THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND WORK DISCIPLINE ON THE PERFORMANCE EMPLOYEE IN PT GAJAH UNGGUL INTERNASIONAL PALEMBANG

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Abstarct: The problem in this research is "whether organizational commitment and work discipline have a partial and simultaneous effecton performance?" Hypothesis testing uses multiple linear regression analysis, through the T test and F test, with the aim of determining the effect of the independent variable on the dependent variable at a confidence level of 95% (a = 0.05). The examiner's results in the T test on the organizational commitment variable have a positive effect on performance, which can be seenfrom the calculated t value (3.455) > t table (1.991), the significance (0.00) is below or smaller than 0.05, while the work discipline variable has a positive effect on performance, this can be seen from the calculated t value (2.752) > t table (1.991) and significance (0.00) below or smaller than 0.05. In testing the F test on the variables organizational commitment and work discipline have a positive effect on performance, this can be seen from the calculated F value (6.3544) > F table (3.115), and significance (0.01) is below or smaller than 0.05.

Keywords: Organizational Commitment, Performance, Work Discipline

INTRODUCTION

Human resources are an important factor in an organization. Every organization will always improve the quality of its resources so that their performance is satisfactory. Improving quality is also an effort to make employees more motivated and clear about the goals they want to achieve.

Work discipline in general has an important role for an organization. The aim of work discipline is to encourage employees to obey and adhere to personnel and organizational policies and regulations, utilize infrastructure and facilities effectively and increase work productivity which is a result of efficient use of input which in turn will increase output.

Employee commitment to an organization or company can be used as a guarantee to maintain the continuity of the organization/company, in a commitment a bond occurs that leads to broader goals, in this case the goals of the organization.

PT. Gajah Unggul Internasional Palembang is a private company engaged in loading and unloading and heavy equipment. To improve the performance of PT. Gajah Unggul Internasional Palembang realizes the importance of having quality human resources and having a high commitment to be able to drive organizational performance which increasingly requires a strong supporting capacity in an effort to achieve its mission and goals. In facing this competition, companies are required to improve the performance of their employees.

The following is PT employee attendance data. Palembang International Superior Elephant from 2022 to 2023

Table 1. Employee Presence Data PT. Gajah Unggul Internasional Palembang 2022

Month	Total Employees	Total working days	Total Employee Attendance Should be	Worker's attendance	Total Attendance	Percentage of Employee Absenteeism
January	533	26	19,188	489	18,699	2.55
February	533	23	12,259	502	11,757	4.09
March	533	26	13,858	492	13,366	3.55
April	537	24	12,888	476	12,402	3.69
May	537	24	12,888	463	12,425	3.59
June	537	18	9,666	409	9,257	4.23
July	537	26	13,962	417	13,545	2.98
August	537	25	13,425	472	12,953	3.51
September	537	25	13,425	497	12,928	3.68
October	537	27	14,499	512	13,987	3.53
November	537	25	13,425	406	13,019	3.02
December	537	24	12,888	396	12,492	3.07
Average Percentage of Employee Absenteeism						3.45

Source: PT. Palembang International Superior Elephant (2022)

Table 2. Employee Presence Data PT. Gajah Unggul Internasional Palembang 2023

Month	Total Employees	Total working days	Total Employee Attendance Should be	Worker's attendance	Total Attendance	Percentage of Employee Absenteeism
January	516	24	12,384	486	11,898	3.92
February	516	23	11,868	474	11,394	3.99
March	516	26	13,416	465	12,951	3.47
April	516	23	11,868	402	11,466	3.38
May	516	24	12,384	392	11,992	3.16
June	516	20	10,320	373	9,947	3.61
July	516	26	13,416	392	13,024	2.92
August	516	26	13,416	414	13,002	3.08
September	516	24	12,384	309	12,075	2.50
October	516	26	13,416	316	13,100	2.36
November	516	26	13,416	409	13,007	3.05
December	516	23	11,868	306	11,562	2.58
Average Percentage of Employee Absenteeism						3.17

Source: PT. Palembang International Superior Elephant (2023)

In table 2 you can see employee attendance data at PT. Gajah Unggul Internasional Palembang in 2022 from January to December experienced a significant percentage of employee absences and the highest attendance was in June at 4.23%. In 2023, the highest percentage of employee absences will be in June at 3.61%.

Bebased on employee attendance data at PT. Gajah Unggul Internasional Palembang can see how the level of employee discipline is very lacking. Mudiartha, et al (2011: 93) stated that

an average absence of 2-3 percent per month can still be considered good and an absence of more than 3 percent indicates poor work discipline conditions in the organization.

The current problem is how to create human resources that can produce optimal performance so that company goals can be achieved. Another factor that influences organizational commitment is the level of labor turnover at PT. Palembang International Superior Elephant which can be seen in the table below.

Table 3. Total Number of Incoming and Outgoing Employees
Serta Labor Turn Over Rate PT. Gajah Unggul Internasional Palembang
2019 – 2023

Year	Number of Employees at the beginning of the year	mcome in	Tooutside	Number of employees at the end of the year	LTO (%)	Average
2019	552	-	-	552	-	-
2020	552	20	30	542	5.48	547
2021	542	2	16	537	2.96	540
2022	537	3	24	516	4.55	527
2023	516	4	23	497	4.54	507

Source :PT. Palembang International Superior Elephant (2023)

Based on table 3, it can be seen that the number of employees from 2019-2020 saw a significant increase in employee turnover in 2020 by 5.48%, in 2021 there was a decrease of 2.96%, in 2022 there was also an increase of 4.55% , while in 2023 it will experience a decrease of 4.54%. During 2019 to 2023, the employee turnover rate of PT. Gajah Unggul Internasional Palembang can be concluded that the employee turnover rate is increasing. According to Mr Bambang, SE. as HRD PT. Gajah Unggul Internasional Palembang, there are several reasons why employees make the decision to resign, namely changing jobs, family factors, and health factors and factors that are not suitable for their job.

Based on the phenomena that occur, researchers are interested in conducting research with the title "The influence of organizational commitment and work discipline on the performance of PT employees. Palembang International Superior Elephant."

RESEARCH METHODS

1. Research Design
   The design in this research is associative research with the objectives:
   1. To find out the variables that are the cause (independent variables) and the variables that are the result (dependent variables).
   2. To find out the relationship or interrelationship between these variables

2. Data Types and Data Sources
   1. Data Type
   JeThe type of data used in this research is quantitative data, namely data presented in the form of numbers resulting from tabulation of respondent questionnaire data.
   2. Data Source

This research uses two types of data sources, namely:
   a. Primary data

Primary data is data obtained directly through interviews with respondents, especially using questionnaires according to the indicators to be studied and other things that support the content of this research.

b. Secondary data

Secondary Data is a data collection technique that comes from reading materials in the form of literature, magazines, brochures, lecture notes as well as written content that is closely related to the problems and discussions in this research.

3. Operational Definition and Variable Measurement

Table 4. Operational Definition of Variables

Variable	Definition	Indicator	Instrument
Commitment (X1)	the relative strength of individuals in identifying their involvement in the organization. (Munandar, 2010:75)	1. Commitment aeffective	1-3
		2. Normative commitment	4-6
		3. Continuous commitment	7-9
Work Discipline (X2)	A person's awareness and willingness to comply with all company regulations and applicable social norms (Sinambela, 2016))	1. Frequency of presence	1-2
		2. Level of alertness	3-4
		3. Adherence to work standards	5-6
		4. Compliance with regulations	7-8
		5. Work ethic	9-10
Performance Y	The work results achieved by a person in carrying out the tasks assigned to him are based on skill, experience, seriousness and time. (Hasibuan, 2015:34)	1. Work result	1-6
		2. Work Behavior	7-12
		3. Personal Traits	13-18

Analysis Techniques

a. Validity test

Validity and reliability tests were carried out to test whether the questionnaire distributed was suitable to be used as a research instrument. Validity and reliability tests were carried out on other respondents outside the research sample in this study. . This is done so that the data obtained is valid and reliable. A valid instrument means that the questionnaire used to collect data is valid. Valid means the instrument can be used to measure what it wants to measure, while a reliable instrument means an instrument that, when used several times to measure the same object, will produce the same data. (Sugiyono, 2017 : 172).

b. Reliability Test

Data reliability testing is carried out to determine the extent to which a meter can show accuracy and consistency of question items. To test the reliability of the data, the Cronbach Alpha meter was used. According to Sugiyono (2017:458), "Cronbach Alpha is one of the most frequently used reliability coefficients". A reliable measurement scale should have a Cronbach Alpha value of at least 0.60.

Statistical Descriptive Analysis
a. Termination Coefficient

   The coefficient of determination (R^2) essentially measures how far the model's ability is to explain variations in the dependent variable. The coefficient of determination value is between zero and one. A small R^2 = value means that the ability of the independent variables to explain variations in the dependent variable is very limited

b. Multiple Regression Test

   To determine the influence or relationship between independent variables and dependent variables using the multiple regression method (Multiply Regression).
   The formula is as follows:
   $Y = a + b1X1 + b2X2 + e$

RESEARCH RESULTS AND DISCUSSION

1. Instrument Test
a. Data validation

Table 5. Validation Test Results Organizational Commitment Variable (X1)

Variable	Item question	Corrected Item total Correlation	Status
Organizational Commitment (X1)	Item 1	0.587	Valid
	Item 2	0.444	Valid
	Item 3	0.587	Valid
	Item 4	0.652	Valid
	Item 5	0.600	Valid
	Item 6	0.511	Valid
	Item 7	0.605	Valid
	Item 8	0.632	Valid
	Item 9	0.476	Valid

Source: Data processed (2023)

Table 6. Validation Test Results Work Discipline Variable (X2)

Variable	Item question	Corrected Item total Correlation	Status
Work Discipline (X2)	Item 1	0.843	Valid
	Item 2	0.898	Valid
	Item 3	0.522	Valid
	Item 4	0.571	Valid
	Item 5	0.898	Valid
	Item 6	0.712	Valid
	Item 7	0.840	Valid
	Item 8	0.519	Valid
	Item 9	0.544	Valid
	Item 10	0.862	Valid

Source: Data processed (2023)

Table 7. Validation Test Results Performance Variable (Y)

Variable	Item question	Corrected Item total Correlation	Status
	Item 1	0.770	Valid
	Item 2	0.804	Valid
	Item 3	0.715	Valid
	Item 4	0.794	Valid
	Item 5	0.737	Valid
	Item 6	0.687	Valid
	Item 7	0.724	Valid
	Item 8	0.710	Valid
Performance (Y)	Item 9	0.633	Valid
	Item 10	0.794	Valid
	Item 11	0.731	Valid
	Item 12	0.697	Valid
	Item 13	0.724	Valid
	Item 14	0.710	Valid
	Item 15	0.637	Valid
	Item 16	,788	Valid
	Item 17	,723	Valid
	Item 18	,625	Valid

Source: Data processed (2023)

b. Reliability

Furthermore, the research instrument reliability testing method uses the Cronbach's Alpha reliability test, with a limit of 0.6. According to Sekaran (2012: 32) reliability of less than 0.6 is Disagree, while 0.7 is acceptable and above 0.8 is Agree. The results of reliability calculations show that all instruments used to measure research variables have reliability and can be used.

Table 8. Reliability Test Results

Variable	Alpha Cronbach's (α)	Status
Organizational Commitment	0.842	Reliable
Work Discipline	0.929	Reliable
Performance	0.954	Reliable

Source: Data processed in 2023

Statistical Descriptive Analysis
a. Termination Coefficient

In the SPSS output, the determinant coefficient is located in the Model Summary Table and is written R Square. The size of R Square ranges from 0 to 1 (one). If R Square is smaller or closer to 0 (zero), then the relationship between the independent variable (X) and the dependent variable (Y) is weaker.

Table 9. Termination Coefficient

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.727a	,528	,072	9.83564

a. Predictors: (Constant), X2, X1

R in simple regression analysis shows correlation (Pearson correlation), namely the correlation between independent variables and one dependent variable. The R number obtained means that the correlation between variables and organizational commitment is 0.727. This means that there is a strong relationship because the value is close to 1.

R Square (R2) or the square of R, which shows the coefficient of determination value. This number will be converted into a percentage, which means the percentage contribution of the influence of the independent variable to the dependent variable. The R2 value is 0.528, meaning that the percentage contribution of organizational commitment and work discipline to performance is 52.8%, while the remainder is influenced by other variables not included in this research.

b. Multiple Regression Test

Data obtained from respondents in this study were analyzed using a multiple linear regression model with the aim of determining the magnitude of the contribution of the independent variables in this study, namely the variables of organizational commitment and work discipline to predict the performance variable (Y) as the dependent variable. (dependent), so that it can also be explained about the independent variable that has the most influence on the dependent variable

Table 10. Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	64,144	12,293		5,218	,000
	X1	3,125	,275	,652	3,455	,000
	X2	,747	,195	,485	2,752	,001

a. Dependent Variable: Y

Table 10 shows the regression coefficient values for the constant and each independent variable (X1 and X2). The regression equation is as follows:

Y = a + b1 X1 + b2 X2

Y = 64.144 + 3.125X1 + .747X2

Where :

Y = Performance

a = Constant

X1 = Organizational Commitment

X2 = Work discipline

a. The constant figure of the unstandardized coefficient in this study is   64,144   this number is a constant number which means: if there are additional variables of organizational commitment and work discipline then the total performance is 64,144

b The regression coefficient figure X1 is 3.125. This figure means that for every 1% additional organizational commitment, performance will increase by 3.144%

c. Regression coefficient number $_2$of 0.747, this figure means that for every 1% increase in work discipline, performance will increase by 0.747%

Significance Test

1. T test (individually/partially)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the variables of organizational commitment and work discipline have a significant effect on performance or not. The test uses a significance level of 0.05.

Table 11. Regression Coefficients

Coefficientsa

		tSig.Model				
Unstandardized CoefficientsStandardized Coefficients		B		Std. Error		
	(Constant)	64,144		12,293	Beta	
,000	X1	3,125	,275	,652	3,455	,000
	X2	,747	,195	,485	2,752	,001

a. Testing the organizational commitment variable (b1) with the hypothesis:
Ho = regression coefficient (organizational commitment) partially has no effect on performance
H1 = regression coefficient (organizational commitment) partially influences performance.
Based on the results of the calculated t output, it is obtained that it is3,455
To find the t table at a significance of 0.05 with degrees of freedom.
df = nk-1 or 80-2-1 = 77 then the value obtained for the t table is 1.991
If t count < t table, then Ho is rejected
If t count > t table, then H1 is accepted
Because t count (3.455) > t table (1.991), then Ho is rejected, H1 is accepted, meaning that work organizational commitment partially influences performance.
b. Testing the work discipline variable (b2) with the hypothesis:
Ho = regression coefficient (work discipline) partially has no effect on performance
H1 = regression coefficient (work discipline) partially influences performance.
Based on the results of the calculated t output, it is obtained at 2.752
To find the t table at a significance of 0.05 with degrees of freedom. df = nk-1 or 80-2-1 = 77
then the value obtained for the t table is 1.991
If t count < t table, then Ho is accepted
If t count > t table, then H1 is rejected
Because t count (2.752) > t table (1.991), then Ho is rejected, H1 is accepted, meaning thatWork discipline partially influences performance

2. F test (together/simultaneously)

The F-test or joint regression coefficient test is used to find out whether the independent variables together have a significant effect on the dependent variable. In this case, to find out whether the variables of organizational commitment and work discipline have a significant effect on performance or not. The test uses a significance level of 0.05.

Table 12. ANOVA

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	74,983	2	37,492	6,354	,000b
	Residual	7448.967	77	96,740		
	Total	7523.950	79			

a. Dependent Variable: Y
b. Predictors: (Constant), X2, X1

H0: b1, b2 ≠ 0, meaning that together there is no positive and significant influence from the independent variables (X1, X2), namely organizational commitment and work discipline on employee performance as the dependent variable (Y).

H1: b1, b2 = 0, meaning that together there is a positive and significant influence from the independent variables (X1, X2), namely organizational commitment and work discipline on employee performance as the dependent variable (Y).

Based on the results of the calculated F output, it is obtained that it is6,354

To find the F table at a significance of 0.05 with degrees of freedom df = nk-1 or 80-2-1 = 77, the value obtained for the F table is 3.115 because the calculated F (6.354) > F table (3.115), then Ho is rejected, H1 is accepted, meaning that organizational commitment and work discipline together influence performance.

CONCLUSION

Conclusion

1. QThere is a positive and significant influence between organizational commitment and employee performance. The better the level of organizational commitment of a company, the employee performance will increase. The regression coefficient value of organizational commitment is positive at 3.125 on employee performance. Thus, the first hypothesis states that organizational commitment has a positive and significant influence on employee performance

2. T There is a positive and significant influence between work discipline and employee performance. This means that the better work discipline that occurs within the company will improve employee performance. The regression coefficient value of organizational commitment has a positive value of 0.747 on employee performance. So, the second hypothesis states that work discipline has a positive and significant influence on employee performance.

3. There is a positive and significant influence between organizational commitment and work discipline on employee performance simultaneously. The calculated F regression coefficient value (6.354) > F table (3.115). Thus, the third hypothesis states that organizational commitment and work discipline have a positive and significant effect on employee performance at PT. Palembang International Superior Elephant is acceptable.

Suggestions

1. In order to maintain a good organizational commitment between superiors and subordinates, companies should hold more coordination and meetings to solve problems.

2. To improve good discipline so thatemployees are willing to change their behavior and as an effort to increase their awareness and willingness to comply with all company regulations and applicable social norms, the company/management should provide motivation for employees to be able to stimulate them to work harder.

3. In order to improve employee performance, the company/management should conduct supervision more frequently, in order to increase employee discipline to work better in order to produce satisfactory work in accordance with company targets.

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