



The Influence Of Work Discipline On Employee Performance at PT. Sejahtera Prima Persada

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Abstract: The purpose of this research is to determine the influence of work discipline on Employee performance at PT. Sejahtera Prima Persada, South Jakarta. The population as well as the sample in this study were 56 employees of PT. Sejahtera Prima Persada South Jakarta. The sampling technique that is used is saturated sampling technique as all members of the population are used as samples in the research. The analytical tool used in this research is simple linear regression. The collected data is processed using the Statistical Package for the Social Sciences (SPSS 26) program. The result shows that from the Coefficient of determination analysis, R^2 value is 0.139. It shows that employee performance is influenced by work discipline by 13.9% while the remaining of 86.1% is influenced by other factors beyond this research. It is also showed by t-test result, where value of $t_{count} > t_{table}$ or $2.949 > 2.00575$ and has significant value of $0.005 < 0.05$. This is indicate that work discipline has a significant influence on the employee performance at PT. Sejahtera Prima Persada, South Jakarta.

Keywords: Work discipline, Employee Performance, t-test

INTRODUCTION

Human resources are the main driver of the activities of an organization. The progress and decline of an organization is determined by the existence of its human resources. So that human resources or employees in an organization become an important concern in order to achieve organizational success. In essence, human resources are a form of capital and play an important role in the success of a company or agency. Humans are the driving force and determinant of the running of an organization or agency. Because of the importance of the human element in carrying out a job, it is necessary to get attention from the leadership. Employees are an important factor in every organization in achieving organizational or company goals effectively and efficiently.

An organization not only expects employees who are capable and skilled, but the most important, they are willing to work hard and have the desire to achieve maximum work results. An important factor in the success of an organization is the presence of employees who are capable and skilled and have high work enthusiasm, so that satisfactory work

results can be expected. In reality, not all employees have the abilities, skills and work enthusiasm in accordance with the organization's expectations. An employee who has abilities in accordance with the organization's expectations, sometimes does not have high work enthusiasm, so that his/her performance does not meet expectations. In the development of globalization, many companies are required to be able to compete and survive competitively and to be able to face very tight competition, so the management have to improve their companies, especially in the human resources department. Human resource issues are very important concern for Developer Companies today.

Human resource management is the most important resource that an organization has. Human Resource management or usually abbreviated as HR is the potential contained within humans to realize their role as adaptive and transformative social creatures who are able to manage their own potential in nature towards achieving a prosperous life in a balanced and sustainable environment. There are various opinions regarding the meaning of human resource management, including those who create human resources, those who define it as manpower management, and those who include the definition of human resources with personal (personnel, employee, etc.).

PT. Sejahtera Prima Persada is a company that is engaged in the development of exclusive property shophouses with a minimalist Mediterranean building concept that has facilities like a mall, as it has very spacious basement parking that is free from flooding. Currently, PT. Sejahtera Prima Persada still wants to improve the quality of performance of all its employees due to competitive demands from other shophouses in the vicinity. If employees have sufficient individual abilities, they are expected to have good performance, which is also supported by the employee's level of effort for the company, namely work ethics and presence to complete the job well. Therefore, employee performance is considered the most important part of the company because it is directly related to the results of the abilities and skills of all human resources, which are the main part of the company that can help achieve the company's main goals.

There are several performance problems at PT. Sejahtera Prima Persada, starting from poor work results which have experienced a decline in standards, the lack of job knowledge of employees which results in ineffective and inefficient work time and results in very low of work quality. And there is still low initiative from employees in carrying out and handling problems that arise in their duties. This can be seen from the data below.

Tabel 1.
Performance Evaluation of Employees
PT. Sejahtera Prima Persada Periode 2018-2020

No	Performance evaluation	Standard	2018	2019	2020	Evaluation result
1.	work result	85-100%	85%	79%	75%	80%
2.	work knowledge	85-100%	80%	81%	81%	81%
3.	initiatives	85-100%	76%	80%	76%	77%
Average						79%

Source: HRD of PT. Sejahtera Prima Persada

Based on Table 1, it shows that the performance evaluation at PT. Sejahtera Prima Persada is still very less than the expected standard, such as work results in 2018 of 85%, in 2019 of 79% and in 2020 of 75% with a third-year average of 80%, work knowledge in 2018 was 80%, in 2019 there was an increase of 81% and in 2020 it was still in the same position, namely 81% with a third-year average of 81%, for initiatives in 2018 it was 76% in 2018 increased to 80% and in 2020 it decreased again by 76% with a third-year average of 77%. The overall average was 79%.

Mohamad Mahsun (2016) [10] states that "Performance is a description of the level of achievement of the implementation of an activity or program or policy in realizing the

goals, objectives, mission and vision of an organization as stated in an organization's strategic planning." An organization or company must have standards of behavior that must be carried out in relation to the company, whether written or not, and to encourage employees to comply as an effort to create good performance, it is necessary to have employee motivation and work discipline.

One of the factors that influences work performance is work discipline. At PT. Sejahtera Prima Persada itself, the main problem is the lack of discipline of the employees so that they take attendance lightly, many are late, absent without explanation, sickness and leave increase every year, there are still many employees who do not comply with the work regulations and guidelines made by the company, Employees have not been able to use their time effectively so they waste a lot of time which should be used as well as possible for work, there is a lack of responsibility at work and a lot of work ends up being neglected. This can be seen from the data below.

Table 2. Attendance Data of PT. Sejahtera Prima Persada Employees For 2018-2020 Period

Year	Number of working day	Number of Employee	Leave	Sickness	Absent	Percentage (%)
2018	297	56	20	10	10	0.13
2019	297	56	16	12	20	0.16
2020	297	56	25	17	25	0.22

Source: HRD of PT. Sejahtera Prima Persada

Based on Table 2 above, it can be seen that there are still many employees who are absent due to illness, leave/permission, or absent. In 2018 there were 40 absences. In 2019 there was an increase to 48 absences. And in 2020 the number of employees who were absent increased further, namely 67 absences. This condition increased from the previous two years. This was caused by a lack of awareness among employees to be disciplined and obey the applicable regulations. From the attendance data for the period 2018 to 2020 above, it can be seen that the number of employees who are absent due to illness, leave/permission and absent continues to increase. This condition can reduce the performance of PT. Sejahtera Prima Persada employees.

Many research has been conducted on the relationship between work discipline and employee performance. From research by Ariesni and Asnur (2021) [5], it was found that work discipline influences employee performance. In Wachida and Luturlean's research (2019) [21] it was found that work discipline had a significant effect on the performance of employees of Perum BULOG, West Java Regional Division. Meanwhile, Arianto's (2013) [3] research found that discipline had no effect on performance. So, The purpose of this research is to determine the influence of work discipline on the employees performance at PT. Sejahtera Prima Persada.

LITERATURE REVIEW AND DEVELOPMENT HYPOTHESIS

Work Discipline

Discipline is the most important operational function of human resource management because the better the employee's discipline, the better the performance that can be achieved. Without good discipline, it is difficult for organizations to achieve the goal optimally [8,20]. With good work discipline, useful benefits will also be achieved, both for the company and for employees. Regulations are very necessary to provide guidance and counseling for employees in creating good rules and regulations in the agency. According to Sutrisno in Surajiyo et.al [18] work discipline is a person's attitude in accordance with existing

regulations and work procedures. Employee work discipline is a training that tries to improve and shape employee knowledge, attitudes and behavior so that employees can work better.

Work Discipline According to Priyono (2016) [12] "Good discipline is self-discipline. Many people realize that it is possible that behind self-discipline is increased laziness. With awareness in implementing company or agency rules which are reflected in disciplined work, employee performance will also increase." Rivai in Hasibuan and Silvya (2019) [9] "Work discipline is a tool used by company management to communicate with employees so that they are willing to change behavior and as an effort to increase awareness and applicable social norms". According to Wau J., et.al (2021) [22] Work discipline is an attitude, behavior and actions that are in accordance with the regulations of a good organization written or unwritten in regular implementation and shows the level seriousness of work teams in an organization.

Basically, every employee realizes that work discipline is the key to success that must be applied and must be carried out by every individual because good work discipline will provide smoothness in the work implementation process and will also achieve maximum work results within the company [2]. Work discipline is very important for companies, because work discipline is a means used to train employee personalities to produce a quality performance. The application of work discipline is not only useful for achieving goals in an organization but also useful for encouraging and mobilizing employees so as to foster employee morale and enthusiasm for work [19]. So that workers or employees who work in a disciplined manner and comply with the regulations and vision and mission of the organization will have good performance.

Employee Performance

Performance comes from the words job performance or actual performance (work performance or actual achievements achieved by someone). Performance means the quality and quantity of work results achieved by an employee in carrying out his duties according to the responsibilities given to him. According to Hasibuan in Sari (2022) "Performance is the result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience and seriousness and time [14]. Performance can be affected The ongoing activities of a company organization, the better the performance shown by employees or employees will really help in the development of the organization or company". According to Mangkunegara (2015) in Muslimat [11], performance is a result work in quality or quantity achieved by an employee in carrying out their duties accordingly with that responsibility given to him. "Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authority and responsibilities in an effort to achieve organizational goals illegally, does not violate the law and does not conflict with morals and ethics".

According to Wibowo (2020) in Afrilia [1], performance is the result of work that has a relationship strong with the organization's strategic goals, customer satisfaction, and making contributions on the economy. One of the factors that influences performance is creation Good work discipline with proper motivation. Therefore, resources are needed skilled and proactive human resources to support these factors. In Human resource management is very important for companies/institutions manage, organize and utilize employees so that they can function efficiently productive in order to achieve company/agency goals. This is necessary, considering resources Humans are a determining element in achieving company goals.

METHODS

The type of research that is used is quantitative associative. According to Sugiyono (2016) [17] "Associative research is research that aims to determine the relationship and influence between two or more variables." This research aims to determine the influence of the independent variable on the dependent variable.

Data collection technique

The data that used in this research are primary data and secondary data. Meanwhile, the data collection methods used in this research were observation and distribution of questionnaires.

Data analysis technique

Validity and Reliability Test

According to Ghozali (2016) in Saputri et.al [15], Validity and Reliability are absolute conditions that must be met in using this approach, because both elements will determine the quality of research results and the ability to replicate and generalize the use of similar research models.

Reliability testing can show how far an instrument can provide consistent results even though measurements are carried out more than once. According to Arikunto (2015) [4] "reliability shows in one sense that an instrument is trustworthy enough to use the Cronbach Alpha formula".

Normality test

According to Sugiyono (2015) [16] "the normality test is used to assess the normality of the variables studied whether the data is normally distributed or not". This is important because if data such as variables are not normal, then hypothesis testing cannot use parametric statistics. Visual testing can also be done using the normal graphic method Probability Plots.

Multicollinearity Test

According to Ghozali (2016) [6] "the multicollinearity test aims to test whether in the regression model there is a correlation between the independent variables". Multicollinearity is a situation where one or more independent variables are stated to be in a linear condition with other variables. This means that if the independent modifiers used are not at all correlated with each other, it can be said that multicollinearity does not occur.

Heteroscedasticity Test

According to Ghozali (2016) [6], "the aim of this test is to test whether in the regression model there is an inequality in the variance of the residuals from one observation to another". A good regression model is homoscedasticity, that is, the variance of the residual from one observation to another is constant to determine it or by looking at the calculation graph between the predicted value of the level variable (ZPRED) and the residual (SRESID).

Autocorrelation Test (Durbin Watson)

The autocorrelation test is used to determine whether or not there is autocorrelation deviation, namely the existence of correlation between sample members. According to

Ghozali (2017) [7], "the autocorrelation test aims to test whether in the liner regression model there is a correlation between confounding errors in period t and confounding errors in period t-1". A good regression model is a regression that is free from autocorrelation. The method that can be used to detect whether or not there is autocorrelation in this research is the Durbin-Watson test (DW test).

Coefficient of Determination Analysis

The purpose of analysis of the coefficient of determination is to find out how much the independent variable (X1) contributes to the dependent variable (Y) in percent (%). The purpose of the determination analysis in this research is to find out how much work discipline contribute to employee performance in percent (%).

Simple Linear Regression Analysis

Simple linear regression analysis is used in situations where an independent variable is hypothesized to influence a dependent variable [18]. This simple linear regression analysis is used to find out how the dependent variable or criteria can be predicted through individual independent variables or predictors. The linearity test is written and calculated by SPSS using a simple linear regression analysis mathematical equation which is written as follows:

$$Y' = a + bX \quad (1)$$

where:

Y' : The predicted value

A : Constants

B : regression coefficient

X : The value of the independent variable

Partial Hypothesis Test (t Test)

To test the significance of a coefficient of correlation, we can use the student t test statistic with the following formula: [17]

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

where:

t = t test value

r = Coefficient of Correlation

n = Number of samples

To find out whether a hypothesis is rejected or not, Riduwan and Sunarto (2015) [13] reveal the rules used in testing research hypotheses as quoted below:

If $t_{count} \geq t_{table}$, then reject H_0 which means it is significant.

If $t_{count} \leq t_{table}$, then accept H_0 which means it is not significant

RESULT AND DISCUSSION

Validity Test

Result of Validity test for independent variable (work discipline) and dependent variable (employee performance) are shown in Table 3 and Table 4 below :

Table 3. Validity Test Result of Work Discipline Variable

No	Question item	r count	r table	result
1.	X.1	0.379	0.2632	Valid
2.	X.2	0.800	0.2632	Valid
3.	X.3	0.705	0.2632	Valid
4.	X.4	0.671	0.2632	Valid
5.	X.5	0.284	0.2632	Valid
6.	X.6	0.739	0.2632	Valid
7.	X.7	0.435	0.2632	Valid
8.	X.8	0.563	0.2632	Valid
9.	X.9	0.488	0.2632	Valid
10.	X.10	0.366	0.2632	Valid

Table 4. Validity Test result of Employee Performance

No	Question item	r count	r table	result
1.	Y.1	0.574	0.2632	Valid
2.	Y.2	0.557	0.2632	Valid
3.	Y.3	0.688	0.2632	Valid
4.	Y.4	0.589	0.2632	Valid
5.	Y.5	0.813	0.2632	Valid
6.	Y.6	0.729	0.2632	Valid
7.	Y.7	0.607	0.2632	Valid
8.	Y.8	0.588	0.2632	Valid
9.	Y.9	0.519	0.2632	Valid
10.	Y.10	0.632	0.2632	Valid

Based on the Table 3 and Table 4 above, it can be seen that the r count value in variable validity is greater than r table value (0.2632), this means that the data processed using the SPSS computer program is valid.

Reliability Test

Table 5. Result of Reliability Test

Variable	Cronbach Alpha	Standard Cronbach Alpha	Result
Work Discipline (X)	0.760	0.600	Reliable
Employee Performance (Y)	0.823	0.600	Reliable

Based on the reliability test results in the Table 5 above, it shows that the Work Discipline (X) and Employee Performance (Y) variables are declared reliable. This is proven by each variable has a Cronbach Alpha value greater than 0.600.

Normality Test

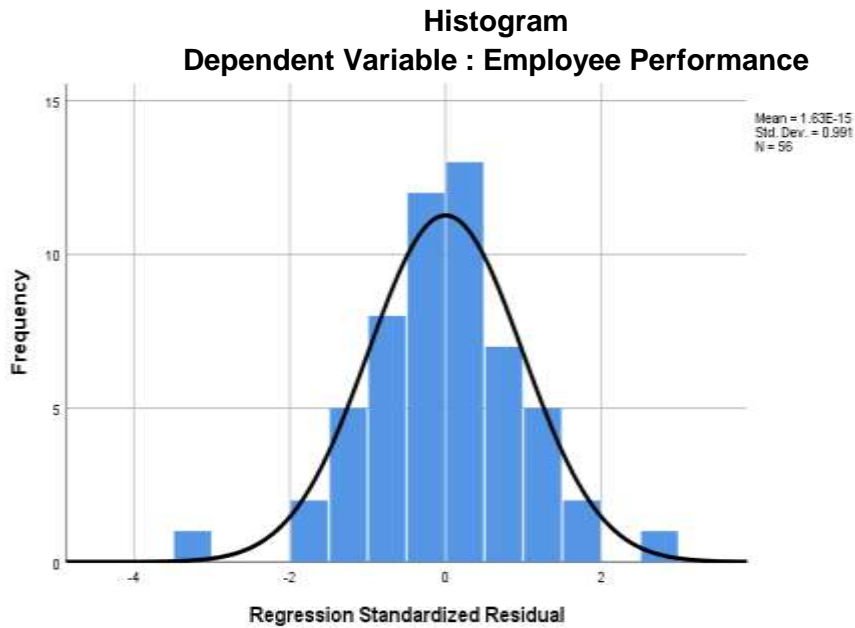


Fig 1. Histogram Graph of Normality Test

Based on the histogram graph above, we can see a distribution pattern that deviates to the right, which means the data used in this research is normally distributed.

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: EMPLOYEE PERFORMANCE

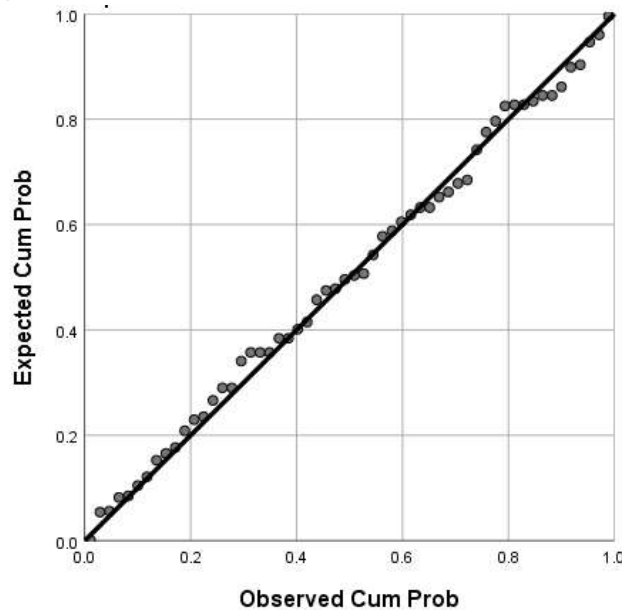


Fig 2. Graph of P-P Plot of Normality Test

Based on the P-P Plot graph above, it can be seen that the dots follow and approach the diagonal line so it can be concluded that the regression model meets the normality assumption.

Multicollinearity Test

Table 6. Result of Multicollinearity Test

		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
Model		B	Std. Error	Beta				
1	(Constant)	31.561	3.907		8.078	.000		
	Work Discipline	.276	.093	.372	2.949	.005	1.000	1.000

a. Dependent Variable: Employee Performance

Based on the results of the multicollinearity test in the table above, it shows that independent variable (work discipline) have a Tolerance value > 0.1 and a VIF value < 10 or $(1,000 > 0.1$ and $1,000 < 10)$. Thus, it can be concluded that independent variable in this study did not experience multicollinearity.

Heteroscedasticity Test

Based on the Figure 3 below, the pattern of dots in the regression scatterplot spreads in an unclear pattern above and below the number 0 on the Y axis. So in this regression model there is no heteroscedasticity problem.

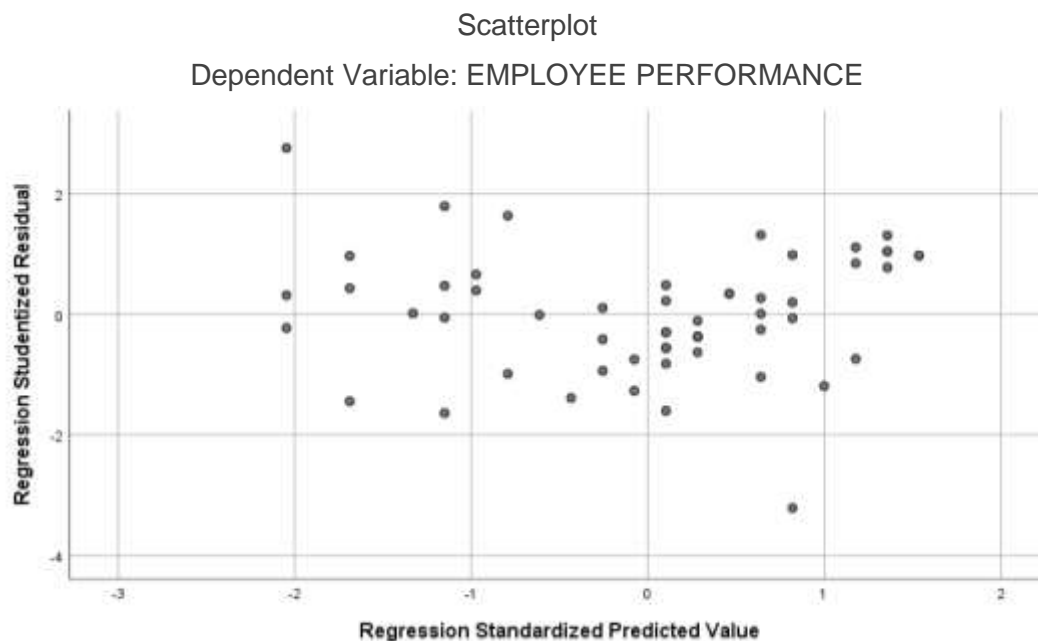


Fig 3. Result of Heteroscedasticity Test

Autocorrelation Test (Durbin Watson)

Tabel 7. Result of Autocorrelation Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.372 ^a	.139	.123	3.870	1.900

a. Predictors: (Constant), WORK DISCIPLINE

b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the results of the autocorrelation test above, the Durbin-Watson value is 1.900. This value will be compared using a sample size of 56 (n) and the number of independent variables is two variables and the dependent variable is one variable. After looking at the Durbin-Watson table, the dL value is 1.4954 and dU is 1.6430. So the autocorrelation measurement is as follows: $du < dw < 4 - du$: $1.6430 < 1.900 < 2.357$. It can be concluded that there is no autocorrelation.

Simple Linear Regression Analysis

**Table 8. Result of Simple linear Regression Analysis
Work Discipline Versus Employee Performance**

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.561	3.907		8.078	.000		
	WORK DISCIPLINE	.276	.093	.372	2.949	.005	1.000	1.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

From the Table 8 above, the simple linear regression equation can be seen in column B, where column B has a Constant value of 31.561 and Discipline 0.276. So the simple linear equation of the work discipline variable on employee performance in this research is:

$$Y = 31.561 + 0.276X$$

Coefficient of Determination Test

Table 9. Result of Coefficient of Determination Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.372 ^a	.139	.123	3.870	1.900

a. Predictors: (Constant), WORK DISCIPLINE

b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the Table 9 above, the R² value is 0.139. This shows that employee performance is influenced by work discipline by 13.9% while the remaining 86.1% is influenced by other factors beyond this research.

Partial Hypothesis Test (t test)

Table 10. Partial Hypothesis Test (t test)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.561	3.907		8.078	.000		
	WORK DISCIPLINE	.276	.093	.372	2.949	.005	1.000	1.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the Table 10 above, the value of $t_{count} > t_{table}$ ($2.949 > 2.00575$) is obtained. This is also confirmed by the significance value of $0.005 < 0.05$. Thus, H_0 is rejected and H_a is accepted. This means that Work Discipline (X) has a significant effect on the Employee Performance (Y) at PT. Sejahtera Prima Persada, South Jakarta.

CONCLUSIONS

Based on the results of the data analysis that is obtained, it can be concluded that :

1. Employee performance is influenced by work discipline by 13.9% while the remaining 86.1% is influenced by other factors beyond this research.
2. Work discipline has a significant influence on the employee performance of PT. Sejahtera Prima Persada.

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