

Analysis Work Discipline on Employee Performance

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Abstract

The disciplin and employee performance are a unit in the family of human resources science study, work discipline plays an important role in determining the level of performance. The performance of the employee in question can be seen from the work results achieved by employees in terms of quality and quantity in accordance with the employee's duties and responsibilities. Performance is something that can affect the achievement of the company's goals and progress in increasingly fierce competition. In this research, employee work discipline suggests that performance is one of the elements used in employee assessment which includes discipline to their work, position and organization. This discipline is reflected by the employee's willingness to protect and defend the organization inside and outside of work from being undermined by irresponsible people.

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1. INTRODUCTION

Human Resources is one of the most valuable and important assets for an organization or company. (Tufa 2019) HR is the main factor that drives performance and success in achieving company goals. Skilled, competent, and motivated employees have the potential to create added value through their contributions. (Saputra 2020)

(Ramadhania, MSi, and SE 2013) Employees can be responsible for the implementation of their duties and responsibilities, as well as play a role in achieving the company's goals and targets. (Priyatna 2017) The human resource development efforts of each company are useful for realizing human resource development in certain aspects. By having

qualified human resources, companies can improve operational efficiency, productivity, and competitiveness Human resources are the most important resources possessed by an organization by utilizing the resources possessed by individuals such as knowledge, skills and abilities. The issue of human resources is the most important part for every organization to survive in the era of globalization. (Kurniawati 2018)

Human resources have a major role in every organization. Even though it is supported by facilities and infrastructure and other resources, it is not supported by reliable human resources, so organizational activities will not be completed well. (Amanda 2014) Human resources

always play an active and dominant role in every organization, because human resources are planning, implementing and determining the realization of organizational goals. (Novi Ali 2021)

For this reason, every organization is required to use professional human resources in the specified field of work. (Putra and Adriansyah 2022) An organization or company is a means of activity for people in an effort to achieve common goals. In this activity context,

each person or employee must have high ability to carry out their respective duties, authority and responsibilities in accordance with their position. (Aziz and Suryadi 2017)

Under such circumstances, it is very necessary for a government agency to carry out activities that can provide benefits and make a major contribution to employee performance. (Andika Rindi 2019) Human resource development contains the task of utilizing the human resources owned by an institution optimally, so that human resources can work optimally to jointly achieve goals in accordance with the organization's vision and mission. (Saputra 2020)

Human resource development is an activity that organizations must carry out, so that their knowledge, abilities and skills are in line with the demands of the work they do. Meanwhile, other opinions say that human resource development is a special approach to organizational change where employees themselves formulate the required changes and implement them, often with the help of professional consultants and macro human resource development is important in order to achieve development goals effectively. (Ahmadi, Rahmani, and Solehuudin 2024)

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance measures can be seen in terms of quantity and certain quality in accordance with standards set by the organization or company *tangible* (the measuring instrument or standard can be determined) or *intangible* (the measuring instrument or standard cannot be determined), depending on the form and process of carrying out the work. (Ananda and Dewi 2024)

The performance produced by employees in a company is determined by several factors and conditions that either originate from the employee or originate from outside the individual employee. (Prakoso, Astuti, and Ruhana 2014)

Performance indicators are something that is calculated and measured. In determining performance indicators, a form of measurement must be identified that will assess the results obtained from the activities carried out. These performance indicators are used to show that employees' day-to-day performance is making progress towards the goals and objectives in the strategic plan. (Putra and Adriansyah 2022)

One of the important factors that drive the success of employees and organizations is the existence of well-maintained employee work discipline factors. Discipline shows the attitude of employees to comply with the regulations that apply in the company. The definition of discipline is an action that is carried out by obeying the rules in the form of written and unwritten regulations. Employee discipline can be carried out by establishing regulations that employees must comply with. Regulations are indispensable to provide guidance and counseling for employees in creating good order in the company. (Tamba, Anjelika Wulan 2018)

In addition to discipline, motivation also has an important role in achieving organizational or company goals. High motivation factor and motivation concept used to explain job abilities and opportunities. (Nilasari, Fitria, and Rohana 2020) Motivation is a factor that leads to behavior in an organization. Inside a person will always have motivation that is used to drive his behavior in fulfilling certain goals. Employee motivation can be influenced by interest factors, salary received, need for security, interpersonal relationships and opportunities to work. Motivation can stimulate employees to move their energy and mind more in realizing the company's goals. If the need for this is met, there will be satisfaction and smoothness towards improving employee performance. (Diana, Ahmad, and Wahidy 2020)

2. METHOD

The type of research used by the author is explanatory research, namely research that aims to analyze the influence of one variable on another, using a quantitative approach. According to explanatory research, it is research that intends to explain the position of the variables studied and the relationship between one variable and another. (Pakpahan et al. 2021)

Quantitative method is a research method based on the philosophy of positivism, used to research the population of a particular sample, sampling techniques in general *random*, data collection using research instruments, quantitative or statistical data analysis with the aim of testing predetermined hypotheses. (Gayatri 2004)

The Validity Test is used to measure the validity or validity of a questionnaire. The validity of the research data is determined by an accurate measurement process, and the instrument is said to be valid when it is able to accurately measure the object being measured. Validity tests are used to measure the validity or not of a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that the questionnaire measures. Validity testing is carried out to determine the accuracy of the data. (Sugiyono 2018)

3. RESULT AND DISCUSSION

In quantitative research, researchers will use instruments to collect data. Research instruments are used to measure the value of the variables that have been studied. Researchers do this in order to carry out measurements aimed at producing accurate quantitative data. In this research test, the analytical tools used by the author to process data used the statistical product and service solution (SPSS) program version 22.0, Microsoft office 2010, namely Microsoft Word and Microsoft Excel.

The measurement scale in a study is an agreement that is used as a basic reference for determining the length and shortness of the intervals in the measuring instrument, so that if the measuring instrument is used in the measurement it will produce quantitative data. The scale used in this research is the Likert scale. explains that the Likert scale is used to measure a person's attitudes, opinions and perceptions regarding social phenomena. The answer categories in the questionnaire consist of a number range from 1 to 5. The Likert scale is designed to examine how strongly the subject agrees or disagrees with the statement on the following 5-point scale: (1) Strongly Disagree (STS), (2) Disagree (TS), (3) Undecided (R), (4) Agree (S), (5) Strongly Agree (SS). (Wiliandari 2019)

From the previous analysis, it has been proven that the equation model proposed in this research meets the requirements of classical assumptions so that the equation model in this research is considered good. Simple regression analysis used to test hypotheses about the partial influence of the independent variable on the dependent variable.

The research results show that the correlation coefficient (R) is 0.542 or 54.2%. This shows that discipline variables have a strong relationship with employee performance. Meanwhile, the coefficient of determination (R^2) The result obtained was 0.293 or 29.3%, meaning that the discipline variable for performance was 29.3%. Meanwhile, the remainder ($100\% - 29.3\% = 70.7\%$) is influenced by other variables not included in this research.

The hypothesis in this research was tested for truth using a partial test. Testing is carried out by looking at the significance level (*value*), if the significance level resulting from the calculation is below 0.05 then the hypothesis is accepted, conversely if the significance level from the calculation results is greater than 0.05 then the hypothesis is rejected.

4. CONCLUTION

A company not only needs good employee work discipline, but employee work motivation must also be good. Good work discipline of PT Karunia Baja Persada employees will lead to good performance improvements. Likewise with employee work discipline, if the discipline of employees at PT Karunia Baja Persada is very good, it will encourage employees to be able to work more enthusiastically and better so that the results achieved will also be good

In this research, discipline work performance suggests that motivation is one of the elements used in employee assessment which includes discipline to their work, position and organization. This loyalty is reflected by the employee's willingness to protect and defend the organization inside and outside of work from being undermined by irresponsible people.

Discipline is a psychological condition that binds employees and their company and members of a large group know each other, have a strong feeling of belonging, have many friends within the company, and more broadly outside the company, there are personal relationships throughout their work.

The author concludes that employee motivation is an employee's motivation to the company which can be seen from the employee's willingness to maintain the company's good name and be able to participate with his colleagues in company activities and have high dedication to work and being part of the company where he works

5. SUGGESTION

In this research, discipline work performance suggests that discipline is one of the elements used in employee assessment which includes discipline to their work, position and organization. This discipline is reflected by the employee's willingness to protect and defend the organization inside and outside of work from being undermined by irresponsible people

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