

## The Influence of Work Discipline on Employee Performance at the Berkas Kasih Imanuel Jakarta Foundation

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### Abstract

*The purpose of this research is to determine the effect of work discipline on employee performance in Yayasan Berkas Imanuel Jakarta. This research uses quantitative descriptive methods with data collection techniques through distributing questionnaires and library data. This research uses saturated sampling with samples of 40 employees on Yayasan Berkas Imanuel Jakarta, using simple linear regression data analysis techniques. The results of this research show that there is an influence between work discipline on employee performance Yayasan Berkas Imanuel Jakarta is very influential and has an influential contribution of 78,5% on employee performance variables. It is hoped that the results of this research will contribute to further research.*

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### Abstrak

Tujuan penelitian ini adalah untuk mengetahui pengaruh disiplin kerja terhadap kinerja karyawan pada Yayasan Berkas Kasih Imanuel Jakarta. Penelitian ini menggunakan metode deskriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner, dan data pustaka. Dalam penelitian ini menggunakan *sampling jenuh* dengan sampel 40 karyawan pada Yayasan Berkas Kasih Imanuel Jakarta, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh antara disiplin kerja terhadap kinerja pegawai pada Yayasan Berkas Kasih Imanuel Jakarta berpengaruh sangat kuat dan memiliki kontribusi pengaruh sebesar 78.5% terhadap variabel kinerja pegawai. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya.

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## 1. INTRODUCTION

The Berkas Kasih Immanuel Foundation is a foundation that operates in social services, education, and improving community welfare, such as helping orphans, families experiencing economic difficulties, broken homes, children dropping out of school, and empowering underprivileged communities. This foundation, which was originally an orphanage, was founded in 1993 by Rev. Veronica Siswati, B S.Th. Currently, there are kindergartens, elementary schools, middle schools and high schools, and graduates are even given scholarships to universities..

With the development of services to the community and the increasing complexity of organizations, of course management creates more professionalism values in handling them, because currently this Foundation is getting bigger in all the fields it handles. Located in North Jakarta, Kampung Sawah is the initial location until now which consistently provides services such as sewing training, orphanages, nursing homes, shelter services, worship services and so on. Several programs or activities are carried out to support the Foundation's vision and mission, so that organizational goals can be achieved. One of the things that is of

concern to this Foundation is the importance of discipline among its employees, which they feel is still not being implemented optimally.

According to Priyono in (Muhamad Ekhsan, 2019) "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."

According to Siagian in (Muhamad Ekhsan, 2019)(2014), work discipline is action management to encourage members of the organization to meet the demands of various provisions

Work discipline is a very important part/variable in development source human resources, therefore discipline is needed in an organization to avoid negligence, deviation or negligence and ultimately waste in carrying out work (Nurcahyo, in (Apfia Ferawati, 2017)

According to Mathis & Jackson in (Ahmad Rivai, 2020) argue that Performance on basically is what employees do or don't do. Employee performance is what influences how much they contribute to the organization which includes: (1) output quantity, (2) output quality, (3) output period, (4) attendance at work, and (5) cooperative attitude

Wake up deep (Debby Endayani Safitri, 2019) stated, "Performance (performance) is the work results achieved by a person are based on job requirements." Performance indicators include quantity (amount of work), quality (quality of work), precision time (punctuality), attendance (attendance), team work (ability to collaborate).

Mangkunegara Dalam (Lysta Lestary & Harmon, 2017) k Performance is the result of quality work And the quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given

Previous research results according to (Tifani Nur Adinda et al., 2023) There is a positive and significant influence between work discipline and performance of employee. Study (Yulis Setyawati, 2022) work discipline (X3) has a significant influence on employee performance (Y) case study at Bondowoso Regency Government. Further according to .(Jeli Nata Liyas & Reza Primadi, 2017), there is a significant influence between Work Discipline (X) on Employee Performance (Y) at the Rokan Hulu Rural Bank Regional Company.

Based on the result of previous research, researchers are interested in researching the phenomena at the Foundation with the variables of work discipline and employee performance. This title is about the influence of work discipline on employee performance at the Berkah Kasih Immanuel Jakarta Foundation.

## 2. RESEARCH METHOD

### 1. Population

This research is a quantitative descriptive study, with the aim of getting an idea of the influence of human resource supervision on employee performance at the Berkah Kasih Immanuel Foundation, North Jakarta. The population in this research is employees of the Berkah Kasih Immanuel Foundation, North Jakarta.

### 2. Sample

According to (Lijan Sinambela, 2021) The sample is part of the number and characteristics possessed by the population. To determine the sample in this research, saturated sampling was used from the number of employees of **Berkah Kasih Immanuel Jakarta Foundation** taken by 40 permanent employees.

**Hypothesis**

In this research, the formula for hypothesis testing can be explained as follows

- H1:  $\rho = 0$                       There is a significant influence of work discipline on employee performance
- Ho:  $\rho \neq 0$                       There is no influence of work discipline on employee performance

**Analysis Model Techniques**

In this research, a simple linear regression analysis technique (simple linear regression) was used. According to (Lysta Lestary & Harmon, 2017) In the regression equation, it is a formula that finds the value of the dependent variable from the known value of the independent variable. The regression coefficient is a value that measures the magnitude of the influence of X on Y if X is increased or decreased. Furthermore, according to Trianggana (Almumtazah et al., 2021) Regression analysis is a statistical calculation to test how closely the relationship between variables is. The simplest and most frequently used regression analysis is simple linear regression. In regression analysis there is one dependent variable which is usually written with symbols Y and one or more independent variables which are usually written with symbols X.

Operational definition of work discipline variable; working hours, rest hours, leaving time, work attendance, how to dress, manners, behavior, and responsibilities. Whereas operational definition of employee performance variables, work quality, work quantity, work discipline, thoroughness, initiative and efficiency

The research design can be explained through the image below, work discipline as variables X (*independent variables*), and employee performance as variable Y (*dependent variables*).



**Figure 1 Research Design**

**3. RESEARCH RESULTS AND DISCUSSION**

**Validity test**

Testing the validity of the instrument statement items in this research uses a formula of *Pearson Product Moments* (Bivariate Pearson). The test criteria for declaring an item valid are if  $r \text{ count} > r \text{ table}$ .

The validity test of the work discipline variable instrument (X) concluded that 20 items of the instrument were declared valid, while 20 employee performance variables (Y) were declared valid. The test uses a two-sided test with a significance level of  $\alpha = 0.05$  with  $n = 10$ , so the  $r \text{ table} = 0.632$ . The test criteria for declaring an item valid are  $r \text{ count} > r \text{ table}$ . This validity test was carried out on 10 non-sample respondents.

**Test of Reliability**

Reliability testing is carried out to obtain the level of accuracy (reliability) of the data collection tools (instruments) used. Instrument reliability testing is carried out using a

formula of *Cronbach's Alpha* using the help of the SPSS program. The test criteria for declaring an item to be reliable is  $r_{count} > r_{table}$ . Based on the calculation results, it is concluded that each item that has been declared valid is reliable with a significance level of  $\alpha = 0.05$  and the degree of freedom  $dk = n - 1 = 10 - 1 = 9$ , significance 5%, then obtained  $r_{table} = 0.666$ . In the work discipline variable (X),  $r_{count} = 0.947$ , the greater  $r_{table} = 0.666$ , so it is reliable, and the employee performance variable (Y),  $r_{count} = 0.911$ , the greater  $r_{table} = 0.666$ , so it is reliable.

**Simple Linear Regression Analysis Test**

The following are the results of simple regression analysis calculations that have been carried out with using SPSS software assistance, can be explained in table 1 as follows;

**Table 1**  
**Simple Regression Analysis Table**

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	18,671	7,617		2,451	.019
	Y	,831	.071	,886	11,764	,000

a. Dependent Variable:

Source: Data processed from SPSS

Based on the calculations above, a regression equation can be obtained that can be used for predicting variables through work discipline variables, namely;  $Y' = 18.671 + 0.831x$ .

As based on decision maker, it can be seen that by using the t test, as follows:

- a) If value of **tcount** > value of **ttable**, then there is an influence of variable X on variable Y.
- b) If value of **tcount** < value of **ttable**, then there is no influence of variable X on variable Y

Based on the t-table calculation, which has a significance of 5%, it can be seen by using the formula:  $t_{table} = t(\alpha/2; nk - 1)$ , so the t-table value is  $0.025; 40 - 1 - 1 = (0.025; 38) = 2.032$ , then  $t_{count} (11,764) > t_{table} (2,024)$ , thus it can be concluded that there is an influence of work discipline variables on employee performance variables.

From results calculations in table 2 of the termination coefficient calculated above, it can be concluded that employee discipline has a very strong relationship to performance employees with an r value of 0.886 (coefficient interval 0.80-1.00), while the contribution of the work discipline variable is 78.5% to employee performance, and the remaining 21.5% is influenced by other factors that have not been studied.

**Table 2**  
**Coefficient of Determination**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.886a	.785	.779	7,599

a. Predictors: (Constant), Y

Source: Data processed from SPSS

**Table 3**  
**Anova**

		ANOVA				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7990.887	1	7990.887	138,388	,000b
	Residual	2194.213	38	57,742		
	Total	10185.100	39			

a. Dependent Variable:

b. Predictors: (Constant), Y

Source: Data processed from SPSS

#### 4. CONCLUSION

Based on the test results and analysis of the relationship between variable of t-count (11,764) > t-table (2,024) then the work discipline variable has a very strong positive influence with an r value of 0.886 (coefficient interval 0.80-1.00), and has an influence contribution of 78.5% on employee performance variables, while the remaining 21.5% is influenced by other factors. Furthermore, we can find out the regression equation that can be used to predict, namely.  $Y' = 18.671 + 0.831x$ .

Necessity Berkat Kasih Immanuel Jakarta Foundation increasing discipline for employees which is carried out with the principle of fairness, meaning that this discipline applies to all positions from the lowest to the highest, the importance of providing sanctions for those who violate the discipline that the Foundation has outlined for their employees, the role of leaders as role models for their subordinates. A form of discipline can be created through self-imposed discipline (Discipline that arises from oneself), usually given to employees in the form of giving appreciation in material and immaterial form so as to create awareness of self-discipline, then Command Discipline (Discipline based on orders) can be done by providing socialization. rules and regulations which it is the responsibility of all employees to comply with.

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