

THE INFLUENCE OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE DEPARTMENT OF INDUSTRY AND TRADE SOUTH SULAWESI PROVINCE

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Abstract

The purpose of this study was to determine how work discipline affects employee performance at the Office of Industry and Trade of South Sulawesi Province. In this study, the population at the Office of Industry and Trade of South Sulawesi Province was 67 employees in 2023. The sample collection of this study was taken from the total population who had the characteristics of being Civil Servants (PNS). The number of populations that meet the sampling characteristics is 52 employees. The data analysis technique used is simple linear regression analysis using a Statistical Product Service Solution (SPSS). The results showed that there was a positive and significant effect of work discipline variables on work performance at the Department of Industry and Trade of South Sulawesi Province.

Keywords: *Work Discipline and Work Performance*

INTRODUCTION

Discipline is one aspect that is highly prioritised by the government in an effort to strengthen the quality of work of government apparatus to be effective and efficient, as well as having a high level of discipline and loyalty. Employees who are fully committed in carrying out their duties and responsibilities and focusing on the welfare of the community through improved services to the public. This discipline does not only apply to staff, but also to all employees from the leadership level to the operational level, with the aim of providing public guidance on quality services. These changes are related to changing the work culture and behaviour of employees to improve their work performance. According to (Rahmawati et al., 2013) Work discipline is a management effort to encourage employees to comply with company regulations. Work Discipline has a positive effect on the work performance of sequis employees, meaning that if the work discipline attitude of each employee is better, the better the work performance at work, meaning that maintaining an attitude towards superiors and fellow coworkers will increase the level of cooperation (Kiki & Faisal, 2020). Research from Hasibuan & Silvya (2019) suggests that previously, the conclusion can be drawn from the research is partially (t test) that work discipline has a positive and significant effect on employee performance.

The Department of Industry and Trade of South Sulawesi Province is a company whose initial offices were separate and combined due to various factors, such as efficiency goals, budget savings and other administrative reasons, the South Sulawesi Provincial Industry and Trade Office is an implementing element of the South Sulawesi government led by the head of the department which has the task of assisting the governor to carry out government affairs in the field of trade which are regional authority and assistance tasks assigned to local governments. For this reason, employees at the Department of Industry and Trade of South Sulawesi Province are expected to be able to have work discipline that supports the implementation of tasks and functions as expected. Based on employee attendance data at the Department of Industry and Trade of South Sulawesi Province in the table below:

Table 1. Recapitulation of Attendance of Industry and Trade Employees of South Sulawesi Province (2022-2023)

Year	Number of employe	Working days per year	Total working days	Number of absences/year								Number of tardies /year	
				Permits	%	Without leave	%	Sick	%	Total	%	Slowest	%
2020	75	252	18,900	178	0,94	189	1,00	191	1,01	558	2,95	464	2,46
2021	72	252	18,144	107	0,59	357	1,97	137	0,76	601	3,31	546	3,01
2022	67	252	16,884	57	0,34	425	2,52	163	0,97	645	3,82	604	3,58

Source: Human Resource Data of the Industry and Trade Office (Processed by the author) Year 2023

It can be seen in table 1.1 that employees of the Industry and Trade Office of South Sulawesi Province in 2020-2022 the highest number of employees who did not enter / month fell in 2022 as much as 3.82% of the total working days. While the highest number of employees who were late per month in 2022 was 3.58%. So based on the percentage results of the table above, it can be seen that there are still frequent delays and even the percentage of delays increases every year. This can be one of the causes of not optimal employee performance.

Work performance in a company environment has a very important role. When employees do not achieve good work performance, this can have a negative impact on the quality and productivity of their work. As a result, the company's revenue may also decline. Employee work performance is closely related to how they successfully complete their tasks, which in turn will affect the achievement of company goals.

Table 2. Employee Performance Data of the Industry and Trade Office of South Sulawesi Province for 3 years (2020-2022)

No.	Description	Year		
		2020	2021	2022
1.	Employee work targets (SKP)	82,22	83,64	81,32
2.	Service orientation	85,28	84,84	83,97
3.	Integration	82,67	82,6	79,35
4.	Commitment	82,3	82,3	79,6
5.	Discipline	82,51	82,65	81,61
6.	Cooperation	82,56	82,5	81,53
7.	Leadership	29,77	28,47	27,89
Total value (%)		75,33	73,89	72,33
Target (%)		100	100	100
Difference (%)		24,67	26,11	27,68

Source: Human Resource Data of the Industry and Trade Office (Processed by the author) Year 2023

From table 1.2 it can be seen that the work targets of the Employees of the Industry and Trade Service of South Sulawesi Province increased in 2021, but decreased in 2022 and it can also be seen that employee behaviour, especially in the discipline category, has decreased every year.

The difference between my research and previous research lies in the object of research. In addition, there are differences in indicators, samples, and time chosen in this study. The purpose of this study was to determine how work discipline affects employee performance at the Office of Industry and Trade of South Sulawesi Province.

METHOD

According to Swarjana, (2022) Population is the entire group (or institution, subject of study or event) that wants to be stated or generalised. Population is the entire component that has one or more of the same characteristics, so that it becomes a group. In this study, the population at the Department of Industry and Trade of South Sulawesi Province was 67 employees in 2023.

The sample is a part selected from the population through several stages with the aim of studying or investigating the properties of the parent population. The sample collection from this study was taken from the total population who had the characteristics of being Civil Servants (PNS). The reason for taking a sample size of 52 employees is because the population at the Department of Industry and Trade of South Sulawesi Province is less than 100, which means that the entire population that meets the sampling characteristics is 52 employees.

The type of research used by researchers is quantitative research. According to (Jaya, 2020) quantitative research is research that obtains new findings that can be obtained by statistical means or by using other means of measurement. According to (Creswell, 2009) quantitative research methods are a way of testing certain theories by examining the relationship between variables. Variables are usually measured with research instruments so that data consisting of numbers can be analysed based on statistical measures.

RESULTS AND DISCUSSION

Validity test results

Table 3. Validity test results

Question Item	R count	R table	Description	
X	X.1	0,770	0,2681	Valid
	X.2	0,763	0,2681	Valid
	X.3	0,755	0,2681	Valid
	X.4	0,745	0,2681	Valid
	X.5	0,766	0,2681	Valid
	X.6	0,758	0,2681	Valid
	X.7	0,735	0,2681	Valid
	X.8	0,795	0,2681	Valid
	X.9	0,698	0,2681	Valid
	X.10	0,713	0,2681	Valid
Y	Y.1	0,774	0,2681	Valid
	Y.2	0,562	0,2681	Valid
	Y.3	0,784	0,2681	Valid
	Y.4	0,839	0,2681	Valid
	Y.5	0,871	0,2681	Valid
	Y.6	0,860	0,2681	Valid
	Y.7	0,759	0,2681	Valid
	Y.8	0,781	0,2681	Valid
	Y.9	0,727	0,2681	Valid
	Y.10	0,723	0,2681	Valid

Source: primary data processed, 2023

Based on Table 4.12, it is known that the calculated r value of the work discipline and work performance variables is higher than the r table value ($r \text{ count} > 0.2681$), so it can be concluded that all statements in this study are valid.

Reliability Test Results

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Description
Work Discipline (X)	0,911	Reliable
Work Performance (Y)	0,922	Reliable

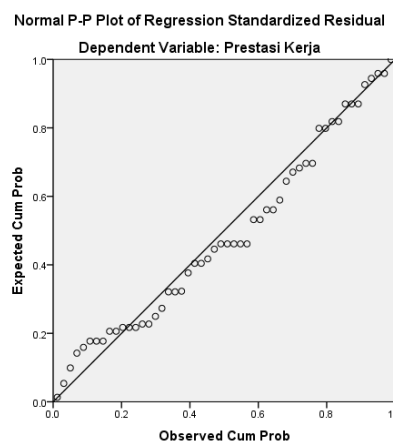
Source: primary data processed, 2023

Based on Table 4, it shows that the work discipline and work performance variables have a Cronbach's alpha coefficient greater than 0.6. This shows that the questions asked in this study are reliable. Thus, each questionnaire item used will be able to obtain consistent data, and if asked again, an answer that is relatively the same as the previous answer will be obtained.

Classical assumption test results

Normality test results

Figure 1. Normality Test Results



Source: primary data processed, 2023

Normality test results are normal because the points are scattered around the diagonal and follow the diagonal direction. So this shows that the regression model can be used because it fulfils the assumption of normality.

Multicollinearity Test Results

Table 5. Multicollinearity Test Results

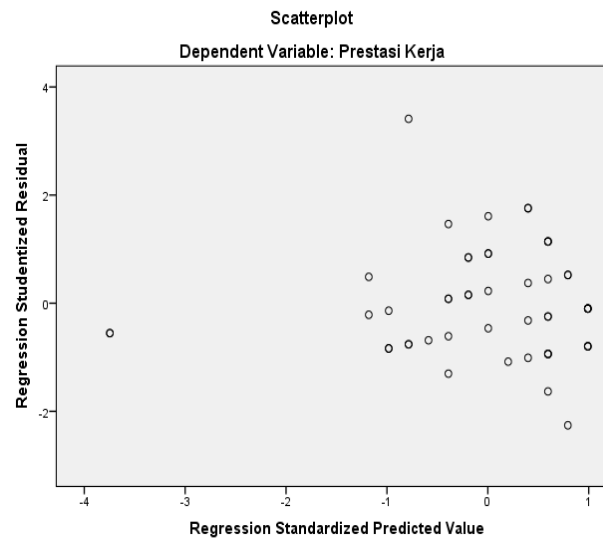
Variable	Collinearity statistics		Description
	Tolerance	VIF	
Work discipline	1.000	1.000	free from multicollinearity

Source: primary data processed, 2023

Work discipline variable has a tolerance value (1,000) > 0.10 and VIF (1,000) < 10.00. This fulfils the requirement to state that the work discipline variable is free from multicollinearity.

Heteroscedasticity Test Results

Figure 2. Heteroscedasticity Test Results



Source: primary data processed, 2023

The scatterplot graph shows that the data is spread on the Y axis and does not form a clear pattern in the distribution of the data. This shows that there is no heteroscedasticity in the regression model, so the regression model is suitable for predicting work performance with the influencing variable being work discipline.

Simple Linear Regression Analysis Test Results

$$Y = 4.370 + 0.894 X + e$$

The simple linear regression analysis equation above can be interpreted as follows:

1. The constant value obtained is 4.370, indicating that the independent variable, namely the work discipline variable, is zero, then the value of the dependent variable, namely work performance, is 4.370 units.
2. The work discipline regression coefficient is 0.894 and has a positive sign. This value indicates that the value of variable Y will increase by 0.894 if the value of variable X increases by one unit. The positive sign on the coefficient indicates a unidirectional relationship between the work discipline variable and the work performance variable. This means that the higher the employee's work discipline, the higher the work performance.

Hypothesis test results

T Test Results (Partial)

Table 5. T Test Results (Partial)

Variable	t count	t table	Sig.	Description
Work discipline	22,137	2,008	0,000	Partial effect

Source: primary data processed, 2023

From the table above is known t value of 22.137 and t table of 2.008 with a significance level of 5%. If t table is compared with t count then t count > t table (22.137 > 2.008) means H_a is accepted. Therefore, it can be said that work discipline has a significant influence on the performance of employees of the Industry and Trade Office of South Sulawesi Province.

Test Results of the Coefficient of Determination (R²)Table 6. Test Results of the Coefficient of Determination (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.953 ^a	.907	.906	1.46167
a. Predictors: (Constant), Work Discipline				

Source: primary data processed, 2023

Based on the results of the coefficient of determination test, it is obtained that the R Square value is 0.907 or 90.7%. This value indicates that the level of influence of the independent variable, namely work discipline, has an influence on the dependent variable, namely work performance by 90.7% and the remaining 9.3% is influenced by other variables outside the variables in this study (work discipline).

From the results of hypothesis testing in the study above, it was found that there was a positive and significant effect of work discipline variables on work performance at the Department of Industry and Trade of South Sulawesi Province. This is based on the acquisition of the t value > t table, the t value on the work discipline variable is 22.137 and the t table value is 2.008. Then the significance value is 0.000. This means that, if employee work discipline is getting better, it will affect the level of work performance to get better too. The influence that occurs at the level of work discipline of employees of the Industry and Trade Office of South Sulawesi Province on employee work performance can be explained by several factors.

It can be seen in table 4.3 regarding the characteristics of respondents based on the level of education that dominates employees at the Industry and Trade Service of South Sulawesi Province, namely undergraduate graduates or S1 as many as 40 employees or 76.9% of the total number of respondents. S1 education that dominates respondents is because this level is considered to have formed an employee who has creativity and in-depth abilities and competencies regarding one thing that can create employees who have good productivity and efficiency for the organisation. In addition, the results of this study are also supported by previous research conducted (Gunadi & Kusumayadi, 2020) that work discipline has a positive and significant effect on employee performance.

Good work discipline can influence an employee to have productivity at work. Good work discipline will make an employee have motivation in carrying out his work. In addition, other research from (Julianto, 2019) also states that work discipline has a positive and significant influence on employee performance. The work discipline variable as measured using indicators in the form of basic rules regarding dress and behaviour in the work environment, complying with company policies, obeying time rules and complying with applicable work ethics provisions is an effort to achieve the work performance expected by the organisation.

In this case the results of the calculation of the categorisation of work discipline variables in table 4.8 show that work discipline at the Department of Industry and Trade of South Sulawesi Province is in the high category, it shows that work discipline at the Department of Industry and Trade of South Sulawesi Province is quite good. While the calculation of the categorisation of work performance variables in table 4.9 shows that the work performance variable is in the high category, which means that work performance at the Department of Industry and Trade of South Sulawesi Province is quite good. So, based on categorisation and other factors, it can be seen that the work discipline variable is able to improve work performance variables.

CONCLUSION

This study was conducted to determine the effect of work discipline on employee performance at the Department of Industry and Trade of South Sulawesi Province. Based on hypothesis testing using simple linear regression analysis, it is concluded that there is a positive and significant effect on work discipline on employee performance at the Department of Industry and Trade of South Sulawesi Province. This means that the higher the level of employee work discipline, the higher the level of work performance.

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