descriptive methods. This opens up a gap in considering other methods for similar studies and applying the same study to sectors other than the aviation industry.

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Author Contributions

HH the author was responsible for the conceptualization of the study, developing the research methodology, and overseeing the data collection and analysis processes. HH played a key role in reviewing the relevant literature and synthesizing existing theories. Additionally, the author contributed significantly to the drafting, writing, and editing of the manuscript, ensuring that the research was clearly presented. HH also took part in the critical revision of the manuscript for important intellectual content, ensuring the quality and coherence of the final version. Furthermore, the author managed the overall coordination of the research project, ensuring its timely completion and submission for publication.

Conflicts of Interest

The authors declare that there is no conflict of interest regarding the publication of this study. This research was conducted independently, and no financial or personal relationships influenced the results or interpretation of the findings.

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