

THE INFLUENCE OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN PT. AGRO GEMILANG SURYA PALEMBANG

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Abstract : The effect of work discipline on employee performance at PT. Agro Gemilang Surya Palembang. This study aims to determine and analyze employee performance. In connection with this how employees can work as well as possible and employees have high work discipline in completing work with discipline. Thus, on this matter, this study aims to show the significance of the influence of work discipline on employee performance. In analyzing the data used descriptive analysis which contains the distribution of items from each variable, then simple linear regression analysis and hypothesis testing. Based on the results of observation and testing of research variables, it can be concluded that work motivation has a positive effect on employee performance at PT. The R² value of 0.574 means that the percentage contribution of Discipline to performance is 025.1%, while the rest is influenced by other variables not included in this model. Work discipline variable (X) obtained a t value of 6.970 while t table obtained a value of 0.606. Because t count (1.672) > t table (0.606), work discipline partially affects performance.

Keyword : Employee; Employee Performance; Work Discipline

INTRODUCTION

Organizations, governments or private institutions need human resources to achieve their goals. In an organization or company, human resources are very important and must be owned in an effort to achieve the goals of both the organization and the company. Human resources are decisive in determining production factors, building and developing companies. In addition, human resources play a role in the main elements of the organization compared to other resource elements such as capital, technology, because humans themselves control other factors.

Employee performance is affected by work discipline. Good work discipline will provide a big relationship in an effort to achieve a level of performance. Work discipline is one's awareness and willingness to comply with all applicable company regulations and social norms. Without discipline, all activities that will be carried out will bring unsatisfactory results and are not in line with expectations.

The same thing happened at PT. Agro Gemilang Surya Palembang, based on initial observations carried out through interviews with the HRD of PT. Agro Gemilang Surya Palembang, there are several conditions that are not optimal in terms of employee performance, including the discipline factor that has not followed the Company's Operating Standards. Many employees are often late, decreased attendance, do not finish work on time so they lack responsibility in their work.

The average rate of absenteeism that occurs in 2022 is 3.6%. This absentee level exceeds the company's tolerance level of 0.5%. The company certainly has certain regulations to maintain employee discipline, these regulations are not only to give sanctions but are expected to make employees aware of all the responsibilities that have been given to be enthusiastic about completing their work properly.

Based on the phenomenon that occurred at PT. Agro Gemilang Surya, one of the ways to create and improve even better performance is to have high employee work discipline, thereby improving and producing a better performance. So the researchers are interested in conducting research entitled "The Influence of Work Discipline on Employee Performance at

PT. Agro Gemilang Surya Palembang”.

METHODS

This research was conducted at PT. Agro Gemilang Surya which is located at Jl. Tanjung Api-api Green Villa Complex Block A No. 2 Talang Keramat, Palembang City, South Sumatra. The primary data used in this study is a questionnaire. The data collection questionnaire was carried out by providing a set of written questions for the respondents to answer (Sugiyono 2013: 137). Secondary data is data obtained indirectly, namely data obtained by the author from company documents and literature books that provide information about the influence of work discipline and employee performance. Placement of research respondents using the sampling method used in this study is a saturated sample or total sampling because the objects studied are all employees, totaling 38 employees.

RESULTS AND DISCUSSION

A company that was established according to the Deed of Establishment dated 14 October 2017, domiciled in Palembang City. Companies engaged in the oil palm plantation sector, Along with the rate of economic growth and high demand for supply materials for the manufacture of daily necessities such as cooking oil, butter, and lubricating oil which in the current National Economy oil palm plantation products are quite strategic commodities and sustainable and has diversity and uses as raw material from downstream production which has potential opportunities to be marketed to the public. And as a manifestation of this market opportunity and to play a role in economic activities, especially in local communities, we established PT. AGRO GEMILANG SURYAPALEMBANG which has participated in developing its business in the industrial sector. oil palm plantation .

The purpose of establishing this company is to run the Agro Business sector, especially plantations and agriculture. The oil palm plantation that we opened is located in Jungkal Village, Pampangan District, Ogan Komering Ilir (OKI) Regency, South Sumatra. And currently, the area that we will open in the first phase is 2,000 HA from our plan of 11,000 HA, which later the Company will also build cooperation with the Community in the form of a Core – Plasma partnership.

Validity test

Work Discipline Variable Validation

From the results of validity testing using SPSS 20.0 (calculation results can be seen in the attachment) the validity coefficient of each item in the questionnaire is obtained, the results are shown in the following table, for the work discipline variable (X), the results of the validation that has been carried out show that of all items (9 items) questions in the questionnaire used as a measuring tool. In detail the value of each item can be shown in the following table.

Validity test

Table 1. The Validity of Work Discipline

No	Statement	r count	t table	Information
1	I always follow the rules of working hours	.922**	> 0.3202	Valid
2	I follow the rules go home hours and rest hours	.649**	> 0.3202	Valid
3	I wear the clothes set by the company	.956**	> 0.3202	Valid
4	I am polite and courteous to all employees	.875**	> 0.3202	Valid

5	I do the job according to the position	.835**	> 0.3202	Valid
6	I do the work according to my duties and authority	.926**	> 0.3202	Valid
7	I do a responsible job and have a good relationship with my work unit	.645**	> 0.3202	Valid
8	I follow SOP rules in the company	.742**	> 0.3202	Valid
9	I followed directions from my superiors	.488**	> 0.3202	Valid

Source: Data processed by SPSS 20.0

Based on the validity test on work discipline variables, there are 9 valid statements out of 9 statements, and on employee performance there are 9 valid statements.

Table 2. Performance Validity

No	Statement	r count	t table	Information
1	I work according to the target work assigned	.851**	> 0.3202	Valid
2	I am able to do the work according to my responsibility	.822**	> 0.3202	Valid
3	I am able to complete the amount of work assigned to me	.786**	> 0.3202	Valid
4	I carry out work activities in accordance with the responsibilities	.853**	> 0.3202	Valid
5	I care about all my work environment	.675**	> 0.3202	Valid
6	I try to be honest with my work activities	.637**	> 0.3202	Valid
7	I work together with colleagues	.561**	> 0.3202	Valid
8	I get on well with co-workers at work	.900**	> 0.3202	Valid
9	At work I always take the initiative in my work	.813**	> 0.3202	Valid
10	I always try to be creative in my work at work	.846**	> 0.3202	Valid

Source: Data processed by SPSS 20

Based on the validity test on the performance variable there are 10 valid statements out of 10 statements, and on employee performance there are 10 valid statements out of 10 statements.

Reliability test

Reliability is the level of reliability of a research instrument. A reliable instrument is an instrument, when used repeatedly to measure the same object, produces the same data (Sugiyono, 2019: 110). The reliability test will be able to show the consistency of the respondents' answers contained in the questionnaire. This test was carried out after the validity

test and the questions tested were valid questions. Testing was carried out using the SPSS 20 for windows program with the following criteria:

- If the value of Cronbach's Alpha > 0.60 then the variable or construct is declared reliable.
- If the value of Cronbach's Alpha < 0.60 then the variable or construct is declared unreliable.

Table 3. Reliability Test

Variables	Cronbach's Alpha	N of Items	Criteria	Information
Work discipline	0.923	9	>0.6	Reliable
Performance	0.902	10	>0.6	Reliable

Source: Data processed by SPSS 20

Based on the table above, it can be seen that all variables are greater than 0.6 so that they are said to be reliable, meaning that the questionnaire can be used more than once and is reliable.

a. Work Discipline Reliability

Table 4. Reliability Statistics –Work Discipline

Cronbach's Alpha	N of Items
0.923	6

Source: Data processed by SPSS 20

b. Employee Performance Reliability

Table 5. Statistical Reliability –Employee performance

Cronbach's Alpha	N of Items
0.902	6

Source: Data processed by SPSS 20

Statistic test

Simple Linear Regression Test

According to Sugiyono (2018: 270) Simple regression is based on a functional or casual relationship of one independent variable with one dependent variable. The general equation for simple linear regression is : $Y = a + bX + e$

Table 6. Simple Linear Regression Test

	Unstandardized Coefficients		Standardized Coefficients	Collinearity	Statistics
	B	std. Error	Beta	Tolerance	VIF
(Constant)	22,040	3,341			
work discipline	0.606	0.087	0.758	1,000	1,000

Source: Data processed by SPSS 20

It is known that the constant value (a) is 22.040 while the work discipline score is 0.006 so that the regression equation $Y = a + bX + e$ ($Y = 22.040 + 0.006X$)

The equation can be translated:

- A constant of 22.040 means that the consistent value of the performance variable is 22.040
- The regression coefficient X of 0.006 states that for every 1% addition in the value of work discipline, the performance value increases by 0.006. the regression coefficient is positive, so it can be said that the direction of the influence of variable X on Y is positive. Based on the simple regression test above, the work discipline variable has a significant effect on employee performance variables. In this study, there is a direct influence between work discipline and performance. The more disciplined employees, the better their performance. These results were obtained from the management of questionnaire data processed through the SPSS application

Table 7. Test - T

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	22040	3,341		6,596	0.000
WORK DISCIPLINE	-0.606	0.087	-0.0758	6,970	0.000

a. Dependent Variable : PERFORMANCE

Source: Data processed by SPSS 20

testing the employee discipline variable (b1) with the hypothesis:

H_0 : regression coefficient (employee discipline) has no partial effect on performance

H_1 : regression coefficient (Work Discipline) has a partial effect on performance.

Based on the results of the output t count, it is -6,970 to find t table at a significance of 0.05 with degrees of freedom $df = n - 1 = 58$, then the value for t table is obtained 1672.

If t count < t table, then H_0 is accepted

If t count > t table, then H_1 is rejected

Because t count (-6970) < t table (1672), then H_0 is accepted, meaning that leadership style partially affects performance.

Statistical Descriptive Analysis

Used to see how much influence the independent variable has on the dependent variable. In other words, the coefficient of determination is used to measure the influence of the independent variable under study, namely leadership style (X) on employee performance (Y). In the SPSS output, the coefficient of determination lies in the model summary table and is written R Square. The amount of R square ranges from 0 (zero) to 1 (one). If R Square gets smaller or approaches 0 (zero), then the relationship between the independent variable (X) and the dependent variable (Y) gets weaker. Conversely, if the R Square is greater or closer to 1 (one), then the relationship between the two variables is getting stronger.

Table 8. Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.758 ^a	0.574	0.563	3,307

a. Predictors: (Constant), work discipline

b. Dependent Variable: performance

Source: Data processed by SPSS 20

- a. R in multiple regression analysis shows correlation (Pearson correlation), namely the correlation between the two independent variables. The R figure is 758, meaning that the variable performance is 758
- b. R Square (R^2) or the square of R, which shows the value of the coefficient of determination. This figure will be converted into a percentage contribution to the influence of the independent variable on the dependent variable. The R^2 value of 0.574 means that the percentage contribution of work discipline to employee performance is 0.26%, while the rest is influenced by other variables not included in this model.
- c. *Adjusted R Square* is the adjusted R Square, a value of 0.563 indicates the contribution of the independent variable to the dependent variable.
- d. *Standard Error of Estimated*(standard deviation) is a measure of prediction error, a value of 3.307 means an error in predicting performance of 3.307.

CONCLUSIONS

Conclusion

1. Termination Coefficient
The R^2 value of 0.574 means that the percentage contribution of Discipline to performance is 025.1%, while the rest is influenced by other variables not included in this model.
2. t test
The work discipline variable (X) obtained a t value of 6.970 while the t table obtained a value of 0.606. Because t count (1.672) > t table (0.606), work discipline partially affects performance.

Suggestions

1. Preferably the PT. Agro Gemilang Surya Palembang pays more attention to giving work discipline to employees, especially the issue of salary, incentives and work rewards because motivation is one of the factors that can determine and influence employee performance.
2. To improve performance employees, the leadership should provide an oversight or evaluation of employee performance so that the performance can be better than before.
3. It is expected that PT. Agro Gemilang SuryaPalembang can maintain the achievements and awards that have been owned because this can be one of the motivations for employees to be able to continue to produce maximum employee performance.

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