

## The Effect of Work Ethics on Job Satisfaction with Quality of Work Life as an Intervening Variable at Public Company in Indonesia

Ahmad Rivai<sup>1</sup>, Pandapotan<sup>2</sup>, Iskandar Muda<sup>3</sup>, Andri Soemitra<sup>4</sup>, Sugianto<sup>5</sup>

### Abstract

The sincerity of employee work will be created automatically if employees are satisfied with their work, but job satisfaction cannot increase without a good work ethic and quality of work life that matches the expectations of the employee. The purpose of this study was to determine the effect of work ethics on job satisfaction, quality of work life on job satisfaction, influence of work ethics on quality of work life and to identify and analyze the effect of work ethics on job satisfaction through quality of work life. The data analysis technique in this study used an associative and quantitative approach with a path coefficient measuring instrument. The results showed that there was a positive influence between the work ethic variables and the quality of work life at PT Mahkota Group Tbk. There is a positive influence between work ethics variables on employee job satisfaction variables at PT Mahkota Group Tbk. There is a positive influence between work life quality variables on employee job satisfaction at PT Mahkota Group Tbk. And there is a positive influence between work ethic variables on employee job satisfaction variables through the quality of work life at PT Mahkota Group Tbk.

**Keywords :** Work Ethics, Job Satisfaction and Quality of Work Life

**JEL Code :** D13, L11

---

<sup>1,2,4,5</sup> Universitas Islam Negeri Sumatera Utara

<sup>3</sup> Universitas Sumatera Utara

<sup>1</sup>Corresponding email: [ahmadrivai814@gmail.com](mailto:ahmadrivai814@gmail.com)

### 1. Introduction

Job satisfaction is a description of the feelings or attitudes of an employee in the form of feeling happy or unhappy, as well as being satisfied or dissatisfied with the work done. Job satisfaction felt by each employee has a different level. If an employee has a high level of job satisfaction, then the employee feels more comfortable with his job. The factors related to job satisfaction include the point of view of work, the view of the meaning of satisfaction, individual characteristics, type of work, and work environment. The quality of work life is very important to note, given that employees are a valuable asset for an organization. Employees who are satisfied with their work will be able to interact with their work environment well and be able to work with full sincerity and high morale to achieve the goals of an organization. Job satisfaction is basically something that is individual, because each individual has a different level of satisfaction according to the value system that applies to him. Job satisfaction is an evaluation that describes a person's feelings of being happy or unhappy, satisfied or dissatisfied at work. Employee job satisfaction is a phenomenon that needs to be observed by organizational leaders. (Jufrizen, 2016) If an employee does not get a sense of satisfaction at work, it can affect motivation and discipline in carrying out his work. This shows that job satisfaction of an employee is a factor that determines the operational continuity of an organization. An organization is expected to be able to provide a good quality of work life, then this will have an impact on employee job satisfaction which will end in better employee performance. Quality of work life is an employee's perception of the state of well-being both physically and mentally while working (Cascio, 2015). Creating a good quality of work life has the aim of creating a work climate that can encourage employees to

increase their passion for work in order to achieve optimal work results and aims to meet the needs of employees by providing facilities and infrastructure.

Quality of work life is a form of philosophy applied by management in managing organizations in particular and human resources in particular. There are four dimensions in the quality of work life that are expected to improve the quality of human resources, namely participation in problem solving, innovative reward systems, improvement of the work environment and work restructuring. Quality of work life is a major issue that deserves the attention of the organization. This refers to the idea that the quality of work life is seen as capable of increasing the participation and contribution of members or employees to the organization. Previous research has shown that the quality of work life has a positive and significant impact on the company's work results.

The existence of a quality work life also fosters the desire of employees to remain in the organization. Workers want to be treated as valued individuals in the workplace. Good results will be produced by workers if they are valued and treated like adults.

In addition to the quality of work life, another factor that can increase job satisfaction is work ethic. Work ethics can be interpreted as a doctrine about work that is believed by a person or group of people to be good and right which is manifested specifically in their work behavior (Jufrizen, 2017). An employee is expected to have a work ethic that is in accordance with an organization, then this will have an impact on employee job satisfaction which will end in better employee performance. Work ethics are human rules or norms in carrying out daily activities. Humans with a strong work ethic will be more motivated to apply more effort to continue or discontinue their work activities, even though they are bored, tired, and accept the responsibility to work well according to their abilities.

The work ethic views the purpose of work as not just getting work done, but to encourage a balance of personal growth and social relationships. This is important because it not only provides benefits for individuals who adhere to the principles, but work ethics also has an impact on the work environment as a whole. The work ethic emphasizes cooperation in work, and negotiation (deliberation) is seen as one way to solve problems so as to avoid mistakes. In the work ethic, the smallest effort “The Effect of Work Ethics on Job Satisfaction with Quality of Work Life as an Intervening Variable at PT Mahkota Group Tbk.”

## 2. LITERATURE REVIEW

Job satisfaction is the perception that individuals feel about the work they do. Job satisfaction is basically something that is individual. Each individual has a different level of satisfaction according to the value system that applies to him. The higher the assessment of the activities that are felt in accordance with the wishes of the individual, the higher the satisfaction with these activities. The level of job satisfaction can have an unequal impact. Handoko, (2013) states: Job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. Job satisfaction reflects a person's feelings towards his job. Based on this definition, it can be concluded that job satisfaction is a set of feelings of employees or employees towards their work, whether they are happy/like or not happy/disliked as a result of employee interaction with their work environment or as a perception of mental attitudes, as well as the result of an employee's assessment of his work.

Many factors have been investigated as factors that may determine job satisfaction. According to Rivai (2015), the intrinsic factors of job satisfaction are labor budget, class, compensation, age, work ethic and views and attitudes in assessing work.

Noviana and Rijanti (2014) state that one of the factors that influence job satisfaction is the quality of work life. Where the quality of work life prioritizes giving freedom to workers or employees to be actively involved in deciding work-related policies, designing the workplace environment, getting all the needs that help in working in order to generate growth in the abilities of employees so that their competencies increase and increase the effectiveness and efficiency of the company. With a good quality of work life, the job satisfaction expected by every employee will be realized.

Etymologically, ethics is the teaching or science of customs relating to good or bad habits that are generally accepted regarding attitudes, actions, obligations, and so on. In essence, moral refers to the standards that have been accepted by a community, while ethics is generally more associated with the principles developed in various ethical discourses or the rules that are enforced as a profession. Siregar (2019), ethics is defined as a belief that serves as a guide to behavior for a person, group, or institution. So, work ethic can be interpreted as a doctrine about work that is believed by a person or group of people to be good and right which manifests specifically in their work behavior.

Work ethics are attitudes, views, habits, characteristics or traits regarding the way a person, a group or a nation works (Ginting et al, 2019). With a high work ethic, of course, routines will not make you bored,

even able to improve work performance or performance. The things that underlie a high work ethic include the desire to uphold the quality of work, so individuals who have a high work ethic will participate in providing input for ideas in the workplace. In this study, the measurement indicators used for the work ethic variable are based on the indicators used by Fauzi, (2011) which are as follows: (1) Hard Work. Procedures for completing tasks performed by employees along with the results of the tasks assigned. (2) Speech Style. Politeness and friendliness of employees between co-workers, superiors, and customers. (3) Work Value. Appreciate the work and ideas or ideas of other colleagues, always contribute in the form of ideas or ideas to the company or co-workers. (4) Work Creativity Always have the initiative at work, whether taking the initiative in completing tasks, helping colleagues, or helping company problems, besides that employees also have various innovations in developing work results.

Cascio, (2015) defines the quality of work life as a worker's perception of their physical and mental well-being at work. Everyone who works at a company expects a comfortable work environment, colleagues who can be invited to work together, and support from superiors in self-development. All of these things can be fulfilled by implementing the aspects contained in the quality of work life or QWL.

According to Walton in Ristanti & Dihan (2016), what is meant by the quality of work life is the view of workers on situations and experiences in the workplace. This means that in the practice of realizing the quality of work life, the company tries to see from the point of view of the workers, a good quality of work life in a company will

- 1) In employing employees, the company not only utilizes their energy, but also their intellectual abilities in solving problems in the work at hand.
- 2) Human dignity is an absolute thing to be recognized and appreciated.
- 3) The managerial style desired by employees is a democratic one.

According to Sihombing et al (2019), mentions several factors that determine success in improving the quality of work life in companies that focus on engagement: Perception of needs, Focusing on important problems in the organization, Having a structure to identify problem solving, The reward system is well designed according to the existing demands, the various systems and values that exist within the organization and the involvement of all members of the organization. There are many studies that analyze the factors that influence work ethics and quality of work life on job satisfaction, such as different variables with different results. Maulida, Hamdani, & Irfani (2018) conclude that work ethic partially affects job satisfaction significantly. Maksum, Purwanto, & Chotidjah, (2016); Azizah & Ma'rifah (2018) concluded that the Islamic work ethic variable has a positive and significant influence on job satisfaction. According to As'ad (Priansa & Garnida, 2013) states that what affect job satisfaction are: attitudes towards work, relationships with social interactions, both between fellow employees, with their superiors and employees with different types of work. employee's physical condition, including type of work, work and rest time arrangements, work equipment, room conditions, air temperature, lighting, air exchange, employee health condition, age and so on. Noviana & Rijanti, (2014) concluded that the quality of work life has a positive and significant effect on job satisfaction. According to Sukriyanto (2010, p. 29) which states that work ethic is a work spirit possessed by the community to be able to work better in order to obtain the value of their lives. Work ethic determines human judgment embodied in a job. Chandra & Ritonga (2017) conclude that: the effect of work ethics on work quality is positive but significant. Job satisfaction is a feeling that shows the level of excitement or emotion felt by employees or how they view and do work in their activities related to work situations, cooperation between employees, rewards received at work, and matters relating to physical factors. and psychological. thus giving rise to the general attitude of the individual towards the work he faces in the company. (Saripuddin, 2015)

According to Mangkunegara, (2013) factors that influence job satisfaction are employee factors, namely intelligence (IQ), special skills, age, gender, physical condition, education, work experience, years of service, personality, emotions, ways of thinking , perceptions and work attitudes. According to As'ad (Priansa & Garnida, 2013) states that what affect job satisfaction are: attitudes towards work, relationships with social interactions, both between fellow employees, with their superiors and employees with different types of work. the physical condition of the employee, including the type of work, arrangement of work and rest time, work equipment, room condition, air temperature, lighting, air exchange, employee health condition, age and so on.

### 3. METHOD

The method in this study uses an associative and quantitative approach with a path coefficient measuring instrument. The research sample consisted of 58 respondents who were employees of PT Mahkota

Group Tbk. The SPSS 18 program was used to assist the analysis in this study. Where this program can identify nonlinear relationships between latent variables and correct the path coefficient values based on these relationships. There are four variables in this study, namely work ethics, quality of work life and job satisfaction. Here are the definitions and measures of each variable:

**Table 1. The Operational Variable**

Variable	Operational definition	Measurement Scale
<b>Work Ethics</b>	The work spirit possessed by employees to be able to work better in order to obtain life values.	Likert scale
<b>Quality of work life</b>	a way of thinking about people, work and organizations that focuses on the impact of work on organizational and employee effectiveness, in addition to providing input in the form of participatory ideas in problem solving and decision making.	Likert scale
<b>Job satisfaction</b>	a collection of feelings of employees or employees towards their work, whether they like it or not like them as a result of the employee's interaction with their work environment or as a perception of mental attitudes, as well as the result of an employee's assessment of his work.	Likert scale

#### 4. Results and Discussion

##### 4.1. Results

##### 4.1.1 Regression Coefficient in Equation Model I

Regressions in the equation model I (direct effect of X, on Z), (direct effect of X, on Y), and (direct effect of Z, on Y) were used to determine the values of  $\beta_1, \beta_2, \beta_3$  and  $\epsilon_1, \epsilon_2$ . The equation model is:

$$Z = \beta_1 X + \epsilon_1$$

$$Y = \beta_2 X + \epsilon_2$$

$$Y = \beta_3 Z + \epsilon_1$$

By using SPSS for windows.18, you can see the Model Coefficients an Model Summary Table below:

##### 1) The direct effect of work ethics (X) on the quality of work life (Z)

**Table 2. Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.273	7.199		3.511	.001
	Work Ethics	.724	.140	.570	5.187	.000
a. Dependent Variable: quality of work life						

From the standard coefficients values above, it can be seen that the regression coefficient values are: Koefisien X adalah  $\beta_1 = 0,570$

**Table 3. Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.570 <sup>a</sup>	.325	.312	3.55613
a. Predictors: (Constant), Work Ethics				

Meanwhile, from the Model Summary table above, the Adjusted R-Squer value is 0.312, indicating that the contribution of the X-value variance affecting the Z-value variance is 3.12%, the remaining 96.88%. This value can be used to determine the path coefficient value with the residual, namely  $P_{\epsilon_1} = \sqrt{(1R^2_1)} = \sqrt{(1-0,312)} = 0,668$

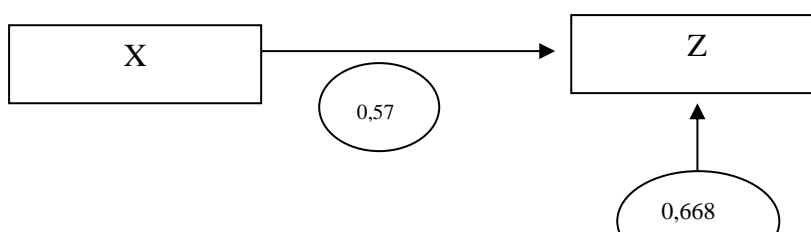


Figure 1. The first structural equation

2) The direct effect of work ethics (X) on employee job satisfaction (Y)

Table 4. Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.782	4.371		1.094	.279
	Work Ethics	.731	.085	.755	8.623	.000
a. Dependent Variable: job satisfaction						

From the standard coefficient values above, it can be seen that the regression coefficient values are: The X coefficient is  $\beta_2 = 0,755$

Table 5. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.755 <sup>a</sup>	.570	.563	2.15949
a. Predictors: (Constant), Work Ethics				

Meanwhile, from the Model Summary table above, the Adjusted R-Squer value is 0.563, indicating that the contribution of the variance of the X value to the variance of the Y value is 56.3%, the remaining 46.3%. This value can be used to determine the path coefficient value with the residual, namely  $P_{\epsilon_1} = \sqrt{(1-R^2_1)} = \sqrt{(1-0,563)} = 0,437$ .

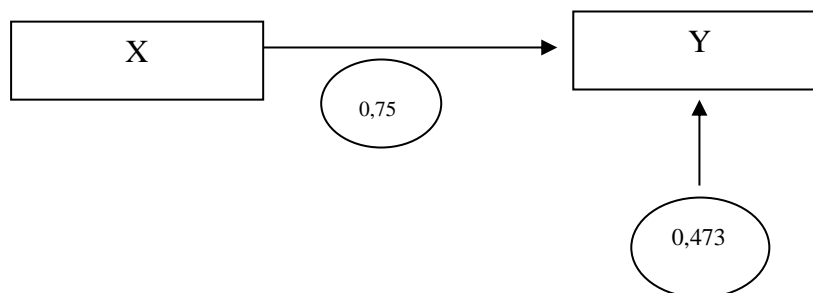


Figure 2. The second structural equation

3) Effect of quality of work life (Z) on employee job satisfaction (Y)

Table 6. Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.068	5.024		2.601	.012
	quality of work life	.469	.080	.616	5.851	.000
a. Dependent Variable: job satisfaction						

From the standard coefficient values above, it can be seen that the regression coefficient values are: The Z coefficient is  $\beta_3 = 0,616$

**Table 7. Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.616 <sup>a</sup>	.379	.368	2.59557
a. Predictors: (Constant), quality of work life				

Meanwhile, from the Model Summary table above, the Adjusted R-Squer value is 0.368, indicating that the contribution of the Z-value variance affecting the Y-value variance is 3.68%, the remaining 96.32%. This value can be used to determine the path coefficient value with the residual, namely  $P_{\epsilon_1} = \sqrt{(1R^2_1)} = \sqrt{(1-0,368)} = 0,632$

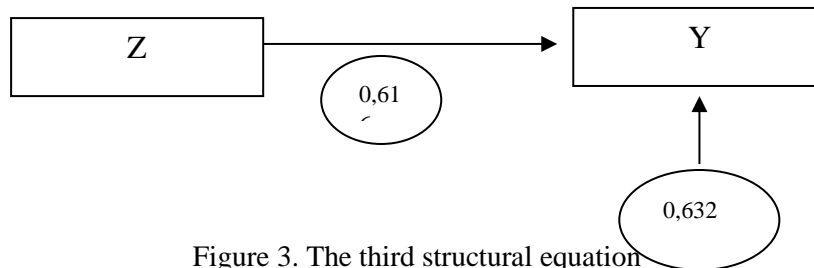


Figure 3. The third structural equation

**4.1.2 Regression Coefficient in Equation Model II**

Regression in equation II model (direct effect of X, Z on Y) is used to determine the values of  $\beta_1, \beta_2, \beta_3$  and  $\epsilon_1, \epsilon_2$ . The equation model is:

$$Y = \beta_1 X + \beta_3 Z + \epsilon_2$$

By using SPSS vs.16, you can see the Model Coefficients and Model Summary tables below:

From the standard Coefficients values that have been set above, it can be seen that the regression coefficient values are:

- Koefisien X adalah  $\beta_1 = 0,570$
- Koefisien Y adalah  $\beta_3 = 0,616$

**Table 8. Model summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.788 <sup>a</sup>	.621	.608	2.04550
a. Predictors: (Constant), quality of work life, work ethic				

Sedangkan dari tabel *Model Summary* di atas nilai Adjusted R-Squer adalah sebesar 0,608. Nilai ini dapat digunakan untuk menentukan nilai koefisien jalur dengan residualnya, yakni  $P_{\epsilon_2} = \sqrt{(1R^2_2)} = \sqrt{(1-0,608)} = 0,392$

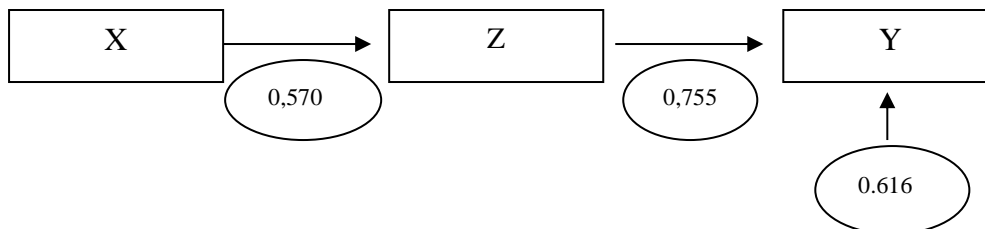


Figure 4. The fourth structural equation

**a. Path Analysis Interpretation**

1) Analysis of the Effect of Work Ethics (X) on the quality of work life (Z)

The value of sig 0.000 < 0.05, then H0 is rejected, so that the work ethic has a significant effect on the quality of work life at PT Mahkota Group Tbk.

**Table 8. Significant value of X against Y**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.273	7.199		3.511	.001
	work ethic	.724	.140	.570	5.187	.000
a. Dependent Variable: quality of work life						

2) Analysis of the Effect of Work Ethics (X) on Employee Job Satisfaction (Y)

Sig value  $0.000 < 0.05$ , then  $H_0$  is rejected so that it has a significant effect on work ethics on job satisfaction at PT Mahkota Group Tbk.

**Table 9. Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.782	4.371		1.094	.279
	work ethic	.731	.085	.755	8.623	.000
a. Dependent Variable: job satisfaction						

3) Analysis of the Effect of Quality of Work Life (Z) on Employee Job Satisfaction (Y)

The value of sig  $0.000 < 0.05$ , then  $H_0$  is rejected so that it has a significant effect on the quality of work life on job satisfaction at PT Mahkota Group Tbk.

**Table 10. Significant Value of Z against Y**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.068	5.024		2.601	.012
	quality of work life	.469	.080	.616	5.851	.000
a. Dependent Variable: job satisfaction						

4) Analysis of the influence of work ethics (X) on employee job satisfaction (Y) through quality of work life (Z)

- Direct effect (direct effect) X to Y: Judging from the value of the regression coefficient X to Y which is £2 of 0.692
- Indirect effect (indirect effect) X to Y through Z ; Judging from the multiplication between the value of the regression coefficient X against Z with the value of the regression coefficient Z against Y, namely £1 x £3 =  $0.570 \times 0.616 = 0.351$
- Total effect (total effect) X to Y : Judging from the value of direct influence + indirect effect =  $0.755 + 0.351 = 1.106$

The value of the coefficient of indirect influence  $<$  direct influence ( $£1 \times £3 < £2$ ) which is equal to  $0.351 < 0.755$  then  $H_0$  is accepted, thus the quality of work life variable has an important influence when in the intervening position, in mediating the relationship between work ethics and job satisfaction. indirect employee work

#### 4.2. Discussion

The test results of all variables can be concluded that not all independent variables have an effect on the dependent variable but in general this study shows quite satisfactory results. This can be shown from the number of high approval responses from respondents to the conditions of each research variable. The explanation of each variable is explained as follows. There is an influence between the work ethic variables on the quality of work life at PT Mahkota Group Tbk. with a sig value of  $0.000 < 0.05$  so that work ethics have a significant effect on the quality of work life. This is also in line with research according to Sukriyanto (2010) which states that work ethic is a work spirit possessed by the community to be able to work better in order to obtain the value of their lives. Work ethic determines human judgment embodied in a job. Chandra



& Ritonga (2017) conclude that: the effect of work ethics on work quality is positive but significant. There is an influence of work ethics on employee job satisfaction at PT Mahkota Group Tbk. with a sig value of  $0.000 < 0.05$ , so that work ethics have a significant effect on employee job satisfaction. This is in line with the research of Maulida, Hamdani, & Irfani (2018) which concluded that work ethic partially affects job satisfaction significantly. Maksum, Purwanto, & Chotidjah, (2016); Azizah & Ma'rifah (2018) concluded that the Islamic work ethic variable has a positive and significant influence on job satisfaction.

The influence of quality of work life on employee job satisfaction at PT Mahkota Group Tbk. sig value  $0.009 < 0.05$  indicates that there is a significant influence between the quality of work life on job satisfaction. This is also in line with As'ad's research (Priansa & Garnida, 2013) which states that those that affect job satisfaction are: attitudes towards work, relationships with social interactions, both between fellow employees, with their superiors and employees with different types of work. . the physical condition of the employee, including the type of work, arrangement of work and rest time, work equipment, room condition, air temperature, lighting, air exchange, employee health condition, age and so on. Noviana & Rijanti, (2014) concluded that the quality of work life has a positive and significant effect on job satisfaction.

Quality of work life does not have a direct influence through work ethics on employee job satisfaction at PT Mahkota Group Tbk. With a description of  $0.351 < 0.755$  then  $H_0$  is accepted, thus work ethics has no significant effect on employee job satisfaction through quality of work life. Or in other words, the quality of work life is not an intervening variable or a variable that is strong enough to mediate the relationship between work ethics and employee job satisfaction. This shows that the actual influence of work ethics on the quality of work life is a direct influence. This is in line with the theory m According to Mangkunegara, (2013) factors that influence job satisfaction are employee factors, namely intelligence (IQ), special skills, age, gender, physical condition, education, work experience, years of service, personality, emotions, ways of thinking, perceptions and work attitudes. According to As'ad (Priansa & Garnida, 2013) states that what affect job satisfaction are: attitudes towards work, relationships with social interactions, both between fellow employees, with their superiors and employees with different types of work. the physical condition of the employee, including the type of work, arrangement of work and rest time, work equipment, room condition, air temperature, lighting, air exchange, employee health condition, age and so on.

## 5. Conclusion

From the test of work ethic variables, quality of work life, and job satisfaction from the research that has been done, the results show that there is a positive influence between the work ethic variable (X) on the variable quality of work life (Z) at PT Mahkota Group Tbk. There is a positive influence between the work ethic variable (X) on the employee job satisfaction variable (Y) at PT Mahkota Group Tbk. . And there is a positive influence between work ethic variables (X) on employee job satisfaction variables (Y) through quality of work life (Z) at PT Mahkota Group Tbk.

## References

1. Azizah, S. N., & Ma'rifah, D. (2018). Analysis of the Effect of Islamic Work Ethics on Job Satisfaction, Organizational Commitment and Organizational Citizenship Behavior (OCB) on Employees at the Al Huda Foundation, Kebumen. *RECOMMENDATIONS (Research Economics Management)*, 1(2).
2. Cascio, W. F. (2015). *Managing Human Resources*. McGraw–Hill.
3. Chandra, D., & Ritonga, P. (2017). The influence of work ethics on the quality of work of nurses with communication as an intervening variable: A study at a government-owned hospital in Medan City. *Journal of Management Science Research*, 1(1), 79–86. <https://doi.org/10.5281/zenodo.1050717>
4. Fauzi, M. (2011). *The Influence of Work Ethics on Employee Performance at Garuda Plaza Hotel Medan*. University of Northern Sumatra.
5. Ginting, S., Mei, P., Fitriana, N., (2019). Analysis of Boiler Operation Workload in Salted Fish Small Medium Enterprises (SMEs). In *IOP Conference Series: Materials Science and Engineering* (Vol. 505, No. 1, p. 012151). IOP Publishing. <https://doi.org/10.1088/1757-899X/505/1/012151>
6. Handoko, T. H. (2013). *Personnel Management and Human Resources*. BPF.
7. Jufrizen. (2016). Mediation Effect of Job Satisfaction on the Effect of Compensation on Employee Performance. *Scientific Journal of Management and Business*, 17(1), 1–18.
8. Jufrizen. (2017). Moderating Effect of Work Ethics on the Effect of Transformational Leadership and Organizational Culture on Employee Performance. *Journal of Management & Business Economics*, 18(2). 40–59.
9. Maksum, M., Purwanto, W., & Chotidjah, S. G. (2016). The Effect of Work Ethics and Organizational Commitment on Job Satisfaction. *AGRITECH*, 26(2).
10. Mangkunegara, A. P. (2013). *Company Human Resources*. Rosdakarya Youth.
11. Maulida, A. R., Hamdani, I., & Irfani, F. (2018). Analysis of Islamic Work Ethics on Job Satisfaction and



The Effect of Work Ethics on Job Satisfaction with Quality of Work Life as an Intervening Variable at Public Company in Indonesia

- Organizational Commitment. *An-Nisbah: Journal of Islamic Economics*, 5(1), 297–316.
12. Merriam-Webster.(2017). *Definition of Edutainment*. Merriam-Webster. <https://www.merriam-webster.com/dictionary/entertainment>
  13. Noviana, U., & Rijanti, T. (2014). The Effect of Quality of Work Life and Communication with Job Satisfaction and Organizational Commitment as Intervening Variables on Employee Performance (Study at LPMP Central Java Province). *Postgraduate Student Journal*, 1(1). 91-109.
  14. Priansa, D. J., & Garnida, A. (2013). *Effective, Efficient and Professional Office Management*. Alfabeta.
  15. Rivai, V. (2015). *Human Resource Management for Companies from theory to Practice*. Murai Kencana.
  16. Saripuddin, J. (2015). The Influence of Work Environment and Organizational Culture on Employee Job Satisfaction at PT Sarana Argo Nusantara. *Collection of Journals of Lecturers at the University of Muhammadiyah North Sumatra*, 3(2). 65-79.
  17. Sihombing, E., Erlina, & Rujiman (2019). The effect of forensic accounting, training, experience, work load and professional skeptic on auditors ability to detect of fraud. *International Journal of Scientific and Technology Research*, 8(8). 474-480. <https://www.ijstr.org/paper-references.php?ref=IJSTR-0819-20847>
  18. Siregar, H., & Fachrudin, K. A. (2019, January). The Impact of Locus of Control, Ethics Audit, Time Pressure, and Commitment to Deviant Behavior in Audit at Foreign Affiliated Public Accountants in Medan, Indonesia. In *1st Aceh Global Conference (AGC 2018)*. Atlantis Press.
  19. Siagian, S. P. (2016). *Human Resource Management*. Earth Literature.