

## Conference Paper

# Effect of Working Discipline Toward Performance: An Empirical Investigation

Dedi Iskamto<sup>1</sup>, Aripem Yapentra<sup>1</sup>, Putra Budi Ansori<sup>1, 2</sup>, and Mohamad Jupri<sup>1</sup><sup>1</sup>Sekolah Tinggi Ilmu Ekonomi Riau, Indonesia<sup>2</sup>Faculty of Business and Management, Universiti Sultan Zainal Abidin

## Abstract

This research was conducted at the FIF Group Company in Riau Indonesia. The aim of this study is to determine the influence of work discipline on employee performance. The research sampled the views of every employee at the company. Data analysis was undertaken via a simple linear regression test and coefficient of determination test. The research results showed that  $t_{count}$  (7.782) is bigger than  $t_{value}$  (2.015), and we concluded that  $H_a$  accepted and  $H_0$  is rejected, so there is a significant relationship between work discipline with performance. While the  $R^2$  test of 57.9%, while 42.1% influenced by other factors are not examined in this study.

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Corresponding Author:

Dedi Iskamto

deditaba@gmail.com

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## 1. Introduction

In a company's human resource potential is basically one of the capital and the most important role in achieving the objectives of the company. Therefore, the key to success of a company is not only the benefits of technology and the availability of funds, but the most important factor is human resources (Iskamto et al., 2020).

Human resources can be regarded as the main power source is capable of managing, analyzing and controlling the problems that exist within the company. A company is required to have a view and discipline to improve employee productivity (Yulihardi and Iskamto, 2018).

Labor discipline is a function of the most important human resource management and is closely related to *pengelolaan* resource for a company (Iskamto, 2019; Simatupang, 2018). Basically every employee realizes that labor discipline is the key to success that must be implemented and must be implemented by each individual for the good work discipline that will provide smooth operation in the process of running a job and will also achieve maximum work within the company. Discipline is essentially a reflection

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of the value of independence that must be owned and carried by every individual and community in the life of a nation (Iskamto et al., 2020; Simatupang, 2018).

## 2. Literature of study

### 2.1. Employee performance

According Mangkunagara (2011: 67) reveals that the term is derived from the performance of job performance or the actual performance (performance or achievements of someone actually achieved). An employee's performance is important, as well as determine the effectiveness of a company's performance. If the employee's performance is not good, then the company's performance is not automatically good (Iskamto et al., 2020) .

According to Armstrong and Baron in Wibowo (2007: 7) states that the performance of the work is the result of work that has good relations with the strategic objectives of the organization, keeputusan consumers, and contribute to the economy. Job performance is a result of work achieved in executing, completed the work assigned (Iskamto et al., 2019).

Performance is defined as achievement, demonstrating an activity or action and carry out the required tasks. Understanding the performance often associated with job performance (Supardi, 2013: 45). is the level of achievement of performance on certain tasks implementation. Fahmi (2014: 127) the performance is the result obtained by a good organization that is profit-oriented organizations and non-profit oriented generated during a period of time. Armstrong in Fahmi (2014: 127-128) performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction and contribute to the economy.

### 2.2. Performance indicators

According Wibowo (2007: 136) indicator - an indicator of job performance are:

1. Ability or skill to work, the ability to master the subtleties of the work and be able to solve problems with a good job.
2. le craft or craft an employee diligence in doing the job.
3. Compliance work that an employee compliance with procedures or regulations to do the job.

4. The quality of work that is the perfection of the work, neatness, correctness working procedures, fatigue and speed of work.
5. Relations of cooperation that is quality of work that requires cooperation and how the interests and abilities.
6. Initiatives or initiatives that combine the capabilities of mind, effort and trying to start something without being asked.
7. Leadership is the ability to plan, implement, and control all activities in the field of duty and able or capable to guide, encourage and be an example subordinates.
8. Responsibility, which is trying to finish the job with good results, on time and be able to act together in harmony and honest in performing the task.

### 2.3. Work discipline

According Rival (2009: 599) work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to raise awareness and willingness to comply with all company rules and social norms in force. Handoko in Sinambela (2016: 334) discipline is the willingness of someone who presents with his own consciousness to follow the rules that apply in the organization. Husnan in Sinambela (2016: 334) is the discipline of each individual as well as groups that ensure compliance with orders and take the initiative to perform a necessary action if no command.

Davis in Sinambela (2016: 334) through improved management discipline to strengthen and implement the organization's guidelines. Singodimedjo in Sutrisno (2016: 86) discipline is the attitude of readiness and one's willingness to obey and comply with regulatory norms in force in the vicinity. Latainer in Sutrisno (2016: 87) defines discipline as a growing force in the body of employees and cause employees to adjust to the voluntary decisions, regulations, and high values of work and behavior.

### 2.4. Factors Affecting Work Discipline

According to Keith Davis in Mangkunagara (2004: 129), there are several factors that affect labor discipline, namely:

1. Working hours. Working hours are hours of work place and the employee comes home from work that has been set by the company.

2. Employees permission. Permission for the employee is an employee who left his job during working hours or office hours, either for the company or personal interests with prior permission from employers as well as employees who take leave.
3. Worker's attendance. Absenteeism is the attendance of employees in the workplace held firm to see the presence of employees in the workplace.

## 2.5. Work Discipline Indicators

Basically a lot of indicators that affect the level of discipline of employees of an organization, According Rival in Sinambela (2016: 355-356) that the indicators of labor discipline are as follows:

1. Presence. It is becoming a fundamental indicator for measuring discipline, and usually employees who have a low work discipline accustomed to late in the work.
2. Adherence to the work regulations. Employees who obey work rules will not neglect the work procedures and will always follow the guidelines set by the company.
3. Adherence to standards of work. This can be seen by the amount of responsibility mandated employee against him.
4. High level of vigilance. Employee has a high vigilance will always cautious, calculating and accuracy in work, and always use something effectively and efficiently.
5. Working ethically. Some employees may behave rude to customers or engage in inappropriate behavior.

## 2.6. Work Discipline influence on Employee Performance

Discipline is one of the important factors in an organization. According to As an important factor for the discipline will affect the performance of the employees in the organization (Simatupang, 2018). The higher the discipline of employees, the higher the performance that can be achieved. Discipline is a reflection of the magnitude of one's responsibilities in performing the tasks assigned to him are encouraging one's work.

According Sutrisno (2015: 85) labor discipline on employees (employee) is necessary because of what the objectives of the company (organization) will be difficult to achieve

in the absence of labor discipline With the discipline of good work will affect and create good working conditions for improving the performance of employees (Mangkunegara, 2011: 135). According Hasibuan (2012: 193) states discipline must be enforced in an organization. Without the support of employee discipline / good employee, it is difficult organization to realize its objectives. So discipline is the key to the success of an organization in achieving its goals. Meanwhile, according Hariandja (2002: 300) states that the increase of discipline into any part in the management of human resources as an important factor affecting the performance boost.

### 3. Research Methodology

This research was conducted at FIF Group Company in Indonesia. The research is quantitative Method. The findings of the research can be categorized as applied research as it aims to improve FIF Group Company's working performance (Babbie, 2010). The study defines and uses SPSS Version 23 resources through a literature review. Along with findings to understand the actual state of the FIF Group Company and to evaluate its activities in order to develop development advice.

### 4. Finding and Result

#### 4.1. Validity test

Test validity is the accuracy or precision of an instrument to measure what you want measured. In this study, the number of respondents 46 people. By using a significant level of 0.05, obtained  $r\_value$  at 0.290. If  $r\_count \geq r\_Value$ , items significantly correlated questions to the total score (declared valid). If instead  $r\_count < r\_Value$ , then the item is declared invalid (Sekaran and Bougie, 2013). Based on data collected from respondents all Item of Independent Variabl and dependent variable are Valid.

#### 4.2. Reliability test

Reliability test is used to determine the consistency of measuring instruments, gauges used if reliable and consistent if the measurement is repeated. According to Dwi Priyatno have now (2008: 26), the reliability of less than 0.6 is unfavorable, whereas 0.7 is acceptable and above 0.8 is good.

Here are the results of the reliability test on the item items each variable.

TABLE 1: Test Reliability In each variable

No.	Variables	Cronbach's Alpha
1	Work Discipline (X)	0.861
2	Employee Performance (Y)	0.876

Sources: Primary data are processed 2018

From the table 3 above we can see that Cronbach's alpha variables X and Y above 0.6, this means better reliability.

### 4.3. Normality test

Normality test used to determine whether a population of normal distribution of data or not. This test is usually used to measure the ordinal scale data, interval or ratio.

According (Talib, 2013) the normality test is to see if the residual value is normally distributed or not. Here are the results of tests of normality in SPSS.

Normal P-P Plot of Regression Standardized Residual

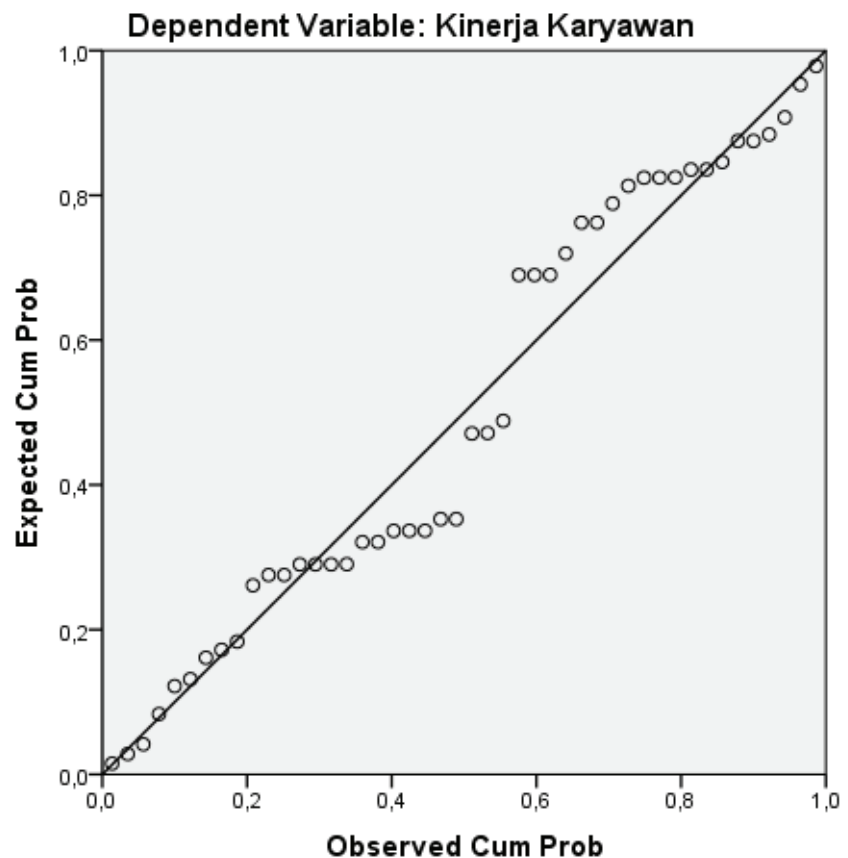


Figure 1: Normality Test Results

From Figure 5.1 it can be seen that the data spread around the diagonal line and follow the direction of the diagonal line, the regression model to meet the assumption of normality.

#### 4.4. Simple Linear Regression Testing

Simple linear regression is used to determine the direction of the relationship between the independent variable on the dependent variable.

TABLE 2: Simple Linear Regression Test Results

		Coefficients <sup>a</sup>				
Model		Coefficients unstandardized		standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	16,095	4.326		3,720	.001
	Work discipline	,834	,107	,761	7.782	,000

a. Dependent Variable: Employee Performance

From the table 4 above can be seen the result of a simple linear regression is:  $Y = 16,095 + 0,834X$ . From the results of the data can be explained as follows:

1. Constants of 16,095 pales labor discipline (X) is 0, then the employee performance (Y) still have a value of 16,095.
2. Work Discipline variable regression coefficient (X) of 0.834, meaning that if the discipline of work rose 1 point, the performance of employees will increase by 0.834 units.

#### 4.5. Test Coefficient of Determination

From the table 5 bellow we can see that the value of R 0.761. This means that the variable X has a close relationship to employee performance. While the value of R square of 0.579, this means that the variable X contributing influence on the performance of employees is 57.9% and the remaining 42.1% is influenced by other variables not examined in this study. Examples: motivation, compensation, employee morale, workplace environment, leadership and others.

TABLE 3: Coefficient Determination Test Results

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,761 <sup>a</sup>	,579	570	3,815

- a. Predictors: (Constant), Work Discipline
- b. Dependent Variable: Employee Performance

TABLE 4: T Test Results

Coefficients <sup>a</sup>						
Model		Coefficients unstandardized		standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	16,095	4.326		3,720	.001
	Work discipline	,834	,107	,761	7.782	,000

- a. Dependent Variable: Employee Performance

#### 4.6. t test

From 5 table can be seen that the result of the acquisition of t test showed thitung 7.782 > 2.015 ttabel with 0.000 significance level of 0.05. This means that the discipline of work has a significant impact on the performance of employees of FIF Group Company.

### 5. Conclusion

From the results of research conducted by the author telh previous description of the Work Discipline Influence on Employee Performance at FIF Group Company, it can be concluded: Judging from the calculation of the t-test, t (7.782) is greater than t table (2.015). It was concluded that Ha is accepted and H0 is rejected, so the hypothesis which states there is a significant relationship between the discipline of work performance of employees. Judging from the results of linear regression that R2 of 57.9%, while 42.1% are influenced by other factors not examined in this study. This means that the discipline of work has an influence on the performance of employees.

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