The Effect Of Work Discipline On Employee Performance at PT. Subur Semesta In Jakarta

Lucia Maduningtias[1]; Agustina Mogi[2]; Herry Suherman[3]; Muger Apriansyah[4]; Roni Fadli[5]

Universitas Pamulang, Jalan Surya Kencana No. 1, Tangerang Selatan,15417, Indonesia
Student Of Doctoral Program In Management Science, Universitas Pasundan,
Bandung, Jawa Barat, Indonesia

E-mail: [a]madulucia07@gmail.com, [b]gustinmogi@gmail.com, [c] dosen01060@unpam.ac.id
[d]muger.unpam@gmail.com, [e]dosen02328@unpam.ac.id

Abstract: This research aims to determine the effect of work discipline on employee performance at PT. Subur Semesta in Jakarta. The method used is explanatory research with a sample of 82 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this research variable work discipline obtained an average score of 3.44 with good criteria. Employee performance variables obtained an average score of 3.82 with good criteria. Work discipline has a positive and significant effect on employee performance with the regression equation Y = 11.671 + 0.699X, and a correlation coefficient value of 0.793 or having a strong level of relationship with a determination value of 62.8%. Hypothesis testing obtained a significance of 0.000 <0.05.

Keywords: Work Discipline, Employee Performance

INTRODUCTION

1. Background

The national development goal that the Indonesian nation wants to achieve is to develop the whole Indonesian people, both materially and spiritually. The role of man in development today is very large and cannot be ruled out. Humans are required not to always be the object of development, but also to be the subject of development. To become a reliable development subject, a development and management of human resources is needed which aims to improve quality and make humans productive and independent. Development in the field of productive human resources is one of the keys to achieving the success of national development goals. Likewise in companies that are basically founded with the aim of making a profit in order to maintain their life and business development. To achieve this goal, the company can take full advantage of all existing capabilities and opportunities as well as to minimize the obstacles and weaknesses it faces.

In achieving the company's goals, the role of labor is undeniably the determinant of success. Human resources play an important role in every organization of company activity even though the roles and functions of the workforce have been replaced by industrial machines. But in fact, until now, labor is still an important factor in determining the course of the production process. Therefore, every company wants every workforce to work effectively and efficiently. The low quality of workforce greatly affects the development and increase of production in various fields. This is because the workforce plays an important role in an effort to achieve company goals. A company that has the goal of developing its business, maintaining life, and generating profits, Employee Performance is very important as a measure of success in running a business. The success of a company is reflected in the work results of each individual in the company, the work results will affect the overall performance of the company.

The increasing employee performance is expected to have an impact on improving employee welfare at the company. An increase in workforce performance will provide great benefits for workers, the business world and the government. In terms of the workforce, high performance will increase the amount of wages received, for the business world the performance of the workforce provides benefits to maintain the survival of the company and for the government to increase national income.

Employee performance is a result of the job requirements that must be met by each employee. That requirement is the willingness of employees to work with passion and responsibility. An employee who meets the job requirements is an employee who is considered to have the ability, healthy body, intelligence, and certain education and has acquired the skills to carry out the duties concerned and meets satisfactory requirements in terms of quality and quantity.

In general, every company in running its business cannot be separated from the existence of employee performance problems, as well as experienced by PT. Fertile Universe. Therefore, it is necessary to study further the main factors that affect employee performance in the company PT. Subur Semesta is a company engaged in the production of shoes, which on average for each unit is done by more than one person who is divided according to job specifications, so that to calculate the number of products produced by an employee it is not certain.

Furthermore, employee performance can be relied on by many factors, one of which is work discipline. High work discipline from employees is needed by a company in achieving its goals optimally. High level of work discipline The amount of a person's sense of responsibility for the tasks that have been given to him. Based on observations made by researchers at the company PT. Subur Semesta in Jakarta, it appears that obedience (employees to working hours are still not maximal).

This can be seen from the fact that there are still some employees who do not arrive on time for no apparent reason. Things like this can affect employee performance so that it will hinder the achievement of company goals. PT. Subur Semesta, which is engaged in the production of shoes, uses a lot of human labor as the executor of the production process. With so many human factors, work performance must get special attention from the company.

Human resources are a key element in a company because the company's survival does not depend on large capital. By providing appropriate treatment, human abilities can be optimally enhanced, so that employee performance can increase the benefits that the company will get. Therefore, Hasibuan (2017: 193), work discipline is the awareness and willingness of a person to wait for all company regulations and dormant norms. prevailing social. Singodimedjo in Sutrisno (2016: 86), work discipline is an attitude of one's willingness and willingness to obey and obey the norms of the prevailing regulations around it.

According to Kusrianto in Sutrisno (2016: 102), performance is a comparison between the results achieved and the participation of a time union workforce. Based on the results of the initial findings of the researcher or writer, the writer found problems about the variable (X) regarding work discipline including: unfulfilled remuneration from superiors to subordinates, lack of fairness of superior attitudes towards employees, lack of assertiveness from superiors, and variable (Y) about performance including : employee morale fluctuates, inappropriate abilities of employees, lack of employee self-development. Therefore, researchers made a title about "The Effect of Work Discipline on Employee Performance at PT. Subur Semesta in Jakarta".

2. Formulation of The Problem

a. How is the implementation of work discipline at PT. Subur Semesta in Jakarta?

b. How is the performance of employees at PT. Subur Semesta in Jakarta?.

c. Is there an influence between work discipline on employee performance at PT. Subur Semesta in Jakarta?.

3. Research Purposes

a. To find out the conditions of work discipline at PT. Subur Semesta in Jakarta.

b. To find out the performance conditions of employees at PT. Subur Semesta in Jakarta

c. To determine the effect of work discipline on employee performance at PT. Subur Semesta in.

METHODS

1. Population

The population in this research amounted to 82 respondents, namely employees of PT. Subur Semesta in Jakarta

2. Sample

The sampling technique in this research is saturated sample, where all members of the population are sampled. Thus the sample in this study amounted to 82 respondents.

3. Type of Research

The type of research used is associative, where the aim is to find out how to find the relationship between the independent variable and the dependent variable.

4. Data Analysis Method

In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient, coefficient of determination and hypothesis testing.

RESULT AND DISCUSSION

1. Descriptive Analysis

In this analysis, it is used to determine the highest minimum and maximum score, the ratting score and the standard deviation of each variable. The results are as follows:

Table 1. The Analysis Result in Descriptive Statistics

Descriptive Statistics

		Minimum	Maximum	Mean	Std. Deviation
Work Discipline (X1)	2	29	44	34.40	3.836
Employee Performance (Y)	2	29	49	38.20	4.147
Valid N (listwise)	2				

Work discipline obtained a minimum variance of 29 and a maximum variance of 44 with a ratting score of 3.44 with a standard deviation of 3.836. This score is included in the scale range from 3.40 to 4.19 with good or agree criteria.

Employee performance obtained a minimum variance of 29 and a maximum variance of 49 with a ratting score of 3.82 with a standard deviation of 4.147. This score is included in the scale range from 3.40 to 4.19 with good or agree criteria.

2. Verification Analysis

This analysis aims to determine the effect of the independent variable on the dependent variable. The analysis results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Analysis Results

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		td. Error	Beta		
(Constant)		.616		4.462	.000
Work Discipline (X)	069		.793	10.068	.000

Based on the test results in the table above, the regression equation Y = 11.671 + 0.699X is obtained. From this equation it is explained as follows:

1) A constant of 11.671 means that if there is no work discipline, then there is an employee performance value of 11.671 points.

2) The regression coefficient of work discipline is 0.699, this number is positive, meaning that every time there is an increase in work discipline by 0.699 points, the employee's performance will also increase by 0.699 points.

b. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent variable and the dependent variable either partially or simultaneously. The analysis results are as follows:

Table 3. Correlation coefficient Analysis Results of Work Discipline on Employee Performance

Correlations[b]

		Work Discipline (X1)	Employee Perfomance (Y)
Work Discipine (X1)	Pearson Correlation	1	.793[*]
	Sig. (2-tailed)		.000

Employee Performance (Y)	Pearson Correlation	.793[**]	1
	Sig. (2-tailed)	.000	

Based on the analysis results obtained a correlation value of 0.793 means that work discipline has a strong relationship with employee performance.

c. Coefficient of Determination Analysis

Coefficient of determination analysis is intended to determine the percentage of influence of the independent variable on the dependent variable. The analysis results are as follows:

Table 4. Coefficient of Determination Analysis Result of Work Discipline on Employee Performance.

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.793[a]	.628	.622	2.543

Based on the analysis results obtained a determination value of 0.628, meaning that work discipline has an influence contribution of 62.8% on employee performance.

d. Hypothesis Testing

Hypothesis testing with the t test is used to determine which hypothesis is accepted.

Hypothesis formulation: There is a significant effect between work discipline on employee performance.

Table 5. Hypothesis Test Results of Work Discipline on Employee Performance.

Coefficients[a]

Model	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t
(Constant)	2.616		4.462
Work Discipline (X)	.069	.793	10.068

Based on the test results in the table above, the t value> t table or (11.671> 1.990) is obtained, thus the hypothesis that there is a significant effect between work discipline on employee performance is accepted.

DISCUSSION OF RESEARCH RESULTS

1. Conditions of Respondents' Answers to Work Discipline Variables

Based on the respondents' answers, the variable of work discipline obtained a rating score of 3.44 in the scale range from 3.40 to 4.19 with good or agree criteria.

2. Conditions of Respondents' Answers to Employee Performance Variables

Based on the respondent's answer, the employee performance variable obtained a rating score of 3.82 in the scale range from 3.40 to 4.19 with good or agree criteria.

3. The Effect of Work Discipline on Employee Performance

Work discipline has a significant effect on employee performance with the regression equation Y = 11.671 + 0.699X, the correlation value is 0.793 or has a strong relationship with the impact contribution of 62.8%. Hypothesis testing obtained t value> t table or (11.671> 1.990). Thus the hypothesis that there is a significant effect between work discipline on employee performance is accepted.

CONCLUSIONS

1. Conclusions

a. The working discipline variable obtained a rating score of 3.44 in the scale range from 3.40 to 4.19 with good or agree criteria.

b. The employee performance variable obtained a rating score of 3.82 in the scale range from 3.40 to 4.19 with good or agree criteria.

c. Work discipline has a significant effect on employee performance with the regression equation Y = 11.671 + 0.699X, the correlation value is 0.793 or strong and the influence contribution is 62.8% while the remaining 57.9% is influenced by other factors. Hypothesis test obtained t value> t table or (11.671> 1.990).

2. Suggestions

a. Penalty is an indicator that gets the most "Disagree" answers in the work discipline variable questionnaire results (X). Therefore, the author suggests that company leaders can provide stricter, objective and transparent sanctions to employees, so that employees will be better at optimizing employee performance in the future.

b. Employee morale is still lacking, this is evidenced by the responses of respondents to the employee performance variable who stated "Disagree" at most. The author suggests that company leaders provide more motivation to employees in improving their performance. This motivation can be in the form of rewards given to high-performing employees..

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