THE EFFECT OF WORK DICIPLINE IN INCREASING EMPLOYEE PERFORMANCE AT CV DUTA BARITO BANJARMASIN

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ABSTRACT

CV Duta Barito Banjarmasin is a company that was initially engaged in selling raw rattan products and now sells finished products. The purpose of this study was to determine the effect of work discipline on employee performance at CV Duta Barito Banjarmasin. The type of research used is descriptive quantitative, where the sample in this study are employees in the production section, totaling 30 people. Sources of data in this study are primary data and secondary data. The data collection techniques used were through questionnaires, observation, interviews, and documentation. While the data analysis method was carried out on the results of the questionnaire answers using the SPSS for Windows version 23 program. The results of the study were from the work discipline variable that affected employee work performance, where discipline was evidence of a sense of responsibility for the tasks assigned to him, so that it would also have a positive impact. against the company. Where from the calculation shows that work discipline has a positive and significant effect on employee performance with a significant value of 0.000 and less than 0.05, which means that work discipline increases, employee performance will also increase with an influence value of 60.5%.

Keywords: work discipline; employee performance; survey.

INTRODUCTION

Every organization or company needs quality human resources, who have competence, and are ready to compete in the business world. To meet these needs, every company must be able to direct its employees to be disciplined at work. Because it is very influential on work results, where when an employee is able to comply with the regulations set by a company organization, the employee will produce good work or performance.

Work discipline is an attitude of respect, respect, obedient and obedient to the rules that have been determined, both written and unwritten and are able to run them and do not evade sanctions if an employee violates the duties and authorities given to the employee.

CV Duta Barito Banjarmasin is a company that was initially engaged in selling raw rattan products or rattan in the form of bars that have not changed shape. In 1985 CV Duta Barito

Banjarmasin expanded its line of business again by establishing a rattan processing industrial factory whose production was semi-finished rattan in the form of rattan skins of all sizes. Then in 1987 CV Duta Barito not only produced semi-finished rattan goods but also finished goods, namely rattan mats of all sizes and rattan mats of all sizes whose production began to be exported. Where the trade is not only in Surabaya, Jakarta, Makassar, and Ujung Pandang, even to the countries of Taiwan, Korea, Singapore, Japan, Hong Kong, Spain, Amsterdam, and Italy.

The problem that exists in CV Duta Barito Banjarmasin is that the level of employee performance is decreasing which can be seen from the increase in rejected goods, there are still employees who are less disciplined in carrying out their duties, it can be seen from employees who arrive late, leave the office without permission and take a break past the normal hours. determined and the level of absenteeism is getting higher every year where employees do not notify when they are sick or overdue for a permit or leave from work. From the problems described above, the purpose of this study is to determine the effect of work discipline on employee performance at CV Duta Barito Banjarmasin.

LITERATURE REVIEW

Work Discipline

Work discipline can be interpreted as an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten and being able to carry it out and not evading to receive sanctions if he violates the duties and authorities given to him. (Sastrodiwiryo, 2002).

According to Ma'arif and Kartika (2013) discipline is obedience to the rules or orders set by the organization. Discipline is a process used to deal with performance problems where this process involves the leader or manager in identifying and communicating performance problems to employees.

The indicators of work discipline according to Mangkunegara (Sinambela, 2012) are as follows:

1. Preventive Discipline (Preventive Discipline), which is an effort to move employees to follow and comply with the organization's work rules and regulations. Preventive discipline aims to mobilize and direct employees to work disciplined. The preventive method is intended so that employees can maintain self-discipline against organizational

regulations. Guidelines for taking preventive disciplinary action are: attendance, use of working hours and responsibilities.

2. Corrective Discipline (Corrective Discipline), which is an effort to mobilize employees in unifying a rule and directing it to comply with various regulations in unifying a rule and directing it to continue to comply with various regulations in accordance with the guidelines applicable to the organization. In corrective discipline, employees who violate discipline will be given sanctions aimed at enabling employees to improve themselves and comply with established regulations. Guidelines for taking corrective disciplinary action are: warning, immediately and as quickly as possible, consistent and impersonal.

3. Progressive Discipline (Progressive Discipline), namely disciplinary action, in which the manager uses minimal coercion and pressure to solve performance problems but he will apply consequences if more cooperative problem-solving efforts do not get results. Guidelines for taking progressive disciplinary action are: verbal warning, written warning, severe punishment and dismissal from work.

Employee Performance

Performance is the work achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned, legally not violating the law in accordance with morals and ethics (Mathis & Jackson, 2009). Performance can also be interpreted as the appearance of the work of personnel both quantity and quality in an organization. Performance can be the appearance of individuals or work groups of personnel. The appearance of the work is not limited to personnel holding functional and structural positions, but also to all levels within the organization.

Employee performance is very influential for the success of a company. Good employee performance or performance will be directly proportional to good results in the company's business development. On the other hand, poor performance will also have a negative impact on the company.

According to Hasibuan (2013) there are three types of employee performance, namely:

1. Strategic performance is usually related to strategies in adjusting to the environment and the capabilities in which an organization is located. Usually, the strategic policy is held by the Top Manager because it involves dealing with outsiders strategically.

2. Administrative Performance is related to the administrative performance of the organization. This includes the administrative structure that regulates the relationship of authority (authority) and responsibility of people who occupy positions or work in work units within the organization.

3. Operational performance is related to the effective use of every resource used by the organization. The ability to achieve effective use of resources (capital, raw materials, technology and others) depends on the human resources working on it.

Indicators for measuring employee performance according to Mangkunegara (2009) are:

1. Quality of work is how well an employee does what he should do.

2. The quantity of work is how long an employee works in one day. This work quantity can be seen from the work speed of each employee.

3. Task performance is the extent to which employees are able to do their jobs accurately or without errors.

4. Responsibility for work is an awareness of the obligation of employees to carry out the work given by the company.

Previous Study

In Darmawan & Sukaja's research (2017) entitled The Effect of Work Discipline on Employee Performance at PT Sinar Alami Kreasi Denpasar, with 50 employees as respondents, it showed that work discipline had a positive and significant influence on employee performance, where employee performance was influenced by discipline. work of 74.3% and the remaining 25.7% is influenced by factors not examined.

Kurbani's research (2018) with the title The Effect of Work Discipline on Employee Performance at PT Agro Massiv International Group, where the number of respondents was 69 employees. Shows the influence of work discipline on employee performance, namely the results of the correlation coefficient of 0.459 or 45.9% and the remaining 54.1% is explained by other variables not explained in the study.

Meanwhile, according to Cleopatra, et al (2015) in a study entitled The Effect of Work Discipline on Employee Performance at the Naga Mas Cracker Factory, the results of the research are that work discipline at the Naga Mas cracker factory is quite good and there is a positive and significant influence between work discipline on employee performance, where

work discipline affects employee performance by 81.1% and the remaining 18.9% is influenced by other variables. not described in the study.

From the three studies above, it can be concluded that the influence of work discipline on employee performance is above 40%, while the rest is influenced by other factors/variables not examined.

METHODS

Research Design

The research method used in this study is descriptive quantitative method, namely the method in the form of numbers (numeric) using a descriptive analysis approach, namely the author describes the problem based on existing data then analyzes further and then draws conclusions. Data sources in research are subjects from which data can be obtained. In this study, the authors used two sources of data, namely:

1. Primary Data, that is data obtained directly from respondents, namely employees of CV Duta Barito Banjarmasin. Primary data was obtained by providing statements with a questionnaire.

2. Secondary Data, that is data obtained from company documents or company reports in CV Duta Barito Banjarmasin.

Population and Sample

The population in this study were employees of the production division, totaling 30 people. According to Arikunto (2006), if the population is more than 100 then the sample taken is a minimum of 10%-15%, but if the total population is less than 100 then the entire sample is taken. So that the sample taken is 30 employees.

Data Collection and Analysis Techniques

Data collection techniques are the methods used to obtain the data needed in the preparation of research. Data collection techniques used were questionnaires, observations, interviews, and documentation.

Data This analysis method is carried out on data obtained from the results of questionnaire answers and is used to analyze data in the form of numbers and calculations using statistical

methods, namely by using the SPSS for Windows version 23 program. The analytical tools used include:

a.   Test Research Instruments

1.   Validity, used to determine whether or not a questionnaire is valid.

2.   Reliability Test Reliability, to measure a questionnaire which is an indicator of a variable or construct.

b.   Classical Assumption Test

In order to get a good regression, it must meet the required assumptions, namely fulfilling the Normality and Heteroscedasticity assumption tests.

1.   Normality Test, conducted to see whether in the regression model, the dependent variable and the independent variable had a normal distribution or not.

2.   Heteroscedasticity Test, to test whether in the regression model there is an inequality of variance from one observation residual to another observation.

c.   Linear Regression Test

It is a data analysis technique used to determine how much influence one independent variable has on one dependent variable, namely:

$$Y = a + \beta1\, X + \mathrm{e} \quad (i)$$

Description:

Y   : Employee Performance Variable

a   : Constant

$\beta1$: Regression Coefficient

X   : Variable Work Discipline

e   : Error.

d.   Hypothesis Testing (t-Test)

T-test statistic test is used to determine how far the influence of one explanatory/independent variable individually in explaining the dependent variables. The t-test in this study was used to test the hypothesis. The basis for decision making in the t-test is as follows:

If t-count is smaller than t-table, then H1 is accepted, while

If t-count is greater than t-table, then Ho is rejected.

RESULTS

Validity Test

The technique used to test the validity is to use the Pearson Product Moment. The minimum requirement to be considered eligible is if the coefficient r > 0.3. The results of the validity test show that all items, both Work Discipline (X) and Employee Performance (Y) are valid, because the value of each item is positive (r results) and r results are greater than r.

Reliability Test

That the test results show the Cronbach's Alpha of the Work Discipline variable (X) of 0.897, and Employee Performance (Y) of 0.845, this number indicates that the Cronbach's Alpha variable is greater than 0.6, meaning the variables used in this study reliable.

Normality Test

Normal P-P Plot of Regression Standardized Residual
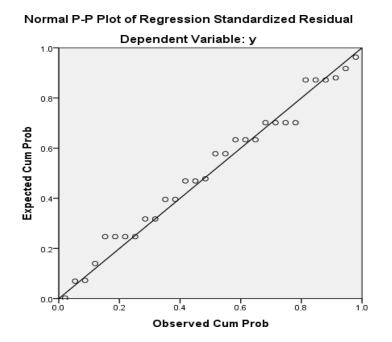**Dependent Variable: y**

Figure 1. Plot Diagram

Normality can also be detected using a normal probability plot graph. In Figure 1 the plot diagram above shows that the dots spread squeeze around the diagonal line, and follow the direction of the diagonal line. Based on the graph, it can be stated that the regression model in this study meets the assumption of normality. Or the second way is to use the Kolmogorov-

Smirnov test for normality, while the result is $0.2 > 0.05$, which means that the distribution of the data in this study is normal.

Heteroscedasticity Test

Figure 2 showed scatterplot diagram to see the results of heteroscedasticity test, it can be seen that the points spread randomly and are spread both above and below the number 0 on the Y axis. It can be concluded that there is no heteroscedasticity in the regression model, so the regression model is feasible to use to predict employee performance.
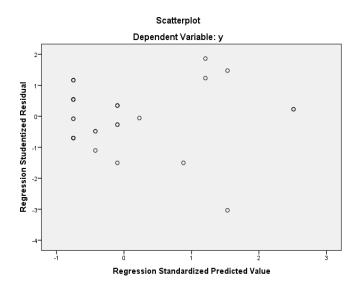

Figure 2. Scatterplot Diagram

Linear Regression Test

Table 1. Linear Regression Results

Variable	Unstandardize Coefficients	Standardized Coefficients	t	Sig.	Remarks
Work Discipline (x)	0,655	0,778	6,549	0,000	Signifikan
Constanta	6,936				
R = 0,778		F-test = 42,890			
R Square = 0,605		Sig. F = 0,000			
Adjusted R Square = 0,591					
n = 30					
Source: SPSS output (2022)					

$$Y = 6.936 + 0.655 (X_1) + e \qquad (ii)$$

Based on this equation, it can be explained as follows:

1. Constant coefficient of 6.936 it means that if the value of the work discipline variable is equal to 0, then the employee's performance is equal to 6.936.

2. The regression coefficient for the work discipline variable is 0.655, meaning that if the work discipline variable is increased by 1 unit, the employee's performance will also increase by 0.655 (65.5%).

3. Error Standard (*e*) indicates the level of disturbing error.

The R number of 0.778 indicates that the correlation or relationship between work discipline and employee performance at CV Duta Barito Banjarmasin is very strong because the number ranges from 0.70 to 0.89. The number of R Square or the coefficient of determination is 0.605. This means that 60.5% of the variables of employee performance at CV Duta Barito Banjarmasin are influenced by the variables studied in the study, namely work discipline, while the remaining 39.5% is explained by other variables outside the model.

Hypothesis Testing (t-Test)

Partial testing (t test) is used to prove the hypothesis, namely the effect of Work Discipline (X) on Employee Performance at CV Duta Barito Banjarmasin. The t-value of the reliability variable is 6.549 which is greater than the t-table value of 1.699 and with a significance level of 0.000 <0.05 with a positive data distribution. This indicates that work discipline has a positive and significant effect on employee performance at CV Duta Barito Banjarmasin.

DISCUSSION

From the results of the study, it is known that the Work Discipline variable (X) has a significant influence on Employee Performance (Y). Discipline is the most important operational function of human resource management because the better the employee's work discipline, the better the performance that can be achieved. Without good discipline, it is difficult for organizations to achieve optimal results. Discipline is the main factor needed as a warning tool for employees who do not want to change their nature and behavior. So that an employee is said to have good discipline if the employee has a sense of responsibility for the tasks assigned to him.

Enforcing discipline is important for the company, because discipline contains rules that must be obeyed by employees. With discipline is expected to make work as efficient as possible. Work discipline can be seen as something that has great benefits, both for the benefit of the

organization and for the employees. For organizations, the existence of work discipline will ensure the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant working atmosphere will be obtained so that it will increase morale in carrying out their work. Thus, employees can carry out their duties with full awareness and can develop their energy and mind as much as possible for the realization of organizational goals.

CONCLUSION

Based on the results of research that has been done, it can be concluded that discipline is the main key in improving employee performance, the more disciplined employees will have the better their performance. Discipline is proof of a sense of responsibility towards the tasks assigned to him, so that it will also have a positive impact on the company. The results show that work discipline has a positive and significant effect on employee performance with a significant value of 0.000 and less than 0.05, which means that the more work discipline increases, the higher the employee's performance with an influence value of 60.5%.

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