

ANALYSIS OF WORK DISCIPLINE IN IMPROVING WORK PRODUCTIVITY OF EMPLOYEES OF PT. PAYUNG DADI PUTRA IN THE COAL TRANSPORTATION MANAGEMENT WORK UNIT BWE INPUT TAL PT. BUKIT ASAM TBK, TANJUNG ENIM

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Abstract: This study aims to analyze work discipline in improving employee productivity at PT. Payung Dadi Putra in the Coal Transportation Handling Unit BWE Inpit TAL PT. Bukit Asam Tbk. in Tanjung Enim. The methodology used in this study is qualitative analysis, focusing on the issues of low employee discipline and low levels of productivity. This study was conducted to determine the obstacles faced by PT. Payung Dadi Putra at the Coal Transportation Handling Unit BWE Inpit TAL PT. Bukit Asam Tbk. in Tanjung Enim, especially in terms of increasing work productivity and implementing work discipline to increase employee productivity. The results of the study indicate that there are still signs of disciplinary violations that occur at PT. Payung Dadi Putra in the same unit.

Keywords: Work Discipline, Work Productivity

INTRODUCTION

Employee empowerment is an important effort to create a safe and comfortable working environment, so that they can provide optimal contributions to the company. The workforce is one of the most valuable assets. Often, employees are considered as important resources, while companies only see them as costs that must be minimized in production. This view is fundamentally wrong. Employees are unique assets that cannot be imitated or duplicated, because each individual is a unique creation with different characteristics. Therefore, it is very important to foster and develop the workforce to ensure they provide optimal results for the organization.

Every organization, institution or company needs human resources to achieve its goals. The human resources of a company are everyone who is part of the company or in a company as an employee). Employees in a company must have optimal discipline. Work discipline is a benchmark for achieving a company's goals. Discipline is where an employee obeys the rules that have been agreed upon by superiors and subordinates.

According to Hasibuan (2019), discipline is the most important function of human resource management (HRM) and the key to achieving goals because without good discipline it is difficult to achieve goals in an organization. Organization These goals must be achieved, and to achieve these goals, employee discipline is required.

According to Edi Sutrisno (2019), employee discipline is individual behavior that is in accordance with applicable work regulations and rules, as well as discipline and behavioral changes that are in line with regulations set by an organization or government, both written and unwritten. To achieve a high level of productivity, the company/agency must evaluate employees, both in terms of skills and discipline, so that they can help the company achieve its goals and as an effort to increase employee work productivity.

Productivity is an important aspect for companies in determining the sustainability of the company in the future. Productivity refers to the effective and efficient use of resources (input) to produce or increase the output of goods and services. To increase employee

productivity, companies must consider factors that affect work productivity (Wirawan et al. 2018). Employees are considered productive when they can produce goods and services that meet predetermined targets in a short and precise period of time. Increased productivity leads to increased efficiency (time, materials, labor), work systems, production techniques, and labor skills, measuring the level of ability to produce products, whether measured individually, in groups or organizations. The level of absence is one of the benchmarks for the level of employee presence or absence related to their duties and obligations. In general, companies always pay attention to their employees to come and go home on time, so that work is not delayed.

The absence of an employee will affect his/her productivity, which in turn will make the company unable to achieve its goals optimally. On the other hand, with the presence of employees or low levels of absenteeism, employee performance can increase and the expected targets can be met. The Coal Transportation Handling Work Unit is part of the work unit of PT. Bukit Asam Tbk located in Tanjung Enim is the largest coal mining company in Indonesia with a mining business permit area of 90,702 hectares.

PT. Bukit Asam Tbk produces coal for domestic and foreign needs, the work unit that handles this task is the Coal Transportation Handling Work Unit (Satker PAB). The Coal Transportation Handling Work Unit is tasked with handling and transporting coal from the mine to consumers. As a work unit under the auspices of PT. Bukit Asam Tbk, the Coal Transportation Handling Work Unit is responsible for To achieve optimal work performance, qualified, competent, and expert human resources are required. The Coal Transportation Handling Unit under PT. Bukit Asam Tbk collaborates with PT. Payung Dadi Putra, a company that provides skilled human resources. qualified Coal Transportation Handling Work Unit under the auspices of PT. Bukit Asam Tbk in collaboration with PT. Payung Dadi Putra as one of the companies that provides human resources for large companies that require experts in their fields. PT. Payung Dadi Putra is a private company engaged in the field of human resource provision services, established since 2013 located on Jalan Sido Mulyo I Talang Jawa, Muara Enim, Muara Enim Regency. PT. Payung Dadi Putra has 177 employees who are employed in various companies, with different backgrounds including, Bachelor's, Vocational School and High School

Table 1. Number of Employees by Gender

No	Gender	Amount
1	Man	164
2	Woman	13
	Total	177

Source: PT. Payung Dadi Putra

Specifically in the Coal Transportation Handling Work Unit of PT. Payung Dadi has 32 employees with different positions. The 32 employees are divided into four work groups or groups that have different work schedules, in its implementation the four work groups work according to the shifts that have been arranged by PT. Bukit Asam Tbk, namely, the morning shift starts at Morning shift is carried out from 07.00 to 15.00 WIB, afternoon shift is carried out from 15.00 to 23.00 WIB, and night shift is carried out from 23.00 to 07.00 WIB.

In carrying out the shift, employees will take attendance to assess work discipline which will then be evaluated at the end of each year 5 to see the work discipline of each employee, attendance is an important factor in analyzing employee work discipline because it is one of the important rules in the company that must be obeyed by everyone.

employees. The following is employee absence data of PT. Payung Dadi Putra for the last three years.

Table 2. Attendance List of PT. Payung Dadi Putra At Coal Transportation Handling Work Unit BWE Inpit TALPT. Bukit Asam Tbk. Tanjung Enim 2019 – 2023

Year	Number of Employees	Working days	Information				Amount	Percentage
			I	S	Act	U		
2019	32	274	12	15	32	9	68	24.82%
2020	32	274	10	8	28	11	57	20.80%
2021	32	274	4	9	33	6	52	18.98%
2022	32	274	8	5	25	9	47	17.15%
2023	32	274	11	9	51	12	83	30.29%

Source: PT. Payung Dadi Putra

Information :

I = Permission with Description

S = Sick

UU = Late arrival

U = Absent

Based on Table 2 above, it can be seen that the percentageEmployee absence is obtained by calculating the total absence divided by the working days, where the level of employee indiscipline from year to year is seen to be unstable, seen from 2019 with a percentage of 28.82%, in 2020 it decreased by 20.80%, in 2021 by 18.98%, in 2022 by 17.15% and increased again in 2023 by 30.29%, this instability of employee absence occurs in employee discipline towards the commitment to work hours that have been determined by the company. Punctuality in coming to work is an important aspect of assessing work discipline.

According to Mangkunegara (2017) there are 4 (four) types of discipline indicators.

1. Responsibility
2. Initiative
3. Cooperation
4. Obedience

Thus, based on Table 2, it can be concluded that there has been a decrease in work discipline of PT. Payung Dadi Putra employees at the BWE Inpit TAL Coal Transportation Handling Unit of PT. Bukit Asam Tbk.Tanjung Enim in complying with company regulations, especially regarding indicators of responsibility and obedience.

Table 3. Productivity RecapitulationCoal Transportation Handling Unit BWE Inpit TAL PT. Bukit AsamTbk. Tanjung Enim 2019 – 2023

Year	Design Capacity	Loading Realization	Available Hours Calendar	Road Hours	Planned Treatment Hours	Time Limit	Mining System	Stand By Hours	Productivity	
									TPM	%
	(TPM)	(Ton)	(Minute)	(Minute)	(Minute)	(Minute)	(Minute)	(Minute)		

1	2	3	4	5	6	7	8	9	10=3/4	11=10/2
2019	28	5,783,64 2	396,00 0	280,55 2	19,777	27,760	15.011	135,17 1	20.62	74%
2021	28	5,871,07 9	525,60 0	316,61 5	34,660	112,41 1	38,561	23,413	18.54	66%
2022	40	6,408,12 1	525,60 0	251,52 8	33,065	11,060	31.255	198.69 2	25.48	64%
2023	40	4,081,07 3	525,60 0	261,91 7	42,830	59,550	142,56 5	18,738	15.58	39%

Source: PT. Payung Dadi Putra

Information :

Availability = (Calendar available hours-Maintenance hours) x Reliability/Calendar available hours
 Reliability = Operating hours / (Operating hours + Downtime)
 Utilisation = Operating hours / Calendar available hours
 Downtime System includes Stand By time

In table 3 above, the productivity percentage comes from TPM (Ton per Minute) productivity divided by design capacity, the TPM productivity figure itself comes from the results of loading realization divided by road hours where if the loading realization is high with low road hours during operation, the productivity percentage result can also be high. From table 3 we can see that in 2019 the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit was 46%, in 2020 the productivity level Coal Transportation Handling Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim experienced an increase of 50%, in 2021 the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit decreased again by 46%, then there was an increase in the following year by 64% in 2022, but in 2023 the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit PT. Bukit Asam Tbk. Tanjung Enim experienced a significant decrease of 39%.

According to Handoko (2017), company productivity is influenced by several things such as employee discipline, the tools used, and management. Research on Employee Work Discipline Several previous researchers have conducted research on the factors that influence it. One of Andika's research results in 2014 entitled 'Analysis of Employee Work Discipline at PT. Aryadata Sarana Makassar' is worth noting, conducted at PT. Aryadata Sarana Makassar. Shows that the level of employee work discipline is still low, this can be seen from several aspects such as the level of employee attendance and punctuality, how employee attitudes and behaviors are both employee compliance, employee diligence and employee enthusiasm and initiative, as well as in the aspect of responsibility, both for superiors and subordinates, only responsibility to consumers is considered good because employees directly show consumers that they are reliable in solving consumer problems.

Hadrah Research. 2019. Efforts to Improve Work Discipline in Supporting the Work Productivity of Production Employees at PTPN XIV (Takalar Sugar Factory). Faculty of Economics and Business, Muhammadiyah University of Makassar Makassar. As a leader in improving employee work discipline, he has a target or initiative that increasing employee work discipline through leadership efforts is expected to improve employee work discipline in accordance with the 4 methods that will be developed. Through various methods and efforts, it is hoped that they will become intermediaries in improving employee work discipline so that the company will develop much more.

THEORETICAL BASIS

According to Handoko (2017:134), Work Discipline as quoted in Sinambela discipline is an individual's will that arises from self-awareness to obey the rules set in an organization.

Discipline means obeying the rules or directions set by the organization. Employee discipline is the behavior of individuals who obey the applicable work rules and regulations or can be interpreted as attitudes, behaviors, and actions that are in accordance with organizational regulations, both written and unwritten (Sutrisno, 2019:94). Work discipline is a communication tool between leaders and employees, encouraging employees to change their behavior, and trying to increase employee awareness and readiness to obey all applicable company regulations and social norms (Veithzal, 2016:444).

According to Malayu SP. Hasibuan in Ganyang (2018:89), discipline is defined as the awareness and willingness of an individual to comply with all company regulations and prevailing social norms. Sinungan, as cited in Ganyang (2018:91), describes work discipline as the psychological attitude of an individual or a group that consistently desires to follow or comply with all established rules or decisions. Ganyang (2018:156) identifies several factors that influence employee discipline, including:

According to Hasibuan (2018) discipline is defined as a person's awareness and willingness to obey all company regulations and applicable social norms. According to Sinungan in Ganyang (2018:91) work discipline is a mental attitude of a person or group of people who always want to follow or obey all rules or decisions that have been set.

According to Sinungan (2019:12) work productivity is a measure of the quality and quantity of work that has been done, taking into account the cost of resources used to do the work. Sutrisno (2019:98), work productivity is a concept that shows the relationship between work results and the time units needed to produce a worker's product.

According to Sedarmayanti (2018:57) work productivity is increasing the output of goods and services as high as possible by utilizing resources efficiently. Based on the opinions of the experts above, it can be concluded that what is meant by work productivity in this study is a measure of the quality and quantity of work that has been done, taking into account the cost of resources used to do the work.

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According to Hasibuan in Busro (2018) productivity is comparison between output (result) and input (input). If productivity increases, it will increase efficiency (time-materials-energy) and work systems, production techniques and there will be an increase in the skills of the workforce.

Factors that influence work productivity in human resource management analysis, employee productivity is a dependent variable or is influenced by many factors (Sedarmayanti, 2018:57) that productivity is greatly influenced by the following factors:

- a. Work attitude
- b. Skill level
- c. The relationship between the workforce and the organization's leadership
- d. Productivity management
- e. Labor efficiency
- f. Entrepreneurship

METHODS

The analysis method used is descriptive qualitative, chosen because the problems identified by the author are still temporary and unclear. This complexity requires the use of theory to better understand the broader and deeper social context at PT. Payung Dadi Putra in

the Coal Transportation Handling Unit BWE Inpit TAL PT. Bukit Asam Tbk. in Tanjung Enim. According to Sugiyono (2019:47), the data sample represents part of the population studied. The sampling method used in this study is Purposive Sampling, which is the selection of data sources based on certain considerations. This approach is necessary because the limitations of available data sources do not provide comprehensive and definite information, so it is necessary to look for additional sources.

Data analysis is a systematic process for finding and organizing data obtained from interviews, field notes, and documentation. This includes categorizing data, breaking down data into units, synthesizing data, arranging data into patterns, selecting data that is considered important for research, and drawing conclusions that are easy to understand by oneself and others (Sugiyono, 2019:25). The steps for data analysis as stated by Miles and Huberman (Sugiyono, 2019:430) include:

- a. Data reduction
- b. Data presentation
- c. Verification. Conclusions drawn from qualitative research are expected to produce new findings that were previously unknown. These findings can be in the form of descriptions or representations of an object that was previously unclear, causal or interactive relationships, hypotheses, or theories.

RESULT AND DISCUSSION

Productivity is the ratio of output to input in a production process over a given period. Inputs include management, labor, production costs, equipment, and time, while outputs include goods produced, sales products, revenue, market share, and product damage. In a normative perspective, the definition of productivity is if today employees work better than yesterday and tomorrow is better than today. In other words, it can be said that the definition of productivity has two dimensions, namely effectiveness and efficiency. The first dimension relates to the achievement of maximum work, in the sense of achieving targets related to quality, quantity and time. While the second dimension relates to efforts to compare input with the realization of its users or how it is implemented.

At PT. Payung Dadi Putra which is engaged in the field of human resource provider services established since 2013 has 32 employees placed in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim who serves as a BWE System heavy equipment operator where PT employees. Payung Dadi Putra plays a very important role in achieving the productivity of the Coal Transportation Handling Work Unit (Satker PAB). The problem that occurred at the Satker PAB was the failure to achieve significant work productivity as a whole, this resulted in dissatisfaction with PT. Bukit Asam as a user of PT Payung Dadi Putra's services. The problem can be seen from the work results table of the productivity of the Coal Transportation Handling Work Unit achieved decreased in 2023, it can be seen from the report on the results of the work productivity of the Coal Transportation Handling Work Unit BWE Inpit TAL from 2019-2023 in the following table:

Table 4. Productivity Recapitulation Coal Transportation Handling Unit BWE Inpit TAL PT. Bukit Asam Tbk. The Cape 2019 – 2023

Year	Design Capacity	Loading Realization	Available Hours Calendar	Road Hours	Planned Treatment Hours	Time Limit	Mining System	Stand By Hours	Productivity	
									TPM	%

	(TPM)	(Ton)	(Minute)	(Minut e)	(Minute)	(Minute)	(Minute)	(Minute)		
1	2	3	4	5	6	7	8	9	10=3/4	11=10/2
2019	28	5,783,642	396,000	280,552	19,777	27,760	15.011	135,171	20.62	74%
2021	28	5,871,079	525,600	316,615	34,660	112,411	38,561	23,413	18.54	66%
2022	40	6,408,121	525,600	251,528	33,065	11,060	31.255	198.69 2	25.48	64%
2023	40	4,081,073	525,600	261,917	42,830	59,550	142,565	18,738	15.58	39%

Source: PT. Payung Dadi Putra

In table 4 above, the productivity percentage comes from TPM (Tons per Minute) productivity divided by design capacity, the TPM productivity figure itself comes from the results of loading realization divided by running hours, where if loading realization is high with low running hours during operation, the productivity percentage results can be high too.

In 2019, the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit was 46%, in 2020 the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit increased by 50%, in 2021 the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit decreased again by 46% then increased in the following year by 64% in 2022, but in 2023 the productivity level of the BWE Inpit TAL Coal Transportation Handling work unit experienced a significant decline of 39% and the TPM production results were only 15.58 tons per minute, which should have been according to the design specifications of the BWE system and conveyor line to produce coal with a design capacity of 40 tons per minute, this indicates a lack of employee discipline in carrying out the SOP (Standard Operating Procedure) for the correct way to dig coal or a lack of skills and knowledge of the mining production operating system techniques coal so that the operation of the equipment is not optimal and results in the failure to achieve the company's target productivity. This happens because the training is carried out directly by means of verbal and visual introduction of events that occur in the field.

Based on the productivity table of the chapter above, according to Mr. Yudi Geonadi as Group A Supervisor when interviewed on January 9, 2024 at the BWE Inpit TAL shift office, there was an up and down in the productivity percentage every year where in 2022 the productivity percentage increased because in 2021 the main operator on the BWE system was an organic employee of PTBA but it was not sufficient from the three Main Mining Tools BWE System in each group only one to two organic PTBA operators and the rest were third parties, namely PT Payung Dadi Putra as the operator's assistant, then in 2022 the number of main operators 51 was sufficient by being filled by organic PTBA operators but at the end of 2022 there was a change in the policy rules, namely the Main Mining Tool operators of the BWE System were fully filled by a third party, namely PT. Payung Dadi Putra, this change in policy rules occurred due to a shortage of organic PTBA employee operators who were transferred to other sites

Low Discipline is a person's willingness that arises with their own awareness to follow the rules and regulations that apply in the organization. Discipline is compliance with the rules or orders set by the organization. Discipline is the most important operational function of human resource management because the better the employee's work discipline, the better the performance achieved. Without good discipline, it is difficult for the organization to achieve optimal results. Discipline is the main factor needed as a warning tool for employees

who do not want to change their behavior. So an employee is said to be less good if the employee has a sense of responsibility for the tasks given to him.

At PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim in terms of discipline there is still a lack of awareness of employees to obey the rules that apply in the company that have been set by management as a tool to carry out the duties and obligations of an employee according to the company's standard operating procedures. In terms of employee work discipline, this can be seen from several employees who are often late and absent without valid information or absent. The following is a table of absences of 52 employees of PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim for the past three years

Table 5. Attendance List of PT. Payung Dadi Putra At Coal Transportation Handling Work Unit BWE Inpit TALPT. Bukit Asam Tbk. Tanjung Enim 2019 – 2023

Year	Number of Employees	Working days	Information				Amount	Percentage
			I	S	Act	U		
2019	32	274	12	15	32	9	68	24.82%
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2023	32	274	11	9	51	12	83	30.29%

Source: PT. Payung Dadi Putra

Employees are obtained by calculating the total absence divided by the working days, where the level of employee indiscipline from year to year is seen to be unstable, seen from 2019 with a percentage of 28.82%, in 2020 it decreased by 20.80%, in 2021 by 18.98%, in 2022 by 17.15% and increased again in 2023 by 30.29%. This instability of employee absence occurs in employee discipline towards the commitment to work hours determined by the company. Punctuality in coming to work is an important aspect of assessing work discipline.

According to Mangkunegara (2017:57) there are four types of discipline indicators, namely:

1. Responsibility
2. Initiative
3. Cooperation
4. Obedience

So if seen from table 5, it can be concluded that there is a decline in employee work discipline of PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim in complying with company regulations, especially on the indicators of responsibility and obedience. Employee absence has a significant impact on organizational progress. High absenteeism rates have an impact on various aspects, such as decreased productivity and increased employee turnover. The work discipline implemented by PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit 54 BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim has not been implemented optimally because there are still employees who are often late and absent or absent without explanation, causing obstacles to the cessation of operational time because they are waiting for heavy equipment operators and resulting in decreased productivity.

The high and low levels of absenteeism affect employee work productivity, the higher the level of absenteeism will decrease work productivity and the lower the level of absenteeism will increase employee work productivity. Employees who are always present on time according to the company's working days, with high motivation and work ability and supported by adequate work facilities and infrastructure will produce high productivity, and vice versa.

- a. Work discipline functions as a communication tool between management and employees, so that employees can adjust their behavior to the established rules. According to Ganyang (2019:156), there are several factors that influence employee discipline, including: Clear company goals. Company goals are targets that must be achieved by all related members.
- b. Work discipline regulations will be in line with the company's objectives, which must be communicated effectively to ensure proper implementation of work discipline.
The regulations set by the company must be formulated clearly and documented in writing, so as to facilitate their dissemination and implementation to all employees.
Work discipline cannot be enforced if regulations are only based on verbal instructions from superiors, which can change at any time.
- c. Disciplinary behavior of superiors Employees will exemplify the attitudes and behaviors of their superiors. If the superior always obeys company regulations, then employees will obey them. If the superior often violates the regulations, then employees will likely look for opportunities to do the same things as their superiors.
- d. Attention and direction to employees A superior who is able to give personal attention to each employee will create a condition that employees are an important part of the company. The superior provides direction to employees facing difficulties in carrying out tasks. This will make employees serious in realizing work discipline. The superior's attitude like this will be respected by employees, so that in the end it creates high employee work productivity.
- e. Employee supervision is very important. The tasks assigned to employees must be supervised by their superiors to ensure that they are carried out correctly and on time. This supervision, whether carried out routinely or unexpectedly, supports the formation of work discipline among employees.
- f. Supervision by superiors is a powerful strategy for companies to foster employee discipline. In addition, the reward and punishment system plays an important role. Awards are given to employees who carry out their duties with discipline, while punishments are given to those who violate established work regulations.
- g. The implementation of this system clearly motivates employees to obey discipline in order to meet company standards. Furthermore, the adequacy of compensation affects employee discipline. Employees tend to be more disciplined when they feel that the compensation they receive is fair and commensurate with their work. Conversely, if they feel that the compensation they receive is insufficient, they may act against company rules.

Based on the discussion above, it is in line with Andika's Research (2019). Analysis of Employee Work Discipline at PT. Aryadata Sarana Makasar. The results of the study show that the level of employee work discipline is still low, this can be seen from several aspects such as the level of employee attendance and punctuality, how employee attitudes and behavior are, both employee compliance, employee perseverance and employee enthusiasm and initiative, and in terms of responsibility, both for superiors and subordinates, only responsibility to consumers is considered good because employees directly show consumers that they can be relied on to solve consumer problems. Although the level of employee work

discipline is still relatively low, the company management always tries to make rules that can make employees more disciplined in their work. Weak Enforcement of Work Rules Compliance with work regulations Employees who obey work regulations will not neglect work procedures and will always follow the work guidelines that have been set by the company. the definition of work can be defined as an attitude of respecting, appreciating, obeying and obeying applicable regulations, both written and unwritten, and being able to carry them out and not avoiding accepting sanctions if they violate the duties and authorities given to them.

Lack of Job Training for Employees In Law No. 13 of 2003 concerning employment, there are rights and obligations for employees and companies to provide, obtain, improve, and develop work competencies, productivity, discipline, attitudes and work ethics at the level of skills and expertise that are in accordance with the level and qualifications of the position or job. By holding employee development training, there will be new knowledge, skills and expertise that will be obtained. Of course, this can help companies to improve their abilities and increase the productivity of their employees. However, on the other hand, without development training, employees will not get increased abilities and will not experience increased work productivity. The purpose of the Productivity Improvement Training program is to provide knowledge and skills to workers related to tools and techniques for increasing work productivity to be implemented in their workplace. According to Hasibuan (2019) Development is the process of improving technical, theoretical, conceptual, and moral skills of employees 58 through education and training. Education and training must be provided with current and future work needs

Work productivity is Productivity is one of the important factors in determining the success and progress of individuals and organizations. Increasing productivity is a continuous process, and requires a strong commitment from all team members and organizational management. In addition to work discipline, employee knowledge factors regarding work according to the SOP (Standard Operating Procedure) set by the company also affect work productivity. By prioritizing productivity and paying attention to factors that affect productivity, organizations or companies can create a productive, efficient, and innovative work environment. Thus, productivity plays an important role in the success of the organization and increasing productivity should be a top priority.

From the low work productivity at PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim can be influenced by several factors according to the theory according to Sedarmayanti (2018:57) as follows:

- a. Work attitude
- b. Skill level
- c. The relationship between the workforce and the organization's leadership
- d. Productivity management
- e. Labor efficiency
- f. Entrepreneurship

CONCLUSION

Employee work discipline is the attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. Supporting factors are leadership factors, training and education, work attitudes, work environment, employee work discipline, employee work safety. Inhibiting factors in increasing employee work productivity are lack of discipline, no measurement of employee work productivity, lack of employee work training, unclear sanctions, lack of motivation and compensation. Efforts to increase employee productivity include improving the work environment, providing training for

employees, providing compensation based on performance, conducting performance evaluations and measurements, and holding work briefings to set targets and improve performance management.

Where should PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. Tanjung Enim should be better in enforcing work discipline to all employees of the company, both superiors and subordinates fairly. With good work discipline in the company, it can increase good work productivity in carrying out the tasks and responsibilities given by the company. Employees who have a good work attitude, have a high level of skills and efficiency in working and are supported by good management, have an entrepreneurial spirit in working will improve the company as an effort to increase employee work productivity. The company PT. Payung Dadi Putra should use a fingerprint system attendance as a recapitulation of attendance data with the provisions of the hours of entry and exit of work that have been determined by the company and sanctions for those who are late or absent, so as to create a sense of obedience and obedience to working hours. Compliance with the regulations in the environment of PT. Payung Dadi Putra in the Coal Transportation Handling Work Unit BWE Inpit TAL PT. Bukit Asam Tbk. For further researchers, they should further develop research on factors that can influence employee work productivity by using different data analysis and adding the number of other variables to produce even better research.

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