



The Influence of Discipline and Work Loyalty on Employee Performance at PT Group Mitra Indonesia Gading Serpong

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Abstract: This research aims to produce information in the form of a more in-depth explanation of the influence of discipline and work loyalty on employee performance.

The research method used in this research is descriptive with a quantitative approach. The sample for this research is employees totaling 48 works with a saturated sample. Data collection used a questionnaire while data analysis was carried out using multiple regression analysis. Data analysis techniques used the Statistical Package for the Social Sciences (SPSS) version 22 program

The research results show that: (1) Discipline has an influence and relationship on performance of 0.498. (2) Work loyalty has an influence and relationship on performance of 0.804, while discipline and work loyalty simultaneously have an influence and relationship on performance of 0.813. So it is included in the strong category. Meanwhile, the results of testing the coefficient of determination of Discipline (X1) and Work Loyalty (X2) on Employee Performance (Y) together have an influence and relationship of 66.2% while the remaining 33.8% is influenced by other factors.

Keywords: Discipline, Work Loyalty, Employee Performance

INTRODUCTION

In the Limited Liability Company Law No.40/2007 Article 1 The definition of a Limited Liability Company is a legal entity which is a capital partnership, established based on an agreement, carry out business activities with authorized capital which is entirely divided into shares and fulfill the requirements stipulated in this law and its implementing regulations. Social and Environmental Responsibility is the Company's commitment to participate in sustainable economic development in order to improve the quality of life and a beneficial environment, both for the Company itself, the local community and society in general. A Public Company is a Public Company or Company that carries out a public offering of

shares, in accordance with the provisions of laws and regulations in the capital markets sector.

PT. Mitra Indonesia Group is a private company which operates in the field of services for managing and distributing workforce such as uniformed security officer services, security training services, escort services, security equipment procurement services, Police/TNI support services, cleaning services, technician assistants, admin, and receptionist. The company aims to provide "Excellent Service, No Compromise". The company has joined the security sector association in the Gading Serpong Tangerang Banten 15810 area.

The problem that occurs in the company is that employee performance is still low, which is identified based on the results of observations, namely related to work discipline. At this time, attention needs to be paid to employee discipline in work attendance and use of working time, where there are still employees who after their break are still seen taking advantage of their rest time. Apart from that, there are still employees who sometimes arrive late for work hours for various reasons, and sanctions for employees who are absent are illegal without clear notification for more than 3 days. To correct things that are deemed not to be in accordance with applicable regulations, management needs to be wise in providing warnings, wage cuts and further action.

Apart from discipline, loyalty also needs to be a concern for companies because it can influence the increase or decrease in employee performance. Loyalty is usually seen from a long period of service at the company, so it could be said that the longer the employee's service period, the higher their loyalty to the company. However, loyalty is not only seen from the length of service, but can be measured through several factors such as high discipline, working well, being responsible for work and employee involvement in solving problems on a job. Therefore, companies must also be able to pay attention to employee loyalty because it is an important factor in improving performance.

Companies must continue to adapt to current developments and know indicators that can trigger employee performance in the future to be even better. Assessing employee performance can be done by measuring qualitatively and quantitatively, namely by looking at the contributions and achievements they have provided. The assessment also aims to determine the extent of changes in performance that have occurred, and because this assessment is so important, it needs to be carried out on an ongoing basis.

LITERATURE REVIEW AND DEVELOPMENT HYPOTHESIS

Human Resource Management

According to Bintoro and Daryanto (2017:15) state that "Human resource management, abbreviated as HRM, is a science or method of managing the relationships and roles of resources (labor) owned by individuals efficiently and effectively and can be used optimally so that achieve the joint goals of the company, employees and society to the maximum."

Human resource management also involves planning systems design, preparation, employee development, career management, performance evaluation, employee compensation and good employment relations. Human resource management involves all management decisions and practices that directly affect human resources. Meanwhile, HRM is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the organization, employees and society. Human resource management is the appropriate and effective application in the process of recruiting, utilizing, developing and maintaining personnel owned by an organization effectively to achieve an optimal level of human resource utilization by the organization in achieving its goals. Sinambela (2019:8)

From the description above, human resource management can be synthesized as a process of recruitment, selection, development, maintenance and use of resources effectively and efficiently, with the aim of achieving integrated organizational and stakeholder goals.

Understanding Discipline

Work discipline is very important in influencing the development of a company and work discipline is used to increase work productivity. Without a work system, employees will not work according to the company's wishes. Under these conditions, it will be difficult for the company to achieve its goals, so a work program will be created to control employee work processes according to existing regulations in the company. Good disciplined organization, work enthusiasm, work morale, employee work efficiency and effectiveness will increase. This will support the creation of company, employee and community goals. So discipline is the key to a company's success in realizing its goals.

Understanding Work Loyalty

According to Siswanto (2012:28) the definition of employee loyalty is usually synonymous with commitment to the organization, sometimes seen as an attitude. However, it is not so much the attitude (or thinking component) that is important in organizations, but rather it is the bottom line action component.

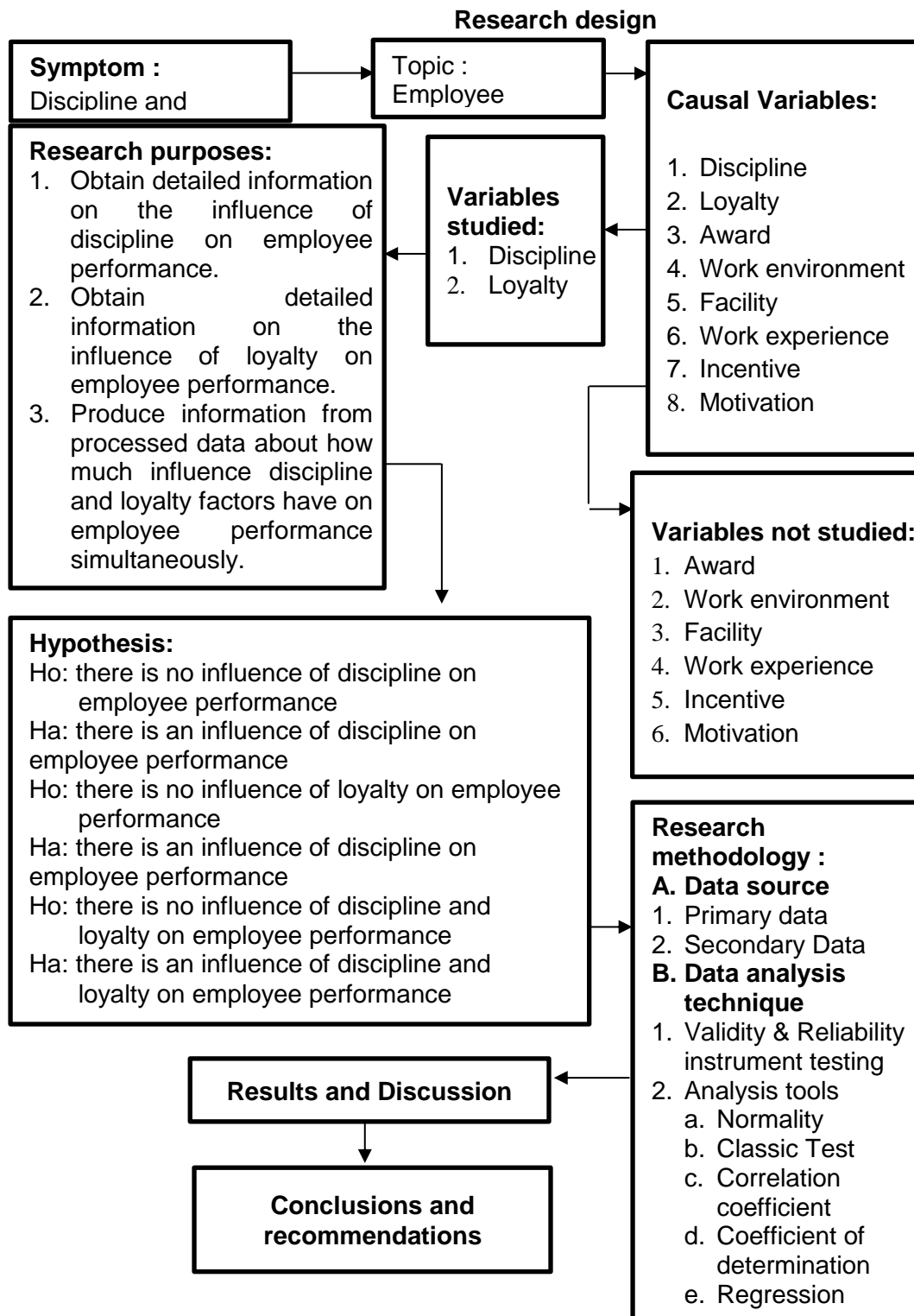
According to Sudarsana (2016:81) loyalty is an important factor in determining company profitability. Employee loyalty is an attitude of loyalty or obedience of employees towards the company by having an attitude of commitment or willingness towards the company where they work, thus the measurement of loyalty towards employees is the length of time they stay and have a better productivity impact on the company.

Understanding Performance

Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics (Prawirosentono in Poltak, 2019:).

Meanwhile, according to Nur'aini (2017:12) performance itself can be interpreted as a person's overall results during a certain period of completing their tasks. In the process of carrying out these tasks, of course there are standards for work results, targets, targets or criteria that have been previously agreed upon. The resulting performance is certainly in accordance with the authority and responsibility of each employee.

Hypothesis Development



METHODS

Method used

According to Sugiyono (2019:2) research methods are a scientific way to obtain data with a specific purpose. The method used in this research is descriptive and verification methods (hypothesis testing).

This type of research is quantitative descriptive research, namely research on data collected and expressed in the form of numbers. This research will explore and clarify a phenomenon or reality with the problems and variables observed. This research will look at the influence and relationship between the independent variable and the dependent variable.

In this research, there are two variables that will be studied, namely the independent variable and the dependent variable.

1. Independent variable (Independent variable). This variable is symbolized by the variable X1 which is a variable whose variations influence other variables or do not depend on other variables. In this research, what is or is used as an independent variable is work discipline
2. Independent variable (Independent variable). This variable is symbolized by the variable X2 which is a variable whose variations influence other variables or do not depend on other variables. In this research, what is or is used as an independent variable is work loyalty
3. Dependent variable (Dependent variable). This variable is symbolized by the variable Y which is a variable that is influenced by other variables or depends on other variables. In this research, the dependent variable is employee performance.

The data used in this research are:

1. based on its nature, namely:
 - a. Qualitative data
The data obtained regarding the research object is qualitative data which is analyzed based on a comparison between theory and the facts obtained by the researcher during the research carried out at the company.
 - b. Quantitative data
Data in the form of numbers or numbers. According to its form, quantitative data can be processed or analyzed using mathematical or statistical calculation techniques.
2. Based on the source:
 - a. Primary data
This is data directly obtained from the research object, in this case through interviews or the results of filling out a questionnaire.
 - b. Secondary data
Is data obtained from parties outside the company or research object. Secondary data was obtained through scientific magazines, books, guides, the internet.

Population

The population in question is the one relating to the data, not the people or objects. Then population is the totality of all possible values, both the results of counting or quantitative or qualitative measurements of certain characteristics regarding a complete set of objects. So, a population is an object or subject that resides in an area and meets certain requirements that are related to the problem being studied.

In this study, the population for using the questionnaire was all employees of PT Grup Mitra Indonesia Gading Serpong, totaling 48 people

RESULTS AND DISCUSSION

Research Data Description

Based on the results of the attachments, a description of the respondent can be prepared as follows:

Respondent Description of Discipline Variables

Descriptive Statistics

	N	Sum	Mean	Std. Deviation
X1.1	48	217	4.52	,684
X1.2	48	215	4.48	,743
X1.3	48	218	4.54	,544
X1.4	48	219	4.56	,542
X1.5	48	219	4.56	,542
X1.6	48	213	4.44	,741
X1.7	48	222	4.63	,640
X1.8	48	212	4.42	,613
X1.9	48	112	2.33	1,191
X1.10	48	199	4.15	1,052
Valid (listwise)	N 48			

Source: SPSS 22 processed results.

Based on Table 1 it is known that the highest mean value or average is 4.63, namely in statement number 7 regarding I am always present on time during working hours, while the lowest mean value is 2.33, namely in statement 9 regarding the majority of employees when they are not coming to work, they are often not equipped. with description.

Respondent Description of the Loyalty Variable

Descriptive Statistics

	N	Sum	Mean	Std. Deviation
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X2.1	48	215	4.48	,545
X2.2	48	213	4.44	,616
X2.3	48	213	4.44	,649
X2.4	48	220	4.58	,539
X2.5	48	220	4.58	,647
X2.6	48	214	4.46	,683
X2.7	48	205	4.27	,610
X2.8	48	206	4.29	,683
X2.9	48	215	4.48	,618
X2.10	48	203	4.23	,660
Valid (listwise)	N 48			

Source: SPSS 22 processed results.

Based on Table 1 it is known that the highest mean value or average is 4.58, namely in statement number 4 regarding being proud to be part of the company. while the lowest mean value was 4.23, namely in statement number 10 regarding the reason I stayed because of loyalty and devotion to the company.

Respondent Description of Performance Variables

Descriptive Statistics

	N	Mean	Std. Deviation
Y1.1	48	4.37	,733
Y1.2	48	3.92	,739
Y1.3	48	4.29	,504
Y1.4	48	4.48	,618
Y1.5	48	3.73	,893
Y1.6	48	4.19	,734
Y1.7	48	3.38	1,331
Y1.8	48	4.27	,610
Y1.9	48	4.38	,672
Y1.10	48	4.50	,583



Valid (listwise)	N 48		
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Source: SPSS 22 processed results.

Based on Table 1 it is known that the highest mean value or average is 4.50, namely in statement number 10 regarding constructive ideas in supporting work. while the lowest mean value is 3.73, namely in statement number 5 you can achieve good results when working.

Processed Results

1. Instrument test (validity and reliability)

The following are the results of research data instrument tests where the tests carried out were validity and reliability tests. The results of the validity test use a technique of comparing the calculated r value of each item compared to the r table value. The r table is obtained from the r table value using the formula:

$$Df = n - 2$$

$$\begin{aligned} \text{Table } r \text{ value: } & df = 48 - 2 \\ & = 46 (0.291) \end{aligned}$$

Below are the results of the validity test for each research variable.

Discipline Variable Validity Test Results (X1)

No	R count	R table	Information
1	0.571	0.291	Valid
2	0.522	0.291	Valid
3	0.492	0.291	Valid
4	0.652	0.291	Valid
5	0.596	0.291	Valid
6	0.591	0.291	Valid
7	0.520	0.291	Valid
8	0.504	0.291	Valid
9	0.332	0.291	Valid
10	0.328	0.291	Valid

Source: processed 2021

Based on Table 1 it can be stated that all question items for the discipline variable

Loyalty Variable Validity Test Results (X2)

No	R count	R table	Information
1	0.678	0.291	Valid
2	0.790	0.291	Valid
3	0.729	0.291	Valid
4	0.823	0.291	Valid



5	0.774	0.291	Valid
6	0.775	0.291	Valid
7	0.740	0.291	Valid
8	0.846	0.291	Valid
9	0.854	0.291	Valid
10	0.734	0.291	Valid

Source: Processed 2021

Based on Tablet can be stated that all question items for the Loyalty X2 variable are valid because the correlation value for each item (calculated r) is greater than the r table value (0.291)

Performance Variable Validity Test Results (Y)

No	R count	R table	Information
1	0.687	0.291	Valid
2	0.609	0.291	Valid
3	0.797	0.291	Valid
4	0.738	0.291	Valid
5	0.671	0.291	Valid
6	0.839	0.291	Valid
7	0.566	0.291	Valid
8	0.789	0.291	Valid
9	0.785	0.291	Valid
10	0.702	0.291	Valid

Source: Processed 2021

Based on Tablet can be stated that all question items for the Loyalty Y variable are valid because the correlation value for each item (calculated r) is greater than the r table value (0.291).

The next stage is reliability testing. Reliability testing means the extent to which the measurements of a test remain consistent after being carried out repeatedly on subjects and under the same conditions. The step is to compare the Cronbarch's alpha value which must be greater than 0.60.

Disciplinary Reliability Results (X1)**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,744	,811	10

Source: SPSS 22 processed results

Based on the results of SPSS data processing, an alpha value of 0.744 was obtained, which means that the discipline variable was declared reliable in the high category. Based on the standard reliability table, it falls into the 0.71 – 0.90 category.

Reliability Loyalty Results (X2)**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,925	,926	10

Source: SPSS 22 processed results

Based on the results of SPSS data processing, an alpha value of 0.925 was obtained, which means that the loyalty variable was declared reliable in the very high category. Based on table 4.8 of reliability standards, it falls into the 0.91 – 0.100 category.

Performance Reliability Results (Y1)**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,865	,899	10

Source: SPSS 22 processed results

Based on the results of SPSS data processing, an alpha value of 0.865 was obtained, which means that the performance variable was declared reliable in the high category. Based on table 4.9 of reliability standards, it falls into the 0.71 – 0.90 category.



2. Test data

The data normality test aims to assess the distribution of data in a group of data or variables, whether the data distribution is normally distributed or not. From the results of data processing using SPSS on variables

A. Normality

Normality test

Tests of Normality

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	Df	Sig.	Statistics	Df	Sig.
TOTAL	,081	48	,200*	,958	48	,083

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

a. Lilliefors Significance Correction

Source: SPSS 22 processed results

Based on the table shows that the Sig value of employee performance is 0.083 > 0.05, so the research data is normally distributed as indicated by the Sig value of the employee performance variable being 0.083. This shows that the variables studied meet the normality assumption because they have a Sig value above 0.05 or 5%.

B. Linearity Test

Linearity Test

ANOVAa

Model		Sum Squares	of Df	Mean Square	F	Sig.
1	Regression	840,281	2	420,141	43,997	,000b
	Residual	429,719	45	9,549		
	Total	1270,000	47			

a. Dependent Variable: TOTAL_Y1

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Source: SPSS 22 processed results

Based on the results of data processing, it is known that the calculated F value (Anova) obtained is 43.997. This value must be greater than F table 48 k2 = 5.08. From these results it is proven that the calculated F value is (43.997) > F table (5.08) which This means that the proposed hypothesis is proven to be positive and significant.

3. Classic tests (multicollinearity, heteroscedacity, and autocorrelation)

A. Multicollinearity

The multicollinearity test aims to test whether the regression model finds a correlation between the dependent (independent) variables. The multicollinearity test is carried out by looking for the VIF (Variance Inflation Factor) or Tolerance Value. These two variables show each independent variable which is explained by other independent variables. Tolerance measures the variability of the selected independent variable which is not explained by other independent variables. So a low tolerance value is the same as a high VIF, the general limit used is tolerance < 0.1 or a VIF value > 10, so multicollinearity occurs.

Multicollinearity

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
	B	Std. Error	Beta	Q	Sig.	Tolerance	VIF
1 (Constant)	,440	4,623		,095	,925		
TOTAL_X1	,147	,106	,139	1,396	,170	,762	1,312
TOTAL_X2	,791	,107	,737	7,419	,000	,762	1,312

a. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

Based on the results of data processing, the multicollinearity test value obtained is that the tolerance result is more than 0.1 and the VIF value is <10, so the statement that the data is not multicollinearity is obtained, meaning that each data has a difference.

B. Heteroscedacity

The condition is that the sig value of each independent variable is less than or equal to 0.05. From the multi table above, the value of X1 is 0.170 and X2 is 0.000

C. Autocorrelation

Table 4.13

Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,813a	,662	,647	3,090	1,819

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

b. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

4. Test method

A. Correlation coefficient

The correlation coefficient test is used to find out how big the relationship or influence is between the independent variables on the dependent variable. Following are the results of the correlation coefficient test for each variable.

Discipline Correlation Coefficient (X1) on Performance (Y)

Correlations

		TOTAL_X 1	TOTAL_Y 1
TOTAL_X 1	Pearson Correlation	1	,498**
	Sig. (2-tailed)		,000
	N	48	48
TOTAL_Y 1	Pearson Correlation	,498**	1
	Sig. (2-tailed)	,000	
	N	48	48

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

Source: SPSS 22 processed results

Based on the results of data processing using SPSS, the correlation between discipline and performance was 0.498. If interpreted into the standardization of the correlation coefficient, it is included in the rather low category. Which means that the discipline variable (X1) has a rather low relationship to employee performance (Y).

Correlation Coefficient X2 to Y

Correlations

		TOTAL_X 2	TOTAL_Y 1
TOTAL_X 2	Pearson Correlation	1	,804**
	Sig. (2-tailed)		,000
	N	48	48
TOTAL_Y 1	Pearson Correlation	,804**	1
	Sig. (2-tailed)	,000	

N	48	48
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** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS 22 processed results

Based on the results of data processing using SPSS, the correlation between discipline and performance was 0.804. If interpreted into the standardization of the correlation coefficient, it is included in the high category. Which means that the loyalty variable (X2) has a high relationship with employee performance (Y).

Variables X1 and X2 against Y

Model Summary b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	,813a	,662	,647		3,090	1,819

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

b. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

Based on the results of data processing using SPSS, the correlation between discipline and loyalty to performance is 0.813, if interpreted into the standardized correlation coefficient, it is included in the high category. Which means that discipline and loyalty have a positive relationship to high employee performance.

B. Coefficient of determination

To calculate how much influence discipline and work loyalty have on employee performance, use the coefficient of determination (R^2) as in the table

Test results for the coefficient of determination X1 against Y

Model Summary b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	,498a	,248	,231		4,557	2,060

a. Predictors: (Constant), TOTAL_X1

b. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

Based on Tabel obtained an r square value of 0.248 equals 24.8%, which means that simultaneously the discipline variable (X1) has a low effect on employee performance (Y) of 24.8%. Meanwhile, the remainder ($100\% - 24.8\% = 75.2\%$) is influenced by other variables not studied.

Test results for the coefficient of determination X2 against Y

Model Summary b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	,804a	,647	,639		3,122	1,742

a. Predictors: (Constant), TOTAL_X2

b. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

Based on Table The obtained r square value is 0.647 which is equal to 64.7%, meaning that simultaneously the Loyalty variable (X2) and the Performance variable (Y) have a strong influence on employee performance (Y) by 64.7%. Meanwhile, the remainder (100% - 67.7% = 32.3%) is influenced by other variables not studied.

Test results of the coefficient of determination X1 and X2 on Y

Model Summary b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	,813a	,662	,647		3,090	1,819

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

b. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

Based on Table 4.18, the results of the coefficient of determination test for Discipline (X1) and Loyalty (X2) on Employee Performance (Y) show that the influence of Discipline and Loyalty together on performance is 66.2% while the remaining is 43.8%.

C. Regression equation

1. Simple linear regression

A simple regression test is used to find out how big the influence or relationship between variables is *independent* with one dependent variable. Simple regression test results of discipline variables (X1) with employee performance (Y)

Simple regression test results for discipline variables (X1) on performance (Y)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		Q	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	19,683	5,643			3,488	,001		
TOTAL_X1	,529	,136	,498		3,893	,000	1,000	1,000

a. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

Simple linear regression equation in Table The result is $Y = 19.683 + 0.529X_1$. From this equation it can be explained that if the discipline variable is constant or zero then employee performance will be 19.683.

Simple regression test results of loyalty variable (X2) on performance (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3,308	4,184		,791	,433		
TOTAL_X2	,863	,094	,804	9,182	,000	1,000	1,000

a. Dependent Variable: TOTAL_Y1

Source: SPSS Processed Results

Simple linear regression equation in Table The result is $Y = 3.308 + 0.863X_2$. From this equation it can be explained that if the Loyalty variable is constant or zero then employee performance will be 3.308.

2. Multiple Linear Regression

The multiple linear regression test is used to determine how big the influence or relationship between the Discipline variable (X1) and the Work Loyalty variable (X2) has on Employee Performance (Y)

Simple regression test results for Discipline (X1) and Loyalty (X2) variables on Performance (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	,440	4,623		,095	,925
	TOTAL_X1	,147	,106	,139	1,396	,170
	TOTAL_X2	,791	,107	,737	7,419	,000

a. Dependent Variable: TOTAL_Y1

Source: SPSS 22 processed results

From the results of Table I it is known that the equation formed is $Y = 0.440 + 0.139x_1 + 0.737x_2$. From this equation it can be explained that if the discipline and loyalty variables are constant or 0 then employee performance is 0.440

5. Hypothesis testing

a. T Test Results (Partial)

1. If the calculated t value $>$ t table, the highest error rate is 5% (0.05), then H_0 is rejected and H_a is accepted (it is proven that the relationship is significant).
2. If the calculated t value $<$ t table error rate is 5% (0.05), then H_0 is accepted and H_a is rejected (it is proven that the relationship is not significant)

First hypothesis What is proposed is that there is a positive and significant influence of discipline on employee performance. Based on the processing results in table 4.20, the calculated t value obtained is 3.893. This value must be greater than the t table, while the t table value $Df 48 = 1.67722$. From these results, it is proven that the calculated t value $>$ t table, which means that the proposed hypothesis is proven to be positive and significant.

Second hypothesis What is proposed is that there is a positive and significant influence of loyalty on employee performance. Based on the processing results in table 4.20, the calculated t value obtained is 9.182. This value must be greater than the t table, while the t table value $Df 48 = 1.67722$. From these results, it is proven that the calculated t value $>$ t table, which means that the proposed hypothesis is proven to be positive and significant.

Third hypothesis What is proposed is that there is a positive and significant influence of discipline and loyalty simultaneously on employee performance.

b. F test results (Simultaneous)

F test results (Simultaneous)

ANOVAa

Model		Sum Squares	of Df	Mean Square	F	Sig.
1	Regression	840,281	2	420,141	43,997	,000b
	Residual	429,719	45	9,549		
	Total	1270,000	47			

a. Dependent Variable: TOTAL_Y1

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Source: SPSS 22 processed results

1. If the calculated F value $>$ F table error rate is 5% (0.05), then H_0 is rejected and H_a is accepted (influential)
2. If the calculated F value $<$ F table error rate is 5% (0.05), then H_0 is accepted and H_a is rejected (no effect)

Based on the processing results in table It is known that the calculated f value (Anova) obtained is 43.997. This value must be greater than the table f, while the $f_{48 \text{ k}2}$ value = 3.19.

From these results it is proven that the calculated f value (43.997) $>$ f table (3.19) which means that the proposed hypothesis is proven to be positive and significant.

CONCLUSIONS

1. Based on the calculation results with SPSS 22, the coefficient of determination value was obtained.
X1 (Discipline) against Y (Performance) obtained a result of 24.8%.
X2 (Loyalty) to Y (Performance) obtained a result of 64.6%.
X1 (Discipline), X2 (Loyalty) to Y (Performance) obtained a result of 66.2%. And the rest is influenced by other variables.
2. Based on the results of the linear regression test
X1 (Discipline) against Y (Performance) produces the equation $Y = 19.683 + 0.529X_1$.
X2 (Loyalty) to Y (Performance) obtained the equation $Y = 3.308 + 0.863X_2$
X1 (Discipline) and X2 (Loyalty) to Y (Performance) are obtained by the equation $Y = 0.440 + 0.139x_1 + 0.737x_2$
From the three regression equations, it can be seen that each variable, namely Discipline and Loyalty, has a linear influence and relationship
3. The F test shows that the calculated F value is (43.997) while the F Table value is known to be (3.19) so that the calculated F value > F Table means that the proposed hypothesis is proven that there is a positive and significant influence of discipline and loyalty simultaneously on employee performance.

Relationship Test Results

The relationship that occurs between discipline variables and performance is shown by the SPSS calculation results

1. The correlation coefficient of Rx1 with Y = 0.498, which means there is a low relationship.
2. The correlation coefficient of Rx2 with Y = 0.804, which means there is a very strong relationship.
3. The correlation coefficient of Rx1x2 with Y = 0.813, which means there is a very strong relationship.
 - a. Based on the processing results in Table 4.20, the calculated t value obtained is 3.893. This value must be greater than the t table, while the t table value Df 48 = 1.67722. From these results, it is proven that the calculated t value > t table, which means that the proposed hypothesis is proven to be positive and significant.
 - b. Based on the processing results in Table 4.20, the calculated t value obtained is 9.182. This value must be greater than the t table, while the t table value Df 48 = 1.67722. From these results, it is proven that the calculated t value > t table, which means that the proposed hypothesis is proven to be positive and significant.

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Research subject

This research only takes the variables of discipline and loyalty towards employee performance, these research variables do not fully influence employee performance, it would be better for future researchers to take other variables that have not been taken by researchers and which could possibly influence employee performance.

Academic

This research can be used to add library reading references, as comparison material for other researchers. As material that can provide useful input for study material or information for researchers, and can be used as a reference for subsequent research.

Writer

It is hoped that this research can broaden and increase insight and increase knowledge in the field of business management and human resources, especially the influence of discipline and work loyalty on employee performance and as material for studying knowledge in the service sector.

Practitioner

It is hoped that the results of this research can be used as material for consideration in company development and decision making in the field of human resource management, especially in achieving company goals by improving employee performance.

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