



Relation of Working Discipline and Employee Performance

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ARTICLE INFO

Research Paper

Article history:

Received: 10 June 2023

Revised: 25 July 2023

Accepted: 03 August 2023

Keywords: *Work Discipline, Employee Performance*



<https://doi.org/10.54099/ijamb.v1i2.689>

ABSTRACT

Purpose – This paper seeks to determine the effect of work discipline on employee performance in the office staff of the Air Tiris Sub-district Head, Kampar Regency.

Methodology/approach – A survey that includes information about work discipline on employee performance, totaling 31 employees.

Findings – Based on the results of the study, it was found that work discipline has a positive effect on employee performance at PT Mitra Dana Putra Utama Finance Pekanbaru. This is reflected in the t-value of 5.869 with a significance of 0.000 and t-table of 2.021, which means t-count > t-table. The influence of work discipline on employee performance is 48.2%, while the remaining 51.8% is influenced by other factors.

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INTRODUCTION

The role of human resources is very important for an organization. Along with developments in the current era of reform, all public organizations and state apparatus are required to be able to carry out their duties with full responsibility to achieve good performance. One of the factors that influence the performance is work discipline. However, the phenomenon that occurs in terms of work discipline can be seen from the awareness of employees who have not been maximized in obeying the hours of entry and hours of work. In organizing discipline is the main thing, with existing discipline it will be easy to achieve organizational goals. This is also illustrated in other activities, if there is no discipline it is estimated that these activities will not be achieved.

Likewise in government organizations, employees as human resources function as community services who in carrying out their duties provide services to the community and maintain the authority of the state and government and improve work discipline. The success of government administration in providing community services and the success of government tasks in development depend on the work discipline of employees in carrying out their duties.

Table 1 Number of Employees and Employee Absenteeism

Year	Amount Employee	Day Effective	Late	Back Fast	Absent	%
2017	22	235	27	25	19	86,36
2018	22	238	21	31	12	54,54
2019	28	235	20	27	10	35,71
2020	28	236	24	25	8	28,57
2021	31	235	24	29	10	32,25

Source: Air Tiris Kampar sub-district office 2022

From table 1 the percentage level it can be seen how the absentee level always fluctuates. Employees who carry out disciplinary actions on average immediately receive a reprimand from superiors, this is done according to the level of employee indiscipline, if the mild category is warned verbally and if the moderate category is warned by giving warning letters 1 and 2 and related to the amount of additional employee income allowances.

In fact, this study has been carried out by many previous researchers, but the authors differentiate this research to focus more on work discipline affecting employee performance.

LITERATURE REVIEW

WORK DISCIPLINE

According to Rivai & Sagala (2013: 825) work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and to increase awareness as well as a person's willingness to obey all rules and social norms that apply in a company. According to Setyaningdyah (2013: 145) work discipline is a policy of shifting individuals to be self-responsible for complying with environmental (organizational) regulations. According to Sinambela (2016: 335) work discipline is the awareness and willingness of employees to comply with all organizational regulations and applicable social norms. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior following the rules of the game that have been set. Discipline must be upheld in an organization. That is, without the support of good employee work discipline, it is difficult for the organization to realize its goals. So, discipline is the key to the success of an organization in achieving its goals.

Furthermore, according to Singodimedjo in Sutrisno (2019), discipline is an attitude of willingness and willingness of a person to obey and obey the norms of regulations that apply around him. Then according to Handoko (2011: 208), discipline is a management activity to carry out organizational standards. In addition, according to Rivai (2011: 825), work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations and social norms that apply. According to Government Regulation Number 53 of 2010 in article 1 it explains that the discipline of civil servants is the ability of civil servants to comply with obligations and avoid prohibitions specified in statutory regulations and/or official regulations which, if not obeyed or violated, are subject to disciplinary punishment. From the above opinion, it can be concluded that discipline is an attitude of respect for the rules and regulations of the company or organization that exists in the employee/employee, which causes him to adapt voluntarily to company regulations and provisions.

According to Malayu S.P Hasibuan (2016) makes a theory that contains indicators that affect work discipline, including: purpose and Capabilities. Goals and abilities also affect the level of employee discipline. The goals to be achieved must be clear and ideally defined and challenging enough for the employee's abilities. This means that the goals (work) assigned to the employee must be in accordance

with the ability of the employee concerned, so that he works seriously and is disciplined in doing it.

Leadership Example. Exemplary leadership plays a very important role in determining employee discipline because leaders are used as role models and role models by their subordinates. Leaders must set a good example, be honest, fair, and according to their words and deeds. With the example of a good leader, the discipline of subordinates will also be good. If the leader's example is not good, his subordinates will also lack discipline.

Refund. Remuneration (salary and welfare) also influences employee discipline because remuneration will provide satisfaction and employee love for the company/work, if the employee's love for work is better, their discipline will be even better.

Justice. Fairness also encourages the realization of employee discipline, because ego and human nature always feel important and ask to be treated the same as other humans.

Attached Supervision (supervision attached). Supervision attached is the real and most effective action in realizing the discipline of company employees. Supervision attached means superiors must be active and directly supervise the behavior, morale, attitude, passion and work performance of their subordinates. supervision attached is more effective in stimulating discipline and employee morale, employees feel they are receiving the attention of guidance, direction, direction and supervision from their superiors.

Legal Sanctions. Penal sanctions play an important role in maintaining employee discipline. With increasingly severe sanctions, employees will be increasingly afraid of violating the rules, the attitude and disciplinary behavior of employees will decrease.

Firmness. The firmness of the leadership in taking action will affect the discipline of the company's employees. Leaders must have the courage to be firm, act to punish every disciplinary employee in accordance with the sanctions that have been determined. Leaders who dare to act decisively apply punishment to disciplinary employees will be respected and recognized for their leadership by their subordinates.

Human Relations. Harmonious human relations among fellow employees help create good discipline in a company. Relationships that are vertical or horizontal consisting of direct single relationships, direct group relationships, and cross relationships should be harmonious

PERFORMANCE

According to Edi Sutrisno (2019) says that performance is a form of work produced by someone. Performance is used as a basis for assessment or evaluation and a system which is an important force for influencing employee behavior. According to Sinambela (2016: 483) suggests that performance is the willingness of a person or group to carry out an activity and perfect it according to their responsibilities with the expected results. If it is associated with performance as a noun. Meanwhile, according to Mangkunegara (2011: 67) the notion of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Amstrong and Baron in Wibowo (2010: 7) say that performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy. Furthermore, according to Mathis and Jackson (2011: 37), performance is basically what is done or not done by employees. Based on the definition above, it can be concluded that performance is the result that has been achieved (from what has been done, done, etc.), while work is an activity carried out (done) to earn a living or as a person's livelihood.

Employee performance indicators are in Law Number 30 of 2019 concerning evaluating the implementation of PNS work. These indicators are: Loyalty, namely determination and ability to obey, implement, and practice something that is obeyed with patience and responsibility. Work performance, namely work results achieved by employees in carrying out the tasks assigned to them. Responsibility, namely the ability of employees to do the work assigned to them as well as possible and on time, and dare to take risks for the decisions that have been taken. Compliance, namely the ability of employees to comply with all applicable laws and regulations and official regulations. Honesty, namely the sincerity of employees in carrying out and the ability not to abuse the authority they carry. Collaboration, namely the ability of employees to cooperate with others in carrying out their duties. Initiative, namely the ability of employees to make decisions on steps or carry out all the necessary actions in carrying out basic tasks without waiting for orders from superiors. Leadership, namely the ability to influence other people so that they can be optimally directed to carry out tasks

EFFECT OF WORK DISCIPLINE ON PERFORMANCE

According to Fathoni (2016: 77) discipline is the most important operative function of human resource management because it can affect employee performance where the better the employee discipline, the higher the work performance (performance) that can be achieved. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. Furthermore, according to Edi Sutrisno (2019), Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations. Employee discipline at work is one of the factors that can affect employee performance in completing work.

METHOD

The research was conducted at The research was conducted at the Air Tiris sub-district office, Kampar Regency. This study uses simple linear regression with a sample of 31 employees and data collection using questionnaires and documentation

RESULT AND DISCUSSION

Table 2 Recapitulation of Work Discipline

No	Statement	Category					Amount	Average
		SS	S	CS	TS	STS		
1	The lighting in the workplace is very bright and does not dazzle the eyes of employees.	9	18	4	0	0	31	3,91
2	Illumination and bright light improve employee performance results.	14	14	3	0	0	31	4,09
3	Good air circulation nourishes employees and improves employee performance..	5	25	1	0	0	31	3,88
4	adequate air circulation in a balanced room with the number of employees.	12	15	4	0	0	31	4,00
5	Noise pollution in the workplace does not interfere with the concentration of employee performance.	17	11	3	0	0	31	4,18
6	Noise pollution does not interfere with employee communication in achieving performance.	15	11	5	0	0	31	4,06
7	Color combinations affect the soul and performance of employees.	12	12	7	0	0	31	3,91
8	Indoor air humidity is in accordance with employee expectations and improves employee performance.	14	16	1	0	0	31	4,15
9	Existing facilities are able to support the performance of employees in work activities	12	15	4	0	0	31	4,00
10	Harmonious relations among employees improve employee performance	12	19	0	0	0	31	4,12
11	Every employee has the opportunity to excel and the opportunity to advance	7	23	1	0	0	31	3,94
12	Every employee feels safe and comfortable at work	12	15	4	0	0	31	4,00
Amount		141	194	37	0	0	372	4,02

Based on table 2 the data above, it can be seen that the dominant factor in each statement is in the agree category, namely 194 with an average of 4.02. Respondents' answers to work discipline as a whole were good, this can be seen from the answers of respondents who chose to agree with a value of 4.02.

Table 3 Performance recapitulation

No	Statement	Category					Amount	Average
		SS	S	CS	TS	STS		
1	The ability of employees determines professionalism in work.	11	15	5	0	0	31	3,94
2	Employees complete work according to predetermined standards	5	23	3	0	0	31	3,82
3	Employees are responsible for doing their jobs	6	17	8	0	0	31	3,70

No	Statement	Category					Amount	Average
		SS	S	CS	TS	STS		
4	Employee tenure determines employee performance.	13	14	4	0	0	31	4,03
5	The division of tasks determines employee performance.	8	20	3	0	0	31	3,91
6	Experienced employees are able to improve employee performance.	14	14	3	0	0	31	4,09
7	Employee motivation determines the performance of the organization	6	15	10	0	0	31	3,64
8	Placement of employees according to skills determines employee performance.	5	17	9	0	0	31	3,64
9	The division of labor is able to develop employees and improve performance.	12	15	4	0	0	31	4,00
10	Employee performance describes the quality of an organization.	14	14	3	0	0	31	4,09
11	Employees are committed to what has been determined and implemented	7	14	10	0	0	31	3,67
12	Employees understand what the goals of the organization.	7	12	12	0	0	31	3,61
Jumlah		108	190	74	0	0	310	3,84

From the table 3 it can be seen that the dominant factor in each statement is in the agree category, namely 190 with an average of 3.84. Respondents' answers to overall performance have been good, this can be seen from the answers of respondents who chose to agree with a value of 3.84

Table 4: Simple linear regression test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	15,296	5,109			2,994	,006
Work dicipline	,507	,099	,690		5,128	,000

a. Dependent Variable: Performance

$Y' = 15,296 + 0,507X$ The value of table 4 can be interpreted as follows: A constant of 15.296; meaning that if the value of work discipline is zero, then the performance value is positive by 15.296. Discipline regression coefficient of 0.507; meaning that work discipline has increased by 1 unit, then performance will increase by 0.507. The coefficient is positive, meaning that there is a positive relationship between work discipline and performance, meaning that the greater the value of work discipline, the higher the value of performance. Based on the explanation above, it can be concluded that the results of simple linear regression have a positive direction, that is, if the independent variable increases, the dependent variable will increase.

Determination Test

Table 5 Determination Test

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	,690 ^a	,476	,457	2,937	

a. Predictors: (Constant), work dicipline

b. Dependent Variable: performance

Based on the table 5 above, the R Square number is 0.476. this shows that work discipline has an effect of 47.6% on performance, while the remaining 42.4% is the influence of other variables not examined.

T Test (Parsial)

Table 6 t test

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	15,296	5,109			2,994	,006
Work dicipline	,507	,099	,690		5,128	,000

a. Dependent Variable: performance

The t distribution table is searched at $\alpha = 5\% : 2 = 2.5\%$ (2 sided test) with degrees of freedom (df) $n-k-1$; $31-1-1=29$. So that we get t table 2.045 t count (5.128) with t table (2.045). Because the t count $>$ t table, it can be concluded that H_0 is rejected, meaning that there is a significant influence between work discipline on performance.

DISCUSSION

In this discussion, will be explore the findings of related studies which underline the significant influence of work discipline on employee performance. Data and analysis from these studies support the notion that work discipline has a strong impact on employee effectiveness and productivity.

One of the relevant studies was conducted by Iskanto et al., (2020, 2022, 2021) which highlighted the importance of work discipline in achieving superior performance. They show that employees who have high levels of work discipline tend to be better able to stay focused on key tasks, manage time well, and avoid behaviors that interfere with productivity. This study provides preliminary evidence showing a positive relationship between work discipline and employee performance.

Furthermore, a study by Jaenudin & Fauziana, (2022), Syahsudarmi, (2022) investigated the impact of work discipline on work productivity. This research involved a survey of a number of employees in various industries and found that a high level of work discipline is positively correlated with a higher level of productivity. This survey data provides a broader view of the importance of discipline in influencing job output.

In the specific context of the technology industry, research conducted by Carmeli, Meitar and Weisberg (2006) highlights the impact of work discipline on performance in high-tech companies. They found that employees who have the habit of working regularly and consistently tend to achieve better results in terms of innovation and productivity. This finding illustrates how work discipline can influence deeper aspects of performance.

The results of research by Iskanto et al., (20210 and Nurhayana, (2022)also make a significant contribution to our understanding of the relationship between work discipline and performance. They conducted a meta-analysis of various studies and found that discipline plays an important role in predicting employee performance in various occupations and industries. These findings provide strong empirical support for the effect of work discipline on consistent performance.

CONCLUSION

the results of a number of studies support the concept that work discipline has a significant influence on employee performance. this is also consistent with our findings that work discipline affects various aspects of performance,. Therefore, it is important for organizations to recognize the important role of work discipline in achieving superior performance and develop strategies that encourage a work culture based on disciplined values for optimal results.

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