

The Effect of Work Discipline on Employee Performance at the Sinjai Regency Food Security Service

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Abstract

The role of human resources is essential for an organization. In line with the development of the globalization era, all organizations/institutions are demanded to carry out their tasks responsibly to achieve good performance. One of the factors influencing this performance is work discipline. The purpose of this research is to determine the effect of work discipline on the performance of employees at the Food Security Agency of Sinjai Regency. The research population consists of all 32 employees of the Food Security Agency of Sinjai Regency. The sampling method used is saturated sampling, where all 32 employees are taken as samples. The data from the questionnaires were processed using SPSS version 26.0 software.

Keywords: Work Discipline, Employee Performance

INTRODUCTION

Human resources are one of the most important elements in an organization. Humans are an important factor because of the passage of suatavery organization depending on the driving force, namely humansgwork in it. Therefore, source the power owned by the organization will not give optimal results otherwise supported by human resources that has optimal performance. Employees who have high performance are key points that must be considered by every organization or institution. Aside from being a task executor or activator, human resources also have talent, creativity and much needed energy organization for achieve its goal. And vice versa, where is the source Human resources also have various needs who want fulfilled. desirethat's what drives us someone to do something including doing work or Work.

Performance employee issthe results achieved by employees in their work according to criteria that apply to a certain job. Performance employee is one aspect that must be considered in aorganization. This is because good employee performance will be directly proportional with good results too development of an organization.

According to Afandi (2018l: 83) Performanceais a work that can be achieved by a person or group insider a company in accordance with the authority and responsibility each in an effort to achieve goals Illegal organization, no unlawful and not contrary to morals and ethics.

Performance provides benefits not only for agencies, but also superiors and individuals. The benefit of good performance for government agencies is being

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able to adjust organizational goals with goals team and individual, motivating worker, increase commitments, supporting core values, training process and development for the better, improve the base skills, seek improvement and development sustainability.

In a government institution if the performance of government employees is good, then the performance in the scope of government will be good too. But in reality, poor employee performance will also result in low performance of government institutions. The performance of government employees, both public and private, must have good performance results, work ability related to work results based on job requirements. Something Organizations are required to have views and attitudes discipline for improve employee performance. In this is discipline a process used to deal with problems performance.

Work discipline is the attitude and behavior of a person who shows obedience, loyalty, and order to company or organizational regulations and applicable social norms. Work discipline possessed by an employee is also very important for an organization to achieve certain goals. Employee discipline is the ability of an employee to comply with obligations and avoid prohibitions that have been determined in laws and regulations.

Hasibuan (2017: 1193) argues that work discipline is awareness and willingness someone obeys all rules company and norms applicable. Awareness in this case is attitude someone by willing to obey all regulations that apply and are aware of their responsibilities he replied.

Discipline matters a lot on employee performance obedience arena and willingness to implement tasks given by superiors. Attitude discipline must owned by every employee without supervision by the leadership of the organization. Employees who obey the rules will understand consequence if perform actions that create they behave no deep discipline work, so that employee performance will increase. Compliance with work regulations, one of which can be with employees obeying and complying with regulations applicable in the compliance workplace against regulations one of them can work with obedient employees with regulations yes work in time, use the time best in accordance with the provisions and do not violate the rules.

According to Asdar Amin, S.Sos as the Head of the General Affairs and Personnel Subdivision, employee performance evaluation at the Sinjai Regency Food Security Service can be assessed through attendance and SKP (Employee Work Targets). Where there are still many employees who are negligent and irresponsible, such as coming and going home not according to working hours and stalling for time in carrying out work. This is directly proportional to the statement of Fathul Rahmat A.Md as the Financial Verifier, where he explained that there were still several employees whose attendance levels were not good and were

negligent in carrying out their work, some employees often received warnings and were even given SP (Warning Letters).

One of the work disciplines of service employees can be seen in the presentation of the average attendance of Sinjai Regency Food Security Service Employees in July - December 2022, namely in table 1.1 below:

Table 1, Average Percentage of Attendance of Sinjai Regency Food Security Service Employees in July - December 2022

Month	Number of Employees (Person)	absence					Employee Attendance Rate (%)
		Present	Permi sion	Sick	Paid leave	Without explanation	
July	32	20	4	3	1	4	62.50
August	32	25	3	0	2	2	78.12
September	32	27	1	2	2	0	84.37
October	32	24	4	3	0	1	75
November	32	25	1	2	1	3	78.12
December	32	22	2	3	3	2	68.75

Source: Recapitulation of Average Attendance of Food Security Service Employees Sinjai District

Based on table 1, it is known that the attendance rate of employees of the Sinjai Regency Food Security Office is below 100%. It is known that the attendance rate of employees of the Sinjai Regency Food Security Service in July was 62.50% of 32 employees, of which 4 employees were on leave, 3 employees were sick, 1 employee was on leave and 4 employees were without information. In August it increased to 78.12% from 32 employees, of which 3 employees had permits, 2 employees took leave and 2 employees without information. And in September it again increased to 84.37% from 32 employees, of which 1 employee had a permit, 2 employees were sick and 2 employees were on leave. And in October it again decreased to 75% where 4 employees had permits and 3 employees were sick and 1 employee was without information. And in November again decreased to 78.12% from 32 employees, where 1 employee is on leave, 2 employees are sick, 1 employee is on leave and 3 employees are without information. Then in December it decreased to 68.75% from 32 employees, of which 2 employees had permission, 3 employees were sick, 3 employees were on leave and 2 employees were without information.

The level of employee discipline which is still below 100% explains that employee adherence to work standards and work regulations, as well as the level high vigilance and work ethics are still not optimal. Where there are still some employees who do not comply with work regulations such as arriving on time, and going home before office hours. The work ethic itself is an attitude that is inherent in a person and allows him to make decisions and perform his duties with positive

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moral values that include elements such as integrity, responsibility, high quality, discipline, humility, and teamwork. So that low discipline proves that an employee's work ethics are still not good.

Employees who are not disciplined, such as not obeying regulations and not having a high level of vigilance and good work ethics can have a negative impact on the smooth running of a company/agency. Not being disciplined like being lazy can be an obstacle to getting work done properly and on time. This makes the performance of an employee not optimal.

Study regarding influence work discipline against employee performance ever done. Like research conducted by Razaq (2021) entitled The Effect of Work Discipline on Performance Officer On Kampar District Health Office. Difference this research with research before that is the difference in the object studied and the theory of indicators used. Where is the theory of discipline indicators used in Razaq's research, namely: carrying out tasks and work seriously, training is held for self-development, rules for wearing service uniforms, responsibility, obeying orders/instructions from the head/leaders, sanctions for violations and being present on time in time and always follow the apple. While the theory of performance indicators used are: work planning targets, providing services according to SPOPP, minimizing work errors, entering the office according to office hours, completing work according to orders, and working time effectively.

Furthermore, research conducted by Elianti (2020) entitled Influence Work Discipline Against Performance Officers of the Agency's Office Wajo District National Defense. Research differences this with Previous research is the difference in the object studied and the theory of performance indicators used. Where is the theory of performance indicators used by Elianti's research namely: amount of work, quality of work, timeliness, and attendance.

Furthermore, research conducted by Ichsan, et al (2020) entitled The Effect of Work Discipline on the Performance of Civil Servants (PNS) in the Bukit Barisan Medan Military Regional Adjutant General (Ajendam). The difference between this research and previous research is the difference in the object studied and the theory of disciplinary indicators used. Where is the theory of discipline indicators used by Ichsan et al namely: punctuality, using office equipment properly, high responsibility, and obedience to office rules. While the theory of performance indicators used is: decisions against the rules set by the organization, being able to carry out work or duties without errors and accuracy in carrying out tasks.

Furthermore, research conducted by Gaurifa (2019) entitled Influence Work Discipline Against Employee Performance At District Office Ono then District NiasInterrupttan. The difference between this research and previous research is the difference in the object studied and the difference in the indicator theory used. Where the research conducted by Gaurifa uses the theory of discipline indicators namely: Coming to work on time, coming home from work on time, on

time time in submitting reports, working time work for necessitydoh my, right on time in finishing work and fill in absenteeismharian withtunderstand. While the theory of performance indicators used are: punctuality, attendance, ability to cooperate, obedience, honesty and responsibility.

Then research conducted by Septiasari (2017) entitled The Effect of Work Discipline on Employee Performance at the Office of Industry, Trade, Cooperatives, and Micro, Small and Medium Enterprises of East Kalimantan Province in Samarinda. The difference between this research and previous research is the difference in the object of research and the theory of indicators used. Where is the theory of indicators used in Septiasari's research, namely: timeliness, compliance with regulations, work responsibilities and carrying out duties and obligations. Meanwhile, the theory of performance indicators used is: number work, quality work, accuracy time to completep.swork, attendance and ability to cooperate.

LITERATURE REVIEW

Work Discipline

Work discipline is a concept in the workplace or management to require employees to act regularly. Discipline is a condition that causes or encourages employees to act and do All activities are in accordance with established rules. Discipline the good one reflected from a person's sense of responsibility towards which task given to him.

According to Afandi (2018: 12) states that work discipline is a management action to encourage members of the organization to comply with various provisions and regulations that apply in an organization. Meanwhile, Ansory and Indrasari (2018: 36) state that work discipline is a feeling of obedience and obedience to work that is responsible. Sutrisno (2019: 186) states that discipline is an attitude of willingness and abilitynone's willingness to obeyiand comply with the norms that apply around it.

Employee Performance

Employee performance is the result of work in quality and quantity achieved by someone in carrying out their duties and functions in accordance with the responsibilities assigned to them. According to Sutrisno (2016: 172) states that performance is the result of employee work seen from the aspects of quality, quantity, working time, and cooperation to achieve the goals set. Meanwhile, Masram (2017: 138) states that performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, goals or targets and predetermined criteria.

METHOD

This type of research is quantitative research. Population in research this is employee The Sinjai Regency Food Security Service, totaling 32 people. Samples are part of quantity and characteristics possessedolehp.spopulation. The sample used in this study is saturated sampling where the determination of the sample if all members of the population are used as samples, so that the specified sample is 32 people. Data collection was carried out by observation, questionnaires and documentation. Meanwhile, data tracking was carried out using validity tests, reliability tests, descriptive statistics, classical assumptions, and simple regression using the SPSS program.

DISCUSSION RESULT

Simple Linear Regression Analysis

Analysisl Simple Linear Regression is concerned with the dependence of the dependent variable on an independent variable. To find out how much influence work discipline has on the performance of employees of the Sinjai Regency Food Security Service, it can be known through the recapitulation of the results of a simple linear regression analysis.

Table 2. Resultsl Simple Linear Regressive Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		bl	std. Error	Betas		
1	(Constant)	12,838	5,286		2,429	.021
	Work Discipline	.940	081	.904	11,571	.000

a. Dependent Variable: Employee Performance

Source: Primary Data Processing 2023

From the table above, data is obtained regarding the basis for writing simple linear regression equations, where it is known that the constant value (a) is 12.838, while the work discipline value (b/regression coefficient) is 0.940, so the regression equation can be written:

$$Y = a + bX$$

$$Y = 12.838 + 0.940X$$

The simple linear regression analysis data above can be translated as the following:

1. Constantselarge 12,838, contains meaning that value consistent variable employee performance is equal to 12,838.
2. X regression coefficient of l0.940, stated that every additional 1% work discipline value, then the value employee performance increased by l0.940. Regression coefficient is positive, so can be said that the direction of the

influence of the work discipline variable (X) on employee performance (Y) is positive. Thus the higher the level of employee discipline, the the higher it is also the performance results of employees in Sinjai District Food Security Service.

Partial Hypothesis Test

Partial test is done by comparing the value of Tcount with Ttable. Ifl value of T count > T table (0.05), then the independent variable has an influence on the dependent variable.

Table 3. Partial Test Resultsl (t)

Coefficientsa					
modell	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	bl	std. Error	Betas		
1(Constant)	12,838	5,286		2,429	.021
Work Discipline	.940	.081	.904	11,571	.000

a. Dependent Variable: Employee Performance

Source: *Primary Data Processing 2023*

Based on the table above, it can be arranged as follows:

- Based on the value from the coefficients table obtained a significant value of $0.000 < 0.05$ so it can be concluded that the work discipline variable (X) influences the employee performance variable (Y).
- Based on the t value, it is known that the Tcount value is $11.571 > Ttable$ is 2.042 so it can be concluded that the work discipline variable has a positive effect on employee performance variables.

$$\begin{aligned}
 t_{table} &= (0.05/2 : ln - k - l) \\
 &= (0.05/2 : 32 - 1 - 1) \\
 &= (10.025 : 30) \text{ Look at the distribution of Ttable values} \\
 &= 2.042
 \end{aligned}$$

Determination Test (R2)

Table 4. Determination Test Results (R2)

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.904a	.817	.811	2.72613

a. Predictors: (Constant), Work Discipline

Source: Primary Data Processing 2023

Based on table 4.15, the R number is 0.904. This shows the magnitude of the value of the correlation/relationship (R). While the value of the coefficient of determination or R square is 0.817 or 81%. This shows that the percentage of influence of work discipline variables on employee performance variables at the

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Sinjai Regency Food Security Service is 81%. While the remaining 19% are affected by another variable which not included in this research.

Discussion

The aim of this study to know influence work discipline against employee performance Sinjai District Food Security Service. Respondents in this study were 32 employees of the Sinjai Regency Food Security Service. This research is obtained by deploying questionnaire (questionnaire) to the respondent then collect it back with seetest numbers statistics on pages not yet.

Work discipline consists of 5 research indicators, including: obedience to work standards, obedience on work rules, attendance and work ethics. While employee performance consists of 6\ research indicators, including namely: kquality, quantity, accuracy time, effectiveness, independence and work commitment. Based on data analysis in this study, it can be concluded that work discipline has a significant effect on employee performance at the Sinjai Regency Food Security Service. It means morel High employee discipline then more good performance too resulting from.

Based on the respondents' responses to statements on work discipline indicators distributed, there were 25 employees who responded strongly agreed and 7 employees responded to agree with the 6th statement "I am careful in using work equipment" and followed by the 10th statement "employees are responsible for work done". Where 28 respondents strongly agreed with the statement and 5 other respondents responded to agree with the statement. While the lowest point is found in the 7th statement "Employees comply with the regulations set by the company/office". Where 9 respondents responded strongly agreed, 15 respondents agreed, 6 respondents quite agreed, and 2 respondents disagreed. And based on respondents' responses to statements on employee performance indicators, which job given according to the target amount

From the respondents' responses to this statement it is known that employees at the Sinjai Regency Food Security Service have good performance. This is based on the statement that employees can complete work on time and are always consistent in their work. Although there are some employees don't comply with the regulations set by the office, but employees can complete the work given in accordance with the specified target amount. However, if all employees can obey the rules set by the office, the employee's performance will be even better. Of the 5 indicators of work discipline used, it is known that the disciplinary indicator that has the most influence on employee performance is the indicator of obedience to work regulations, followed by 4 other indicators, namely: on standardbwork, attendance at work, high level of alertness and work ethics.

This research is in accordance with Hasibuan's opinion (2009) which explains that work discipline affects employee performance, where the better the

employee work discipline, the higher the work performance/achievement to be achieved. As well as the opinion of Sinambella (2016) which explains that work discipline useful in educating employees in adhere to and comply with the rules and policies set to produce good performance. The results of this study also show consistency with several studies before, among others research conducted by Razaq (2021) with the title The Effect of Work Discipline on Employee Performance at the Kampar District Health Office which explains that work discipline and employee performance have a strong relationship and the results of the study show that discipline has a significant positive effect on employee performance at the Kampar District Health Office.

research that conducted by Elianti (2020) with Influence title Work Discipline Against Employee Performance Atl OfficecbNational Defense Agencyl Wajo District which explains that work discipline has an effectssignificantly to employee performance on Agency Office District National Defense Wajo. Likewise with research conducted by Ichsan, et al (2020) withl Influence title Work Discipline Against Performance Government employeesl (PNS) in the Environment of the Adjutant General of the Military Region (Ajendan) Bukit Medan Row which explains that employees are influential significantly to the performance of employees at the Office of Ajendan 1 Bukit Medan Row.

As well as research conducted by Gaurifa (2019) with the titel The Effect of Work Discipline on the Performance of Somambawa Sub-District Office Employees, South Nias Regency which explains that work discipline has a significant effect on the performance of the Somambawa Regency Sub-District Office employees South Nias. Then this research is also in line withl research conducted by Septiasari (2017) with the title Influencel Employee Work Discipline on Performance Employees at the Department of Industry, Trade, Cooperatives and Micro, Small and Medium Enterprises Kalimantan Province Timur in Samarinda (Secretariat and FieldlIndustry) which explains that the discipline work has a direct effect on performance employees in the secretariat and industrial sectors at the Department of Industry, Trade, Cooperatives and Small and Micro EnterprisesIntermediate in Samarinda.

CONCLUSION

Studyl this aim to find out the effect work discipline against employee performancel Sinjai District Food Security Service, in parsial(t). from the formula that problem filed, based on data analysis that has been done andp.s that discussion has been stated then obtained that conclusion effective work disciplinessignificantly tokthe performance of employees of the Sinjai Regency Food Security Service.

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