Jurnal Ilmiah, Manajemen Sumber Daya Manusia
JENIUS
p-ISSN: 2581-2769
e-ISSN: 2598-9502

Analysis of The Influence of Absence Levels and Work Discipline on Employee Performance at STIE Mahardhika

Teguh Herdijanto
Mahardhika College of Economics, Surabaya, Indonesia
Email : teguh.herdijanto@stiemahardhika.ac.id

(Accepted: July 2023; revised: August 2023; Published: September 2023)

ABSTRACT

In this study using variables including Absenteeism Level as a variable (X1), Work Discipline as a variable (X2) and Employee Performance as a variable (Y). This research was carried out in order to determine the effect of the level of absenteeism and work discipline on the performance of STIE Mahardhika Surabaya employees. Primary data is the data used in this study obtained from questionnaires in the form of a Google form. The hypothesis put forward in this study is that the level of absenteeism and work discipline have an influence on the performance of STIE Mahardhika Surabaya employees. To measure the effect of these variables, multiple linear regression was used using a computer application program, namely IBM SPSS 25. From the results of data analysis using statistical methods, namely multiple linear regression, the results obtained from the R Square or coefficient of determination were 46.6%. The partial test results (t test) explain that the absentee level variable has a significant influence on employee performance with a t count of 2.816 > t table of 2.03951. work discipline variable has a significant influence on employee performance with the acquisition of t count 3.522 > t table 2.03951. Based on these results, it can be concluded that the influence of absenteeism level and work discipline has an effect on employee performance at STIE Mahardhika Surabaya.

Keywords: Absence Level, Work Discipline, Employee Performance

Jurnal Ilmiah, Manajemen Sumber Daya Manusia
JENIUS

INTRODUCTION

In an institution, human resources are one of the most important factors that are of concern and certainly cannot be ignored. How well human resources are managed can be a benchmark for organizational success in the future (I Gusti, 2016). The existence of human resources is the most important thing in order to realize a goal that has previously been prepared or designed, so an agency needs to make an effort in managing its human resources so that it is able to maintain its growth and also its survival. One of the efforts to achieve this goal is to perfect human behavior as a resource that has the most important role in carrying out its duties, so that all tasks can run efficiently, effectively and productively.

Employee performance is the embodiment of the work results that have been completed by someone for what is their responsibility based on sincerity, skills, time and experience (Hasibuan, 2017:94). The performance of an employee is personal (individual), because the competencies possessed by each employee are not the same in terms of carrying out their duties.

One of the factors that can affect employee performance is the level of employee absenteeism. According to Setiawan (2017), attendance is an activity of collecting data to determine the presence or absence of a company employee. In addition to the level of absenteeism, there are also factors that influence employee performance, namely work discipline. Work discipline is a form of awareness and willingness of employees to comply with all forms of organizational regulations and applied social norms (Sinambela, 2018: 335).

In improving the quality of STIE Mahardhika Surabaya, the performance of employees needs to be monitored by paying attention to the level of absenteeism and work discipline. Therefore, in order to find out how the performance of employees at STIE Mahardhika, researchers raised the title "Analysis of the Influence of Absenteeism Level and Work Discipline on Employee Performance at STIE Mahardhika Surabaya".

RESEARCH METHODS

The subject of this study was the Mahardhika College of Economics in Surabaya with a total of 35 respondents. The data collection technique used is by distributing questionnaires (questionnaire). The variables used in this study include the independent variables, namely Absenteeism Level (X1) and Work Discipline (X2) and the dependent variable, namely Employee Performance (Y).

Table 1. Operational Variables

Variable	Dimensions	Indicator	Item Question
Absentee Level (X1)	Attendance at Work	a. Presence Presense	1
		b. Records Every Working day	2
		c. Timely Awareness	3
		a. Time attendance at work	4

	Accuracy of coming/going home	b. Presence when coming home from work	5
	Office Event attendance	a. Office Event attendance	6
		b. Leadership Event Attendance	7
Work Discipline (X2)	Arrive and leave work on time	a. Punctuality	1
		b. Working Hours	2
	Norm	a. Dress nealty and politely	3
		b. Obey the rules	4
	Responsibility	a. Finish the Job on Time	5
		b. Help Solve Problems that occur	6
Employee Performance (Y)	Quality	a. Result Quality Level work	1
		b. Level of work tenacity	2
		c. Work Skills	3
	Quabtity	a. Work Productivity	4
		b. Work Performance	5
	Execution of Tasks	a. Target Time	6
		b. Employee discipline	7
		c. Accountability Employee	8

In order for these instruments to function as desired, it is necessary to carry out several tests such as validity, reliability and classic assumption tests consisting of multicollinearity, heteroscedasticity and normality tests to determine the quality of the variables used for further tests. This study uses a multiple linear analysis model.

The data involved in the research comes from:

1) Primary data is in the form of a questionnaire with measurements using a Likert scale
2) Secondary data in the form of Library Research and Field Research

Table 2. Likert Scale

Information	Score
Strongly Agree	5
Agree	4
Doubtful	3
Don't Agree	2
Strongly Disagree	1

To test the hypothesis in the study used the t test and the Coefficient of Determination. All of these tests were processed with the help of SPSS 25.

RESEARCH RESULT

1. Characteristics of Respondents

a) Gender

According to the results of research that has been carried out, the characteristics of respondents based on gender can be shown in the following table:

Table 3. Respondents Based on Gender

No	Gender	Amount	Precentage
1	Women	14	60%
2	Man	21	40%
	Amount	**35**	**100%**

Source: Primary data processed in 2022

Based on Table 3. the respondents who filled out the questionnaire, it was found that there were 21 (twenty one) people with a percentage of 60% female respondents and 14 (fourteen) people with a percentage of 40% male respondents.

b) Respondent Age

According to the research results, the age of the respondents in the research that has been carried out is shown in the following table:

Table 4. Respondents By Age

No	Age	Amount	Precentage
1	<20 Years	-	
2	21-30 Years	10	28.58%
3	31-40 Years	19	54.28%
4	40-50 Years	3	8.57%
5	>50 Years	3	8.57%
		35	100%

Source: Primary data processed in 2022

According to the data in Table 4. It is stated that the ages of the respondents varied greatly. Respondents aged 31-40 years were at the highest percentage level, namely 54.28%.

2. Validity and Reliability Test

The validity and reliability tests function to test the validity of the instrument in the form of a research questionnaire. In this study the results of the validity test obtained a significance of <0.05 so that the instrument used was valid or appropriate to continue the test. This is shown by the following table:

Table 5. Test the Validity of the Absentee Level (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	Absentee Level
X1.1	Pearson Correlation	1	.076	.478**	.201*	.451**	.685**
	Sig. (2-tailed)		.348	.000	.012	.000	.000
	N	35	35	35	35	35	35
X1.2	Pearson Correlation	.076	1	.069	.434**	.164*	.549**
	Sig. (2-tailed)	.348		.395	.000	.040	.000
	N	35	35	35	35	35	35
X1.3	Pearson Correlation	.478**	.069	1	.085	.429**	.633**
	Sig. (2-tailed)	.000	.395		.294	.000	.000
	N	35	35	35	35	35	35
X1.4	Pearson Correlation	.201*	.434**	.085	1	.149	.611**
	Sig. (2-tailed)	.012	.000	.294		.063	.000
	N	35	35	35	35	35	35
X1.5	Pearson Correlation	.451**	.164*	.429**	.149	1	.692**
	Sig. (2-tailed)	.000	.040	.000	.063		.000

Jurnal Ilmiah, Manajemen Sumber Daya Manusia
JENIUS

	N	35	35	35	35	35	35
Absentee Level	Pearson Correlation	.685**	.549**	.633**	.611**	.692**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Table 6. Work Discipline Validity Test (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	Work Discipline
X2.1	Pearson Correlation	1	.154	.602**	.295**	.496**	.731**
	Sig. (2-tailed)		.054	.000	.000	.000	.000
	N	35	35	35	35	35	35
X2.2	Pearson Correlation	.154	1	.160*	.201*	.333**	.537**
	Sig. (2-tailed)	.054		.047	.012	.000	.000
	N	35	35	35	35	35	35
X2.3	Pearson Correlation	.602**	.160*	1	.347**	.419**	.742**
	Sig. (2-tailed)	.000	.047		.000	.000	.000
	N	35	35	35	35	35	35
X2.4	Pearson Correlation	.295**	.201*	.347**	1	.077	.672**
	Sig. (2-tailed)	.000	.012	.000		.337	.000
	N	35	35	35	35	35	35
X2.5	Pearson Correlation	.496**	.333**	.419**	.077	1	.632**
	Sig. (2-tailed)	.000	.000	.000	.337		.000
	N	35	35	35	35	35	35
Work Discipline	Pearson Correlation	.731**	.537**	.742**	.672**	.632**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Table 7. Employee Performance Validity Test (Y)

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Employee Performance
Y1.1	Pearson Correlation	1	.003	.476**	.305**	.311**	.642**
	Sig. (2-tailed)		.975	.000	.000	.000	.000
	N	35	35	35	35	35	35
Y1.2	Pearson Correlation	.003	1	.019	.256**	.038	.464**
	Sig. (2-tailed)	.975		.814	.001	.635	.000
	N	35	35	35	35	35	35
Y1.3	Pearson Correlation	.476**	.019	1	.340**	.399**	.691**
	Sig. (2-tailed)	.000	.814		.000	.000	.000
	N	35	35	35	35	35	35
Y1.4	Pearson Correlation	.305**	.256**	.340**	1	.213**	.686**
	Sig. (2-tailed)	.000	.001	.000		.008	.000
	N	35	35	35	35	35	35
Y1.5	Pearson Correlation	.311**	.038	.399**	.213**	1	.630**
	Sig. (2-tailed)	.000	.635	.000	.008		.000
	N	35	35	35	35	35	35
Employee Performance	Pearson Correlation	.642**	.464**	.691**	.686**	.630**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

Table 8. Reliability Test

Reliability Statistics

Cronbach's Alpha	N of Items
.887	15

According to the reliability test results above, it was found that the existing instruments were stated or could be called reliable because the Cronbach Alpha (a) value was 0.887 which was greater than 0.7 (0.887 ≥ 0.7).

3. Classic assumption test

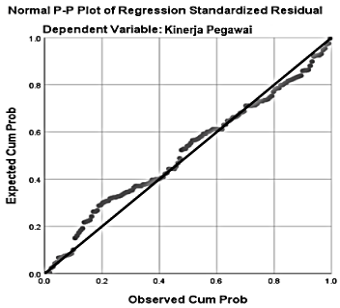

Figure 2. P-Plot Graph Normality test

In the P-Plot Figure, it produces points on the diagram that are scattered following the direction of the diagonal line. Then the conclusion from the picture explains that the data or instruments used have been normally distributed in other words the regression model used shows a feasibility.

Table 8. Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	4.940	1.689		2.925	.004		
	Absentee Level	.228	.081	.216	2.816	.006	.601	1.663
	Work Discipline	.263	.075	.302	3.522	.001	.481	2.080

a. Dependent Variable: Employee Performance

In Table 8, the Tolerance value ≥ 0.01 is obtained and the VIF value is ≤ 10. It can be concluded that the model from the regression does not cause multicollinearity and the research test can be continued.

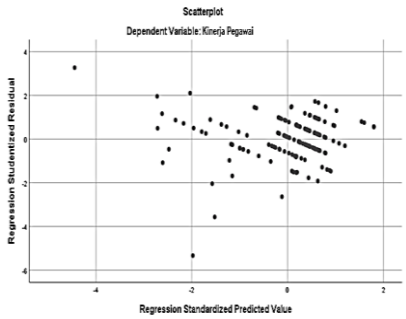

Figure 3. Scatterplots (Heteroscedasticity Test)

In the Scatterplot Figure above, the dots appear to be scattered on the graph and do not clearly describe the shape of the pattern. So it was concluded that the regression model in the study did not cause heteroscedasticity.

Table 9. Multiple Linear Regression

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	4.940	1.689		2.925	.004		
	Absentee Level	.228	.081	.216	2.816	.006	.601	1.663
	Work Discipline	.263	.075	.302	3.522	.001	.481	2.080

a. Dependent Variable: Employee Performance

Table 9 above. The multiple linear regression equation model is obtained from the Unstandardized B value of each independent variable contained in the output coefficients table with a value of α (Constant) = 4.940. With that, the multiple linear regression equation is obtained:

$$\boldsymbol{Y = \alpha + \beta_1 X_1 + \beta_2 X_2}$$

$$\boldsymbol{Y = 4.940 + 0,228 X_1 + 0,263 X_2}$$

Table 10. t test

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	4.940	1.689		2.925	.004		
	Absentee Level	.228	.081	.216	2.816	.006	.601	1.663
	Work Discipline	.263	.075	.302	3.522	.001	.481	2.080

a. Dependent Variable: Employee Performance

t table is calculated with a two-way significance level of 0.025 with a Degree of Freedom value (Df = n – k), namely Df = 35 – 4 = 31, so that the t table value is 2.03951. Based on the output results above, an explanation can be given as follows:

1) The effect of Absenteeism Level (X1) on Employee Performance (Y) produces a t-value of 2,816 with a significance level of 0.005. With the results of the t count value of 2.816 > t table 2.03951 and a significance level of <0.05, this explains that the Absentee Level variable (X1) has an effect on Employee Performance (Y).
2) The effect of work discipline (X2) on employee performance (Y) has a t-value of 3,522 with a significance level of 0.001. With the results of the t count value of 3.522 > t table of 2.03951 and a significance level of <0.05, this explains that the Work Discipline variable (X2) has an effect on Employee Performance (Y).

Table 11. Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.683[a]	.466	.452	1.41494

a. Predictors: (Constant), Absentee Level, Work Discipline
b. Dependent Variable: Employee Performance

Table 11 shows the results of the coefficient of determination or R Square (R2) which is 0.466 or 46.6%. From the test results it was found that 46.6% of the variable Y or employee performance could be translated by the variables X1 (absenteeism level) and X2 (work discipline). The remaining 53.4% is obtained which is explained by other variables that are not used in the model of this study.

level) and X2 (work discipline). The remaining 53.4% is obtained which is explained by other variables that are not used in the model of this study.

CONCLUSION

The results obtained from the research are:

1. From the results of the t test, the effect of absentee level (X1) on employee performance (Y) yields a t-value of 2,816 with a significance level of 0.005. With the results of the t count value of 2.816 > t table 2.03951 and a significance level of <0.05, this explains that the Absentee Level variable (X1) has an effect on Employee Performance (Y).
2. From the results of the t test, the effect of work discipline (X2) on employee performance (Y) has a t value of 3,522 with a significance level of 0.001. With the results of the t count value of 3.522 > t table of 2.03951 and a significance level of <0.05, this explains that the Work Discipline variable (X2) has an effect on Employee Performance (Y).
3. Based on the results of the coefficient of determination or R Square (R2) which is equal to 0.466 or 46.6%. From the test results it was found that 46.6% of the variable Y or employee performance could be translated by the variables X1 (absenteeism level) and X2 (work discipline). The remaining 53.4% is obtained which is explained by other variables that are not used in the model of this study.

So, from the results of the implementation of this research it can be concluded that the variable level of absenteeism and work discipline has an influence on employee performance at STIE Mahardhika Surabaya.

Suggestion

1. Agencies must pay special attention to an attendance system that complies with existing rules and procedures.
2. In order to determine employee performance, agencies must pay attention to employee attendance and discipline by always evaluating the results of their work and providing rewards when needed.

REFERENCES

Purnaya, Dr. I Gusti Ketut. (2016). Human Resource Management. Edition I. Yogyakarta: Publisher Andi.

Hasibuan, MP (2017). Human Resource Management.

Seventeenth Printing. Jakarta: PT Bumi Aksara.

----------(2017). Human Resource Management. Seventeenth Printing. Jakarta: PT Bumi Aksara, 94.

Setiawan, DR (2017). The Effect of Fingerprint Attendance on Employee Work Discipline at Pt. Sanbio Laboratories Gunung Putri, Bogor Regency. 14(01).

Sinambela, PL (2018). Human Resource Management. Jakarta: PT Bumi Aksara

----------(2018). Human Resource Management. Jakarta: PT Bumi Aksara, 335.