
THE EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT BUMIPUTRA TECHNOLOGY MANUFACTURING

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Abstract

The purpose of this study is to determine how the effect of self-discipline on employee performance at PT Bumiputra Technology Manufacturing. The method used in this research was the descriptive- verification method. The data collection was conducted through field observations, questionnaires and literature studies. The samples used in this study were 47 people working at PT Bumiputra Technology Manufacturing. Based on the study's results, the correlation coefficient value was 0,858. It shows that the influence of self- discipline on the employee performance of PT Bumiputra Technology Manufacturing is categorized as very strong because it is in the value range between 0,800 and 0,1000. The results of the t-test hypothesis show that the t-count against the t-table is $11,191 > 1,301$. It describes the influence of self-discipline on employee performance at PT Bumiputra Technology Manufacturing. Based on the calculation of the coefficient of determination, it obtained an R square of 73,6%. It means that the performance of employees at PT Bumiputra Technology Manufacturing is influenced by self-discipline by 73,6%. The obstacle for PT Bumiputra Technology Manufacturing employees is that they are sometimes slow in responding to the given tasks. Hence, it affects the job completion that the company has implemented. The solution suggested to the company is to improve the employee self-discipline to arrange the activities more orderly.

Keywords: Discipline, Performance, Employee

Introduction

Human resources play an important role as organizational executors and control systems to keep all goals of a company or organization functioning and well organized. Human resource management can also be defined as the management and utilization of resources from the existence of everyone who is in it. Human resource management has six operational functions, namely human procurement, human development, compensation, integration, workforce maintenance, and workforce segregation.

In addition, human resources in a company are individuals who act as drivers of an organization (institution or company) and function as assets for the company whose capabilities must be trained and developed so that the company can run well and what is the company's target can be realized without any obstacle.

To make this happen, companies need employees who behave well. To get good individuals and have a good work ethic, companies must carry out a series of mentoring, training, and productive human resource management. As is done by PT Bumiputra *Technology Manufacturing*, which routinely trains its employees in monthly meetings and guidance or when recruiting new employees.

The factor of the level of discipline in human resources can be used as a benchmark for achievement and work productivity that can be achieved by employees, which ultimately affects the goals of the company. Discipline at this level is one of the most important functions in human resource management activities and must be given more attention because the better the employee discipline, the higher the work performance.

Which can be achieved. It is difficult for employees to achieve the expected work performance without employees who show good work discipline and are responsible. Without good and fair employee discipline, it is also difficult for business organizations to achieve the best results they want from their employees.

According to Bejo Siswanto (2014: 599) work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations both written and unwritten and able to carry them out and not avoid receiving sanctions if he violates the duties and authority given to her. According to Bejo Siswanto (2014), indicators of work discipline are: attendance frequency, adherence to work standards, adherence to work regulations and work ethics.

Discipline can be interpreted when employees are always on time at work, do all the work well, follow all company rules and social norms that apply and all of that must be carried out by all parties. From the description of the definition above, it can be concluded that work discipline is an activity of company management as a form of controlling employees to uphold company organizational standards in order to achieve company goals.

If there is a violation in carrying out work or activities, sanctions will be imposed. Implementation of sanctions against discipline violators by giving warnings, must be immediate, consistent, and impersonal.

Factors that affect employee discipline According to Fadila Helmi in Hartatik (2014, p.197) are:

1. Personality factors, namely factors that are important in a person's personality are the value system adopted, which is directly related to discipline. The value system will be seen from a person's attitude where this attitude is expected to be reflected in behavior.
2. Environmental factors, namely self-discipline in a person is a product of interaction with the environment, especially the social environment. Therefore, the formation of discipline is subject to the rules of the learning process. High work discipline does not just appear, but is a learning process that is carried out continuously.

Discipline of a person in carrying out the tasks for which he is responsible greatly influences work performance so that it can encourage the person's performance to be better and orderly. Performance itself is an achievement of each individual or group in carrying out work in a company or organization. Achievements that are meant here include achieving production that meets targets, being responsible for their work, being disciplined at work and complying with company regulations that have been determined. According to A.A Anwar Prabu Mangkunegara (2014:9) "employee performance (work achievement) 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". According to Anwar Prabu Mangkunegara (2014) employee performance can be measured by indicators such as work quality, work quantity, responsibility, cooperation and initiative.

It can be concluded that performance is the performance of employees in carrying out their duties properly, disciplined and orderly. Which produces quality performance and has competitiveness as well as forming the character of workers who are critical, alert and responsible. In order for employee performance to be well controlled, company leaders must carry out performance evaluations in each period so that all systems and procedures have been implemented keep running properly. The purpose of performance evaluation is to improve or increase organizational performance through improving the performance of the organization's human resources.

Based on the explanation described above, the authors are interested in taking the research title "EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT BUMIPUTRA MANUFACTUR TECHNOLOGY".

With the form of good work discipline will be reflected in the atmosphere:

1. The emergence of employee awareness of the achievement of company goals.
2. The high motivation of employees in doing their work.
3. The emergence of a sense of responsibility from employees at work.
4. The emergence of good cooperation between employees and the company in achieving common goals.

Research Hypothesis

The hypothesis according to Sugiyono (2019: 63) is a temporary answer to the research problem formulation, where the research formulation has been stated in the form of a question sentence. It is said temporarily, because the answers given are only based on relevant theory, not yet based on empirical facts obtained through data collection. With reference to the description of the background and problems, the authors propose the following hypothesis: "It is

suspected that work discipline has a significant influence on employee performance at PT Bumiputra Technology Manufacturing.

Method

The research method is basically a scientific way to obtain data with specific purposes and uses. Based on this there are four keywords that need attention, namely the scientific method, data, purpose and usability. The scientific method means that research activities are based on scientific characteristics rational, empirical, and systematic. Rational means that research activities are carried out in ways that make sense. Empirical means that the ways that are done can be observed by the human senses. Systematic means that the process used in the research uses certain logical steps. Based on this explanation, it can be concluded that the research method is a scientific method used to obtain data in accordance with research studies with specific goals and uses (Sugiyono, 2019: 2).

The method used by the author in this research is descriptive and verification method. By using this research method, it will be known that there is a significant relationship between the variables studied so that the conclusions will clarify the description of the object under study.

The descriptive method according to Sugiyono (2019: 147) is as follows: "The descriptive method is statistics used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations."

Meanwhile, the verification method is a research method that aims to determine the relationship between two or more variables, or the method used to test the truth of a hypothesis (Sugiyono, 2015: 36).

The types of variables in this study are as follows:

1. Independent variable (X). According to Sugiyono (2019: 39) defining independent variables is as follows: "Independent variables are variables that influence or cause changes or the emergence of the dependent (bound) variable." The independent variable in this study is work discipline (X)

1. Dependent variable (Y)

According to Sugiyono (2019: 39) defining the dependent variable is as follows: "The dependent variable is the variable that is affected or becomes the result, because there are independent variables". Based on the definition of the dependent variable above, the dependent variable in this study is employee performance (Y).

According to Sugiyono (2020: 91) Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. The population of this study were all employees and female employees in the Quality department at PT Bumiputra Technology Manufacturing, totaling 90 people. According to Sugiyono (2020:91) the sample is part of the population.

According to Sugiyono (2019), the data collection technique is a step that is considered strategic in research, because it has the main goal of obtaining data. The techniques used in data collection are as follows:

1. Interviews are data collection techniques that are carried out by asking and answering directly to related parties.
2. Observation, namely data collection techniques by direct observation of a number of references relating to research topics in research locations.
3. The questionnaire is a data collection technique that is carried out by providing a set of questions or written statements to the respondent to answer. This method is used by the author to obtain data by distributing questionnaires to all employees at PT Bumiputra Manufacturing Technology.

Data analysis technique

A. Data Normality

According to Ghozali (2018) the normality test is carried out to test whether in a regression model, an independent variable and a dependent variable or both have a normal or abnormal distribution. If a variable is not normally distributed, the statistical test results will decrease. In the data normality test can be done using the One Sample Kolmogorov Smirnov test.

B. Simple Linear Regression

According to Sugiyono (2017: 270) states that "Simple regression is based on functional and causal relationships of one independent variable with one dependent variable". While the benefits of the results of the regression analysis according to Sugiyono (2017: 260) are to make a decision whether the increase and decrease in the dependent variable can be done by increasing the independent variables or not.

C. Pearson Product Moment Correlation

The purpose of the calculation using the correlation is to find the relationship between the two variables to be studied. The relationship in question is whether a positive relationship or a negative relationship. The relationship X and Y is said to be positive if an increase/decrease in X is generally followed by an increase/decrease Y. The measure used to determine whether or not the relationship between X and Y is strong is called the correlation coefficient (r). The minimum value of the correlation coefficient is -1 and the maximum is 1.

D. Coefficient of Determination

According to Sugiyono (2017) the coefficient of determination is a statistical tool to determine the percentage influence of variable X on variable Y, assuming $0 \leq r^2 \leq 1$.

Hypothesis Determination Test

Hypothesis testing can be based on two things, namely: the level of significance or probability (α) and the level of confidence or confidence interval.

Based on the level of significance in general, people use 0.05. The range of significance levels starts from 0.01 to 0.1. In conducting hypothesis testing there are two, namely:

H0: $t \leq 0$ there is no effect of work discipline on employee performance at PT Bumiputra Technology Manufacturing.
H1: $t > 0$ there is an effect of work discipline on employee performance at PT Bumiputra Technology Manufacturing.

A. Partial Test (T Test)

The t test is known as the partial test, which is to test how each independent variable influences the dependent variable individually. This test can be done by comparing t count with t table. This study will examine how much influence work discipline (X) has on employee performance (Y) partially. To find out whether or not the variables X and Y are significant, the error tolerance value is < 0.1 .

Results and Discussions

Applying work discipline to employees can raise awareness for employees of the importance of work discipline procedures so that work activities can run properly and regularly without any obstacles, so that work productivity can increase significantly. The following table shows the percentage of employee performance at PT Bumiputra Manufacturing Technology for the January - May 2022 period.

Table 1

Total Comparison of the Average Percentage of Employee Compliance at PT Bumiputra Technology Manufacturing Before and After the Implementation of Work Discipline for the January - May 2022 Period

Bulan	Disiplin	kinerja	Rata - Rata
Januari	75	72	74
Februari	75	74	75
Maret	75	74	75
April	79	78	79
Mei	88	87	88

Source: Data Processing (2022)

From table 1 above, it can be concluded that the comparison of the average percentage of employee performance appraisal at PT Bumiputra Technology Manufacturing before and after applying disciplinary action in January - May 2022 there is a significant increase.

Characteristics of Respondents

In this study the authors describe the characteristics of the respondents in the following categories: gender, age, last education, occupation, along with the response of work discipline to performance at PT Bumiputra Technology Manufacturing.

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In this study the authors describe the characteristics of the respondents in the following categories: gender, age, last education, occupation, along with the response of work discipline to performance at PT Bumiputra Technology Manufacturing.

Table 2
Respondent Identity Statistics

Statistik			
N	Jenis kelamin	Usia	Pekerjaan
Valid	47	47	47
Missing	0	0	0

Source: Data Processing (2022)

Work Discipline Variable Reliability Test Results (Variable X)

The reliability test is carried out to show the extent to which a measurement result is relatively consistent when measuring the same aspect on the same measuring instrument. A set of questions to measure a variable is said to be reliable and it succeeds in measuring the variable we measure if the reliable coefficient is more than or equal to 0.6 (≥ 0.6). The results of reliability testing carried out using the SPSS 26.0 program with a total of 47 respondents are as follows:

Table 3
Work Discipline Variable Reliability Test Results (Variable X)

Reliability Statistics	
Cronbach's Alpha	N of Items
.860	4

Source: Data Processing (2022)

Seen from table 3 the results of the reliability test of variable X show that the data is stated to be reliable. After showing the data obtained by Cronbach's Alpha of 0.860, the questionnaire for this variable is declared reliable because ≥ 0.6 .

Performance Variable Reliability Test Results (Variable Y)

Table 4
Performance Variable Reliability Test Results (Variable Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.798	5

Source: Data Processing (2022)

As seen from table 4, the results of the Y variable reliability test show that the data is stated to be reliable. After showing the data obtained by Cronbach's Alpha of 0.798, the questionnaire for this variable is declared reliable because ≥ 0.6 . From Tables 3 and 4 the results of the reliability test for variables X and Y show that both are declared reliable, so this research can be continued.

Normality Test Results

Table 5
Table of Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		47
Normal Parameters ^a b	Mean	.0937270
	Std. Deviation	1.28315221
Most Extreme Differences	Absolute	.132
	Positive	.132
	Negative	-.104
Test Statistic		.132
Asymp. Sig. (2-tailed)		.192 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Data Processing (2022)

From table 5 above based on the results of the normality test the significance value is 0.192 more than 0.05. So it can be concluded that the residual values are normally distributed.

Simple Linear Regression Results

The simple regression method is a form of method that functions to find an equation that states the value of the Dependent variable and the Independent variable. So, to find equations, regression testing is carried out first, following in Below are the results of the analysis using SPSS 26 software.

Table 6
Simple Linear Regression Results

Model		Coefficients				
		Unstandardized d Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.154	1.956		.590	.558
	disi plin	1.171	.105	.858	11.191	.000

a. Dependent Variable: kinerja

Source: Data Processing (2022)

Based on table 6 above in column B

Source: Data Processing (2022)

Based on table 7 above, a correlation value of 0.858 is obtained when referring to Sugiyono's guidelines (2014: 250), so the effect of work discipline on employee performance at PT Bumiputra Technology Manufacturing can be categorized as Very Strong because it is in the range (0.80-0.1000).

Determination Test Results

To analyze how strong the relationship between the independent variable (Independent) and the dependent variable (Dependent) simultaneously or whether there is a relationship between Work Discipline (X) and Employee Performance (Y), a determination test is carried out using SPSS software in constant it can be seen that the value the dependent variable Employee Performance is 1.154 while the value of the independent variable discipline (b) is 1.171.

Pearson Product Moment Correlation Coefficient Results

Product moment correlation analysis is used to analyze how strong the relationship between one variable and another is. To find out whether or not there is a relationship between the discipline variable (X) and the employee performance variable (Y), the results of the correlation analysis using SPSS 26 software are as follows:

Table 7
Pearson Product Moment Correlation Coefficient

Correlations			
		disiplin	kinerja
disiplin	Pearson Correlation	1	.858**
	Sig. (2-tailed)		.000
	N	47	47

statistics V 26 for windows with the results that can be seen in table 3.13 below as follows:

Table 8
Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.858 ^a	.736	.730	1.216

a. Predictors: (Constant), disiplin

Source: Data Processing (2022)

Table 8 shows that the correlation value (R) of Work Discipline on Employee Performance is 0.858 which has previously been explained that R is at the coefficient interval (0.80-0.1000) which indicates a very strong relationship level. The data above also shows that the value of the coefficient of R determination (R Square) is 0.736 or 73.6%. R square is the result of squaring the correlation value. R square or the coefficient of determination of 0.736 means that employee performance at PT Bumiputra Technology Manufacturing is influenced by work discipline by 73.6%. While the remaining 26.4% influenced by other factors not examined by the author.

T Test Results (Partial Test)

The t test is used to test the correlation hypothesis between one independent variable and the dependent variable partially. Following are the results of the T test on the variable Work Discipline on Employee Performance at PT Bumiputra Manufacturing Technology.

Table 9
T Test (Partial Test)

Coefficients						
Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error	Beta			
1 (Constant)	1.154	1.956			.590	.558
disiplin	1.171	.105	.858		11.191	.000

a. Dependent Variable: kinerja

Table 9 The calculated t test is 11.191 for the Discipline variable with a confidence level of 0.1 and degrees of freedom = n-2

= 45 obtained t table of 1.301 to draw a decision then a comparison must be made between the magnitude of t count and t table. The magnitude of the t count of Discipline is 11.191 which is greater than the t table of 1.301. Thus H₀ is rejected and H₁ is accepted, which means that there is an influence between Work Discipline on Employee Performance at PT Bumiputra Technology Manufacturing.

Conclusions and Recommendations

Conclusion

Based on the results of the research and discussion regarding the Effect of Work Discipline on Employee Performance at PT Bumiputra Technology Manufacturing, it can be concluded as follows:

1. Responses regarding Work Discipline (Variable X) from respondents are in the "Very Good" category with an average value of variable x of 4.7, which means that the respondent's statement regarding work discipline is in the very good interval category, namely 4.20 – 5.00. In statement no. 1 which states "I always arrive on time at work" and question no. 4 which states "I always use work attributes that have been determined by the

company" the two questions got the highest average acquisition with each having a weight of 221 with an average value of 4.7.

2. Responses regarding Performance (Variable Y) from respondents are in the "Very Good" category with an average value of 4.6, which means that the respondents' statements regarding performance are in the very good interval category, namely 4.20 - 5.00. And for statements regarding performance variables in question no. 3 which states "I am always responsible for what I do" gets the highest response. got the highest average gain with a weight of 223 with an average value of 4.7.
3. Work discipline greatly influences employee performance at PT Bumiputra Technology Manufacturing, this is proven in the determination coefficient test with a total influence of 73.6%. While 26.4% is influenced by other factors not examined by the author. And the results of the T test can be seen from the magnitude of the t count of Discipline of 11.191 which is greater than the t table of 1.301.
4. The obstacles that occurred at PT Bumiputra Technology Manufacturing were caused by several factors including internal and external factors. Examples of internal factors such as lack of concern for work duties and responsibilities, slow response to work, low empathy for co-workers. While external factors such as the slow distribution of goods, the number of goods sent is not appropriate, the quality of the goods is not standard, causing a decrease in the quality of performance.
5. Efforts made by PT Bumiputra Technology Manufacturing in overcoming problems or obstacles that occur, namely, PT Bumiputra Technology Manufacturing provides a mediation room for employees to help solve all problems that occur both between employees and employees with the company due to internal obstacles and external events that have occurred with the aim that all problems can be resolved properly.

Suggestion

Based on the results of the research and discussion that has been described regarding the Influence of Work Discipline on Employee Performance at PT Bumiputra Technology Manufacturing, the authors can provide the following suggestions:

1. It is recommended for companies that the system of training, guidance and potential development for employees be improved again.
2. It is recommended for companies to maintain and improve employee discipline so that the system that is already running well is no longer affected by the obstacles that have occurred.
3. It is recommended for companies to pay attention to the facilities and infrastructure for their employees so that employees do not encounter obstacles in their work that can affect the discipline of the employees themselves.
4. It is recommended for companies to pay more attention to all the problems that often occur in the field and always carry out evaluations as possible so that there are no misunderstandings between employees and employees with the company so as not to cause big losses.
5. It is recommended for companies to be able to become a liaison for all parties involved in the company's organization so that all processes that occur can run in an orderly and disciplined manner.

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