

The Effect of Discipline on the Employee Performance in PT. Belitang Makmur in Belitang Oku Timur

Wihana

Departement of Management, Faculty of Economics and Business, STIE Trisna Negara South Sumatera

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Abstract: Discipline is the main factor in bringing the company to progress, with the attitude to follow and obey all existing rules without feeling forced will affect the performance of each employee -one. This study aims to determine the effect of discipline on employee work performance at PT. BelitangMakmur OKU Timur and the form of discipline applied. Data collection techniques are carried out by interview, observation, documentation, and questionnaires and literature studies. From the results of these calculations, it turns out that $r = 0.14$ is obtained. After consulting the conservative standard, it turns out that 0.14 is located between 0.00 - 0.200, which is included in the very low correlation. Then to answer the hypothesis test proposed in the previous chapter has a relationship or not, then tested by hypothesis testing and obtained t count = 0.451. While the value of t table at 95% confidence level for $(n - 2) = 1,812$. Then it can be seen that the value of t arithmetic is 0.451 smaller than the value of the t table, which is = 1.812, thus means (Ho) is acceptable and (Ha) is rejected. The study concludes that there is a very low influence between disciplines on employee performance at PT. BelitangMakmur OKU Timur. Suggestions from this study are PT. East BelitangMakmur OKU is expected to improve further the quality and quantity of the products produced to be able to compete more in the future, given that competition and competitors are increasing.

1 INTRODUCTION

Employees play an important role in maintaining the sustainability of business ventures both now and in the future. This is the duty of the manager to provide action leading to work discipline. Job performance is a major problem in an organization or company. Without good work performance at all levels of the organization or company, achieving goals and success becomes difficult or even impossible. Every organization wants maximum work results from employees. The results of this work can be achieved if employees can carry out their duties properly.

Work discipline here is the key to the success of an organization to improve employee work outcomes, whereas the definition of discipline is the use of some penalties or sanctions if the employee deviates from the battle. To overcome this problem, many employees are influenced by several factors, such as educational background, environment, personality skills, and character.

2 PROBLEMS AND SCOPE OF THE PROBLEMS

The problems in this study are ". How is the influence of discipline on employee performance at PT. BelitangMakmur OKU Timur ".

1. Scope of object

The object of the research object is the employees of PT. BelitangMakmur OKU Timur.

2. Scope of Problems

The scope of the problem is only limited to the influence of discipline on employee performance.

3. Scope of Research Area Research

Conducted by the author, namely at PT. BelitangMakmur OKU Timur.

3 OBJECTIVES AND USE OF RESEARCH

3.1 Research Objectives

To find out the magnitude of the influence of discipline on the work performance of employees of PT. BelitangMakmur OKU Timur and added knowledge to the author about discipline on employee performance.

3.2 Usability of Research

For PT. East BelitangMakmur OKU can be used as input in solving future problems as well as provide information to company leaders to evaluate activities that have been carried out with alternatives that can be used for development and progress in the future.

4 CONSEQUENTIAL FRAMEWORK

Discipline is something that needs to be considered in the activities of a company or organization. Discipline actions are carried out with the awareness of each individual, while awareness is the attitude of someone who voluntarily obeys all regulations and is aware of their duties and responsibilities. To achieve high employee performance is not an easy thing to do. A very important factor for achieving high work performance is the implementation of work discipline from employees because it is one of the determining factors for success and progress in achieving company goals.

Understanding of Discipline, according to Malay SP. Hasibuan (2010; 193) are:

"someone's awareness and willingness to obey all applicable company regulations and social norms".

According to Malay SP Hasibuan Work Achievement (2000: pp. 93), namely:

".A result of work achieved by someone in carrying out the tasks assigned to him based on skills, experience, and sincerity as well as time."

5 RESEARCH METHOD

5.1 Data Sources

Primary Data: Namely, data obtained directly from research activities. Data is collected from respondents

by interviewing or filling out a list of questions that have been prepared. Secondary Data: Namely a data obtained from outside the research that comes from college books that have to do with research.

5.2 Data Collection and Processing

5.2.1 Research Library (Library Research)

That is data collection by studying various kinds of literature, scientific books related to research.

5.2.2 Field Research

Namely, research that directly comes to the object of research to see and research directions. Done by:

5.2.3 Observation

Namely, data collection by direct observation at the research location, namely at PT. BelitangMakmur OKU Timur.

5.2.4 Questionnaire

Data collection by giving a list of questions to the leadership of employees at PT. BelitangMakmur OKU Timur.

5.2.5 Interview

Namely, data collection by conducting direct interviews of researchers with leaders and employees who are considered to provide the information needed in research.

5.2.6 Documentation

Namely data obtained by looking at documents or records relating to research.

6 DATA ANALYSIS

6.1 Qualitative

Analysis The analysis used to solve existing problems by not using numbers as a basis for consideration, but by using sentences that explain the state of PT. Belitang Makmur OKU Timur.

6.2 Quantitative Analysis

Namely, an analysis that uses numbers that aims to determine the size of the influence of discipline on

employee performance at PT. Belitang Makmur OKU Timur.

7 DISCUSSION

The analytical tool used in quantitative analysis is to use the Product Moment Correlation formula whose formula is as follows, namely:

$$r = \frac{n \sum xi.yi - (\sum Xi)(\sum Yi)}{\sqrt{\{n \cdot \sum Xi^2 - (\sum X)^2\} \sqrt{\{n \cdot \sum Yi^2 - (\sum Y)^2\}}}$$

(Sugiyono, 2002: page. 213)

Description:

\sum = Amount

r = Correlation coefficient between x and y

X = Discipline Variable (independent variable)

Y = Work Performance Variable (dependent variable)

n = Number of samples

X² = Result of square of independent

variable Y² = Quadratic results of

dependent variable

Xy = Multiplication results between independent and bound variables

To find out the size of the correlation that arises between Discipline (x) and employee performance (y), for that the author uses the Interpretation Correlation Coefficient guidelines that can be seen in Table 1 as follows

Table 1.

Interval Coefficients Coefficient of	Relationship Level
0,00 - 0,199	Very low
0,20 - 0,399	Low
0,40 - 0,599	Medium
0,60 - 0,799	Strong
0,80 - 1,000	Very strong

(Sugiyono, 2009: page. 183)

To find out the size of the correlation that arises between discipline (x) with the work performance of

employees (Y) then it must know the percentage level (%) using the formula:

$$KP = r^2 \times 100\%$$

After knowing the percentage level that is affected, then other factors influence using the formula:

$$100\% - KP$$

To test the hypothesis that has been described whether or not it can be accepted, the author uses the formula

$$\frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

(Riduwan, 2010: page. 229)

Description:

t = Correlation coefficient test

r = Correlation coefficient

n = Number of samples

"t" can be searched by looking at table "t" with degrees of freedom 0.05 for (n - 2), if t > t (n - 2) then Ha is accepted and Ho is rejected but if t < t (n - 2) then Ha is rejected, and Ho is accepted.

Before entering into a predetermined formula, the results of the research from the questionnaire that has been distributed to the respondents are tabulated in the form of a table with an assessment of each answer given by the respondent as follows:

- Alternative answer A is given a score of 3
- Alternative answer B is given a score of 2
- Alternative C answers are given a score of 1

Table. 2 Percentage of Variable Answers to Discipline and Variables of Work Achievement Against 12 Respondents

No	Remarks	Amount
1	By applying discipline can encourage to improve work performance a. Yes b. Sometimes c. Not	7 People 3 people 2 People
2	Giving compensation can have a positive impact on increasing employee morale a. Yes b. Sometimes c. Not	4 5 3
3	There are additional wages outside working hours a. Yes b. Sometimes c. Not	4 4 4

4	Health care for employees of family members so that performance increases a. Yes b. Sometimes c. Not	4 4 4
5	Is giving sanctions to employees who do not work can improve employee discipline a. Yes b. Sometimes c. Not	11 - 1
6	Do you need punishment or sanctions, if employees violate work rules a. It is necessary to b. need it c. unnecessarily	3 4 5
7	Can discipline improve employee work performance a. Yes b. Sometimes c. No	5 4 3
8	What is firmness of the leadership assign duties and obligations to employee performance a. Yes b. Sometimes c. No	6 4 2
9	Can employees complete product targets the charged according to the desired time a. Yes b. Sometimes c. No	5 4 3
10	The existence of a good relationship between fellow employees whether it can affect the improvement of employee performance a. can b. sometimes c. cant	2 5 5

Source: Data Processed

8 DATA ANALYSIS

For this analysis used table tools and correlation coefficient formulas, with the initial steps namely tables obtained from the answers to research questionnaires about the influence between disciplines on employee performance at PT. BelitangMakmur OKU Timur. Thus the work steps can be seen in the following tables:

RESPONDENT	NUMBER OF QUESTIONS					TOTAL
	1	2	3	4	5	
1.	3	2	1	1	3	10
2.	3	3	3	1	3	13
3.	3	2	1	2	3	11
4.	3	3	3	1	1	11
5.	2	2	3	1	3	11
6.	3	1	2	1	3	10
7.	3	2	1	1	3	10
8.	2	2	2	2	3	11
9.	1	3	3	1	3	11
10.	3	1	2	1	3	10
11.	2	1	2	1	3	9
12.	1	3	1	1	3	9
Total						126

Source: Data Processed

Table. 3 Variables (Y) Employee Performance

RESPONDENT	NUMBER OF QUESTIONS					AMOUNT
	1	2	3	4	5	
1.	3	2	3	3	3	13
2.	3	2	3	1	1	10
3.	2	3	3	2	2	12
4.	1	1	3	3	1	9
5.	3	3	3	3	1	13
6.	3	2	3	1	2	11
7.	1	3	1	3	1	9
8.	2	1	1	2	2	8
9.	3	2	2	3	1	11
10.	1	3	2	1	3	10
11.	1	3	2	2	2	10
12.	1	1	2	2	2	8
Total						124

Source: Data Processed

From the table above the following results are obtained:

$$n = 12$$

$$\begin{aligned} \sum X^2 &= 1,336 \\ \sum X &= 126 \\ \sum Y^2 &= 1,314 \\ Y &= 124 \\ \sum XY &= 1,305 \end{aligned}$$

Then the above values are entered into the formula of the Correlation coefficient as follows:

8.1 Correlation Coefficient

$$r = \frac{n \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{n \cdot \sum X^2 - (\sum X)^2} \sqrt{n \cdot \sum Y^2 - (\sum Y)^2}}$$

$$r = \frac{12(1.305) - (126)(124)}{\sqrt{12(1.336) - (126)^2} \sqrt{12(1.314) - (124)^2}}$$

$$r = \frac{(15.660) - (15.620)}{\sqrt{(16.032) - (15.876)} \cdot \sqrt{(15.768) - (15.376)}}$$

$$r = \frac{0,14 \cdot \sqrt{12 - 2}}{\sqrt{1 - 0,0196}}$$

$$r = \frac{0,14 \cdot \sqrt{10}}{\sqrt{0,9804}}$$

$$r = \frac{0,14(3,16)}{0,980}$$

$$r = 0.14$$

Based on the results of statistical calculations obtained $r = 0.14$. After being consulted with conservative standards to find out whether or not the relationship is close it is located at a distance between 0.00 - 0.200. It can be concluded that the influence of discipline on employee performance at PT. Belitang Makmur OKU Timur has a very low influence.

To find out the percentage level of influence of discipline on employee performance at PT. Belitang Makmur OKU Timur, the writer uses the formula:

$$\begin{aligned} Kp &= r^2 \times 100\% \\ r &= 0.14 \\ r^2 &= 0.0196 \\ Kp &= r^2 \times 100\% \\ Kp &= (0.0196) \times 100\% \\ Kp &= 1.96\% \end{aligned}$$

From the results of the above calculations, it can be concluded that discipline on employee work performance = 1.96%, meaning factors others that affect the work performance of employees of PT.

Belitang Makmur OKU Timur is 100% - Kp (100% - 1.96%), there are 98.04%.

After knowing the correlation or influence of discipline on employee performance at PT. BelitangMakmur OKU Timur is obtained by the number $r = 0.14$ and the percentage level is 1.96%, then the following writer will answer the hypothesis proposed previously by using the following formula:

$$t = \frac{r \sqrt{n - 2}}{\sqrt{1 - r^2}}$$

$$\begin{aligned} \alpha &= 0.05 \\ t &= (n - 2) \cdot t_{0.05} (n - 2) \\ &= t_{0.05} (12 - 2) \\ &= t_{0.05} (10) \\ t &= 1,812 \dots\dots \text{From the attached t table} \\ r &= 0.14 \end{aligned}$$

$$r^2 = \frac{0.0196}{36}$$

$$\frac{\sqrt{156} \sqrt{398}}$$

$$t = \frac{36}{(12,49)(19,94)}$$

$$t = \frac{36}{247,2}$$

$$t = 0.145$$

From the results of the above calculations, it can be seen that the value of t arithmetic = 0.451. While the value of t table at 95% confidence level for $(n - 2) = 1,812$. Then it can be seen that the value of t arithmetic is 0.451 smaller than the value of t table which is = 1.812, thus means (Ho) is acceptable and (Ha) is rejected

9 CONCLUSIONS

Based on the results of previous research and discussion, the authors can draw some conclusions that the correlation between disciplines of employee performance at PT. BelitangMakmur OKU Timur has a very low influence because the number $r = 0.14$. After consulting the conservative standard, it turns

out that 0.14 is located between 0.00 - 0.200, which is included in the very low correlation. So that it can be said that there is a very low influence between disciplines on employee performance at PT. BelitangMakmur OKU Timur. The hypothesis that has been stated in the previous chapter using the hypothesis test formula, is obtained (t) table = 1.812 while (t) count = 1.451 which can be concluded that (t) count > (t) table or (t count is smaller than t table) , so the hypothesis proposed in the previous chapter is not proven or Ho is accepted and Ha is rejected, because the correlation is very low.

10 SUGGESTIONS

For the leadership of PT. East BelitangMakmur OKU in order to pay more attention to firmness to employees so that more discipline and work can be more perfect and in accordance with the expected results and PT. East BelitangMakmur OKU is expected to further improve the quality and quantity of the products produced in order to be more competitive in the future, remembering competition and increasing competition.

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