

The Influence of Work Discipline on Employee Performance in Manufacturing

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ABSTRACT

This research is an associative quantitative research, with a significance level of $\alpha = 0.05$ (5%) and a confidence level of 95%. The sample used random sampling with a sample of 123. The data collection method used a primary data system, namely observation and questionnaires and secondary data, namely literature study. Instrument testing uses validity tests and reliability tests, and data analysis methods use frequency distribution analysis, simple linear regression, correlation coefficient, coefficient of determination, and t test. Data calculations were carried out manually and using SPSS. The research results show that the discipline variable in the frequency distribution analysis is perceived as good at 3.41 and employee performance is good at 3.44. In the linear regression analysis $Y = 30.408 + 0.679X$ So H_0 is rejected and H_a is accepted. Thus, these results explain that there is a significant influence between discipline on employee performance at the Indovickers Furnitama manufacturer.

Keywords: Discipline, Employee Performance

INTRODUCTION

Every company or organization has rules and policies that must always be implemented so that production and distribution activities in the company can continue so that the company's goals can be quickly achieved. So that all company rules and policies can continue to run, good work discipline is needed for each employee, as stated by Arif Yusuf Hamali that: "Discipline is an attitude of respect for the company's rules and regulations, which is within the employee, which causes the employee to be able to adapt voluntarily to the company's rules and regulations" (Arzia, 2021).

So discipline is one way to deal with mistakes and negligence caused by a lack of attention and responsibility for work.

Performance is a reflection of the implementation of obligations and responsibilities. Good employee performance will help an organization or company to achieve its goals, while poor employee performance will cause the organization or company to fall or experience bankruptcy.

Rivai and Basri in Sofiah and Etta Mamang Sangadji (2018:350) define that: "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to the standards of work results, targets or goals or criteria that have been determined in advance. mutually agreed" (Purnomo, 2022).

Employee performance is a very important factor for an organization or company in achieving its goals. A person's success in carrying out their work within the company is a success for the employee (Kumala, 2020).

The relationship between discipline and performance was stated by Lijan Poltak Sinambela that: "Discipline is a process used to deal with performance problems, this process involves managers in identifying and communicating performance problems to employees" (Harahap et al., 2020).

The following are the results of employee performance evaluation evaluations taken on average at Indovickers Furnitama Manufacturing for the period January - December 2019 as follows:

Table 1. Average Performance Assessment for 2019 in the Manufacturing Division - PT Indovickers Furnitama

Assessment Aspects	Average value	Target
I. Work Results		
Quantity	87%	100%
Quality	86%	100%
II. Ways of working		
Ability	85%	100%
Creativity	84%	100%
Working Speed	84%	100%
III. Work attitude		
SOP / Work Instructions	83%	100%
Cooperation	84%	100%
6 R	81%	100%
IV. Discipline	80%	100%
V. Superior - Subordinate Relationship	83%	100%
VI. ISO 14001, OHSAS 18001		
Occupational Safety and Environmental Health	80%	100%

Source: HRD - PT. Indovickers Furnitama (2019)

Criteria (%): 1-50 = Poor, 51-60 = Fair, 61-70 = Fair, 71-80 = Good, 81-100 = Very Good. Based on table 1. of the employee performance assessment results above, it can be seen that there have been ups and downs in employee performance at Indovickers Furnitama Manufacturing, seen from the discipline aspect, only 80% did not reach the target of 100%, seen from the previous table which shows that many employees still arrive late and do not come to work without explanation. . The implementation of ISO 14001, OHSAS 18001 (Occupational Health and Safety and the Environment) is only 80% which does not reach the 100% target seen from the large number of employees who do not care and pay attention to occupational health, safety and environmental cleanliness, throwing away rubbish that is not in its place even though there is already a place available. until it meets the waste category. Judging from the attendance data, the number of people absent from work due to illness is still quite high. Discipline in this research is related to high company performance. In other words, the higher the level of work discipline, the higher the performance produced by employees, so that ultimately employees are willing and willing to work as best as possible to achieve company goals.

METHODS

The research design used in this research is associative research. The associative method is a research problem formulation that asks about the relationship between two or more variables. In this study, the researcher applied a significance level of $\alpha = 0.05$ (5%). This means that the test confidence level is 95%.

The research location was carried out at the Indovickers Furnitama Manufacturing, which is located in the Menara Permai Industrial Area, Jalan Raya Narogong KM 23.85 Cileungsi Bogor. The research schedule is as follows:

The variables in this research are classified into two, namely the independent variable (X) and the dependent variable (Y), where the independent variable is the influencing variable, while the dependent variable is the variable that is influenced by the following data collection methods:

Primary Data, Secondary Data and Instrument Testing, that is; Validity Test, Reliability Test, the sampling technique used is Simple Random Sampling, namely a random sampling technique, where members of the population are considered homogeneous., aThe techniques used to test data accuracy can be used in various ways, in this case the author will use frequency distribution, regression analysis, correlation coefficient analysis, coefficient of determination (kd) analysis and t test.

RESULT

Validity test

For the Discipline Variable (variable x) with the highest calculated r value, namely 0.566 and the lowest calculated r value, namely 0.259, it can be concluded that the calculated r value from the questionnaire is greater than the table r value so that the questionnaire is declared valid. In the Employee Performance variable (variable Y), with the highest calculated r value, namely 0.589 and the lowest calculated r value, namely 0.248, it can be concluded that the calculated r value from the questionnaire is greater than the table r value so that the questionnaire is declared valid

Reliability Test

Table 2. Work Discipline Variable Reliability Test (X)

Reliability Statistics	
Cronbach's Alpha	N of Items
,779	24

Source: Precessed 2023

According to(Sugiyono, 2013)which states that: An instrument is said to be reliable if the alpha value of the instrument is greater than 0.60. So, by looking at the results in table 4.3 above, the reliability value of the variable X questionnaire is 0.779. So, the questionnaire for variable X is declared reliable.

Table 3. Employee Performance Variable Reliability Test (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,788	24

Source: Precessed 2023

By looking at the results in table 4.4 above, the reliability value of the variable Y questionnaire is 0.788. So, the questionnaire from the Employee Performance variable (variable Y) was declared reliable.

Frequency Distribution Analysis

Frequency Distribution Analysis of Work Discipline (Variable X). The results of the analysis of the frequency distribution of the work discipline variable, the work discipline value is 3.41 and after comparing it with the class interval table (3.26 - 3.52), it can be concluded that work discipline at Indovickers Furnitama Manufacturing is at a good level. Frequency Distribution Analysis of Employee Performance (Y Variable) The results of the analysis of the frequency distribution of employee performance variables, the employee performance value is 3.44 and after comparing it with the class interval table (3.30 - 3.56), it can be concluded that employee performance in Manufacturing Indovickers Furnitama is at a good level.

Simple Linear Regression Analysis

Table 4. Simple Linear Regression Test Results Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	30,408	6,419		4,737	,000
DISCIPLINE	,679	,069	,667	9,848	,000

a. Dependent Variable: PERFORMANCE

Source: Precessed 2023

By looking at the calculations carried out manually and the calculations using SPSS version 21, the results obtained from both methods are the same, namely $a = 30.408$ and $b = 0.679$. Thus, the above results can be interpreted as follows.

If there is no work discipline or ($X = 0$), then the employee's performance is worth 30,408 units. If there is an increase of 1 unit in the work discipline variable ($X=1$), it will affect employee performance (Y) by 0.679 units.

Correlation Coefficient Analysis

Table 5. SPSS Correlation Coefficient Test Results

		Correlations	
		DISCIPLINE	PERFORMANCE
DISCIPLINE	Pearson Correlation	1	,667**
	Sig. (2-tailed)		,000
	N	123	123
PERFORMANCE	Pearson Correlation	,667**	1
	Sig. (2-tailed)	,000	
	N	123	123

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Precessed 2023

By looking at the results of calculations carried out using two methods, namely the manual method and the method using SPSS version 21, where the results obtained for the correlation coefficient of work discipline (X) have a strong influence on employee performance (Y) at Indovickers Furnitama Manufacturing .

Analysis of the Coefficient of Determination

Table 6. Coefficient of Determination Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,667a	,445	,440	10,239

a. Predictors: (Constant), DISCIPLINE

Data source: SPSS version 21

Based on the results of the coefficient of determination above, it can be seen that the contribution of work discipline to employee performance at Indovickers Furnitama Manufacturing is 44.5%, and the other 55.5% is influenced by other factors not explained in this research. Such as competence, compensation and training.

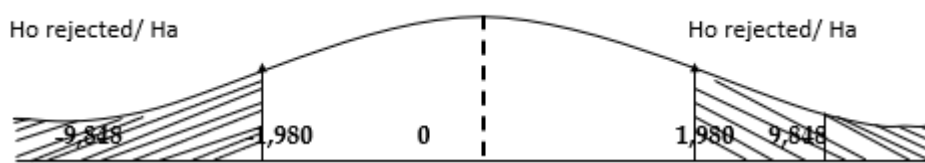
t Test Analysis

If $t \text{ count} > t \text{ table}$ then H_0 is rejected and H_a is accepted or in other words work discipline has an effect on employee performance.

If $t \text{ count} < t \text{ table}$ then H_0 is accepted and H_a is rejected, or in other words work discipline has no effect on employee performance.

If the error level $\alpha = 5\%$ (0.05) and the test is two-sided with $df = n-2$, ($123-2= 121$), then the t table value is 1.980.

Figure 7. T test curve



Data source: SPSS version 21 data results.

By looking at the results of manual calculations and calculations using SPSS version 21, where the value of t calculated (9.848) $>$ greater than t table (1.980), then H_0 is rejected and H_a is accepted.

Thus, these results explain that there is a significant influence between work discipline on employee performance in the Manufacturing Division at PT Indovickers Furnitama.

DISCUSSION

The results of research using frequency distribution analysis of the work discipline variable, the value of the perception of work discipline in the quantitative distribution is 3.41 and after comparing it with the class interval table (3.26 - 3.52), the author concludes that work discipline at Indovickers Furnitama Manufacturing is at GOOD level. Meanwhile, based on the employee performance perception value in the quantitative distribution, namely 3.44 and after comparing it with the class interval table (3.30 - 3.56), the author concludes that employee performance at Indovickers Furnitama Manufacturing is at a GOOD level.

The research results show that work discipline influences employee performance. This can be seen from the regression results equation as follows: $Y = a + bX$, becomes $Y = 30.408 + 0.679X$, which means that if the level of work discipline is ($X = 0$), then the employee's performance is worth 30,408 units. However, if there is an increase of 1 unit/unit in the employee work discipline variable ($X = 1$), it will affect employee performance (Y) by 0.679 units.

The results of testing r (correlation coefficient) of work discipline and employee performance are 0.667 with r Square of 0.445 and a significance value of $0.000 < 0.05$, which means that work discipline has a strong influence on employee performance at Indovickers Furnitama Manufacturing of 44.5%. while the remaining 55.5% is influenced by other factors not explained in this study. Such as competence, compensation and training.

The value of t calculated is 9.848 > greater than the t table that is equal to 1,980 then it is stated that H_0 is rejected and H_a is accepted. Thus, these results explain that there is a significant influence between work discipline on employee performance at Indovickers Furnitama Manufacturing.

The better the work discipline, the employee performance at Indovickers Furnitama Manufacturing will increase. On the other hand, the worse the work discipline, the performance of employees at Indovickers Furnitama Manufacturing will experience a decline.

These results are in line with previous research conducted by Syarkani (2017) Faculty of Economics, Achmad Yani University Banjarmasin *JIEB* (ISSN : 2442-4560) available online at : ejournal.stiepancasetia.ac.id titled "The Influence of Work Discipline on Employee Performance at PT Panca Construction in Banjar Regency" data analysis using the SPSS program for Windows version 18. From the test results it is known that the work discipline variable has a significant effect on employee performance at PT Panca Construction in Banjar Regency. The coefficient of determination is 0.565, which means that it is equal to 56.5% while the remaining 43.5% is influenced by other variables not studied in this research. This means that the discipline variable has a significant effect on employee performance. So the hypothesis which states that there is an influence of work discipline on performance can be accepted.

CONCLUSION

In summary, the research conducted at Indovickers Furnitama Manufacturing's production department indicates that work leave in this department is of a satisfactory standard, with a mean score of 4.5, signifying its quality. Moreover, productivity in the same department is notably good, scoring an average of 4.5, highlighting its effectiveness. The regression analysis provides insight into the relationship between work leave and productivity, with the equation $Y = 23.215 + 0.60X$ revealing that a work leave value of 0 corresponds to a productivity increase of 23.215. The correlation coefficient (r) of 0.698 demonstrates a strong and positive association between work leave and productivity. While the coefficient of determination (KD) is 48.8%, signifying that 48.8% of productivity variation can be attributed to work leave, the remaining 51.2% is influenced by other factors. Lastly, the results of the t -test, with a calculated t value of 6.758 surpassing the critical t -table value of 1.677, confirm a significant and meaningful impact of work leave on productivity. In

conclusion, this research establishes that work leave significantly influences productivity, validating the author's initial hypothesis.

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