



THE IMPACT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT STIE HIDAYATULLAH DEPOK

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ABSTRACT

This study aims to determine whether there is an influence between work discipline and employee performance at STIE Hidayatullah Depok. The population in this study were all employees at the STIE Hidayatullah Depok office, and the sample was determined purposively. The research method used in this study is a quantitative descriptive method. Based on the results of the analysis that has been carried out, it shows that the work discipline variable has a positive effect on employee performance at STIE Hidayatullah Depok. The magnitude of the contribution of work discipline to employee performance can be said to be significant from the analysis that has been carried out at STIE Hidayatullah Depok.

Keywords: Work Discipline, Employee Performance.

INTRODUCTION

Work discipline is one of the important factors that determine the success and effectiveness of an organization. In the context of higher education institutions such as STIE Hidayatullah Depok, work discipline includes compliance with rules, work ethics, and punctuality in completing tasks. Good discipline among STIE Hidayatullah employees, including educators, administrative staff, Academic Bureau, Finance Bureau, employees or staff and other educational staff, is very important to ensure that the goals of higher education institutions will be achieved effectively and efficiently.

According to Sutrisno (2015), work discipline is an attitude and behavior that shows compliance with the rules and norms that apply in the workplace. Good work discipline can create an orderly and productive work environment, as well as improve individual and team performance. Research conducted by Hasibuan (2016) shows that there is a significant relationship between work discipline and employee performance, where high discipline tends to produce better performance.

Performance is an important measure in assessing the success of an organization. In the context of STIE Hidayatullah Depok, Mitra Juang's performance does not only include the ability to complete administrative and academic tasks, but also how they can contribute to achieving educational goals and improving service quality. According to Robbins and Judge (2013), performance is the result of the interaction between ability, motivation, and work environment, where work discipline is a key component in creating a supportive work environment.

Previous research by Nawawi (2014) indicated that work discipline applied consistently can improve employee performance by reducing error rates, increasing work efficiency, and improving the quality of work results. In the context of higher education, this means that disciplined lecturers and staff are better able to manage

time well, meet deadlines, and provide better quality teaching and service to students.

However, at STIE Hidayatullah Depok, as in many other institutions, there are still challenges in implementing work discipline optimally. These challenges can be in the form of a lack of understanding of the importance of discipline, unclear rules and procedures, and low supervision and enforcement of discipline. Therefore, it is important to examine and understand how work discipline can affect employee performance at STIE Hidayatullah Depok.

This study aims to analyze the influence of work discipline on employee performance at STIE Hidayatullah Depok. By understanding this influence, it is expected to provide appropriate recommendations to improve work discipline and, ultimately, improve Mitra Juang's performance. This study is also expected to provide deeper insight into the importance of work discipline in achieving optimal performance in a higher education environment.

Table 1 Absences

No	Month	Information					Number of STIE Hidayatullah Employees
		Permission	Sick	Service	Leave	Wfh	
1.	January	53	0	0	0	0	15
2.	February	10	0	0	0	0	15
3.	March	16	8	0	3	0	15
4.	April	26	2	1	0	0	15
5.	May	10	3	25	0	0	15
6.	June	3	2	7	0	6	15

Source: Human Resources of Hidayatullah Depok College of Economics

Based on Table 1, it details the data on employee attendance at STIE Hidayatullah Depok for the first six months of this year. The data includes the number of days of leave, sick leave, duty leave, and work from home (WFH) each month, as well as the number of partners who remain consistent at 15 people. The very high number of leave in January indicates that there may be extraordinary events such as increased non-academic activities, post-holiday health problems, or personal problems that require attention. The number of leave in February dropped drastically from January, possibly due to a decrease in these reasons. In March, a slight increase from February could be associated with academic activities starting to increase. While in April, the increase in leave could indicate certain activities or problems that have increased again. Going down again, reflects stability or a decrease in the reasons that caused leave in May. The lowest number of leave in June indicates a more stable period or few reasons for leave. January, February, March No work activities, possibly due to focus on internal activities or the beginning of the semester. April The beginning of work activities, possibly related to

preparations for the new semester or other academic activities. May Significant spike in work activities, possibly related to academic activities, seminars, workshops, or other external programs. June Decrease after the peak in May, there may still be some work activities continuing. January and February there were no reports of illness, possibly reflecting good health conditions or under-reporting. March there were 8 days in this month the increase in sick reports could be caused by seasonal factors such as changing weather or increasing workload. In April there were 2 days The decrease in sick reports may indicate improving health conditions or reducing stress. In May Small increase, still relatively stable. June is stable indicating the possibility of an effective health program. While data from leave in January, February, April, May, and June there were no reports of leave, could indicate a strict leave policy or a priority on full attendance. March there was a little leave, possibly related to personal needs or non-academic activities that require special permission. June there was 6 days of WFH data, possibly in response to special situations requiring work flexibility. With a deep understanding of this attendance data, STIE Hidayatullah Depok can take appropriate steps to improve employee discipline and performance, ensuring that institutional goals are achieved effectively and efficiently.

Table 2
Number of Employees Based on Position at STIE Hidayatullah Depok in 2024.

No	Position	Number of people)
1.	Chairman	1
2.	Deputy Chair I,II,III	3
3.	Head of Dormitory	1
4.	Head of Management Study Program	1
5.	Head of Accounting Study Program	1
6.	Academic Bureau	1
7.	Finance Bureau	1
9.	Student Affairs Bureau	1
10.	Library Unit	1
11.	Markom	2
12.	polytheist	6
13.	GA	2
14.	Dormitory	5

15.	Finance	1
16.	Accounting	1
	Amount	30

source: Human Resources of STIE Hidayatullah Depok

This table shows a clear and organized organizational structure at STIE Hidayatullah Depok, with a distribution of positions covering various operational and managerial aspects. This structure allows for efficient and effective implementation of tasks in achieving the institution's goals.

Table 3. Employee Performance Assessment Data of STIE Hidayatullah Depok

Mark	Criteria	Year					
		2021		2022		2023	
		Number of employees	%	Number of employees	%	Amount employee	%
>8.5	Very good	10	40%	8	26.7 %	10	33.4 %
6.8 – 8.4	Good	13	52%	20	66.7 %	17	56.7 %
5.2 – 6.7	Pretty good	1	4%	1	3.3%	2	6.6%
3.6 – 5.1	Not good	1	4%	1	3.3%	1	3.3%
<3.5	Not good						
Number of employees		25	100%	30	100%	30	100%

source: Human Resources of STIE Hidayatullah Depok

Based on the table above in the last three years, STIE Hidayatullah Depok has experienced a significant increase in employee performance. This can be seen from the increase in employee work discipline. According to the internal report of STIE Hidayatullah Depok for the last 3 years, there was a 100% increase in employee performance compared to the previous year.

METHOD

This study uses a quantitative method with a survey approach to analyze the effect of work discipline on employee performance at STIE Hidayatullah Depok. Data were collected through a questionnaire using a Likert scale with five assessment categories, ranging from "Strongly Disagree" to "Strongly Agree." The sample used was all 30 employees of STIE Hidayatullah Depok, with a saturated sample technique to ensure full representation of the population. The data collected will be analyzed using descriptive analysis, validity tests, and reliability tests to test the quality of the research instrument. The validity test aims to ensure that each item in the questionnaire actually measures the intended variable, while the reliability test with the Cronbach's Alpha method is used to measure the consistency of respondents' answers. If the Cronbach's Alpha value is more than 0.7, then the instrument is considered reliable. To test the relationship between work discipline and employee performance, this study applies a classical assumption test that includes a normality test, a heteroscedasticity test, and a simple linear regression test. The normality test is carried out using the Kolmogorov-Smirnov test to ensure normal data distribution. The heteroscedasticity test uses the Glejser method or scatterplot to see whether the residual variance is uniform. Simple linear regression analysis is used to see the effect of work discipline on employee performance, with the formula $Y = a + bX$, where Y is employee performance, X is work discipline, a is a constant, and b is the regression coefficient. The t-test is conducted to determine the significant effect of work discipline partially on employee performance, while the determination coefficient test (R^2) measures how much the work discipline variable affects employee performance. The results of this analysis will determine whether work discipline has a significant effect on improving employee performance at STIE Hidayatullah Depok.

RESEARCH RESULT

1. Partial Test [T-Test]

The T-test is used to determine whether or not there is an influence of each independent variable individually [Partial] on the dependent variable. The results of the t-test in this study can be seen as follows

Table 4 Results of the Partial T Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	1,068	1,616		0.661
	X	0.929	0.056	0.952	16,454
a. Dependent Variable: Y					

Source: Data Processed by SPSS v29

From the table 4 above, the results of the t count of Work Discipline [x] are 16.454. Meanwhile, the t table is 1.697. So the t count value is > t table. Meanwhile, the significant value of Work Discipline is 0.001 > 0.05. Based on these results, it can be concluded that the Work Discipline variable has an influence on Employee Performance.

2. Simple Linear Regression Test

The simple linear regression test aims to predict the magnitude of the dependent variable by using data from independent variables whose magnitude is already known, the following are the results of the simple linear regression equation.

Table 5 Simple Linear Regression Test

Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	1,068	1,616	
	x	0.929	0.056	0.952

Source: Data Processed by SPSS v29

Based on the results of table 4.7.2 above obtained from the regression coefficient, a regression equation can be made, namely $Y=1.068+0.929x+0.056$

The regression equation above shows a constant value of 1.068. Constant or value 0 [Zero], then employee performance will increase by 1.068. The regression value coefficient on the Work Discipline variable is 0.929. This means that if the Work Discipline variable increases by one unit, the Employee Performance variable will increase by 0.056. With the note that other variables are considered constant.

3. Coefficient of Determination [R²]

The coefficient of determination [R²] is a number that shows how many % of the dependent variable is influenced by the independent variables, or from 100% of the variables that influence how many % are influenced by the dependent variable, while the rest are influenced by other unknown variables because they are not included in the research data. The value of the coefficient of determination is $0 < R^2 < 1$, which means that the greater the value of the coefficient of determination R², the stronger and more perfect the model. Conversely, if the smaller [0] value of the coefficient of determination [R²], the worse the model is. The results of the coefficient of determination are as follows:

Table 6 Determination Coefficient R²

Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.952a	0.906	0.903	2,054
a. Predictors: (Constant), X				
b. Dependent Variable: Y				

Source: Data Processed by SPSS v29

The determination coefficient [Adjusted R Square] aims to determine how much the independent variable is able to explain the dependent variable. Based on Table 4.7.3 above, the adjusted r square [R] value is 0.906 or 90.6% based on the determination coefficient value, it states that the independent variable [X] has an influence on the dependent variable [Y], of 90.6% while the remaining 9.4% is influenced by other variables not examined in this study [work experience, work skills, work culture, and so on].

DISCUSSION

1. Work Discipline of Hidayatullah Depok College of Economics

Based on the results of the study with simple linear regression analysis shows that the variable of facilities and infrastructure has a relationship with the results of the t count of Work Discipline [X], amounting to 16.454 while t table = 1.697. While the significant value of Facilities and Infrastructure 0.000 < 0.05 which means H_0 is rejected, then Work Discipline has a significant effect on the Performance of STIE Hidayatullah Depok Employees. So it can be concluded that the occurrence of significant Work Discipline on the performance of STIE Hidayatullah Depok employees is due to Effective Work Discipline, for example, such as arriving on time to do work according to their respective duties, and so on. With discipline, the performance of STIE Hidayatullah Depok Employees is effective and in accordance with expectations [what is desired].

2. Performance of Employees of STIE Hidayatullah Depok

From the results of the study showed that the Employee Performance of STIE Hidayatullah Depok is in a fairly good category with a percentage level of 26.93%, this is reviewed from three indicators a. Quantity, b. Quality, c. Punctuality. Thus, this study found a positive and significant between Work Discipline and Employee Performance of STIE Hidayatullah Depok.

3. The Influence of Work Discipline (X) on Employee Performance (Y) at STIE The Grace of God Depok.

Work discipline is a key factor in improving employee performance, especially in an academic environment such as at STIE Hidayatullah Depok. Work discipline refers to employee compliance with the rules, regulations, and work ethics that apply in the organization. Good discipline reflects employee commitment and responsibility in carrying out their duties consistently and effectively. This study revealed that work discipline has a significant effect on the performance of STIE Hidayatullah Depok employees. Employees who have good work discipline tend to have higher performance. This is shown through indicators of work discipline

such as compliance with working hours, responsibility in completing tasks, and consistency in following work procedures. Disciplined employees tend to be more productive, efficient, and have better work quality. High discipline helps employees to work with focus, minimize errors, and complete tasks on time. In addition, disciplined employees also show high dedication to their work, which ultimately has a positive impact on achieving organizational goals.

CONCLUSION

Based on the results of the study, it can be concluded that work discipline has a significant influence on employee performance at STIE Hidayatullah Depok. The results of the t-test show that work discipline (X) partially influences employee performance (Y) with a significance value of $0.000 < 0.05$, and the calculated t value of 16.454 is greater than the t table of 1.697. Thus, the research hypothesis is accepted, and it can be concluded that the work discipline variable has a positive influence on employee performance with a contribution of 95.2%. Therefore, increasing work discipline is very important to increase employee productivity. STIE Hidayatullah Depok is advised to create a more conducive work environment with clearer rules regarding employee discipline. In addition, for further researchers it is recommended to add other variables that may affect employee performance, as well as expand the scope of the study in order to obtain more comprehensive results.

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