

# Analysis Of The Influence Of Collaborative Skills On Innovation Mediated By Work Ethic In West Sulawesi Provincial Government Office Employees

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## Keywords

*Collaborative Skills, Work Ethic, Innovation*

## ABSTRACT

*The exploration is trusted can give a basic examination to working on cooperative abilities to empower the acknowledgment of development that is upheld by most extreme excitement and hard working attitude, so the point of this examination are to test and to break down corelation of cooperative abilities on advancement through hard working attitude both straightforwardly and by implication. The consequences of this investigation had discovered that cooperative abilities significantly affect hard working attitude, but cooperative abilities just tracked down an adverse consequence however meaningfully affect development. It was likewise found that hard working attitude affected development, as well as cooperative abilities meaningfully affected advancement was found when intervened by hard working attitude in the West Sulawesi Territory Government office. To Territorial Official Associations ought to focus on the job of cooperative abilities, especially by empowering the improvement of development administrations given to the local area, as well as having the option to apply the standards of a more ideal hard working attitude so the realization of a competent work soul will be understood and produce magnificent help. Development is a fundamental variable to improve so the advancement of working standards will energize really fulfilling administration items. Subsequently, it is important to reinforce cooperative abilities to urge more and to develop better work advancement at West Sulawesi Region Government Office so open administrations can be expanded.*

## INTRODUCTION

Capital and human asset expected as development, cooperative abilities and hard working attitude for state government employees (ASN) in West Sulawesi Commonplace Government workplaces play a vital part in endeavors to work on the nature of public administrations and regulatory productivity. Advancement is the way to confronting the difficulties and changes that happen in this cutting edge period (Back, Parboteeah, & Nam, 2012). By applying development in approaches to working, innovation and public administrations, ASN can make savvy fixes to increment administration viability, streamline asset use and advance improvement in the area (Jaskyte, 2011).

By applying development in approaches to working, innovation and public administrations, ASN can make savvy fixes to increment administration viability, streamline asset use and advance improvement in the area (Berghman, Matthyssens, Streukens, & Vandenbempt, 2013). Besides, cooperative abilities are a fundamental need since there are numerous issues that require cross-area approaches and joint effort between offices.

In an administration climate, ASN from different work units need to cooperate to consolidate their mastery and understanding to track down extensive answers for complex issues. With great cooperative abilities, ASNs can share data, assets and encounters to accomplish shared objectives (Boult et al., 2009). Aside from that, compelling joint effort likewise helps in areas of strength for building and shared trust between work units, in this way working with the making of an agreeable and useful workplace. Aside from that, a positive hard working attitude is the establishment expected to make a quality, responsive and proficient workplace. By having a decent hard working attitude, ASN will be bound to work with commitment and uprightness, and focus on open interests above private interests. A solid hard working attitude likewise incorporates liability, responsibility, and an energy to keep learning and working on one's quality (Khanifah, 2019). In an administration setting, a decent hard working attitude will guarantee that ASN in the West Sulawesi Common Government office can offer proficient and quality types of assistance, as well as keep up with honesty in completing their obligations and authority. This will assemble public confidence in the public authority and increment the effectiveness of government device execution.

In view of searches did on past examinations with respect to the impact of cooperative abilities on advancement, there were still irregularities in the revealed research results. Some express that cooperative abilities impact development (Djamaludin, 2017), and (Siburian, 2016), however, some express that cooperative abilities are not connected with development (Dewi, Mudakir, & Murdiyah, 2016) and (Risman, 2017). Subsequently, this study presents hard working attitude as an answer for the exploration hole which is accepted to be a middle person in this relationship.

Aside from giving a top to bottom comprehension of the connection between the factors considered, the consequences of this exploration will be a significant commitment in working on the nature of public administrations, the viability of work groups, creating ASN HR, and creating authoritative advancement inside the Common Government (Acar & Acar, 2012). Consequently, this exploration will give serious areas of strength for a premise to planning more successful strategies and projects to work on hierarchical execution and give more prominent advantages to the West Sulawesi Commonplace Government.

## METHODS

The plan of this examination is a review that dissects current realities and information expected to answer the fundamental issue, to be specific investigation of the factors of cooperative abilities, hard working attitude and development. Research information was gathered from the aftereffects of finishing up surveys by 341 respondents. The examination respondents were West Sulawesi Commonplace Government workers. The examination was completed utilizing a multivariate methodtools measurement SPSS and AMOS were created by IBM.

The development variable is estimated utilizing a Likert scale comprising of 5 response decisions, in particular unequivocally concur (SS), concur (S), impartial/unsure (N/RG), dissent (TS) and firmly deviate (STS). The pointers used to gauge development are embraced from the assessment of (Prajogo, 2016) which comprises of 1. Creating novel thoughts, 2. Transmission of thoughts, 3. Thoughts for new techniques, 4. Delivering new items and 5. New getting sorted out. Besides, cooperative abilities are estimated with similar scale as pointers embraced from (Veriasa, Muchtar, Indraswati, & Putri, 2021), (Triling & Fadel, 2009) in (Sulistiyawati, 2020), and (Hidayanti, Savalas, & 'Ardhuha, 2020), which incorporates; 1. Group learning, 2. Quality work status, 3. Work adaptability, 4. General vibe associations, and 5. Contribution. Aside from that, hard working attitude is estimated with similar scale and answer decisions as different factors and comprises of markers embraced from (Salamun, 1995), (Syahiruddin, 2012) and Sinamo (2011) in (Andri Hadiansyah, 2015) which incorporate 1. Work is a gift trust, 2. Work is a call to love, 3. Work is self-completion, 4. Work is honor, and 5. Work is the craft of serving.

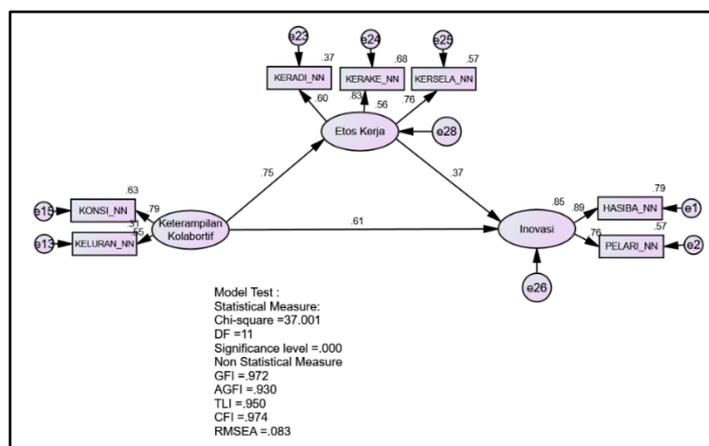
## RESULTS

### Classic Assumption Test

Prior to beginning the model test Structural Condition Demonstrating (SEM) utilizing AMOS programming, there are a few exemplary expectation tests that should be completed to guarantee that the information meets the investigation prerequisites. Testing this supposition that is vital on the grounds that inability to satisfy this technique can influence the legitimacy and legitimacy of the SEM investigation results. As a matter of some importance, an information ordinariness look at was conveyed. The outcomes showed that there were 2 markers that neglected to meet the necessities so they were excised and excluded from the following investigation stage. Besides, homoscedasticity is guaranteed to decide varieties in remaining mistake and guarantee that the information is haphazardly free and doesn't make some critical memories series or spatial series design. At last, test the ordinariness of the residuals to guarantee that the residuals (the contrast between the genuine information and the model evaluations) have a typical conveyance. By guaranteeing that all old style suppositions are met, the SEM investigation results will be more substantial and can be deciphered all the more precisely.

### Model Test (Goodness of Fit)

Model testing in SEM (Primary Condition Demonstrating) utilizing AMOS programming is a course of assessing a model that has been worked to perceive how far the model matches the observational information held. The motivation behind this model test is to test the legitimacy and legitimacy of the model that has been arranged, as well as to guarantee that the model satisfactorily addresses the applied connection between the factors considered (Herdah, 2017). The model testing process includes a correlation between the proposed model (hypothetical model) with the actual data that has been collected (Bernardo, 2014). One of the primary parts of model testing is the appraisal of the appropriateness of the model to the information estimated through different factual fit markers. A few much of the time utilized fit pointers incorporate chi-square, Goodness Fit Record (GFI), Changed Goodness Fit File (AGFI), Near Fit File (CFI), Exhaust Lewis File (TLI), and Root Mean Square Blunder of Estimation (RMSEA). These fit qualities give data about the degree to which the model fits the information. The more like zero the chi-square worth and the more like 1 the GFI, AGFI, CFI, and TLI values, and the lower the RMSEA esteem implies the better the attack of the model to the information. The model experimental outcomes show that chi square = 37.001, GFI = 0.972, AGFI = 0.930, TLI = 0.950, CFI = 0.974, and RMSEA = 0.083. The model experimental outcomes should be visible in the accompanying figure;



**Figure 1. Final results of model testing via AMOS**

Along these lines, it tends to be guaranteed that the model fabricated is as per the deliberate information, and the aftereffects of the examination can be utilized to help exact discoveries and make significant decisions about the calculated connection between the factors contemplated.

**Convergent Validity and Construct Reliability Testing**

Testing merged legitimacy and build dependability is a significant stage in factual examination which expects to gauge the degree to which a develop or variable in this exploration is solid and whether the develop truly gauges what it should quantify or address. The experimental outcomes are introduced in the accompanying table.

**Table 1. Testing convergent validity and construct reliability**

Constructs and Indicators	Std. Estimate	Std. Error	Square Std. Est	Convergent Validity (AVE)	Construct Reliability
COLLABORATIVE SKILLS				0.599	0.749
OUTRAGE	0.754	0.431	0.569		
CONS	0.793	0.371	0.629		
WORK ETHIC				0.550	0.783
KERSELA	0.775	0.399	0.601		
KEEP CALM	0.605	0.634	0.366		
GREEN	0.827	0.316	0.684		
INNOVATION				0.681	0.809
CALCULATION	0.887	0.213	0.787		
RUNNER	0.758	0.425	0.575		

Source: Primary Data (processed for this research)

The significance of testing focalized legitimacy and develop dependability is to guarantee that the factors utilized in this exploration are as per the hidden hypothesis and can be depended upon to address the build being referred to. The estimation results show that focalized legitimacy is met (> 0.5), this implies that the pointers utilized can appropriately address the build being estimated. In the mean time, the consequences of develop dependability computations were likewise satisfied (>0.7), this shows that the builds estimated are solid and give predictable outcomes.

**Hypothesis Test Results**

In light of the aftereffects of speculation testing, the discoveries show that every one of the speculations proposed are genuinely adequate. This implies that all speculations gain support from the dissected information. This intends that from the consequences of information examination, there is lacking proof to dismiss the proposed speculation, and that the relationship portrayed in the speculation is valid. This is demonstrated by the accomplishment of measurable qualities as CR > 1.96 at an importance level of 0.05. Aside from that, it tends to be seen that if the p-esteem is more modest than 0.05, all speculations are announced acknowledged. The consequences of the speculation test are introduced in the accompanying table;

**Table 2. Hypothesis test results**

Causality Relationship	Estimate	S.E.	C.R.	P	Information
WORK ETHIC <- COLLABORATIVE_SKILLS	1.179	.157	7.502	***	Hypothesis Accepted
INNOVATION <- WORK ETHIC	.460	.143	3.211	.00	Hypothesis 1 Accepted
INNOVATION <- COLLABORATIVE_SKILLS	1.195	.256	4.675	***	Hypothesis Accepted

Source: Primary Data (processed for this research)

The consequences of the intervention speculation test (H4) of cooperative abilities on development through hard working attitude intercession utilizing the Sobel Test mini-computer likewise show a CR esteem = 2.28 (> 1.96). This implies that hard working attitude assumes a significant part in expanding the impact of cooperative abilities on development. Hence, hard working attitude can go about as a decent middle person for the connection between cooperative abilities and development.

## **Discussion**

### **The influence of collaborative skills on innovation**

The test consequences of the impact of cooperative abilities on development show a critical positive worth, truly intending that there is areas of strength for a between the cooperative abilities moved by people or gatherings of West Sulawesi Common government workers and the degree of advancement created (Musawwir, 2018). The huge positive experimental outcomes show that the cooperative abilities variable affects the degree of development accomplished. In this specific circumstance, viable cooperative abilities assume a significant part in animating the age of groundbreaking thoughts and clever fixes. At the point when people or gatherings of representatives can team up really, they can complete one another, share information, and join ability from different foundations (Al-Hakim & Hassan, 2013). This can major areas of strength for make and improve the advancement interaction, on the grounds that alternate points of view and skill can create more one of a kind and top notch thoughts. The review results likewise demonstrate the way that advancement can be created all the more reliably and reasonably when great cooperative abilities are moved by people or gatherings in the workplace. A deep rooted cooperative cycle likewise works with expanded correspondence and understanding between representatives, making it simpler to share thoughts and backing in confronting development challenges.

Subsequently, the consequences of this study areas of strength for offer help for the significance of creating cooperative abilities in making a culture of development inside the hierarchical extent of the West Sulawesi Commonplace Government (Rediyono, 2015). Giving proper preparation and support to work on the cooperative abilities of representatives or colleagues can be an essential move toward empowering maintainable development and expanding hierarchical seriousness in confronting future changes (Babkin, Lipatnikov, & Muraveva, 2015)(Prajogo, 2016).

### **The influence of collaborative skills on work ethic**

In view of the test aftereffects of the impact of cooperative abilities on hard working attitude, it shows positive outcomes and high importance. This implies that common representatives at work have had the option to consolidate all their cooperative abilities in order to encourage excitement and a solid hard working attitude so the help gave is excellent and can fulfill the local area. who is served. Aside from that, cooperative abilities can impact a high hard working attitude which affects expanding worker efficiency, and will try and support the usage of all provincial hierarchical assets to accomplish the objectives set by the association. For sure, in acknowledging upgrades openly administrations to additionally work on the way of life of a decent hard working attitude, particularly in government associations, greatest exertion and backing from representatives is required as cooperative abilities from groups inside the association and that is the primary undertaking and fundamental capability (Patulak, Thoyib, & Setiawan, 2013).

One of the principal errands in completing the assistance capability for the State common assistance work group is to give fulfillment to the clients it serves, including to address the issues of individuals who come to public help units in government workplaces, however it should be recalled that in satisfying the planned goals obviously ASNs are expected to have a sufficient degree of abilities, specifically cooperative abilities which are supposed to add to a high hard working attitude which affects further developing better execution where representatives support every other which will lead to expanded participation that is more reduced and centered, in the event that their cooperative abilities

The better it will obviously assist in accomplishing endeavors to do work as per the hard working attitude of the workers.

### **The influence of work ethic on innovation**

The test consequences of the impact of hard working attitude on development show a critical positive worth, this really intends that there is serious areas of strength for a between the hard working attitude of every individual or gathering of West Sulawesi Common government representatives and the degree of advancement delivered. Hard working attitude adds to making better assistance advancement by representatives to their clients. The connection between hard working attitude and development is vital in light of the fact that hard working attitude can be an indicator of expanding development and work efficiency among state government employees who are entrusted with offering public types of assistance in no place. -in the public arena.

Work ethic can be the key to success in carrying out new organizations for efforts to improve service innovation products for an organization. Every organization, whether private or government institution, is required to always be able to optimize the use of its human resources, in this case the work ethic of its employees is expected to be able to be achieved every day. increasing in order to achieve the goals of the organization where the employee works, both as an individual and as a group of work teams.

### **The mediating effect of work ethic in the relationship between collaborative skills and innovation**

Apart from testing the direct influence, this study also analyzes the indirect influence by exploring the role of work ethic as a mediator in the relationship between collaborative skills and innovation (Alshammari, Rasli, Alnajem, & Arshad, 2014). The significant positive hypothesis test results focus on how work ethic can act as a bridge connecting collaborative skills with the level of innovation achieved. These results begin with a test showing that collaborative skills have a positive effect on the level of innovation. This means that when individuals or groups have good collaborative skills, they tend to produce higher levels of innovation in the work environment. However, what is interesting in these results is that collaborative skills influence the level of innovation through a stronger role of work ethic. In other words, good collaborative skills not only directly increase the level of innovation, but also influence innovation through its influence on a positive work ethic.

A strong work ethic includes values such as discipline, responsibility, work enthusiasm, and dedication to achieving common goals. When individuals have a positive work ethic, they will be more motivated to use their collaborative skills productively in an effort to achieve better innovation. A positive work ethic can also encourage individuals to seek creative solutions and innovate more actively, because they feel a responsibility to make a meaningful contribution to their work environment. Thus, this study provides important insight into the important role of work ethic as a mediator in the relationship between collaborative skills and innovation. These results can be used by the West Sulawesi Provincial Government to design more holistic training and development programs to strengthen collaborative skills and foster a positive work ethic among employees so that organizations can create a work environment that is conducive to sustainable innovation and improving performance.

## **CONCLUSION**

This study confirms that the better the collaborative skills, the better the innovation and work ethic. Furthermore, a good work ethic also contributes to increasing innovation. In addition, work ethic can act as a good mediator in the relationship between collaborative skills and innovation. This study also suggests cultivating a positive work ethic as an important human capital in realizing better public service innovations in the future.

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