The Effect of Work Discipline on the Work Productivity of PT. Dayup Indo Jakarta

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Article Info	Abstrac
	The purpose of this study is to determine work discipline on the work productivity of PT. Dayup Indo Jakarta. This study used quantitative descriptive methods with data collection techniques through the distribution of questionnaires, and library data. In this study using a saturated sampling method used a total of 38 employees of PT. Dayup Indo Jakarta, using simple linear regression data analysis techniques. The results of this study show that there is an influence between work discipline on the work productivity of PT. Dayup Indo Jakarta and work discipline have a moderate positive effect and have an influence contribution of 31.6% on employee work productivity variables. The results of this study are expected to contribute to future research.
Info Article	**Abstrak**
	Tujuan penelitian ini adalah untuk mengetahui disiplin kerja terhadap produktifitas kerja karyawan PT. Dayup Indo Jakarta. Penelitian ini menggunakan metode dekriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner,dan data pustaka. Dalam penelitian ini menggunakan metode sampling jenuh yang digunakan berjumlah 38 karyawan PT. Dayup Indo Jakarta, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukan bahwa terdapat pengaruh antara disiplin kerja terhadap produktifitas kerja karyawan PT. Dayup Indo Jakarta dan disiplin kerja berpengaruh positif sedang dan memiliki kontribusi pengaruh sebesar 31,6% terhadap variabel produktifitas kerja karyawan. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya.

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1. INTRODUCTION

PT. Dayup Indo is a Foreign Direct Investment Company (PMA) from South Korea. This company is a garment business engaged in the production and exporter of *Sport Gloves* or Sports Gloves, especially Golf Gloves from well-known brands such as Nike. Products of this company have been exported almost all over the world. PT. Dayup Indo Jakarta has been established since 1989 and operates in Kawasan Berikat Nusantara (KBN), Cakung, Cilincing. North Jakarta. The company is located on Jl. Madura VI No.13A, RT.2/RW.1, Sukapura, Cilincing, North JKT, Special Capital Region of Jakarta 14140,

Application of discipline at PT. Dayup Indo Jakarta is carried out by providing regulations implemented in the Company with the aim of implementing compliance with the regulations applied and fulfilling the norms given by the Company to its employees, so that thus the achievement of the Company's goals, this is reinforced by Sutrisno's statement, which suggests that work discipline is an attitude of willingness and willingness of a person to obey and obey all regulatory norms that applies in the organization. Good employee discipline will accelerate the achievement of organizational goals, while degenerate discipline will be a hindrance and slow down the achievement of organizational goals. (Muhammad Arif et al., 2020)

According to Priyono in "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 body rules that are reflected in disciplinary work, the high performance of employees will also increase." (Muhamad Ekhsan, 2019)

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

Work discipline is a very important part / variable in the development of human resources, therefore discipline is needed in an organization so that there is no negligence, deviation or negligence and ultimately waste in doing work (Nurcahyo, in   (Apfia Ferawati, 2017)

. Labor productivity according to Yusuf in is a comparison between the results achieved with the labor market per unit time and as a benchmark if the expansion and activity of the attitude of resources used during productivity takes place by comparing the amount produced with each resource used. (Ryani Dhyan et al., 2021)

According to Hadari Nawawi in stating that: "Employee productivity is the inverse comparison between the results obtained (output) with the number of work sources used (input). The productivity of an employee can be measured from the total output produced by an employee in doing his job (Zivin in .   (Berti Anggun Melati, 2022)   (Mufty Aspiyah &; S.Martono, 2016)

The results of the study, showed that work discipline, work environment, and training partially had a positive and significant effect on   (Mufty Aspiyah &; S.Martono, 2016) employee work productivity.The results of simultaneous research Morale and work discipline affect the work productivity of employees at PT. Jasa Rahardja (Persero) North Sulawesi branch. The results showed simultaneously and partially that work discipline and compensation affect employee work productivity and the dominant is work discipline   (Mardjan Dunggio, 2013) (Yusritha Labudo, 2013)

Based on the results of previous research, researchers are interested in examining the variables of work discipline and employee work productivity with the title of the influence of work discipline on employee work productivity at PT. Dayup Indo Jakarta. The results of this study are expected to contribute to further research

2. RESEARCH METHODS

This research is a quantitative descriptive, with the aim of getting an overview of how the influence of work discipline on the work productivity of **PT. Dayup Indo Jakarta.** According to Sudjana and Ibrahim (2004: 64) descriptive research is "research that seeks to describe a symptom, event, event that occurs at the present moment". For the quantitative approach, it is explained by that the approach uses quantitative because it uses numbers, starting from data collection, interpretation of the data, and the appearance of the results. (Arikunto, 2010)

The population in this study is employees of **PT. Dayup Indo Jakarta**. The sample used in this study was employees of **PT. Dayup Indo Jakarta**. totaling 38 employees., with the sampling technique is saturated sampling. According to the sample is a portion of the number and characteristics possessed by the population.   (Lijan Sinambela, 2021)

Hypothesis

As for this study, the formulation of the hypothesis test can be explained as follows:

H1: $\rho = 0$ There is a significant influence of work discipline on employee work productivity

Ho: $\rho \neq 0$ There is no influence of work discipline on employee work productivity

Analysis Model Techniques

In this study, a simple linear regression analysis technique was used. Linear regression is a method that can be used to measure at least 2 variables how to measure the data using dependent variablesvariable independent which is drawn through the correlation between the 2 variables through a straight line (Susanti et al, 2010) in . (Andik Adi Suryanto & Asfan Muqtadir, 2019)

Operational definitions of work discipline variables; hours of entry, hours of rest, hours of return, work attendance, manner of dress, manners, manners, and responsibilities. Employee career development, 1) fair treatment in career, 2) care from direct supervisor, 3) information about various promotion opportunities, 4) interest in promotion, 5) level**.** While the operational definition of employee productivity variables, 1) smart, 2) professional, 3) creative and innovative, 4) accomplished, 5) spirit of work

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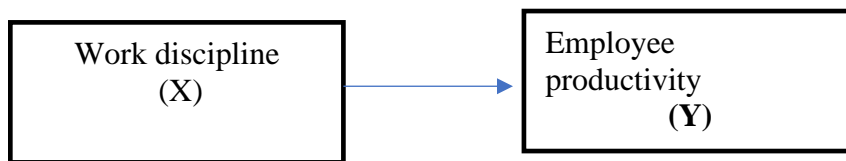

Figure 1 Research Design

3. RESULTS OF RESEARCH AND DISCUSSION

Validity Test

The validity test of the work discipline variable instrument (X) concluded that the instrument item items that were declared valid were **10 items, while the employee work productivity variable (Y) there were** 15 items declared valid. The test uses a two-sided test with a significance level of $\alpha = 0.05$ **with** n = 10 **then obtained** r **table** $_{= 0.632.}$ The test criteria to declare an item valid are **r** $_{test}$ **> r** $_{table}$ This validity test was conducted on 10 no sample respondents.

Reliability Test

Reliability tests are carried out to obtain the level of accuracy (reliability) of the data collection equipment (instrument) used. The reliability test of the instrument was carried out with **Cronbach's Alpha** formula using the help of the SPSS program. The test criteria for declaring an item to be **reliable** are **r** $_{test}$ **> r** $_{table.}$ Based on the calculation results, it was concluded that from each item that has been declared valid is reliable with a significance level of **α = 0.05** and the degree of numbness dk = n-1 = 10-1 = 9, significance **5%,** then **obtained r** $_{table}$ **= 0.666.** In the variable of work discipline (X) r-test = 0.947 higher r-table = 0.666 then

reliable**, and variable employee work productivity (Y)** r-test = 0.911 **higher   r-table =** 0.666 **then reliable**

Simple Linear Regression Analysis Test
    To be able to find out the results of a simple regression analysis, regarding how much the t-test value, the level of significance, and the regression formula can be known, can be explained through table 1 below;

Table 1
Simple Regression Analysis Table

Coefficients ᵃ

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.437	3.767		3.833	.001
	X	.729	.187	.562	3.905	.000

a. Dependent Variable: Y

Source: Data processed from SPSS

    Based on the calculation above, a regression equation is obtained that can be used to predict variables through work discipline variables, namely; **Y' = 14.437+ 0.729x.**
    As a basis for decision making, it can be seen that by using **the t Test,** as follows:
a) If the **test value** > the ttable value, then there is an influence of variable X on variable Y.
b) If the **test value** < the ttable value, then there is no influence of variable X on variable Y
    Based on the calculation of t-table that has a significance of 5% can be known using the formula: t table = t (α/2; n-k-1), so the value of t-table 0.025; 38-1-1= (0.025; 36) = 2.028, then t-test (3.905) > t-table (2.028), thus it can be concluded that there is an influence of work discipline variables on employee work productivity variables.
    From the calculation results in table 2 of the termination coefficient of the calculation above, it can be concluded that work discipline has a contribution of **31.6**% to employee work productivity, while the remaining **68.4%** is influenced by other factors that have not been studied. Then the variable of labor discipline has a moderate positive effect **of** r value of 0.562 **(located in the correlation coefficient interval 0.40-0.599).**

Table 2
Coefficient Determination

Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.562a	.316	.295	7.871

a. Predictors: (Constant), X

Source: Data processed from SPSS

Table 3

Anova

ANOVA a

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	945.012	1	945.012	15.253	.000b
	Residuals	2044.588	33	61.957		
	Total	2989.600	34			

a. Dependent Variable: Y
b. Predictors: (Constant), X

Source: Data processed from SPSS

Discussion

Based on the results of the study above that the variable of work discipline on employee work productivity, so PT**. Dayup Indo Jakarta**, increasing discipline to employees carried out with the principle of fairness means that this discipline applies to all both the lowest and highest positions, the importance of providing sanctions for those who violate the discipline that has been outlined by the company to its employees, the role of the leader becomes a *role model* to his subordinates. The *form of discipline can be created through self-imposed discipline (discipline arising from him), usually given to employees in the form of giving appreciation in material and immaterial forms so as to create awareness of self-discipline, then* and Comand discipline (discipline based on orders) can be done by providing socialization of rules and regulations which are the responsibility of all employees who obey them.
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4. CONCLUSION

Based on the results of testing and analysis of the relationship between variable X and variable Y regarding the influence of work discipline on employee work productivity at **PT. Dayup Indo Jakarta,** that there is an influence between work discipline variables on employee work productivity variables because of the value of t-test (3,905) > t-table (2,028),. Then the work discipline variable has a moderate positive influence with an r value of 0.562 **(located in the correlation coefficient interval of 0.40-0.599), and has an influence contribution of** 31.6% **on employee work productivity variables, while the remaining** 68.4% is influenced by other factors. Furthermore, it can be known the regression equation that can be used to predict, namely; **Y' = 14.437+ 0.729x.**

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