
Impact of Work Discipline on Productivity at PT Win Textile Purwakarta

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ABSTRACT

Human resources are the main factor in running a company, so good management is needed to optimize employee performance in achieving company targets. One important aspect in human resource management is the implementation of work discipline, which plays a role in enforcing company regulations. This study was conducted in the Knitting Factory 1 department of PT Win Textile Purwakarta to analyze the effect of work discipline on productivity, considering the still high number of reject fabrics. This study involved 77 employees as respondents. The results of the analysis showed that work discipline had a significant effect on productivity of 20.4%, while 79.6% was influenced by other factors. The results of the significance test showed t count $4.381 > t$ table 1.665 with $\text{sig } 0.000 < 0.05$, so that work discipline was proven to have a positive and significant effect on employee productivity.

Keywords: Work discipline, Productivity.

INTRODUCTION

The textile and textile product industry is one of the labor-intensive industries that contributes significantly to the national economy. Data from 2022 shows that this industry absorbs approximately 3.6 million workers and contributes 6.38 percent of GDP from the non-oil and gas sector. However, the performance of the Indonesian textile industry throughout 2022 has declined. Data from the Central Statistics Agency (BPS), Indonesian textile and textile product exports only reached 1.5 million tons, or down 17 percent compared to 2021. This figure is much lower compared to the beginning of the Covid-19 pandemic.

The external problem is the decline in global demand due to the economic slowdown. The war between Russia and Ukraine, which has not yet ended, has had an impact on the global economic conditions, especially related to the threat of inflation that reduces the purchasing power of European countries and the US. The second external problem is the unfriendly investment climate. The minimum wage, which in the past was the advantage of this industry, is now the most difficult external variable to control. The increasingly strong bargaining power of labor unions is the cause of the minimum wage no longer being competitive.

Since the beginning, the textile and textile product industry in Indonesia has had a weak foundation. This is because almost all raw materials and raw materials from this industry,

starting from cotton and textile dyes, are still imported. Textile machines are also still imported from abroad, so the textile industry's dependence on imports is high. The competitive advantage in the past that came from cheap labor costs no longer exists because the bargaining position of labor unions is getting stronger. Several textile factories in Indonesia are currently implementing a survival strategy by moving their operations to areas with low provincial/district minimum wages to reduce production costs. The burden of production costs for the textile business is also getting higher due to the high-cost economy that arises from illegal levies from certain bureaucrats. The government also provides less incentives for textile business actors in Indonesia.

At the end of 2019 there was a pandemic, namely the Corona virus infection called COVID-19 (Corona Virus Disease 2019) which was first discovered in the city of Wuhan, China. This virus spread very quickly and spread to almost all countries, including Indonesia in just a few months. This virus caused the whole world to experience huge losses in various sectors, including the economic sector. Many companies in the world experienced losses and even went bankrupt. One of the industries that was most severely affected was the textile industry. How could it not be, many clothing stores were forced to close due to the implementation of restrictions on community activities to reduce the number of people

affected by this virus. This clearly has an impact on sales figures which ultimately also has an impact on the decline in the income of large companies

Indonesia as a country that is included in the top 10 textile producers in the world is not immune from the impact of the spread of the Covid-19 virus. The Indonesian Textile Association (API) complained about the decline in textile product sales due to the spread of the Covid-19 virus or what is called the corona outbreak. Sales of this industry have plummeted by 50% along with the cancellation of export orders, while domestic demand has continued to decline along with the decline in people's purchasing power. Another impact that is also quite noticeable is the decline in the level of production utilization due to the decline in demand and sales in several industries. Another impact of the decline in utilization and production capacity has also led to layoffs. Not to mention, the difficulty of obtaining raw materials and auxiliary materials because the country of origin of imports has limited access and its prices continue to rise due to the increase in the dollar exchange rate. The Central Statistics Agency (BPS) noted that the gross domestic product (GDP) at constant prices (ADHK) of the textile and apparel industry was IDR 127.43 trillion in 2021. This value still contracted by 4.08% compared to the previous year (year on year/yoy) which was IDR 132.85 trillion. The performance of the textile and apparel industry also continued its decline that occurred since 2020 due to the Covid-19 pandemic. However, the industry's GDP contraction was better than in 2020 which was 8.88%. The performance of the textile and apparel industry declined because people began to reduce their spending on clothing. They diverted this spending to finance health. It was recorded that people's spending on clothing fell by 12.07% to IDR 31,745 per month in 2021. The percentage of spending on this component also decreased from 2.95% to 2.51%.

Every entrepreneur definitely wants their company to have a long life and be able to survive all kinds of things that can lead to bankruptcy. To make this happen, it is not enough to just rely on the sophistication of the available technology or the infrastructure owned, but also on the role of human resources in the company or also called the workforce.

In the current era of globalization, all aspects of life are required to compete to show

the best, because the best will be chosen, to be able to compete in the market. A company should prepare itself to face the challenges that exist, and in fact humans play a big role in an organization or company. To make changes in a positive direction, reliable humans are needed in the interests. humans must be arranged in a management, namely Human Resource Management (HRM).

As is known in the organization there is one element, namely humans who are the driving resources of an organization's goals that are most at war to determine the success or failure of the company's goals. Human resources or called employees fight in planning, implementing, supervising, and controlling the organization so that the company achieves its mission well.

In this condition, the actions that the company should take to minimize the costs of training and practice must also be able to improve the quality of the company, for example in terms of the company itself, including increasing employee productivity, namely work discipline.

The quality of employees can be seen from the work discipline that is carried out every day. By encouraging high work discipline, it is expected to increase the company's input that brings good employee discipline, the higher the work performance that can be achieved. Without good employee discipline, it is difficult for the company organization to achieve optimal results.

Therefore, improving discipline becomes an important part of human resource management, an important factor in increasing productivity. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase awareness and willingness of someone to obey company regulations and applicable social norms.

Discipline is defined as when employees always come and go home on time, do all their work well, obey all applicable regulations and in employee discipline, regulations and punishments are needed. The regulations are very necessary to provide guidance and counseling for employees, in creating good order in the company. This will support the achievement of company goals, and employees. The company finds it difficult to achieve its goals, if employees do not obey these regulations. The discipline of a company is said

to be good, if most employees obey the existing regulations.

The existence of order and smoothness in a company to obtain optimal results, namely by enforcing work discipline. Work discipline for employees will have an impact on a pleasant working atmosphere. This certainly makes them more enthusiastic in completing their work well. However, if employees in the company are not disciplined, such as not doing their jobs well, being lazy, or having poor performance results, to not following the regulations in the company, then the company will find it difficult to move forward and achieve what has been expected

Discipline refers to behavioral patterns, therefore the existence of a company in any form, whether large or small, cannot be separated from the element of human resources. The human resources in question are people who provide their energy, thoughts, talents, creativity and efforts to the company. Every company strives to get employees who are involved in organizational or company activities to be able to provide work achievements in the form of the highest possible work productivity to realize previously set goals.

According to Sutrisno (2019:3), "Human resources are the only source that has reason, feelings, desires, skills, knowledge, drive, power, and work (ratio, taste, and will)". Human resources are the most strategic element in an organization, must be recognized and accepted by management. Increasing work productivity is only possible by humans. On the other hand, human resources can also be the cause of waste and inefficiency in various forms, Siagian (in Sutrisno, 2019:99). Therefore, paying attention to the workforce is one of the obligations that must be carried out by the management of a company so that the wheels of the company can run well, including in the production process.

Sutrisno (2019:6), stated "Human resource management (HRM) is the activity of planning, procuring, developing, maintaining, and using HR to achieve goals both individually and organizationally". Hasibuan (2020:10) said, "Human resource management is a field of management that specifically studies the relationship and role of humans in a company organization. Thus, the focus of studying HRM is only problems related to human labor."

Ajabar (2020:4), explains "Human resource management is a very strategic management field in the success of achieving an

organizational goal. Human resource management is the process of empowering or maximizing members of an organization so that they are able to achieve the goals of the organization effectively. So human resource management (HRM) can be interpreted as a policy or practice that includes planning, procurement, development, maintenance, and use of human resources to achieve a goal that has been targeted by a company.

According to Sutrisno (2019:99), "Productivity is generally defined as the relationship between output (goods or services) and input (labor, materials, money). Productivity is a measure of productive efficiency. A comparison between output and input. Input is often limited to labor, while output is measured in physical units, form and value."

Ajabar (2020:53), states that productivity is a comparison of work results (output) with organizational resources used (input). Busro (2018:344), concludes "Productivity is related to the process of producing goods and products".

From the explanation of several experts, it can be concluded that productivity is the result produced by the workforce in a unit of time. Productivity and workforce are two things that are interrelated. The skills of the workforce greatly affect the productivity results in a company.

In order for a company's goals to be realized, it is necessary for the workforce to be disciplined in working so that it can create high productivity and ultimately the company can get maximum profit. So these two things are inseparable and interrelated parts. If employee discipline can be implemented properly, it is possible that productivity in a company can increase and can achieve the specified target. This is in line with what Sutrisno (2019:99) stated, namely "Productivity is generally interpreted as the relationship between output (goods or services) and input (labor, materials, money)".

PT Win Textile Purwakarta is a manufacturing company that produces semi-finished goods, namely from yarn to fabric. In addition to relying on the infrastructure owned, this company also depends on the skills, dexterity and discipline of its employees. From the results of the research, researchers in the Knitting Factory 1 department of PT Win Textile Purwakarta found that there were still

reject production results and this problem was suspected to be due to negligence of its employees. This is in line with information obtained from the Head of the Knitting Factory

1 department of PT Win Textile Purwakarta who stated that the lack of employee discipline was the cause of the still reject fabrics.

Table 1. Recapitulation of Production Results Data for Department Factory 1 PT Win Textile

Year	Normal Fabric (Kg)	Reject Fabric (Kg)	Reject Percentage
2019	11,634,992.01	77,819.02	0.67%
2020	11,933,645.59	78,983.03	0.66%
2021	11,642,396.50	90,706.28	0.78%
2022	10,326,531.06	60,730.11	0.59%
2023 (Jan-Jul)	3,726,199.89	20,445.62	0.55%

Source: PT Win Textile Purwakarta data processed in 2023

As shown in table 1 above, it can be seen that there is a fairly high number of reject fabrics. Researchers suspect that the high number of reject fabrics is due to the lack of employee discipline in carrying out the production process. In fact, work discipline is a very important thing to apply in every type of work. This is in line with the opinion of Sutrisno (2019:84), where "Work discipline is very much needed, because what the company's goals are is difficult to achieve if there is no work discipline"

Sutrisno (2019:87), states "Work discipline is an attitude of respect for company regulations and provisions, which exists within employees, which causes them to voluntarily

adjust to company regulations and provisions. Meanwhile, according to Ajabar (2020:45), "Discipline etymologically comes from the word "disciple" which means follower, adherent, teaching, and so on. Discipline refers to a certain situation where there is compliance of people with the regulations in the organization".

Hasibuan (2020:193), states "Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. From the descriptions above, it can be concluded that work discipline is an employee's voluntary attitude in obeying every regulation that applies to the company.

Table1. Data of Employees Who Received a Warning Letter/Letter of Reprimand

Year	Number of employees
2019	156
2020	122
2021	431
2022	280
2023 (Jan - Jul)	121

Source: PT Win Textile Purwakarta data processed in 2023

It can be seen in table 2 that there is still a lack of work discipline among employees in the Knitting Factory 1 department of PT Win Textile. This is proven by the data on the number of employees who received warning letters (SP) or reprimand letters.

The results of research conducted by several researchers also showed quite significant results that work discipline has an effect on productivity, the research was a research conducted by Ayu Puspitawati Hafid (2018) at PT Rakyat Sulsel Intermedia, Makassar City with the conclusion that if an employee's productivity changes because every unit of discipline carried out by the employee experiences a change, discipline affects the employee's productivity value, it can also be interpreted that every change in the level of employee work discipline (x) will have an

impact on the level of work productivity (y) of an employee at PT.Rakyar Sulsel Intermedia, Makassar City.

The results of a study conducted by Diana Binti Munawaroh (2021) at UD Tjipta Putra Plasindo Ponorogo Work discipline and work environment have an effect on employee work productivity at UD. Tjipta Putra Plasindo Ponorogo. This is evidenced by the results of the F test which obtained a significance value of $0.000 < 0.05$ so that H_0 was rejected and H_a was accepted. So it can be concluded that work discipline and work environment have a simultaneous effect on employee work productivity at UD Tjipta Putra Plasindo.

METHOD

This study examines the effect of work discipline on productivity at PT Win Textile

Purwakarta, especially in the Knitting Factory 1 department. This study uses a quantitative approach with descriptive analysis, and applies several statistical tests to ensure data validity. Descriptive statistical analysis is used to summarize the data, while classical assumption tests such as normality test, multicollinearity test, and heteroscedasticity test are performed to validate the regression model. Simple linear regression analysis is used to measure the relationship between work discipline (X) and productivity (Y), supported by hypothesis testing through t-test and F-test. The results of the t-test show a t-count value of 4.381 which is greater than t-table 1.665 with a significance value of $0.000 < 0.05$, so that work discipline has

a positive and significant effect on productivity. Meanwhile, the results of the coefficient of determination (R^2) show that work discipline contributes 20.4% to productivity, while 79.6% is influenced by other factors not examined in this study.

RESEARCH RESULT

1. Correlation Test

A simple linear correlation test is used to determine the strength of the relationship between two existing variables.

Based on the calculation results using SPSS 26, the results of the simple linear correlation test were obtained as follows:

Table 3 Simple Correlation Test Results

Correlations			
		WORK DISCIPLINE	PRODUCTIVITY
WORK DISCIPLINE	Pearson Correlation	1	.451**
	Sig. (2-tailed)		.000
	N	77	77
PRODUCTIVITY	Pearson Correlation	.451**	1
	Sig. (2-tailed)	.000	
	N	77	77
**. Correlation is significant at the 0.01 level (2-tailed).			

It can be seen in table 3 above, the Pearson Correlation value obtained is 0.451. If confirmed with the interpretation table of the correlation value r table, then the correlation of 0.451 is at the level of 0.40 - 0.599 which means that the level of relationship between work discipline and productivity is moderate. The relationship is positive, meaning that there is a unidirectional relationship between variables X

and Y. If work discipline is higher, productivity will increase.

2. Simple Linear Regression Test

Regression analysis is used to study the relationship between variables, so that the value of the dependent variable can be estimated if the independent variable is known, or vice versa.

Based on the calculation results using SPSS 26, the results of the simple linear regression test were obtained as follows:

Table 4 Simple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	<i>t</i>	Sig.
		<i>B</i>	Std. Error	<i>Beta</i>		
1	(Constant)	31,882	4.673		6,822	.000
	WORK DISCIPLINE	.325	.074	.451	4.381	.000
a. Dependent Variable: PRODUCTIVITY						

Based on table 4 above, it can be seen that the constant value is 31.882 and the beta value is 0.451 $t_{count} = 4.381$ and the significance level is 0.000. Thus the regression equation $\hat{y} = a + bx$ or $31.882 + 0.325x$. Where the constant value of 31.882 shows that if the work discipline variable is equal to zero ($x = 0$), then the productivity variable is 31.882. The positive regression coefficient value, namely the positive regression coefficient of 0.325, indicates that if work discipline increases by one unit, productivity can be predicted to increase by

0.325 (32.5%). In other words, if the work discipline variable is higher, the productivity variable value will be higher.

3. Test the Coefficient of Determination (R²)

Test the coefficient of determination (R^2) is used to predict how much the independent variable contributes to the dependent variable. The value R^2 is between zero and one.

Based on the calculation results using SPSS 26, the results of the simple linear regression test were obtained as follows:

Table 5 Test of Determination Coefficient (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.451a	.204	.193	3.053
a. Predictors: (Constant), WORK DISCIPLINE				

Source: Data processing 2022

Based on the calculation results above, a correlation between work discipline and productivity is obtained with an R coefficient of 0.451 at the level of 0.40 - 0.599 which has a moderate level of influence. This means that there is a positive relationship between work discipline (X) and productivity (Y).

In the table above, it can also be seen that the value of the determinant coefficient (R Square) obtained is 0.204 (20.4%). This means that work discipline has an influence of 20.4% on productivity in the Knitting Factory 1 department and the rest ($100 - 20.4\% = 79.6\%$)

is influenced by other factors not examined in this study.

4. T-test

This test aims to test the influence between independent variables on the dependent variable partially. If the level of significance is smaller than $\alpha = 0.05$ then H_0 is rejected, meaning that partially the independent variable has a significant effect on the dependent variable. And vice versa if the level of significance is greater than $\alpha = 0.05$, then H_0 is accepted. This means that partially the independent variable has no significant effect on the dependent variable.

Table 6 T-test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31,882	4.673		6,822	.000
	WORK DISCIPLINE	.325	.074	.451	4.381	.000
a. Dependent Variable: PRODUCTIVITY						

Based on the significant test table above, the result of $t_{count} = 4.381$ is obtained, the result of $t_{count} > t_{table}$ or $4.381 > 1.665$. Furthermore, sig is 0.000, it can be seen that the probability value of 0.05 is more than the Sig value ($0.05 \leq 0.000$), then H_0 is accepted H_1 is rejected,

meaning it is significant. So, work discipline has a positive and significant effect on productivity.

DISCUSSION

1. Overview of Work Discipline and Productivity

The description of work discipline in this study from the responses of respondents consisting of 77 employees of the Knitting Factory 1 department of PT Win Textile Purwakarta, regarding the work discipline variable consisting of regulations on arrival, departure, and break times, basic regulations on dressing, and behavior at work, regulations on how to do work and relate to other work units, and regulations on what employees may and may not do while in the organization and so on. Based on the results of the study, it can be seen that the description of work discipline in employees of the Knitting Factory 1 department of PT Win Textile Purwakarta which is used as a work discipline variable (X), obtained the highest score in the results of the questionnaire recapitulation, namely in the sub-variable of basic regulations on dressing, and behavior at work, this means that employees of the Knitting Factory 1 department of PT Win Textile Purwakarta generally understand work discipline in the stages of basic regulations on dressing, and behavior at work. This is in accordance with the opinion of Sutrisno (2019:92), that one of the factors that influences work discipline is the creation of habits that support the establishment of discipline. In the sub-variable, the highest score is on the indicator I always obey every command of my superior. Then the lowest score is on the sub-variable of regulations on what employees are allowed and what they are not allowed to do while in the organization and so on. The description of productivity is obtained through the responses of respondents consisting of 77 employees of the Knitting Factory 1 department of PT Win Textile Purwakarta regarding the Y variable (Productivity) which consists of dimensions of ability, increasing the results achieved, work enthusiasm, self-development, quality and efficiency. Based on the results of processing the respondent response data, it shows that the highest productivity score From the data above, the highest percentage on the productivity variable is on the self-development sub-variable getting a percentage of 83.63% which means good. This states that employees already have the desire to develop themselves to be even better. While the lowest percentage is on the dimension indicator Increasing the results

achieved getting a percentage of 78.18% which means good too, even so the percentage figures for both are not that high which means that there needs to be further improvement to be even better.

2. Overview of the Influence of Work Discipline on Productivity

The results of the hypothesis test using correlation analysis obtained a score at the level of 0.40 - 0.599, which means that the level of relationship between work discipline and productivity is moderate. The results of the significant test, at a probability value of 0.05 greater than sig 0.000 ($0.05 \geq 0.000$), then H_0 is accepted and H_1 is rejected, meaning it is significant. This shows that work discipline has a significant relationship with employee productivity in the Knitting Factory 1 department of PT Win Textile Purwakarta. The results of the simple linear regression test show a constant value of 31,882, which means that if work discipline (X) is 0 (zero) then productivity has a positive value of 31,882. While the regression coefficient of the work discipline variable (X) is 0.451, which means that if work discipline increases by 1 point, productivity will increase by 0.451 points (45.1%). The coefficient value b is positive, which indicates that the linear regression model is positive or unidirectional. This means that if the value of the work discipline variable is higher, the value of the productivity variable will also be higher. Based on the coefficient of determination (Rsquare) of 0.204 (20.4%). It can be seen that the effect of work discipline (X) on productivity (Y) is considered positive at 20.4%. While the rest ($100 - 20.4\% = 79.6\%$) is influenced by other factors not examined in this study. The results of this study indicate that work discipline has a significant effect on productivity, in accordance with the supporting theory. Sutrisno (2019:97) states that employee work productivity in an organization is greatly influenced by work discipline, where lack of discipline will cause decreased productivity. This is in line with Tohardi's opinion (in Sutrisno, 2019:96) which states that individual or employee indiscipline can have a negative impact on organizational productivity. Thus, the findings of this study strengthen that work discipline plays an important role in increasing employee productivity.

CONCLUSION

Based on the results of the study, it can be concluded that work discipline has a significant influence on productivity in the Knitting Factory 1 department of PT Win Textile Purwakarta, with a contribution of 20.4%, while 79.6% is influenced by other factors. The description of work discipline shows a value in the medium category, with the highest percentage in dress regulations and work behavior (75.54%) and the lowest in work procedures between units (71.68%). Productivity is in the high category, with the highest percentage in self-development (83.63%) and the lowest in improving work results (78.18%). To improve work discipline, companies are advised to tighten the implementation of SOPs, provide balanced sanctions and rewards, improve work relationships through joint activities, and tighten supervision. In addition, regular training, increased compensation, and innovation in work systems and equipment can support employee productivity. Further research is expected to explore other factors that affect productivity.

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