The Effect of Work Ability and Work Discipline on Employee Performance at PT. Sooplai Indonesia (Warung Pintar Distribution)

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Article Info	Abstract
	The flow of globalization that is getting faster continues to demand an employee to have good performance. Technological advances can shift employees who perform poorly by retiring early or taking a position. Employees are required to have adequate work skills and good work discipline so that their performance is maintained. This study aims to determine effect of work ability and work discipline on the performance of employees of PT Sooplai Indonesia (Warung Pintar Mediterania) either partially or simultaneously. This study used quantitative methods with survey methods and data collection techniques using questionnaires. The population in this study were employees of PT Sooplai Indonesia (Smart Distribution Warung), specifically for the Cakung warehouse, namely 94 people. The sample of this study used the slovin formula, namely 48 people. While the data analysis technique used is the classical assumption test, multiple regression, t test, F test and the coefficient of determination. The results showed that work ability and work discipline have a significant effect on the performance of employees of PT Sooplai Indonesia (Warung Pintar Distribution). Partially, work ability has a significant effect on the performance of employees of PT Sooplai Indonesia (Smart Distribution Warung), while work discipline has no significant effect on employee performance.

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1. INTRODUCTION

Human resources are the main asset in the company and an important component that functions as a driver of production activities in an organization or company. According to Law number 13 of 2003 concerning manpower article 1 paragraph 2 states that employees are everyone who is able to do work in order to produce goods and services both to meet their own and community needs, both inside and outside of employment relationships. Employees are not mere resources, but rather capital or assets for institutions or organizations. Because of this, a new term emerged outside of *human resources*, namely Mandala Journal of Education human capital. Here human resources are seen not just as the main asset, but an asset that is valuable and can be multiplied, developed (compare with investment portfolios) and also not the other way around as a liability (burden). Here the perspective of human resources as an investment for institutions or organizations is more prominent. (Wikipedia, 2022)

The accelerating globalization continues to require an employee have good performance. Technological advances can shift employees who perform poorly by taking

early retirement or demotion. This is evidenced by the large number of unemployed people in Indonesia. According to the Central Bureau of Statistics Open Unemployment Rate (TPT) February 2022 was 5.83 percent. One of the causes of unemployment is the lack of ability and work discipline of employees which has an impact on the decline in performance.

According to Abdullah (2014) in Rona Tanjung (2019) Performance is a work achievement which is the result of the implementation of a work plan made by an institution implemented by leaders and employees (HR) who work in that institution, both government and companies (business) to achieve organizational goals. According to Ratnasari, Sutjahjo, and Adam (2019) employee performance is the result of qualitative and quantitative employee work in a certain period. In the context of management, the definition of performance is a person's work performance or work results based on the quantity and quality he achieves in carrying out his functions in accordance with the responsibilities received. Generally, every organization/company is very concerned about efforts to optimize the performance of human resources. So in this case, human resources are a determining factor for the company in achieving a good performance.

A employee   must   have ability, discipline and competence in their fields to support the development of an organization or company. In addition, employees who have adequate work abilities will produce good performance and will have an impact on increasing company productivity. According to Moenir (2003), what is meant by ability in relation to work is a condition in a person who is fully serious, efficient and effective in carrying out work so as to produce something optimal This is supported by research conducted by Rona Tanjung and Susi Susanti 2019 that Work Discipline, Work Ability, and Work Motivation together have a positive and significant effect on the Performance of Employees of PT Zurich Topas Life. In addition, according to Baginda Simatupang, Marudut Sianturi and Jonner Lumban Gaol in 2020 the work ability variable has a significant effect on employee performance at the East Medan Primary Tax Service Office, where the higher the work ability, the better employee performance will be.

Another cause related to performance besides ability is the problem of discipline. Currently there are still employees who like to enter late or even corrupt time at work. Work discipline is important thing for every employee to have so that their performance increases. Work discipline is something that encourages or causes employees to act and carry out all activities in accordance with established rules or norms (IG.Wursanto, 2003). According to Simamora (2006) discipline comes from the word *"decipline"* which means training or education of dec*ency* and spirituality and development of character. It can be concluded that a person who has a high level of discipline will produce good performance as well. This is supported by research conducted by Baginda Simatupang, Marudut Sianturi and Jonner Lumban Gaol in 2020 The work discipline variable has a significant effect on the performance of employees at the East Medan Primary Tax Service Office, where the higher the work discipline, the better employee performance will be. Discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. According to Ni Luh Sukartini (2016) Good discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him. This encourages work enthusiasm and the realization of company, employee and community goals. Research conducted by Rona Tanjung and Susi Susanti in 2019 also states that Work Discipline has a positive and significant effect on Employee Performance of PT Zurich Topas Life.

Based on the description above, the author want to examine "The Effect of Work Ability and Work Discipline on Employee Performance at PT Sooplai Indonesia (Warung Pintar Distribusi)" as a thesis title which is expected to provide information about the effect

of ability and work discipline on employee performance.

2. METHODS

Research Design

Methods   research   that   used in this research is quantitative data with a survey approach through data collection techniques with questionnaires. Quantitative data in this study are in the form of results from questionnaires distributed by researchers to employees of PT Sooplai Indonesia (Warung Pintar Distribusi) specifically Warehouse Cakung which *covers* the Jakarta & Bekasi delivery area and who meet the criteria in the research variables carried out in the study.

Research Population and Sample

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions (Sugiyono, 2018). The population in this study are all employees of PT Sooplai Indonesia (Warung Pintar DIstribusi) specifically Warehouse Cakung. Based on data obtained by researchers, the population in this study were all employees of Sooplai Indonesia (Warung Pintar DIstribusi) specifically Warehouse Cakung who worked with a total of 94 employees. In this study, researchers used the Random Sampling Technique. According to Sugiyono (2018) Random sampling is said to be a simple sample because taking sample members from the population is done randomly without regard to the strata in that population. This is done when the population members are considered homogeneous. From the population in Sooplai Indonesia (Warung Pintar Distribusi) Warehouse Cakung, researchers decided to use the Slovin formula to determine the sample size in this study.

Sampling Technique

This study uses In this study researchers used the Random Sampling Technique. According to Sugiyono (2018) Random sampling is said to be a simple sample because taking sample members from the population is done randomly without regard to the strata in that population. This is done when the population members are considered homogeneous. From the existing population at Sooplai Indonesia (Warung Pintar Distribusi) Warehouse Cakung, the researcher decided to use the Slovin formula to calculate the sample size.
determine the sample size in this study:

$$n = \frac{N}{-}(1 + N^2)$$

Where:
n = Number of Samples
N Total Population
e = Tolerable error, taken as much as 10 percent

$$n = \frac{94}{1 + 94(0.1)^2} = 48.45$$

So, it is known from the calculation to find out the sample size with an error rate of

10% is 48 respondents.

3. RESEARCH RESULTS AND DISCUSSION
Descriptive Statistical Test Results

Descriptive analysis of respondents in this study will describe data on the characteristics of respondents based on age, latest education and position. Respondent descriptive analysis discloser in the form of percentage data

Table 4.1 Characteristics of Respondents by Age

Characteristics of Respondents Based on Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 20 Year	4	8.3	8.3	8.3
	20 - 24 Year	15	31.3	31.3	39.6
	25 - 29 Year	20	41.7	41.7	81.3
	30 - 34 Year	4	8.3	8.3	89.6
	35 - 39 Year	2	4.2	4.2	93.8
	40 - 44 Year	2	4.2	4.2	97.9
	45 - 49 Year	1	2.1	2.1	100.0
	Total	48	100.0	100.0	

Based on the table, it can be described that the most respondents aged between 25-29 years were 20 people or 41.7%, and the least respondents aged 45-49 years were 1 person. or 2.1%.

Table 4.2 Characteristics of Respondents Based on Description of respondents' answers is done by calculating the average value (*mean*) of respondents' answers to each question and as a whole. To categorize the average respondent's answer, the class interval is used, which is found by the following formula:

Last Education

$$ss \ Interval = \text{Highest Value - Lowest Value} \quad 5 - 1$$

Characteristics of Respondents Based on Last Education		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	VOCATIO NAL SCHOOL . Equivalent	35	72.9	72.9	72.9
	S1	13	27.1	27.1	100.0
	Total	4.8	1000	100	

Based on the majority of respondents in this study had the last education of SMK / equivalent as many as 35 people or 72.9%, while the fewest respondents with the last education of S1 were 13 people or 27.1%.

Table 4.3 Characteristics of Respondents Based on Position
Number of Classes 5

With a class interval of 0.8, the average criteria for respondents' answers are presented in the table below:

Table 4.4 Average Categories of Respondents' Answers

| Interval	Category
4.20< a=< 5.00	strongly agree/strongly good/very high
3.40< a=< 4.20	agree/good/high
2.60< a=< 3.40	neutral/medium
1.80< a=< 2.60	no agree/bad/low
1.00< a=< 1.80	strongly disagree/str on gly disagree bad/very low

Classical Assumption Test Results Normality Test Results

To test the normality of the regression model, it is done using the residual value of the results of the model formed. The normality test on the residual value uses a graphical approach, namely *normal probability* by observing the distribution of data (points) against

the diagonal line.

Figure 4.1 Normal *Probability Plot* Test Results

Characteristics of Respondents Based on Position		Frequency	Percent	Valid Percent	Cumul ative Percent
Valid	Picker	12	25.0	25.0	25.0
	Admin & Transp o rt	12	25.0	25.0	50.0
	Checker	4	8.3	8.3	58.3
	Outbo n d	7	14.6	14.6	72.9
	Finance	7	14.6	14.6	87.5
	Inbound	6	12.5	12.5	100.0
	Total	48	100.0	100.0	
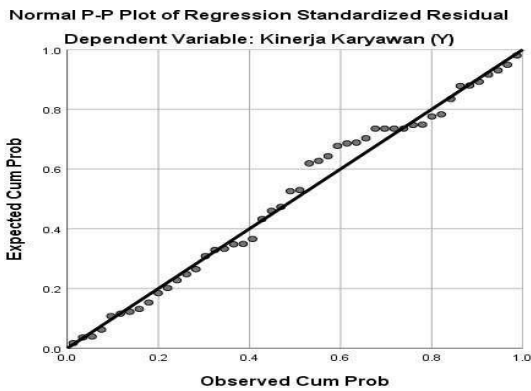
Based on the results of the *normal probability plot*, it is known that the plot of the residual value of the regression model follows the diagonal line, which means that the data distribution of the residual value has a normal distribution.

Table 4.8 Normality Test Results

Indications	Residuals
N	48
Kolmogorov-Significance Smirnov Z	0,200

These results can be strengthened by the results of the *one sample Kolmogorov-Smirnov*

test where the p value of the test results is 0.200 which is greater than the significant level α = 0.05. So it can be concluded that the residuals have met the normal distribution assumption.

Multicollinearity Test Results

Multicollinearity is a condition where among the independent variables in the regression model there is a significant correlation. A good regression model does not contain multicollinearity. To detect the presence or absence of multicollinearity, the *Variance Inflation Factor* (VIF) is used. If the *tolerance* value> 0.10 or VIF value < 10, then there is no multicollinearity between the independent variables in the regression model.

Table 4.9 Multicollinearity Test Results

Variables	*Tolerance*	VIF
Work Ability (X1)	0,420	2,379
Work Discipline (X2)	0,420	2,379

Based on the table above, it can be seen that the *tolerance* value of the 2 independent variables All of them are greater than 0.10, as well as the VIF value is smaller than 10. Thus it can be concluded that the regression model does not indicate multicollinearity or the assumption of non- multicollinearity is met.

Heteroscedasticity Test Results

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation   to   another.   To detect presence whether or not symptoms of heteroscedasticity is used   Glejser test (Ghozali,

2013). The Glejser test is performed by regressing the independent variable on the absolute value of the residual. If the significance value between the independent variable and the absolute residual is more than 0.05, there are no symptoms of heteroscedasticity.

Table 4. 10 Heteroscedasticity Test Results

Free Variable	Sig. Glejser Test	Description
Work Ability (X1)	0,145	Non Heteroscedasticity
Discipline Work (X2)	0,208	Non Heteroscedasticity

Based on the results of the *Glejser* test, it is known that the significance value is more than 0.05, so the assumption of non-heteroscedasticity in the regression model has been fulfilled. The following is a *scatterplot* image generated from the regression model:
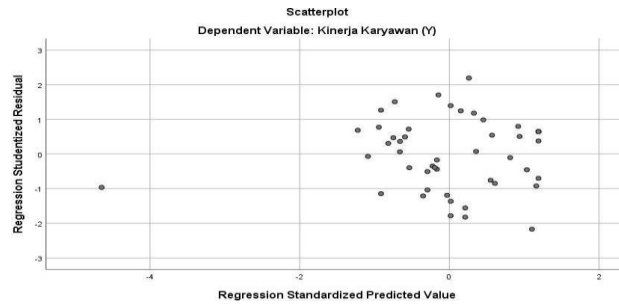
Figure 4.2 Scatter Plot of Heteroscedasticity

Test Figure 2 shows that the dots do not match. forming a certain pattern and the points spread above and below zero on the Y axis, so can be concluded does not occur. heteroscedasticity in the regression model, thus the assumption of non-heteroscedasticity is met.

Validity Test Results

The validity test is carried out to determine the extent to which the questionnaire can measure what is desired. To measure the validity, *Pearson's product moment* correlation is used. If the *Pearson product moment* correlation between each question and the total score produces a value of r count> r table 0.285 (n = 48), then the question item is declared valid and vice versa if the value of r count <0.285 then the question item is concluded to be invalid in forming the variable. Validity testing is done with the SPSS program.

Table 4. 11 Validity Test of Work Ability Indicators (X1)

Indicator	Counter	Significance	Description
X1.1	0,556	0,000	Valid
X1.2	0,834	0,000	Valid
X1.3	0,821	0,000	Valid
X1.4	0,620	0,000	Valid
X1.5	0,560	0,000	Valid
X1.6	0,821	0,000	Valid
X1.7	0,698	0,000	Valid
X1.8	0,784	0,000	Valid
X1.9	0,706	0,000	Valid
X1.10	0,687	0,000	Valid
X1.11	0,781	0,000	Valid

Based on the results of the validity test, it is concluded that for all Work Ability variables (X1), the Pearson product moment correlation value in each question item is greater than 0.285 and the significance value is less than α (0.05). Thus it can be concluded that all question items in each Work Ability variable (X1) are valid.

Table 4.12 Validity Test of Work Discipline Indicators (X2)

Indicator	Counter	Significan	Description

		ce	
X2.1	0,788	0,000	Valid

X2.2	0,695	0,000	Valid
X2.3	0,575	0,000	Valid
X2.4	0,883	0,000	Valid
X2.5	0,669	0,000	Valid
X2.6	0,663	0,000	Valid
X2.7	0,728	0,000	Valid
X2.8	0,676	0,000	Valid
X2.9	0,675	0,000	Valid
X2.10	0,746	0,000	Valid
X2.11	0,677	0,000	Valid
X2.12	0,636	0,000	Valid
X2.13	0,558	0,000	Valid

Based on the results of the validity test, it is concluded that for all Work Discipline (X2) variables, the Pearson product moment correlation value in each question item is greater than 0.285 and the significance value is less than α (0.05). Thus it can be concluded that all question items in each Work Discipline variable (X2) are valid.

Table 4.13 Validity Test of Employee Performance Indicators (Y)

Indicator	Counter	Significance	Description
Y.1	0,604	0,000	Valid
Y.2	0,585	0,000	Valid
Y.3	0,326	0,024	Valid
Y.4	0,697	0,000	Valid
Y.5	0,622	0,000	Valid
Y.6	0,715	0,000	Valid
Y.7	0,692	0,000	Valid
Y.8	0,754	0,000	Valid
Y.9	0,694	0,000	Valid
Y.10	0,781	0,000	Valid
Y.11	0,664	0,000	Valid
Y.12	0,743	0,000	Valid

Based on the results of the validity test, it is concluded that for all Employee Performance (Y) variables, the Pearson product moment correlation value in each question item is greater than 0.285 and the significance value is less than α (0.05). Thus it can be concluded that all items questions in each Employee Performance variable
   (Y) is valid.

Reliabilitats Test Results

Reliability test is carried out to determine the extent to which the questionnaire can be trusted or reliable. To measure reliability, the *Cronbach alpha* value is used. If the *Cronbach alpha* value is greater than 0.6, and *the Cronbach alpha* value *if item deleted* on each question < *Cronbach alpha*, then the questionnaire is said to be reliable.

Table 4. 15 Reliability Test of Research Variables

Variables	Cronbach's Alpha	Value Critique	Description
Work Ability (X1)	0,902	0,6	Reliable
Work Discipline (X2)	0,902	0,6	Reliable
Performance Employee (Y)	0,853	0,6	Reliable

Based on the results of the reliability test of the research variables, it is known that the *Cronbach's alpha* value of all variables is greater than 0.60, so it can be concluded that the questionnaire on each research variable can be declared reliable and trusted as a measuring instrument that produces relatively consistent answers.

Hypothesis Test Results
Simple Linear Regression Test Results

Multiple linear regression analysis was conducted to determine the effect of two variables, namely Work Ability (X1) and Work Discipline (X2) on Employee Performance (Y) on employees of PT Sooplai Indonesia (Warung Pintar Distribusi). Data processing is done with the SPSS program

Table 4.16 Regression Analysis Results

Variables	Coefficient	t	Sig. t
Constant	5,915		
Ability Work (X1)	0,739	5,446	0,000
Work Discipline (X2)	0,170	1,687	0,099
Bound Variable: Employee Performance (Y)			

Employee Performance (Y) = 5.915+ 0.739 Work Ability (X1) + 0.170 Work

Discipline (X2)
+ e

A summary of the regression analysis results in the table above is described as follows:
1. The constant value (a) is 5.915, meaning that if all independent variables are equal to 0, the predicted value of Employee Performance (Y) will be 5.915.
2. The regression coefficient value of the Work Ability variable (X1) is 0.739, which means that if Work Ability (X1) changes by one unit, the company's Employee Performance (Y) will change by 0.739, assuming other independent variables are constant / unchanged. The positive sign indicates a unidirectional relationship between Work Ability (X1) and Employee Performance (Y) of the company, which means that if Work Ability (X1) is greater, the level of Employee Performance (Y) of the company will increase by 0.739.
3. The regression coefficient value of the Work Discipline (X2) variable is 0.170, which means that if Work Discipline (X2) changes by one unit, the level of Employee Performance (Y) of the company will change by 0.170, assuming other independent variables are constant / unchanged. The positive sign indicates a unidirectional relationship between Work Discipline (X2) and Employee Performance (Y) of the company, which means that if Work Discipline (X2) increases, the level of Employee Performance (Y) of the company will increase by 0.170.

From the results of the regression analysis above, the correlation coefficient (R) of 0.843 is obtained, indicating that the relationship between the Work Ability (X1) and Work Discipline (X2) variables on Employee Performance (Y) for employees of PT Sooplai Indonesia (Warung Pintar Distribution) is very strong. For more details can be seen in the following table:

Table 4.17 Correlation Value (R) and Determination Coefficient Value (R *Square*)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,843	0,711	0,698	3,819

The table above shows that the Coefficient of Determination (R^2) value is 0.711 which means that the percentage of influence from the Work Ability (X1) and Work Discipline (X2) variables on Employee Performance (Y) on employees of PT Sooplai Indonesia (Warung Pintar Distribusi) is 71.1% and the remaining 28.9% is influenced by other variables not examined.

Correlation Coefficient Test Results
Autocorrelation shows that in a linear regression model there are confounding errors in a time period with errors in the previous time period. A good regression model is free from autocorrelation. Detection of the presence or absence of autocorrelation can be done using the Durbin Watson test (DW-test). An observation is said to have no autocorrelation if the Durbin Watson value is -2 < d < 2.

Table 4.18 Durbin Watson Value Results

Lower Limit	Durbin-Watson	Upper Limit
-2	1,858	2

Based on the table above, it is known that the Durbin-Watson (DW) value is 1.858 where the value is in the interval -2 and 2. So from these results it can be concluded that the regression model indicates the absence of autocorrelation or the assumption of free autocorrelation in the model is fulfilled.

F Statistical Test Results

To determine whether the independent variables simultaneously (together) have a significant effect on the dependent variable, the following test is used F. If F count> F table or F significance value < alpha 0.05 (5%), then H_0 is rejected and H_1 is accepted, meaning that the independent variables simultaneously (together)   have a significant effect on the dependent variable. significant on the dependent variable. Meanwhile, if F count< F table or significance value F> alpha 0.05 (5%), then H_0 is accepted and H_1 is rejected, meaning that the independent variables simultaneously (together) have no significant effect on the dependent variable.

Table 4. 19 Simultaneous Hypothesis Test (F Test)

ANOVAª					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1613.041	2	806.520	55.308	.000 b
Residuals	656.209	45	14.582		
Total	2269.250	47			
a. Dependent Variable: Employee Performance (Y)					
b. Predictors: (Constant), Work Discipline (X2), Work Ability (X1)					

Based on the results of the F test on multiple linear regression analysis, it is known that the calculated F value is 55.308 with a significance value of 0.000. Because the calculated F value of 55.308 is greater than the F table (k,n-k-1; α) =f (2,45,5%) = 3.20 and the significance value of 0.000 is smaller than 0.05, it is concluded that the Work Ability (X1) and Work Discipline (X2) variables simultaneously have a significant effect on Employee Performance (Y) on employees of PT Sooplai Indonesia (Warung Pintar Distribution).

NB: f table (k,n-k-1; α) =f (2,45,5%) = 3.20 obtained in the statistical f table, n = number of data = 48,   k=number of   variable x(independent)=2.

T Test Results

To determine whether the independent variable partially (individually) has a significant effect on the dependent variable, the test is used.

t. If t count> t table or the significance value of t < alpha 0.05 (5%), then $_{H0}$ is rejected and $_{H1}$ is accepted, meaning that the independent variable partially (individually) has a significant effect on the dependent variable. Meanwhile, if t count < t table or the significance value of t > alpha 0.05 (5%), then $_{H0}$ is accepted and H1 is rejected, meaning that the independent variable partially (individually) has no significant effect on the dependent variable.

Table 4.20 Partial Hypothesis Test (t test)

Model	t	Sig.
Work Ability (X1)	5,446	0,000
Work Discipline (X2)	1,687	0,099

Based on the results of the t test, it is known that the t value for the Work Ability variable (X1) is

5.446 with a significance value of 0.000. From these results it is known that the value of |t count|

5.446 is greater than the t table (n-k-1; α/2)= t (45,0.025)

= 2.014 and the significance value (p-value) of the Work Ability variable (X1) 0.000 which is smaller than the significant level α = 0.05, which means that the Work Ability variable (X1) partially has a significant effect on Employee Performance (Y) on employees of PT Sooplai Indonesia (Warung Pintar Distribusi). So that the research hypothesis which states Work Ability (X1) partially has a significant effect on Employee Performance (Y) on employees of PT Sooplai Indonesia (Warung Pintar Distribusi) can be accepted.

Based on the results of the t test, it known that the t value for the Work Discipline variable (X2) is 1.687 with a significance value of 0.099. From these results it is known that the value of |t count| 1.687 is smaller than the t table (n-k-1; α/2)= t (45,0.025)

= 2.014 and the significance value (p-value) of the Work Discipline variable (X2) 0.099 which is greater than the significant level α = 0.05, which means that the Work Discipline variable (X2) partially does not have a significant effect on Employee Performance (Y) on employees of PT Sooplai Indonesia (Warung Pintar Distribusi). So that the research hypothesis which states that Work Discipline (X2) partially has a significant effect on Employee Performance (Y) in employees of PT Sooplai Indonesia (Warung Pintar Distribusi) cannot be accepted.

4. CONCLUSIONS

Based on the results of research on the effect of work ability and work discipline on employee performance at PT Sooplai Indonesia (Warung Pintar Distribusi), then at At the end of this research, the following conclusions can be drawn:

1. Partially, work ability has a significant influence on employee performance at PT Sooplai Indonesia (Warung Pintar Distribusi). This is evidenced by the results of the t value for the Work Ability variable (X1), amounting to 5.446 with a significance value of 0.000. From these results it is known that the value of |t count| 5.446 is greater than the t table (n-k-1; α/2) = t (45,0.025) = 2.014 and the significance value (p-value) of the Work Ability variable (X1) 0.000 which is smaller than the significant level α = 0.05.

2. Work discipline does not have a significant influence on employee performance at PT Sooplai Indonesia (Warung Pintar Distribusi). This is evidenced by the value of |t count| 1.687 which is smaller than the t table (n-k-1; α/2) = t (45,0.025) = 2.014 and the significance value (p-value) of the Work Discipline variable (X2)

   0.099 which is greater than the significant level

   α = 0.05.

3. Work Ability and Work Discipline simultaneously have a significant effect on Employee Performance on employees of PT Sooplai Indonesia (Warung Pintar Distribusi). This is evidenced by the calculated F value of 55.308 greater than the F table (k,n-k- 1; α) =f (2,45,5%) = 3,20 and values significance of 0.000 is less than 0.05.

5. ADVICE

Based on the conclusions that have been stated above, several suggestions can be mentioned, namely:

1. The results of this study are expected to be input for employees of PT Sooplai Indonesia (Warung Pintar Distribusi) to always improve their work abilities so that their employee performance becomes even better and can do the job according to the set target. In addition, for the work discipline of PT Sooplai Indonesia (Warung Pintar Distribusi) employees who are disciplined enough but have not been able to improve their performance, it is hoped that the manager of PT Sooplai Indonesia (Warung Pintar Distribusi) can improve employees who are have not had work discipline order to improve the performance of their employees.

2. For further research, it is hoped that it can add research variables such as adding independent variables such as emotional intelligence or adding moderating variables that can affect employee performance.

3. For further research, it is recommended to use other test tools such as moderated regression analysis (MRA).

7. LITERATURE

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