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## The Moderating Role of Work Discipline on The Links Between Locus of Control and Work Ethics in Local Government Employees

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### ABSTRACT

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The aim of this study is to analyze the role of internal locus of control and external locus of control on work ethics. In addition, this study also analyzes the role of work discipline as a mediating variable. This study uses a quantitative approach. The number of research samples is 114 people. They are civil servants in the city government environment in East Java. Data analysis uses path analysis. The analysis shows that the two-locus of control variables have a positive effect on work ethics. Internal locus of control also has a positive effect on work discipline. Meanwhile, external locus of control does not affect work discipline. Analyst results show that work discipline has a role as a mediating variable. Meanwhile, in the external locus of control of work ethics, work discipline does not act as a mediating variable.

**Keywords:** external locus of control; internal locus of control; work discipline; work ethics

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| Received May 2020 | Accepted August 2020 | Available online August 2020 |  
| DOI: <http://dx.doi.org/10.18860/mec-j.v4i2.9914>

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### INTRODUCTION

The local government of Malang City is one of the most innovative cities in Indonesia. The City Government of Malang has received many awards, one of which being the most innovative city in Indonesia in 2019 (Badan Arsip, 2019). The work discipline of employees of the local government of Malang City produced various awards. Several studies have shown work discipline can increase employee productivity (Zainal, 2017; Gitonga *et al.*, 2019), employee performance (Adi, 2018; Nasution, 2019; Priyandi *et al.*, 2020; Siregar & Evanita, 2020; Mulyani *et al.*, 2019) positive effects for the organization (Bugdol, 2018), effectiveness and efficiency of the team (Khan *et al.*, 2014). The results of this study indicate the positive contribution of employee work discipline at the individual and organizational level. Otherwise, it has implications for the urgency of research related to work discipline.

Work discipline is awareness to comply with the rules in force in the organization so that it can affect the positive value of work. Thus, work discipline as a process of constructive development for interested employees (Bintoro, 2017). Employee self-control process can improve discipline work. Locus of control also has a positive correlation with

discipline. Besides that, locus of control predicts someone's discipline (Kokkinos & Panayiotou, 2007). The results of this study indicate that the locus of control from parents can improve a child's discipline in daily activities. Locus of control affects the discipline of high school students in Hong Kong (Kee Tony, 2003).

Although many studies have shown that locus of control has a positive effect on work discipline, several studies show different results. Hasibuan & Al Musadieg (2017) showed that internal locus of control had a positive effect on the work discipline of oil drilling employees. However, the external locus of control variable has a negative effect on employee work discipline at the oil drilling company. To improve employee work discipline, there needs to be a belief factor that can encourage a person to carry out activities and work activities that can be controlled, one of which is the locus of control (Sedarmayanti, 2017).

Locus of control also correlates with work ethics. Locus of control can affect a student's behaviour (Rose & Medway, 1981). Locus of control is one of the concepts of individual personality in behaviour. Locus of control correlates with work ethics (Boshoff & Van Zyl, 2011); (Kokkinos & Panayiotou, 2007). Locus of control can improve employee ethics in Saudi Arabia (Yousef, 2000). Krayawan, who has a high level of locus of control, the employees also have high work ethics. Someone who has a high locus of control tends to increase work ethics intention. Özbek *et al.* (2013) showed that locus of control had a positive effect on work ethics manager's marketing intentions in Turkey. Nadirsyah & Zuhra, (2009) showed that the internal locus of control significantly affected the work ethics of BPKP Aceh provincial auditor employees. Boshoff & Van Zyl (2011) also show a significant relationship between internal locus of control and external to the work ethics of employees in Sout Africa.

Companies can discipline employees through several approaches. The system approach is one of the coercive approaches, namely through giving rewards to disciplined employees and giving punishment to undisciplined employees. In this study, researchers investigated the role of employee locus of control in work discipline. The locus of control has two proxies, namely internal locus of control and external locus of control. Locus of control is a source of confidence to control events that occur both from within and from outside him to lead to success in life or organizational success (Stephen, 2006).

Many policies were issued to discipline civil servants. Civil servants need to be given targets and workloads. After the burden and targets are determined, they have an obligation to achieve. Therefore, disciplinary variables are fundamental to improving organizational performance. In addition, to minimize employee civil less effectively enforced system of work discipline strict. Furthermore, it is stated in a work discipline guideline a. As an employee in the government must be able to work as much as possible in order to achieve organizational goals. The main tasks of government employees are to exercise as much autonomy as possible, improve the welfare of the community, provide services and regional competitiveness.

Malang City Government obtained a BB score (score 70-80) throughout the year for four consecutive years, namely the period 2016-2019 (Suryamalang, 2020). The achievement, according to the Mayor of Malang, is an achievement that needs to be compared. Because in previous years the acquisition of the education city SAKIP was only limited to CC and B. And the target, in the following year it was unfortunate to achieve the achievement of value A. The data could be used as a foundation for the government and make policies always to optimize work discipline, foster attitudes and character that is ethical so that the tasks assigned are completed effectively and provide benefits to others.

Based on the results of interviews conducted by researchers in the field at the time of field observations with Mrs Etna, one of the heads of the discipline of civil servants working in Malang under the auspices of the regional staffing agency. Information obtained that employees lack discipline in timeliness in completing tasks. Furthermore, the lack of attitude and view of work that work is not just looking for money but to have a clean and sincere morality in doing a task (interview 11 May 2018). Based on the gap in the literature review and the existence of disciplinary phenomena in civil servants, this study was conducted.

## **THEORETICAL REVIEW**

### ***Locus of control***

Locus of control is one of the concepts of individual personality in organizational behaviour. The basic concept of locus of control is taken from the social learning theory developed by Rotter. Rotter (1966) explains that the locus of control is a person's beliefs about the source of behaviour in his life. Behaviour in organizations is closely related to how individuals can control themselves in deviant behaviour so that they can work optimally towards success. Whether or not individuals can control themselves to behave, which will have an impact on success, individuals who can control themselves to be ethically disciplined in working will affect optimal work results.

Locus of control is a concept that refers to an individual's beliefs about the events that occur in his life. Locus of control refers to a measure that shows how a person perceives the possibility of a relationship between an action or behaviour carried out with the results or results obtained (Smet, 1994). So locus of control is one's perception of success or failure in carrying out various activities in his life.

Locus of control has two categories, namely internal locus of control and external locus of control. Rotter (1966) states that individuals with a high internal locus of control tend to be more confident, responsible for all events owned, capable of discipline in working to achieve success, being ethical in all actions and responses. Individuals with an internal locus of control believe that they will successes and failures are caused by their actions and abilities. In contrast, individuals with an external locus of control believe that success is determined by external forces, whether it is luck or social context. Individuals with an external locus of control feel unable to control the events that occur in themselves, so there needs to be encouragement or mediation to behave to achieve

success such as work discipline, culture to be ethical in order to work effectively and efficiently (Allen, 2015).

While Levenson (1981) states that individuals who are oriented to an internal locus of control believe that the actions experienced by their lives are mainly determined by their own abilities and efforts. In contrast, individuals who are oriented towards external locus of control are grouped into two categories, namely *convincing others* and *chance*. Individuals with other *powerful* orientations believe that life is determined by more powerful people around them, while *chance* -oriented people believe that life and the events experienced are determined by destiny, fate, luck and opportunity (Robbinson, 2006). From the above presentation, it can be concluded that the difference of internal locus of control is an individual who has the belief that the determinant of success in life is based on the control of behaviour in and of itself, and external locus of control is the belief that factors outside himself to control the behaviour of his life.

### **Work Discipline**

Work discipline is the awareness to comply with the rules in force in the organization so that it can affect the positive value of the job. Davis & Newstrom (2002) explain that work discipline can be interpreted as implementing management to reinforce work guidelines in the organization, a work activity carried out by someone to get positive value from these activities (Mangkunegara & Prabu, 2005). Discipline work has an essential role as a communications manager with subordinates so that they are willing to change the behaviour so that the formation of a positive attitude of self-control in the self-employees (Rivai, 2011). In other contexts, work discipline is the awareness and willingness of a person to obey all company regulations and social norms that apply (Hasibuan & Al Musadieq, 2017). Discipline must be upheld in a corporate organization because it can improve employee work ethics. Without the support of good employee discipline, it is difficult for companies to achieve their goals.

Discipline employees as a form of training to improve and establish the knowledge, attitude and behaviour of employees. Employees can act voluntarily trying to work cooperatively with other employees and improve their work performance. So that employees have a positive attitude of self-control which will affect the work ethics that is working optimally, effectively in offering services. Rotter (1966) argues that locus of control can shape work behaviour and discipline. Individuals with a high internal locus of control tend to have good work discipline.

Moving and controlling people to want to work according to company expectations is not easy. This is because humans have the power of thought and self-confidence in controlling everything. Therefore, discipline is needed to know the extent of the responsibility that someone has in carrying out the tasks given to him. Organizations that have high discipline will affect work ethics in achieving optimal work because individuals with locus of control have a high motivation drive to behave in achieving life success.

### **Work ethics**

A person who has high work ethics has a belief that they work not for themselves but can also provide benefits for others. Work ethic is something that is believed, ways of doing, attitudes and perceptions of the value of work (Djakfar, 2012). Be working not only earns a living, fulfils the necessities of life but also seeks divine pleasure such as responsibility or mandate in completing a job, loyal to the provision of services. Work ethics is a tool to encourage people to work optimally. Work ethics also has significance encouragement of positive behaviours that stem from belief to control the source of the events in the life of employees. Which of these beliefs is considered good and right carried out in employee work behaviour to create an optimal success. Such a discipline to increase effectiveness and efficiency at work.

Sinamo (2011) describes professional work ethics which reveals that work ethics is a set of positive behaviour or control of positive behaviour that is rooted in the belief in the source that controls events in his life both from within and outside the individual which is fundamentally accompanied by a total commitment to the work paradigm the integral. This commitment is formed from the beliefs that exist in every employee, which beliefs that bring employees to a success. A belief that every individual has a direct effect as a substantive effect on his views and reactions on the organizational environment. While Weber (2002) explains that work ethics is a belief or doctrine about work that is believed and believed by humans. He has a belief as an individual or a group, as something that is considered good and right that is manifested specifically and manifestly in their work behaviour. Work ethics also described as the totality of the personality himself and to express, see, believe, and meant that there was something that drove him to behave and achieve charitable optimized so that the pattern of human relationships with themselves and other human beings can be established by either (Tasmara, 1994). The characteristics have motivation and discipline, loyalty, commitment, able to work optimally, can refrain from deviant behaviour, and have confidence that was working for worship.

### **Relationship of Locus of control, Work ethics, and Work Discipline**

Locus of control is one of the concepts of individual personality in behaviour. Locus of control correlates with work ethics (Boshoff & Van Zyl, 2011; Kokkinos & Panayiotou, 2007). Locus of control can improve employee ethics in Saudi Arabia (Yousef, 2000). Employee, who has a high level of locus of control, also has high work ethics employees. Ozbek *et al.* (2013) prove that the locus of control influence positively on the work ethic; ethical in this study is work ethics. Another study conducted by Nadirsyah & Zuhra, (2009) showed that the internal locus of control could significantly affect the work ethics of the Aceh provincial BPKP auditor employees. Boshoff & Van Zyl (2011) showed that there was a significant relationship between internal locus of control and external to the work ethics of employees in finance South Africa.

Work ethics is a motivation for employees to work. The enthusiasm that will have implications for what is done, such as having confidence in working so that the target given by the agency is met on time. According to Sinamo, (2011), work ethics is a set of

positive behaviours rooted in fundamental beliefs accompanied by a total commitment to an integral work paradigm. These commitments are formed through a belief that is in every employee, which is the belief that will bring employees to success. This belief is what according to Rotter called the locus of control or the existence of one's belief in the source that controls the events in his life (Kreitner & Kinicki, 2014). From the explanation above, it can be concluded that motivated individuals in controlling behaviour will affect the work ethics of each employee. Work ethics is a behaviour both on ethical to do in the workplace, such as discipline, responsibility, passionate and knowledgeable and environmentally conscious.

Locus of control is the science of personality possessed by each individual. A person in his activities has the belief that all his activities are controlling both from within the individual or other controlling factors. Individuals who have an internal locus of control believe that the actions carried out that control is themselves, identical these individuals have high discipline. Whereas individuals with an external locus of control have a belief that the environment can control their life activities, so individuals with this type need mediation so that all activities can be controlled so that behaviour does not deviate as there is work discipline. As revealed by Bintoro (2017) work discipline is a process of constructive development for the employees concerned for the discipline of work aimed at the action. Work discipline is also an exercise in employees so that employees can develop self-control and in order to become more effective at work.

From the above explanation, it can be concluded that the locus of control is very influential on work discipline. The results of previous studies revealed by Dewi (2018) also prove that locus of control significantly influences work discipline. The work discipline in an organization is essential because it can affect the right level of work ethics. Yousef (2000) asserted in his research that work discipline, which is a timeline for work is one of the factors forming work ethics in organizations. Mangkunegara & Prabu (2005) revealed that the factors that influence the achievement of performance are the factors of ability and motivation, which means that an individual in achieving performance must have the ability and work motivation. Owned motivation is seen through favourable attitudes and work situations because this will be related to work achievement. While an ethical individual can behave in the work environment in providing services to the public, indirectly affect work ethics optimally (Mangkunegara & Prabu, 2005). So work discipline is very influential on work ethics because work discipline is one of the factors that can influence the emergence of work ethics.

### **Hypothesis**

Based on the literature review above, the following research hypothesis is proposed. The hypothesis is a temporary answer to the formulation of a research problem, where the research problem formulation has been stated in the form of a sentence question (Sugiyono, 2008). The hypotheses to be tested are as follows:

H1: There is an influence of the internal locus of control variable on work ethics.

H2: There is an influence of the external locus of control variable on work ethics.

H3: There is an influence of internal locus of control variables on work ethics through mediating work discipline variables.

H4: There is an influence of the external locus of control variable on work ethics through the mediation of work discipline variables.

## **METHODOLOGY**

The research used a quantitative approach. Quantitative research methods based on the philosophy of positivism, used to examine specific populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of testing hypotheses that have determined from the influence of a variable on (Siswanto, 2012; Sugiyono, 2008). Variables in the study include; internal variables locus of control, external locus of control, work ethics, work discipline. The respondents in this research are employees at the Malang City Government Office, in the Personnel Agency, the Planning, Research and Development Agency and the Regional Financial and Asset Management Agency.

The sampling technique used stratified random sampling. The population studied is homogenous (not of a kind) which in this case is different in terms of the field of work so that the sample size in each stratum or groups taken proportionally to obtain data (Sugiyono, 2008). The number of research samples is 114 employees. The sample size obtained is based on Slovin formula. They were collecting data in this study using questionnaires, interviews, and documentation. Data analysis used validity, reliability, and path analysis.

Methods path analysis is a method of assessing the effect (effect) directly or indirectly from the variables hypothesized to be due to the effect of treatment on these variables. *This path analysis* is not a method of discovery of cause and effect, but a method applied to a causal model that is formulated by researchers on the primary and theoretical knowledge developed. By using *path analysis*, not only calculate all independent variables on the dependent variable simultaneously but also partial effect can be known from each independent variable on the dependent variable. *Path analysis* is used to analyze the pattern of relationships between variables. This model is to determine the direct or indirect influence of a set of independent or exogenous variables on the dependent or endogenous variables (Supriyanto & Maharani, 2013).

## **RESEARCH RESULTS**

Malang City is a city located in East Java Province, Indonesia. Malang is the second-largest city in East Java after Surabaya. Malang City is one part of the unity of the region known as Malang Raya together with Batu City, and Malang Regency. Malang City is known as an education city, tourism city, an industrial city. Malang City as an education city, this is because Malang City itself has various educational facilities such as schools, college campuses, non-formal educational institutions or places of study, as well as several boarding schools. Malang City, as a tourism city, the potential of Malang City invites many local and foreign tourists to visit.

Beautiful natural scenery and fresh, shady, and beautiful air with ancient buildings from the Dutch heritage have their charm. Various choices of tourist attractions and shopping, both traditional and modern are scattered in various directions. Malang City as an industrial city, industries in Malang City are very diverse, ranging from small to large scale. Small to medium scale industries today continue to develop with the guidance, investment and quality improvement by the City Government of Malang. At the same time, the large-scale industry continues to be widely introduced to support the productivity of Malang City as an industrial city.

Individual characteristics are important data that must be examined first because factors are easily defined and easily obtained as well as objectivity. Respondents used in this study were employees of the Malang City Government office in the Regional Employee Agency, the Regional Financial and Asset Management Agency and the Malang City Planning, Research and Development Agency. The results of the distribution of questionnaires were 114 respondents, obtained the characteristics of respondents based on gender, last education, age, years of service, marital status, and income.

**Table 1. Respondent characteristics**

<b>Characteristics</b>	<b>Variable Characteristics</b>	<b>Number</b>	<b>%</b>
<b>Age group</b>	Less than three years	47	41 %
	30 -40 years	39	34 %
	40 -50 years	25	22 %
	More than 50 years	3	3 %
<b>Gender</b>	Male	39	33 %
	Female	75	67 %
<b>Education</b>	Senior High School	9	8 %
	Undergraduate degree	85	74 %
	Master's degree	18	16 %
	Doctorate	2	2 %
<b>Experience</b>	Less than 10 years	47	41 %
	10 -20 years	26	23 %
	More than 20 years	41	36 %
<b>Marital status</b>	Married	73	64 %
	Single	39	34 %
	Widowed	2	2 %

Based on the data obtained by researchers, the number of respondents obtained from the percentage of gender, namely 75 women with a percentage of 67% and 39 men with a percentage of 33%. This data is needed to determine the level of education of Malang City government office employees. Based on the level of education pursued by employees of the Government of Malang City is 8% of high schools and 74% of SI undergraduate education, 16% for undergraduate and 2% for undergraduate degrees.

Subsequent respondent characteristics are based on age. This data is needed to determine the age of the employees in the government office in Malang. By age shows that most employees aged less than 30 years by 41% with the number of employees 47

people, employees with ages 30 to 40 years by 34% with the number of employees 39 people, employees aged 40 to 50 years by 22 % with 25 employees, while employees with more than 50 years of age are 3% with three employees.

Based on the working period shows that employees who work less than ten years by 41%, while the tenure of up to 20 years is 23% and the working period is more than 20 years by 36%. The results of this description indicate that most employees still have ten years of service. Based on marital status shows that most of the marital status of Malang City government office employees are the married status of 73 people or 64%, 39 people unmarried status or 34%, while widower/widow status of 2% or two people.

The research instrument test uses the validity and reliability test. The validity test is the degree of determination between the data that occurs in the object of research with the power that can be reported by researchers (Sugiyono, 2008). Thus valid data is data that does not differ between data reported by researchers with data that occurs on the object of research. The results showed that have a positive correlation with the criteria (total score) as well as a high correlation, indicating that the item has high validity. If the value of  $r$  is greater than  $\geq 0.3$  and the significance value (sig) of the correlation results is less than 0.05 (5%) then it is declared valid and vice versa then it is declared invalid (Sani & Maharani, 2013). The test used two-sided tests with a significance level of 0.05. Based on Appendix 1 shows that the whole item correlation coefficients for each variable internal locus of control, external locus of control, work discipline and work ethics is greater than 0.3, and the probability value less than 0.05 (5%). Therefore, all items used in this study are valid and feasible. According to Sani & Maharani (2013) reliability shows the understanding that something can be trusted to be used as a data collection tool because the instrument is already good. If the studied variable has *Cronbach's alpha* ( $\alpha$ ) > 60% (0.60) then the variable is said to be reliable, whereas *Cronbach's alpha* ( $\alpha$ ) < 60 then the variable is not reliable.

**Table 2. Reliability test results**

<b>Variable</b>	<b>Cronbach's alpha</b>	<b>Information</b>
Internal Locus of control	0 . 807	Reliable
External locus of control	0. 796	Reliable
Work Discipline	0. 902	Reliable
Work ethics	0. 911	Reliable

Based on table 2, the reliability test results show that the internal locus of control, external locus of control, work discipline, and work ethics variables have a Cronbach's alpha value of more than 0.60. This means that all variables are reliable, and the instrument can be continued to be used for all targeted respondents. The purpose of using this path analysis is to prove the hypothesis about the influence of internal locus of control and external locus of control on work discipline. The results of the path analysis of the exogenous variables to endogenous variables.

Table 3. Path Analysis

	Coefficient	T <sub>statistic</sub>	P <sub>-value</sub>	Hypothesis
Internal locus of control to work ethics	0.252	2.924	0.000	Accepted
External locus of control to work ethics	0.260	3.271	0.000	Accepted
Internal locus of control to work discipline	0.413	4.815	0.000	Accepted
External locus of control to work discipline	0.161	1.878	0.063	Rejected
Work Discipline to work ethics	0.304	3.508	0.000	Accepted

From the table above it can be obtained that the value of the standardized coefficient beta shows the magnitude of the contribution of the internal locus of control variable to work discipline is 0.413. Rated standardized coefficient beta indicates the magnitude of the contribution of external locus of control to the discipline of work was 0.161. From these results may indicate that the ability of variable internal locus of control and external locus of control to the variable working discipline of 22.8% while the remaining 77.2% is explained by variables not examined in this study. To partially test the t-test is used to test directly between the independent variable and the dependent variable. With the criteria, if the significance value of t is less than 5%, there is an influence between the exogenous and endogenous variables and vice versa.

Table 3 it can be seen that the t-test on the internal locus of control variable is obtained t count of 4,815 with a significance of 0,000. The analysis shows that the internal locus of control variable has a significant effect on work discipline variables. Meanwhile, the external locus of control variable does not affect the work discipline. The significance of t-value is more than 5%. Based on the results of the analysis shows that the external locus of control variable does not affect the work discipline variable—meanwhile, the variable internal locus of control effect on work ethics. The analysis shows the coefficient value of 0.252 with a probability value of 0.000. From these results, partially, the external locus of control variable has a significant effect on the work ethics variable. Likewise, the external locus of control variable affects work ethics. The results of the analysis showed a coefficient value of 0.252, with a probability value of 0.000. Variable work discipline also affects the work ethic (coefficient = 0.304; p = 0.000).

Mediation testing can be done with a Sobel test. Sobel test is done by testing the strength of the indirect influence of independent variables to the dependent variable through mediating variables. If the calculated t value is greater than the t table value, then it can be concluded that there is a mediating effect (Ghozali, 2011). Based on the results of the analysis show that the calculated value of the internal locus of control variable t is greater than t table, meaning that the work discipline variable can mediate the internal locus of control variable on the work ethics of Malang City Government employees. Whereas the external locus of control variable shows that t count is smaller

than t-table, meaning that the work discipline variable is not able to mediate the external locus of control of the work ethics of Malang City Government employees.

The results of path analysis show that there is a direct influence between internal locus of control and external locus of control on work ethics. The results of the analysis indicate that the magnitude of the direct effect between the internal locus of control variable on work ethics is 0.252 with a significance of 0.000. In contrast, the external locus of control variable on work ethics is 0.260 with a significance of 0.000. The path analysis results show that there are indirect effects of internal locus of control and external locus of control variables on work ethics through work discipline. From the picture above shows that the magnitude of the indirect effect. According to Ghozali (2011) to determine the influence indirectly by calculating the value of the independent variable multiplied by the value of the dependent variable. Then the magnitude of the effect does not lag that is  $0.413 \times 0.304 = 0.125$ . This means that the influence of the internal locus of control on work ethics through work discipline is smaller than the effect of the internal locus of control on work ethics directly because  $0.125 < 0.252$ . As for the value of the indirect effect of variables external locus of control on work ethics through work discipline is  $0.161 \times 0.304 = 0.048$ . This means that the influence of external locus of control on work ethics through work discipline is smaller than the influence of external locus of control on work ethics directly because  $0.048 < 0.260$ .

## DISCUSSION

The internal locus of the control variable is formed by two indicators, namely ability and effort. Internal locus of control in the employees of Malang City Government office based on respondents' answers shows that employees who have an internal locus of control are indicators of ability, employees can be disciplined in working, able to work in teams and feel satisfied with their work and are excited or motivated to achieve something that is desired, while from business indicators, employees like to face challenges, can work optimally in providing services and have confidence that success in life is from the expertise possessed by employees.

From the results of respondents' answers showed that employees have good work ethics with the belief that working to seek divine pleasure and employee discipline in terms of responsibility for the time given for completing tasks and adhere to organizational regulations, have good relations with superiors and colleagues, and motivated employees in working to provide the best ethical service possible. So that the internal locus of control has a positive and significant effect on work ethics, the magnitude of the influence of the internal locus of control on work ethics is aimed at the coefficient of determination of 25.2%, and for the regression coefficient of the internal locus of control has a positive direction on work ethics. Supported by partial t-test results with a significance level of 5%, there is a significant influence between the internal locus of control variables on work ethics.

The result is consistent with results of previous studies conducted by Ayudiyati & Nugraheni (2010) showed that employees who have an internal locus of control height could affect work ethics, this is because of employees have belief that an event is always

within the range of control, so that can be more ethical. Whereas in this study shows that there is a positive and significant influence between the internal locus of control on work ethics this is because the employees of the Malang City Government office have good work ethics with the internal locus of control within the employee.

Based on this research, it can be explained that internal locus of control really needs to be cultivated within employees to create good work ethics. Internal locus of control in the employees of Malang City Government office affects work ethics. This can be seen from the results of the distribution of the highest locus of control score, which is one of them having high enthusiasm to achieve something that is desired. While one indicator of work ethics is that employees have high motivation always to work well, which means that the internal locus of control has a positive and significant effect on work ethics.

In the theory of social learning developed by Rotter (1966) states that individuals with an internal locus of control are more confident, responsible for all events that are owned, being ethical in all actions and responses. Because individuals with internal locus of control believe that the successes and failures experienced are caused by their actions and abilities. From the explanation above, it can be concluded that one of the factors that can influence employees to behave ethically in this study means the creation of work ethics, namely the existence of internal locus of control within employees.

In Islam, belief in oneself is fundamental, because belief makes a person able to control all his actions and behaviour so that he can obey organizational rules and behave ethically. Without faith, a person will always feel overshadowed by various doubts so that the soul is full of shock, ignorance and darkness, which in the end, the soul will become fragile and easily influenced.

The external locus of control variable is formed by two indicators related to the fate and influence of others. External locus of control in the employees of Malang City Government office based on respondents' answers shows that employees have confidence that the future happens by themselves so that they believe in fate, whatever happens in their lives will surrender to fate, doing an action on the wishes of others, and need the help of others to solve problems.

From the results of respondents' answers that employees have good work ethics with the belief that was working to seek divine pleasure and discipline of employees in terms of responsibility for the time of completion of tasks given and adhere to organizational regulations, have good relations with superiors and colleagues, and motivated employees in working to provide the best ethical service possible. So that the external locus of control has a positive and significant effect on work ethics, the magnitude of the influence of external locus of control on work ethics is aimed at the coefficient of determination of 2.60%. For the regression coefficient of the external locus of control, a variable has a positive direction on work ethics. Supported by partial t-test results with a significance level of 5%, there is a significant influence between the internal locus of control variables on work ethics.

The results of this study are not following research conducted by Nadirsyah & Zuhra (2009) which states that the external locus of control does not positively and significantly influence work ethics, due to the nature of employees who make groups, so there is an unsupportive social environment. While this research shows that external locus of control has a positive and significant effect on work ethics, this is because seen from the results of the distribution of external locus of control variables. They need other people to solve problems and behave according to the wishes of others around them, in accordance with the work ethics indicators at environmental points that the characteristics of employees who have high work ethics are having good relations with superiors and colleagues and leaders as figures for actions that must be emulated.

In the theory of social learning developed by Rotter (1966) states that individuals with external locus of control believe that success is basically determined by external forces. Whether it is luck or social context because they too believe in a fate that environmental factors determine success in life. Based on this research, it can be explained that Malang City Government office employees who have an external locus of control believe in the surrounding environment that the environment can determine their destiny. Work ethics created from a good social environment will affect the personality of the employees themselves.

Islam teaches that we always think well of ourselves and our environment. Meaning that when we read and recognize ourselves positively, it will undoubtedly produce something positive and vice versa if we label ourselves negatively, we have defined ourselves as someone negative. The regression path analysis model from the results of this study shows that the internal locus of control can affect work ethics with a sig value of less than 5%. Likewise with the results of the analysis of work discipline pathways have a significant effect on the variable work ethics with a sig value less than 5%, the internal locus of control variable can also affect work discipline with a sig value less than 5%. So it can be concluded that work discipline can indirectly affect the internal locus of control of work ethics.

According Siagian (2007) argues that a work discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behaviour of employees so that these employees voluntarily try to work cooperatively with other employees and improve work performance. So that employees have an attitude of self-control, which will affect the work ethics that work optimally effective in providing services.

Judging from the results of the distribution of the internal locus of control the highest score is that employees can be disciplined in working with the results of a value of 4.403%. This is consistent with Rotter's social learning theory that one of the factors affecting locus of control is work discipline. Individuals with a disciplined internal locus of control are motivated by their lives to work effectively and efficiently in order to succeed in achieving their goals. The results of the distribution of work discipline have the highest score on employees responsible for orders given by superiors with a value of 4.263%.

While the results of the distribution of work ethics, the highest score found in employees able to provide servants with the best possible ethics with a value of 4.157%. This means being able to provide optimal service with the best possible ethics can affect the creation of work ethics, when an employee can provide optimal service, indirectly employees have discipline in work because they can provide services optimally. In Islam, work ethics is about working faith in good ethics, sincerity, patience to control yourself from lust, and gratitude. These four things in our daily lives are very related to problems that arise at work. Can work with good ethics, be able to discipline in providing services, be grateful for something that is obtained, and be able to control themselves in deviations sometimes does not guarantee to increase output. Nevertheless, as a process, working with these actions can provide its value not only for yourself but also for others. The regression path analysis model from the results of this study shows that an external locus of control can affect work ethics with a sig value of less than 5%. Likewise with the results of the analysis of work discipline pathways have a significant effect on the variable work ethics with a sig value less than 5%, while the external locus of the control variable is not able to influence work discipline because the sig value is greater than 5%, namely ( $0.063 > 0.05$ ). So it can be concluded that indirectly work discipline is not able to influence or mediate the external locus of control of work ethics.

Work discipline is not directly able to influence the external locus of control of work ethics, it is seen from the distribution of the external locus of control variable the lowest value is found in employees too resigned in facing their lives with a score of 3.7%, and they do something at the will of others a score of 4.5%. While seen from the distribution of work discipline variables the lowest value is found in employees not working according to working hours with a score of 3.5% and employees completing work on time than desired by a boss with a score of 3.9%. It can be concluded that Malang City Government Office employees who have external locus of control are too resigned in carrying out their life activities, lack of enthusiasm in working so that it affects discipline in work such as not being punctual in completing work given by superiors. The results of this study are in line with the statement expressed by Mrs Etna that employees lack discipline in the timing of the task completion given by superiors.

The results of this study are in line with research conducted by Hasibuan and Musadiq (2017) which states that the regression coefficient of the external locus of control variable does not affect the work discipline of PT Pumpindo Ekamas Pratama employees, this is due to the lack of enthusiasm and motivation in work. Whereas in this study work discipline is not able to mediate the external locus of control is seen from the regression coefficient sig value of the external locus of control variable to work discipline is greater than 5% ( $0.36 > 0.05$ ), seen from the variable distribution of office employees The City Government of Malang, which has an external locus of control, is too resigned to the lack of initiative so that it affects discipline in completing work and does not go home during working hours. This indirectly weakens the creation of work ethics of Malang City Government office employees. The results of this study are not in line with Rotter's theory which states that individuals with external locus of control work discipline are conducted as mediation in controlling deviant behaviour. Because the factors that are able to influence the external locus of control in his work performance are from belief in

the fate and influence of other people like other people considered figures to be made opportunities for optimal work success.

## CONCLUSION

Based on the results of data analysis through proving the four hypotheses proposed in this study regarding the influence of internal locus of control and external locus of control on work ethics through work discipline variables in the Malang City Government office. Internal locus of control directly influences work ethics. This can be seen from the results of the internal distribution of the highest score locus of control, one of which is that employees have high enthusiasm to achieve something they want. While one indicator of work ethics is that employees have high motivation always to work well, which means that the internal locus of control has a positive and significant effect on work ethics. External locus of control directly affects work ethics. The results of the distribution of the external locus of control variable are that they need other people to solve problems and behave following the wishes of others around them. Following the work ethics indicators at the point of the environment show that the characteristics of employees who have high work ethics that is having a good relationship with superiors and colleagues and leaders as figures for actions that must be emulated.

Internal locus of control affects work ethics through work discipline. The results of the regression path analysis of this study indicate that internal locus of control can affect work ethics. Likewise, the results of the analysis of the path of work discipline have a significant effect on the variable work ethics. Internal locus of control also affects the work discipline. External locus of control has an effect on work ethics through work discipline. The results of the regression path analysis of this study indicate that external locus of control can affect work ethics. Likewise, with the results of testing the path of work discipline variables have a significant effect on the work ethics variable. Otherwise, external locus of control is not capable of affecting the work discipline. Based on the results of the Sobel test work discipline is able to mediate the relationship between the influence of internal locus of control on work ethics. Meanwhile, work discipline is not able to mediate the relationship between the influence of external locus of control on work ethics.

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