

Implementation Of Work Discipline and Work Productivity On Employee Performance at PT Pelabuhan Indonesia (Persero) Regional I Belawan

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ABSTRACT

This study aims to find out how the implementation of work discipline and work productivity on employee performance at PT Pelabuhan Indonesia (Persero) Regional I Belawan. This type of research is quantitative research. The population and sample in this study were 36 people. Data collection techniques in this study using a questionnaire. The data analysis method used is multiple linear regression statistical analysis and uses the t test, f test and the coefficient of determination, while the instrument test uses validity and reliability tests with the help of SPSS version 26. Based on the results of this study indicate that work discipline and work productivity simultaneously (f) test affects employee performance by using a significance of $0.000 < 0.05$ to obtain an F count of 78.587 > from the value of F table 3.28. While partially (t test) shows that the work discipline variable has a significant effect on employee performance with a t count of $3.268 > t$ table of 2.034, the test is carried out using a sig value of $0.003 < 0.05$. While the work productivity variable shows that there is a significant influence on employee performance with a t value of $3,400 > t$ table value of 2.034.

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I. Introduction

In the modern era full of intense business competition, the level of work discipline and productivity is a key element in achieving competitive advantage for individuals and organizations. Organizations that succeed in creating a disciplined and productive work culture are able to optimize the potential of their employees and achieve company goals more efficiently.

According to Syafrina Nova [1] in her research entitled The Effect of Work Discipline on Employee Performance at PT. Like Fajar Pekanbaru which shows that there is a significant influence between work discipline on employee performance at PT. Like Fajar Pekanbaru, this is shown from the calculated t value which is greater than t table.

According to Fajriansyah, Muh Imam Taufiq, Halida Sasmita, and Aminuddin Hamdat [2] in their research entitled The Effect of Work Productivity on Employee Performance at the Daya Regional General Hospital in the Covid-19 Period which shows that work productivity has an influence on employee performance. This can be seen in employees whose commitment to their work will affect the work productivity they produce.

PT Pelabuhan Indonesia (Persero) Regional I is a State-Owned Enterprise (BUMN) in Indonesia engaged in logistics. Based on the observations that the writer made and the information that the writer obtained, the writer found a phenomenon that occurred at PT. Pelabuhan Indonesia (Persero) Regional I, namely that there are several employees who have not consistently applied discipline,

especially discipline when going to work after the end of rest hours. This indiscipline resulted in several jobs not being completed on time and requiring additional time to complete them. Work that is not completed on time if allowed to continue will cause work to pile up, and in other words the working time used by an employee becomes unproductive.

II. Method

Definition of Work Discipline

According to Siagian in Herry Krisnandi and Nanda Agung Saputra's research [3] work discipline is a form of training that seeks to improve oneself and shape the knowledge, attitudes and behavior of employees.

Work Discipline Function

According to Tulus in Julita's research [4] which suggests several disciplinary functions, namely:

1. Organizing life together, discipline functions to regulate life together, in a particular group or society. That way the life that is intertwined between individuals with each other becomes better and smoother.
2. Building personality, discipline can also build the personality of an employee. An environment that has high discipline greatly influences a person's personality. An organizational environment that has a calm, orderly, and peaceful environment plays a very important role in building a good personality.
3. Personality training, discipline is a means to train employee personalities so that they always show good performance. Good and disciplined attitudes, behaviors and patterns of life are formed through a long process. One of the processes to form the personality is done through practice.
4. Punishment, discipline that is accompanied by threats of sanctions or punishment is very important, because it can provide encouragement and strength to obey and comply. Without the threat of punishment, the motivation for obedience and obedience can be weak, and the motivation to follow the rules is reduced.
5. Creating a conducive environment, the function of discipline is to form attitudes, behaviors, and disciplined living arrangements in the work environment, so as to create an orderly and orderly atmosphere in carrying out work.

Factors Affecting Work Discipline

According to Sutrisno in Julita's research [5] that things that affect employee discipline are:

1. The size of the compensation can affect the upholding of discipline. Employees will comply with all applicable regulations, if they feel that they are guaranteed compensation commensurate with their efforts that have been contributed to the company.
2. Exemplary leadership is very important, because in a corporate environment, all employees will always pay attention to how leaders can uphold self-discipline and how they can control their own words, actions.
3. Discipline development will not be carried out in the company, if there are no definite written rules to be used as a common guide.
4. If an employee violates discipline, then the leadership needs to have the courage to take action according to the violation he has committed.
5. In every activity carried out by the company there needs to be supervision that will direct employees so that they can carry out the work properly and in accordance with what has been determined.
6. Employees are human beings who have different characters from one another

Work Discipline Indicator

The indicators of work discipline according to Inu Kencana in Ayu Puspitawati Hafid's research [6] are as follows:

1. Timeliness level

2. One example of punctual action is discipline during office hours, discipline during working hours and discipline during office hours.
3. Regulatory compliance rate
4. Apart from being influenced by work environment factors, work disciplinary action is also influenced by personality factors, so the absence of one of these factors will cause a violation of the rules. If one of the employees violates it, it is necessary to take disciplinary measures so that the socialization principles of discipline such as fairness can be maintained.

Definition of Work Productivity

According to Raviyanto in the research of Fajriansyah, Muh Imam Taufiq, Halida Sasmita, and Aminuddin Hamdat [7] that productivity basically includes a mental attitude that always has the view that today's life must be better than yesterday and tomorrow must be better than today.

Ability here, according to researchers, can be interpreted as physical ability or it can also be called skill ability. In the Big Indonesian Dictionary, skill is defined as the ability to complete tasks. Based on research, research experts concluded that productivity is the mental attitude of employees that reflects the ability of employees to do work and the results obtained are based on the resources used

Factors Affecting Work Productivity

According to Herman Hafizh [8] the factors that affect productivity include:

1. The relationship between the workforce and the leadership of the organization
2. Skill level
3. Work attitude
4. Labor efficiency
5. Entrepreneurship.

Work Productivity Indicators

According to Sutrisno [9] there are work environment indicators, namely as follows:

1. Ability
To improve capabilities, the company equips its employees with the skills to be empowered in completing the assigned tasks.
2. Spirit at work
Strive to be better than yesterday and increase employee morale to evaluate previous results.
3. Self development
Self-development is always carried out to improve work results with self-capacity through the self-development steps of an employee who finds challenges and hopes.
4. Quality
Trying to improve good quality and quality from before and to increase the best results from the company and the effect of increased productivity.

Definition of Employee Performance

Performance is an achievement shown by employees. This is the result achieved in carrying out assigned tasks based on skills, experience, sincerity, and available time.

Factors Affecting Employee Performance

According to Keith Davis in Surya Akbar's research [10] it is formulated that the factors that can affect performance are:

1. Capability Factor
Psychologically, employee abilities (Ability) consist of potential abilities (IQ) and reality abilities (knowledge + Skill). That is, employees who have an average IQ (IQ 110-120) with adequate education for their position and are skilled in doing their daily work, it will be easier for them to achieve the expected work performance. Therefore, employees need to be placed in jobs that match their expertise.
2. Motivational Factors
Motivation is formed from the attitude of an employee in dealing with work situations. Motivation is a condition that drives employees directed to achieve organizational goals

(work goals).

III. Results And Discussion

Validity test

The results of the validity test in this study are as follows:

Table 1. Work Discipline Validity Test Results

| Variable | Calculated R Value | Table R value | Sig. Value | Decision |
|----------|--------------------|---------------|------------|----------|
| X1.1 | 815 | 0.329 | 0.00 | Valid |
| X1.2 | 724 | 0.329 | 0.00 | Valid |
| X1.3 | 806 | 0.329 | 0.00 | Valid |
| X1.4 | 746 | 0.329 | 0.00 | Valid |

Source :Research result

Based on the results in the table above, it shows that each indicator of the X1 variable (work discipline variable) is said to be valid. This can be seen from the value of $r_{count} > r_{table}$, so this research can be continued.

Table 2. Work Productivity Validity Test Results

| Variable | Calculated R Value | Table R value | Sig. Value | Decision |
|----------|--------------------|---------------|------------|----------|
| X2.1 | 703 | 0.329 | 0.00 | Valid |
| X2.2 | 557 | 0.329 | 0.00 | Valid |
| X2.3 | 745 | 0.329 | 0.00 | Valid |
| X2.4 | 730 | 0.329 | 0.00 | Valid |
| X2.5 | 690 | 0.329 | 0.00 | Valid |
| X2.6 | 788 | 0.329 | 0.00 | Valid |
| X2.7 | 777 | 0.329 | 0.00 | Valid |
| X2.8 | 731 | 0.329 | 0.00 | Valid |

Source: Research results

Based on the results in the table above, it shows that each indicator of the X2 variable (work productivity variable) is said to be valid. This can be seen from the value of $r_{count} > r_{table}$, so this research can be continued.

Table 3. Employee Performance Validity Test Results

| Variable | Calculated R Value | Table R value | Sig. Value | Decision |
|----------|--------------------|---------------|------------|----------|
| Y1 | 778 | 0.329 | 0.00 | Valid |
| Y2 | 751 | 0.329 | 0.00 | Valid |
| Y3 | 752 | 0.329 | 0.00 | Valid |
| Y4 | 866 | 0.329 | 0.00 | Valid |
| Y5 | 761 | 0.329 | 0.00 | Valid |
| Y6 | 769 | 0.329 | 0.00 | Valid |
| Y7 | 771 | 0.329 | 0.00 | Valid |
| Y8 | 609 | 0.329 | 0.00 | Valid |
| Y9 | 766 | 0.329 | 0.04 | Valid |
| Y10 | 739 | 0.329 | 0.00 | Valid |

Source: Research results

Based on the results in the table above, it shows that each indicator of the Y variable (performance variable) is said to be valid. This can be seen from the value of $r_{count} > r_{table}$, so this research can be continued.

Reliability Test

Work Discipline Reliability Test

| Reliability Statistics | | |
|------------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .768 | .777 | 4 |

Based on the reliability test results obtained in the table above, the Cronbach's Alpha value for the work discipline variable is 0.768. This shows that the instrument used in this study is reliable because it has a Cronbach's Alpha value greater than 0.60 ($0.768 > 0.60$).

Work Productivity Reliability Test

| Reliability Statistics | | |
|------------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .862 | .864 | 8 |

Based on the reliability test results obtained in the table above, the Cronbach's Alpha value for the work productivity variable is 0.862. This shows that the instrument used in this study is reliable because it has a Cronbach's Alpha value greater than 0.60 ($0.862 > 0.60$).

Employee Performance Reliability Test

| Reliability Statistics | | |
|------------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .915 | .917 | 10 |

Based on the reliability test results obtained in the table above, the Cronbach's Alpha value of the employee performance variable is 0.915. This shows that the instrument used in this study is reliable because it has a Cronbach's Alpha value greater than 0.60 ($0.915 > 0.60$).

Table 4. Reliability Test Results

| Variable | Reliability Value | Decision |
|--------------------------|-------------------|----------|
| Work discipline (X1) | 0.768 | Reliable |
| Work Productivity (X2) | 0.862 | Reliable |
| Employee Performance (Y) | 0.915 | Reliable |

Source: Research results

Based on the results of reliability calculations using the SPSS Version 26 program which shows the level of reliability of the assessment instrument is sufficient because it is in accordance with Cronbach alpha.

Multiple Linear Regression Test

Table 5. Multiple Linear Regression Test Results

| Coefficientsa |
|---------------|
|---------------|

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | std. Error | Betas | | |
| 1 | (Constant) | 1,421 | 3,451 | | .412 | .683 |
| | Work Discipline (X1) | 1,179 | .361 | .462 | 3,268 | .003 |
| | Work Productivity (X2) | .622 | .183 | .481 | 3,400 | .002 |

a. Dependent Variable: Employee Performance (Y)

Source: Research results

Based on the table above, the following results are obtained:

1. A constant value of 1,421 means that if the variables of work discipline and work productivity are zero, then the effect value is 1,421.
2. The work discipline variable shows a coefficient value of 1,179. It can be understood that if the value of the work discipline variable is increased to 1 unit, it will have an effect or increase of 1,179.
3. The work productivity variable shows a coefficient value of 0.622. It can be understood that if the value of the work productivity variable is increased to 1 unit, it will have an effect or experience an increase of 0.622.

Determination Coefficient Test

The coefficient of determination (R²) essentially measures how far the model's ability to explain the variation in the dependent variable.

Table 5. R² Test Results

| Summary models | | | | |
|----------------|-------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | std. Error of the Estimate |
| 1 | .909a | .826 | .816 | 2.10278 |

a. Predictors: (Constant), Work Productivity (X2), Work Discipline (X1)

Source: Research results

Based on the table above, it can be seen that the coefficient of determination (R Square) obtained is 0.826 (82.6%). It can be concluded that work discipline and work productivity affect employee performance by 82.6% while the rest are influenced by other factors.

Hypothesis testing

t test

Table 6. T test results

| Coefficientsa | | | | |
|---------------|-----------------------------|---------------------------|---|------|
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| | | | | |

| | | B | std. Error | Betas | | |
|---|------------------------|-------|---------------|-------|-------|------|
| 1 | (Constant) | 1,421 | 3,451 | | .412 | .683 |
| | Work Discipline (X1) | 1,179 | .361 | .462 | 3,268 | 003 |
| | Work Productivity (X2) | .622 | .183 | .481 | 3,400 | 002 |
| a. Dependent Variable: Employee Performance (Y) | | | | | | |

Source: Research results

1. First Hypothesis Testing

It is known that the Sig value for the effect of X1 on Y is 0.003 < 0.05 and the t count value is 3.268 > t table 2.034, so it can be concluded that the X1 variable has an effect on the Y variable.

2. Second Hypothesis Testing

It is known that the Sig value for the effect of X2 on Y is 0.002 < 0.05 and the t-count value is 3.400 > t-table 2.034 so it can be concluded that the X2 variable has an effect on the Y variable.

Simultaneous Hypothesis Test (F)

Simultaneous hypothesis testing aims to measure the magnitude of the influence of the independent variables jointly on the dependent variable, using a significance value < 0.05 if the calculated f value > f table is obtained then Ha is accepted, and vice versa if sig f > 0.05 is obtained value of f count < f table then Ho is accepted.

Table 7. F Test Results

| ANOVAa | | | | | | |
|---|------------|-----------------------|----|----------------|--------|-------|
| Model | | Sum of Square s | df | MeanSqua re | F | Sig. |
| 1 | Regression | 694,974 | 2 | 347,487 | 78,587 | .000b |
| | residual | 145,915 | 33 | 4,422 | | |
| | Total | 840,889 | 35 | | | |
| a. Dependent Variable: Employee Performance (Y) | | | | | | |
| b. Predictors: (Constant), Work Productivity (X2), Work Discipline (X1) | | | | | | |

Source: Research results

Based on the table above, it is known that the Sig value for the effect of X1 and X2 simultaneously on Y with a significance of 0.000 < 0.05 and the calculated F value of 78,587 > F table 3.28, shows that together the variables X1 and X2 have an effect on the variable Y

Discussion

The discussion in this research is as follows:

1. X1 variable

Based on the research results that have been obtained, it shows that there is an influence of work discipline variables on employee performance. Employees who can attend on time can reflect that the employee has compliance with the regulations that apply in the company.

When compliance with regulations has been owned by an employee, it can be ensured that the employee will not only comply with regulations on working hours, but also that compliance can also be implemented in other regulations such as compliance with carrying out work in accordance with the responsibilities given and compliance with regulations. complete the work within the allotted time. If these two things can be consistently done by an employee, then it can be ascertained that the employee has a good performance. This is in accordance with performance theory which states that performance is the result achieved by an employee in carrying out assigned tasks based on skills, sincerity, and available time.

2. X2 variable

Based on the research results obtained, it can be concluded that the work productivity variable has an influence on employee performance. Work productivity is the attitude or behavior of employees to produce something that has been determined by the company in accordance with the quality and time that has been determined. So as to make the company achieve the expected goals. The better work productivity in the company, the employee performance will increase. When employees become more productive, they are able to complete tasks more efficiently, produce better results, and overall make a greater contribution to the company's success.

IV. Conclusion

Based on the results of the research conducted, it was concluded that the implementation of work discipline and employee productivity at PT Pelabuhan Indonesia (Persero) Regional I Belawan has a significant influence on the performance produced by an employee. In this study, the coefficient of determination (R Square) obtained was 0.826 (82.6%). It can be concluded that work discipline and work productivity affect employee performance by 82.6%. So that the implementation of work discipline for employees at PT Pelabuhan Indonesia (Persero) Regional I Belawan still needs to be improved so that employees can work productively and produce good performance.

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