The Influence of Code of Ethics, Organizational Culture and Welfare on the Integrity of Supermarket Employees in Langsa, East Aceh

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Abstract

This research was conducted to examine the influence of the Code of Ethics, Organizational Culture and Welfare on the Integrity of Supermarket Employees in Langsa, East Aceh. This research uses quantitative as the type of research and primary data as the source of research data. The way to collect data from this research is to distribute questionnaires to respondents. This research was conducted at Langsa Supermarket, East Aceh. The population of this research was 100 respondents and the sample used was the entire population. make a sample and use a saturated sampling technique, this research uses the SPSS measuring tool and the method used is multiple linear regression. The results of this research are as follows: The Code of Ethics has a positive and significant effect on Employee Integrity with a value of 0.275 with a significance of 0.001 < 0.05. Organizational Culture has a positive and significant effect on Employee Integrity with a value of 0.863 with a significance of 0.000. Sejahtera has a positive and significant effect on Employee Integrity with a value of 0.227 and a significant 0.004. Code of Ethics, Organizational Culture, Prosperity has a positive and significant effect together on Employee Integrity with a value of 30.209 and a significant 0.000.

Keywords	code of ethics, organizational culture, welfare, employee integrity

INTRODUCTION

Human Resources (often abbreviated to HR) is something that is very important and cannot even be separated from an organization, whether institutional or company. Human resources are also the key that determines the company's development. In essence, human resources are people who are employed in an organization as movers, thinkers and planners to achieve the organization's goals.

Employees are not mere resources, but rather capital or assets for institutions or organizations. Because of this, a new term emerged outside of human resources, namely human capital. Here human resources are seen not just as the main asset, but an asset that is valuable and can be multiplied, developed (compare with an investment portfolio) and not vice versa as a liability (expense). Here the perspective of human resources as an investment for institutions or organizations is more prominent.

Codes of ethics are norms that regulate a person's behavior in a particular life environment. A person's behavior which describes the good and bad of the human person himself, norms and behavior are very much determined by the environment around him, whether in the family environment, in the madrasa or in the community, the subjects are students, teachers, parents. As well as society and also education that is instilled from childhood in their daily lives.

Employees are an important asset for a company, even though they do not have a big influence in the decision-making process, employees are the most abundant asset in a company. Therefore, companies must understand what employee rights should be in order

to create employee integrity towards the company. Integrity is a trait or condition that shows complete unity so that it has the potential and ability to radiate authority and honesty. A person who has integrity will always carry out actions in accordance with the moral ethics and principles they hold, therefore when in the world of work, they will work hard to complete the work given by their superiors and respect each other among their co-workers. Integrity in work is needed as a foundation for building trust between employees (Ayu Az-Zahra et al., 2021).

Organizational culture has a very important influence on the progress of a company which grows through the process of developing ideas created by company leaders, then instilled in organizational members. Furthermore, culture is developed in accordance with environmental developments and organizational needs. In an organization, organizational culture will not develop into a developed organization without maintaining its culture. A strong culture has an influence on the strategies implemented in achieving the goals that have been set. Organizational development can be determined by creating a conducive work environment so that opportunities will open up for the development of the learning process at work, and can create enthusiasm in solving all problems that arise either from internal and external to the organization.

Organizational culture is an important factor that can influence its response to its external environment. A system of shared values regarding important things and beliefs about how to work. With this, organizational culture provides a framework that organizes and directs positive and significant behavior towards organizational commitment variables in order to improve employee performance.

The welfare of workers or employees is one form of handling labor and is one of the goals to be achieved by both private companies and government agencies. In principle, employee welfare does not only depend on the level of income (wages) provided by the organization or company, but other factors also play an important role, such as employers' attention to health insurance, work equipment, work environment, training and skills. Work.

The welfare provided by the company to employees as compensation for services, both material and non-material, can stimulate an increase in employee morale. The welfare provided should be useful and encourage the achievement of company goals because providing welfare can motivate employee passion, discipline and productivity, this helps the work run smoothly. to achieve company goals. However, from what I have researched, there are still many employees who complain that the welfare program is stalled and difficult to implement. For example, the overtime pay they receive does not correspond to the hours they work. The aspects of employee morale that will be studied are absenteeism levels, productivity, cooperation with the company, and bonuses.

The phenomenon that occurs in Langsa supermarkets in East Aceh is the code of ethics in serving and norms that are not good in placing prices on the place where the goods being sold are still not good. The prices on the shelves can change when payment is made at the cashier, this occurs due to a lack of attention from employees/ employees update prices that change at various times so that errors occur.

This mistake has become a culture for employees to make a profit because no one has complained about the price, in this case the employees do not have good integrity, they lie by cheating on prices. This often happens in any supermarket. The prices on the shelves are different when paid at the cashier. This means that employee welfare is not good, so employees dare to commit fraud by playing with prices to get money, so it becomes the employee's culture to do this because they are not yet discovered, this will continue.

LITERATURE REVIEW
Employee Integrity

Integrity is one of the factors that influences employee performance, as stated by Mangkunegara (2016), one of the factors that can influence employee performance is individual psychological factors, namely individuals who have high integrity between their physical and spiritual functions. According to Wetik (2018), integrity requires an employee to be honest, brave, wise and responsible in carrying out their duties and responsibilities. The better the integrity of an employee, the better the resulting performance. Integrity is a form of a person's responsibility for what he does and the results are in accordance with correct norms, values or principles, and a firm stance without coercion from any party. Integrity is a person's mindset, mental attitude and movement of conscience which are manifested in words, actions and behavior: honest, consistent, committed, objective, brave and ready to accept risks, as well as disciplined and responsible (Abdullah, 2019).

Employee Integrity Indicators
Integrity indicators (Abdullah, 2019), namely:
1. honest behavior.
2. consistent attitude.
3. commitment to the vision and mission of the organization.
4. objective towards the problem.
5. Dare to make decisions and be ready to accept risks.
6. disciplined and responsible.
7. track record.
8. performance.

Code of Ethics

According to Law Number 5 of 2014 concerning State Civil Apparatus, a code of ethics is a series of norms containing rights and obligations originating from ethical values which serve as guidelines for thinking, behaving and acting in daily activities that require responsibility of a profession. The aim of the code of ethics is to encourage the implementation of basic duties and functions, improve employee discipline, ensure smooth implementation of duties, improve work ethic, work quality and professional behavior of civil servants, as well as improve the image and performance of civil servants within Ministries/Regional Government Institutions.

Code of Ethics Indicator

According to Law Number 5 of 2014 concerning State Civil Apparatus regarding the code of ethics, there are the following indicators:

1. devotion,
2. Faithfulness,
3. Obedience,
4. spirit of nationalism,
5. Prioritize the interests of the State above personal and group interests,
6. Respect,
7. Not discriminatory,
8. Professionalism,
9. neutrality,
10. Moral

Organizational culture

According to Umi, et al (2015) organizational culture is a norm and values that are formed and implemented by a company to influence the characteristics or behavior in leading its employees so that they can carry out tasks on time and guide employees in achieving organizational goals. Organizational culture is how members, or a group of employees are able to deal with external and internal problems, therefore organizational culture must be developed and taught to members so that it can be used as a behavioral guide for members when facing problems. Organizational culture is a habit that has been going on for a long time and is used and applied in work activities as a driving force for improving the work quality of employees and company managers (Edison, 2016).

Organizational Culture Indicators

According to Edison (2016) to support performance, a strong organizational culture is needed. The following dimensions/indicators of organizational culture:

1. Self-awareness Organization members consciously work to get satisfaction from their work, develop themselves, obey the rules, and offer high service.
2. Aggressiveness Organization members set challenging but realistic goals. They establish work plans and strategies to achieve goals.
3. Personality Members are respectful, friendly, open, and sensitive to group satisfaction.
4. Performance Organization members have the values of creativity, quantity, quality and efficiency.
5. Team orientation Organization members work well together and carry out effective communication and coordination with the active involvement of members which in turn results in high satisfaction and mutual commitment.

Well-being

The definition of employee welfare according to Hasibuan (2017) is complementary services (material and non-material) provided based on discretion. The aim is to maintain

and improve the physical and mental condition of employees,
so that their work productivity increases. According to Panggabean (2014), "Employee welfare, also known as benefits, includes all types of awards in the form of money that are not paid directly to employees."

Welfare Indicators

According to Hasibuan (2017) indicators that can be used to measure employee welfare are:

1. Economic Welfare Employee welfare of an economic nature aims to provide additional economic security to employees regarding basic payments and stimulus payments as well as other related gifts. This economic employee welfare service program consists of pension funds, food allowance, transport allowance, Eid/Christmas allowance, bonuses, death mourning allowance, official clothing, medical allowance, and so on.
2. Employee Welfare which is of the nature of providing pleasure (Recreation) Employee welfare which is of the nature of providing pleasure (recreation) aims to provide a feeling of comfort and pleasure to employees where the pleasure referred to is pleasure related to social activities. Employee welfare that provides enjoyment (recreation) consists of sports, excursions, recreation, and so on.
3. Facilitative Welfare An employee welfare service program that facilitates or alleviates (facilitative) is a welfare service program that is usually really needed by employees and they will try to fulfill it themselves if the company does not provide it. This facilitative employee welfare service program consists of a prayer room, cafeteria/canteen, medical services, arts, education/seminars, leave, cooperatives/shops, housing, employee transportation, and so on.

Conceptual Framework
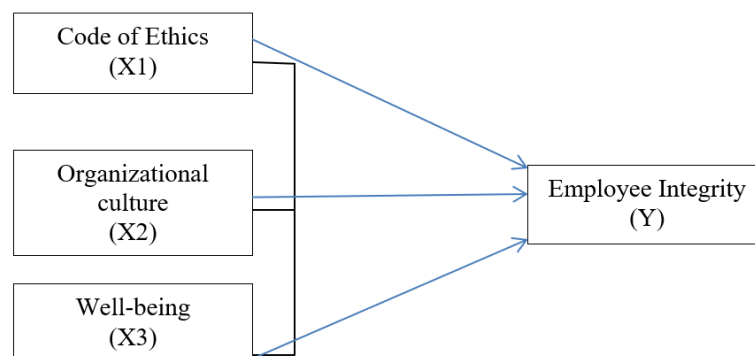
Hypothesis

Based on the conceptual framework above, the researcher will create the following hypothesis:

H1: The Code of Ethics has a positive and significant effect on the integrity of supermarket employees in Langsa, East Aceh

H2:   Organizational culture has a positive and significant effect on the integrity of supermarket employees in Langsa, East Aceh

H3:   Welfare has a positive and significant effect on the integrity of supermarket employees in Langsa, East Aceh

H4:   Code of Ethics, Organizational Culture and Welfare simultaneously have a positive and significant influence on the Integrity of Supermarket Employees in Langsa, East Aceh

METHOD

In this research the researcher used a type of quantitative research. According to Sugiyono (2014) quantitative research methods can be defined as research methods that are based on the philosophy of positivism, used to research certain populations or samples, data collection using research instruments, quantitative/statistical data analysis, with the aim of testing the established hypothesis. The aim of this quantitative research is to see the influence of the Code of Ethics, Organizational Culture and Welfare on the Integrity of Supermarket Employees in Langsa, East Aceh. This research was conducted in East Aceh, precisely in Langsa, and this research refers to supermarkets in East Aceh, precisely in Langsa. The research time was approximately 2 or 3 months due to unforeseen obstacles and additional work time. The population of this study were all employees of the Langsa supermarket, East Aceh, namely 100 employees. The sample used was all employees at the Langsa supermarket in East Aceh using a saturated sampling technique. The data was collected by the researcher himself directly from the first source or the place where the research object was carried out, from the primary data source which was carried out by the author were several respondents related to the Influence of the Code of Ethics, Organizational Culture and Welfare on the Integrity of Supermarket Employees in Langsa, East Aceh.

Table 1. Research Schedule

Activity	Year 2023 - 2024							
	Sept	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Apr**
Submission of Title	■							
Making Journal Proposals	■							
Guidance	■							
ACC					■			
Spray						■		

Source: data processed in 2023

Validity and Reliability Test

a. Validity test

According to Sugiyono (2018), it shows the degree of accuracy between the data that actually occurs on the object and the data collected by the researcher. This validity test is

carried out to measure whether the data obtained after the
research is valid data or not, using the measuring instrument used (questionnaire). The validity test was carried out on respondents who were employees of the Langsa, East Aceh supermarket.

b. Reliability Test

According to Sugiyono (2017), reliability testing is the extent to which measurement results using the same object will produce the same data. This reliability test was carried out on 100 respondents of Langsa Aceh Timur Supermarket employees using questions that had been declared valid in the validity test and their reliability would be determined. Using the SPSS 25 for Windows program, variables are declared reliable with the following criteria:
1. If r-alpha is positive and greater than r-table then the statement is reliable.
2. If r-alpha is negative and smaller than r-table then the statement is not reliable.
   a. If the Cronbach's Alpha value is > 0.6 then it is reliable
   b. If the Cronbach's Alpha value is <0.6 then it is not reliable
A variable is said to be good if it has a Cronbach's Alpha value > 0.6 (Priyatno, 2013).

Hypothesis testing
Partial Test (t Test)

According to Sugiyono (2018) "The t test or partial test is a test used to determine whether partially the independent variable has a significant effect on the dependent variable or not." Testing the significant level of the correlation coefficient used to determine the significance of the degree of relationship between the variable (X) and the variable (Y) used with the correlation coefficient.

The formula used as discovered by (Sugiyono, 2018) is as follows:

$$t = r \sqrt{\frac{(n-2)}{(1-r2)}}$$

Information:
t = Partial influence test
r = Correlation coefficient
n = Amount of data with test criteria

1. Determination of hypothesis
H0 is rejected if t count > t table at α= 0.05
H0 is accepted if t count < t table at α= 0.05 Otherwise:
H1 is accepted if it is significant < α = 0.05. H1 is rejected if it is significant > α = 0.05

2. Determining the significant level.
The income level that will be used in this research is 95% or in other words the significant level (alpha) is 5%. 3. Determination of test criteria Determination of test criteria

is based on a comparison between the calculated t values obtained with the t table. If the calculated t value is greater than the t table, then H0 is rejected and H1 is accepted.

Simultaneous Test (F Test)

The F test is used to test one of the hypotheses in research that uses multiple linear regression analysis. The F test is used to determine the effect of independent variables together (simultaneously) on the dependent variable. The F test results are seen in the ANOVA table in the sig column. with criteria:

1) If the probability value is <0.05, then it can be said that there is a joint significant influence between the independent variables on the dependent variable.
2) If the probability value is > 0.05, then there is no joint significant influence between the independent variables on the dependent variable.

Classic assumption test

The classical assumption test is carried out to determine the feasibility of a regression model. Before carrying out regression analysis, the classical assumptions are tested first. In this research, the classical assumption tests used include:

a. Normality test

The normal distribution test is a test to measure whether our data has a normal distribution so that it can be used in parametric statistics. One method that can be used to detect normality problems is: the Kolmogorov-Smirnov test which is used to find out whether the sample comes from a normally distributed population. Testing for normality of data in research uses the One Sample Kolmogorov-Smirnov test, where the basis for decision making is as follows:

1) If the significance value is > 0.05, then the data is normally distributed.
2) If the significance value is <0.05, then the data is not normally distributed.

b. Multicollinearity Test

Multicollinearity arises due to causality between two or more independent variables or the fact that two or more explanatory variables are jointly influenced by a third variable that is outside the model. To detect multicollinearity, Nugroho stated that the Variance Inflation Factor (VIF) value is no more than 10 then the model is free from multicollinearity tests.

c. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether in the regression model there is an inequality of variance from the residuals of one observer to another observer. If the variance from the residuals from one observer to another observer is constant, it is called homoscedasticity and if it is different, it is called heteroscedasticity. A good regression model is a regression model that is homoscedastic or does not occur heteroscedasticity because this data collects data that represents various sizes. To detect whether there is heteroscedasticity in a model, it can be seen from the Scatterplot image pattern of the model. There is no heteroscedasticity if:

(1) the distribution of data points should not be patterned.
(2) data points spread above and below or around the number 0.
(3) Data points do not collect only at the top or bottom.

Multiple Linear Regression Test

Regression analysis is a statistical technique that is useful for examining and modeling relationships between variables. Multiple regression is often used to overcome regression analysis problems that result in the relationship of two or more independent variables. The multiple linear regression equation model is as follows:

Y'   = a + b1X1+ b2X2+…..+ bnXn
Y'   = predicted influence value
a   = constant or price number X= 0
b   = regression coefficient
X   = dependent variable value

The independent variables in this research are Code of Ethics, Organizational Culture, Welfare, while the dependent variable is Employee Integrity. This analysis method uses the SPSS (Statistical Product and Service Solution) program. The form of the equation is:

Y   = a + b1X1 + b2X2+ b3X3
Y   = Corporate Image Coefficient
a   = Constant
b1   = Code of Ethics coefficient
b2   = Organizational Culture Coefficient
b3   = Welfare Coefficient
X1   = Code of Ethics Variable
X2   = Organizational Culture Variable
X3   = Welfare Variable

To assess the accuracy of the sample regression function in estimating actual values, it can be measured from the T statistical value, the F statistical value and the termination coefficient value.

Coefficient of Determination (Adjusted R Square)

This test aims to determine the proportion or percentage of total variation in the dependent variable that is explained by the independent variable. If the analysis used is simple regression, then the R Square value is used. However, if the analysis used is multiple regression, then the Adjusted R Square is used.

RESULTS AND DISCUSSION
Data analysis
1. Validity Test

The validity of the questionnaire in this study was evaluated using the Pearson Product Moment Coefficient technique. These calculations were carried out using the statistical software program SPSS (Statistical Package for the Social Sciences, version 25). Calculating

which elements are valid and which are invalid is determined using the r product moment table. A questionnaire item is considered valid based on these criteria if, at a significance level of 5%, r calculated > r table. If at a significance level of 5% rcount is smaller than r_{table}, then an item in the questionnaire is considered invalid. With degrees of freedom (df) = n – 2 (n = number of samples) = 100 – 2 = 98, the r table value obtained is 0.167. Table 4.1 displays the validity test findings as follows:

Table 2. Validity Test Results

Variable		r count		r table	Information
Code of Ethics (X1)	X1.1	0.576	>	0.167	Valid
	X1.2	0.645	>	0.167	Valid
	X1.3	0.698	>	0.167	Valid
	X1.4	0.711	>	0.167	Valid
	X1.5	0.724	>	0.167	Valid
	X1.6	0.573	>	0.167	Valid
	X1.7	0.472	>	0.167	Valid
	X1.8	0.402	>	0.167	Valid
	X1.9	0.493	>	0.167	Valid
	X1.10	0.255	>	0.167	Valid
Organizational culture (X2)	X2.1	0.576	>	0.167	Valid
	X2.2	0.611	>	0.167	Valid
	X2.3	0.721	>	0.167	Valid
	X2.4	0.783	>	0.167	Valid
	X2.5	0.769	>	0.167	Valid
Well-being (X3)	X3.1	0.772	>	0.167	Valid
	X3.2	0.885	>	0.167	Valid
	X3.3	0.880	>	0.167	Valid
Employee Integrity (Y)	Y.1	0.610	>	0.167	Valid
	Y.2	0.402	>	0.167	Valid
	Y.3	0.593	>	0.167	Valid
	Y.4	0.204	>	0.167	Valid
	Y.5	0.603	>	0.167	Valid
	Y.6	0.656	>	0.167	Valid
	Y.7	0.516	>	0.167	Valid
	Y.8	0.539	>	0.167	Valid

It can be seen in the table above that all questionnaire statements on all variables get a calculated r value > from r table, so the results of these statements are considered valid for each statement and variable.

2. Reliability Test

Reliability testing is used to ensure the validity or dependability of an instrument or indicator as a variable measuring tool. If the Cronbach's Alpha (α) value of a variable is less than 0.60, this indicates that the indication used is unreliable; if it is greater than 0.60 it means the indicator used is reliable. The dependency test findings are as follows:

Table 3. Reliability Test Results

Variable	Cronbach's Alpha	Information
Code of Ethics (X1)	0.756 > 0.600	Reliable
Organizational Culture (X2)	0.719 > 0.600	Reliable
Prosperity (X3)	0.802 > 0.600	Reliable
Employee Integrity (Y)	0.605 > 0.600	Reliable

It can be concluded that the variables Code of Ethics (X1), Organizational Culture (X2), Welfare (X3), and Work Integrity (Y). If the Cronbach's Alpha value of the four variables is more than 0.600/0.60, then this indicates that each variable has reliable value. The equations of this research are as follows:

$$Y = a + X1 + X2 + X3$$

Classic assumption test

Analysis of normality, linearity, multicollinearity and heteroscedasticism of the data will be carried out to ensure the consistency of the regression curve which is converted into a line and can be used to determine Autocorrelation predictions.

1. Normality Test

The purpose of the normality test is to determine whether the research distribution is significantly different from the normal distribution. The normality test was carried out using the Kolmogorov-Smirnov test with SPSS software. When the data follows a normal distribution, the Asymp.sig (2-tailed) value is greater than 0.05.

a. Normal PP Plot of Regression Standardized Residual

In this case, the figure depicting a study that is considered normal—the pp plot—is a component of normality. The results of Substructure 1 and 2 normal pp plot diagrams are shown in the image below. If the output shows the points on the normal pp plot, then the line and the typical pp plot are parallel.

Figure 1. PP Plot

The plotting points in the "Normal PP Plot of Regression Standardized Residual" image consistently approach and follow the diagonal line, as seen in the "Chart" output above. Therefore, in the normality test technique, this becomes the basis or guideline for decision making. The probability distribution is normal. Thus, simple linear regression analysis in this study can fulfill the assumption of normality of residual values.

b. Kolomogorov Smirnov

If the Kolomogorov Smirnov value is more than 0.05 as shown in the table, then the research is considered normal.

Table 4. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		100
Normal Parameters, b	Mean	,0000000
	Std. Deviation	2.55191100
Most Extreme Differences	Absolute	,045
	Positive	,035
	Negative	-,045
Statistical Tests		,045
Asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

The research data is normally distributed because based on table 4 the results of the normality test for sub structure 1, the Asymp.sig value is greater than (2-tailed) 0.200 > 0.005.

2. Multicollinearity Test

Knowing whether the independent variables are correlated or not is the goal of the multicollinearity test. Because of the correlation, this phenomenon is called multicollinearity. The multicollinearity test can be carried out by comparing the variance inflation factor or VIF value with the number 10. Multicollinearity is not a problem if the tolerance is more than 0.1 or the F value is smaller than 10.

Table 5. Multicollinearity Test Results
Coefficientsa

Model		Collinearity Statistics	
		Tolerance	VIF
1	Code_of Ethics_X1	,793	1,262
	Organization_Culture_X2	,772	1,295
	Welfare_X3	,947	1,055

a. Dependent Variable: Employee_Integrity_Y

The results of the Multicollinearity Test analysis show that the Tolerance value is 0.793 > 0.1, and the VIF value is 1.262 < 10. The Code of Ethics variable has a tolerance value of 0.772 > 0.1 and the VIF value is 1.295 < 10. The Organizational Culture variable has a tolerance value of 0.947 > 0.1 and the VIF value 1.055 < 10 The results above conclude that there is no multicollinearity in each variable.

3. F Test (Simultaneous Test)

Use the F test to be sure. The F test, sometimes called the simultaneous test, is used in this research to test how the two variables Code of Ethics (X1) Organizational Culture (X2) and Welfare (X3) affect Employee Integrity (Y). There is no simultaneous influence of the independent variable on the dependent variable if F count < F table; conversely, if F count > F table then the independent variable influences the dependent variable simultaneously. This is a requirement for concurrent testing. The test findings are as follows:

Table 6. F Test (Simultaneous Test)
ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	286,037	3	95,346	14,197	,000b
	Residual	644,713	96	6,716		
	Total	930,750	99			

a. Dependent Variable: Employee_Integrity_Y
b. Predictors: (Constant), Welfare_X3, Code_of Ethics_X1, Organizational_Culture_X2

The table below shows the F-calculated value of 14.197. F-table with a significance level of 0.05 and the formula $df1 = k-1 = 3 - 1 = 2$ and $df2 = n - k = 100 - 2 = 98$ is obtained from a mean of 3.089 and a mean of 0.000. Results Fcount > Ftable (14.197 > 3.942) and Sig. < 0.05 (0.000 < 0.05) indicates that the Code of Ethics, Organizational Culture and Welfare have a positive and simultaneous effect on Employee Integrity.

4. Coefficient of Determination

The percentage of the simultaneous influence of each independent variable on the dependent variable is calculated by analyzing the coefficient of determination (R2). The findings of the coefficient of determination analysis are as follows.

Table 7. Determination Coefficient Test
Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,554a	,307	,286	2,591

a. Predictors: (Constant), Welfare_X3, Code_of Ethics_X1, Organizational_Culture_X2
b. Dependent Variable: Employee_Integrity_Y

Results Table 7 Coefficient of determination As can be seen above, the correlation/relationship value R is 0.554, and the coefficient of determination which is the result of squaring R explains the large percentage influence of the dependent variable. Variables Code of Ethics (X1), Organizational Culture (X2), Welfare (X3). The R square result is 0.307 if the percentage is 30.7%, meaning the R square value of the variables Code of Ethics (X1), Organizational Culture (X2), Welfare (X3) on Employee Integrity (Y).

5. Partial t test

To find out whether one of the independent variables has a significant effect on the dependent variable, the t test is used. The following are the results of the decision-making process:
1) Using the Sig value.
   If Sig < 0.05 then the hypothesis is tested.
   If Sig > 0.05 then the hypothesis is not tested.
2) Using t-count and t-table.
   If t-count > t-table then the hypothesis is tested.
   If t-count < t-table then the hypothesis is not tested.

Table 8. T Test Results (Partial Test)

		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. Error	Beta	t	Sig.
1	(Constant)	30,209	3,577		8,445	,000
	Code_of Ethics_X1	,275	,079	,332	3,484	,001
	Organization_Culture _X2	,863	,133	,626	6,472	,000
	Welfare_X3	,227	,166	,119	3,363	,004
a. Dependent Variable: Employee_Integrity_Y						

Table 8 Coefficient above shows that the t-calculated value for the Code of Ethics variable (X1) is 3.484 with a Sig value of 0.001. Organizational Culture (X2) is 6.472 with a sig value of 0.000. The t-calculated value for the Welfare variable (X3) is 3.363 with a sig value. While the t-table value is significant level 0.05 and df = nk = 100 – 2 = 98, obtained 1,661. Sig value. 0.000 < 0.05 which means it is significant. Research t-test 3.484 > t-table 1.661, then the hypothesis is tested. The calculated t test is 6.472 with sig 0.000. Research t test calculated 3.363with sig 0.004. From these results it can be concluded that the Code of Ethics has a positive and significant effect on employee integrity. Organizational culture has a positive and significant effect on employee integrity. Welfare has a positive and significant effect on employee integrity.
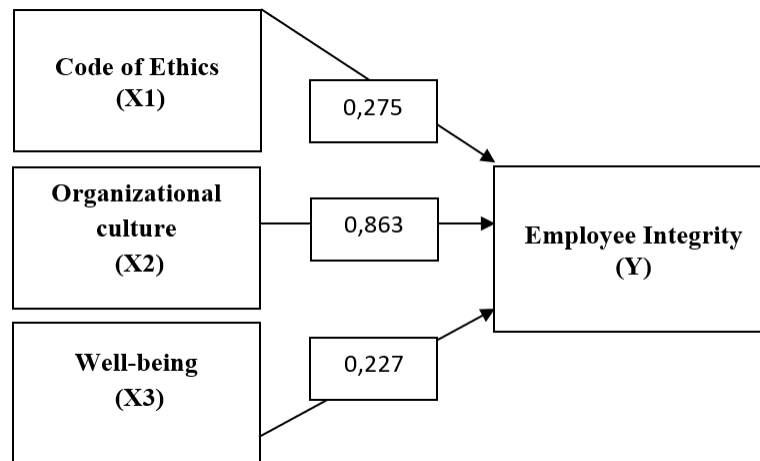
Data sources processed in 2022.
Figure 2. Multiple Linear Regression Results

6. Multiple Linear Regression Analysis

Multiple regression is often used to handle regression analyzes that involve the relationship of two or more independent variables. The results of data processing using SPSS

can be seen in the table below: Based on the results of the regression test in the conceptual framework above, a regression equation model can be developed as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3$$
$$Y = 30.209 + 0.275\ X_1 + 0.863 X_2 + 0.227 X_3$$

The Code of Ethics has a positive and significant effect on Employee Integrity.

This means that if a good code of ethics increases, employee integrity will increase and if the code of ethics decreases, employee integrity decreases. This can be seen from the research results with a value of 0.275 with a significance of $0.001 < 0.05$, which means this hypothesis is tested by the existence of a good code of ethics. will make all employees improve their performance so that employee integrity increases. This research is in accordance with research (Dayati, 2003), which states that enforcement of the code of ethics coupled with providing motivation such as promotions, further study for those who excel is thought to cause the level of employee integrity to increase. Good.

Organizational culture has a positive and significant effect on employee integrity

Organizational culture has a positive and significant effect on employee integrity with a value of 0.863 with a significance of $0.000 < 0.05$, meaning this research is tested. Increasing organizational culture will cause employee integrity to increase significantly and if organizational culture decreases and is not good it will cause employee integrity to also decrease. This research is in line with research by Rahmady (2005) which states that organizational culture can be formed in a relatively long time because is sourced and can be influenced by internal culture, external culture and larger culture on employee integrity.

Prosperity has a positive and significant effect on employee integrity

In this study, there is a value of prosperity on integrity of 0.227 with a significant value of $0.004 < 0.05$, meaning that prosperity has a positive and significant effect on employee integrity. If prosperity increases, integrity increases significantly and if prosperity decreases, integrity also decreases. This research is not in line with Nasution's research. , (2005) This research shows that there is no influence of the Welfare variable on Integrity at the Citra Mandiri Regional Company, Central Java.

The Code of Ethics, Organizational Culture, Prosperity together have a positive and significant effect on Employee Integrity.

Results Fcount > Ftable $(14.197 > 3.942)$ and Sig. < 0.05 $(0.000 < 0.05)$ indicates that the Code of Ethics, Organizational Culture and Welfare have a positive and simultaneous effect on Employee Integrity. This means that if the code of ethics, organizational culture and prosperity increase simultaneously, integrity will significantly increase, and if it decreases, integrity will also decrease.

CLOSING

Conclusion

Based on the results obtained, the conclusions of this research are as follows:

1. The Code of Ethics has a positive and significant effect on Employee Integrity with a value of 0.275 with a significance of $0.001 < 0.05$.
2. Organizational Culture has a positive and significant effect on Employee Integrity with a value of 0.863 with a significance of 0.000.
3. Prosperity has a positive and significant effect on employee integrity with a value of 0.227 and a significant value of 0.004.
4. The Code of Ethics, Organizational Culture, Prosperity together has a positive and significant effect on Employee Integrity with a value of 30.209 and a significant 0.000.

Suggestion

After providing conclusions on the results of this research, the research suggestions are as follows:

1. Practical Advice

a. Organizations are expected to create a good code of ethics for employees so that employee performance will be even better than before.
b. Organizations and employees are expected to build a good and positive organizational culture to support the performance of employees, both senior and junior, and periodically eliminate negative and unfavorable organizational cultures.
c. Organizations must improve employee welfare to make employees feel satisfied and improve their performance.
d. Employees are required to increase their integrity to advance the organization.

2. Theoretical Suggestions

a. It is hoped that future researchers will use this research as reference material for new and similar titles to improve better research with different models and methods.
b. Future researchers are expected to carry out research over a long period of time and with larger samples than this research to improve the results in the future.
c. It is hoped that this research can be used as reference material for further research and can help new researchers as research reference.

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