



Effect of Work Discipline and Loyalty on Employee Achievement of PT. Djasa Sumatra

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ABSTRACT

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PT. Djasa Sumatra is a company engaged in shipping freight forwarding services. This study aims to determine the effect of work discipline and work loyalty on the work performance of employees of PT. Djasa Sumatra. This type of research is explanatory research. The population in this study were all employees who worked at PT. Djasa Sumatra as many as 57 employees. The sampling technique used is saturated sampling. In this study, the questionnaire will be distributed as measured by a Likert scale. Data analysis used multiple linear regression analysis and coefficient of determination as well as simultaneous and partial tests. The results showed that work discipline and work loyalty partially or simultaneously had a positive and significant effect on the work performance of PT. Djasa Sumatra. Based on the results of this study, the implication for management is to further improve work discipline and work loyalty.

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1. Introduction

A company in carrying out its activities, will try to achieve the goals that have been set previously. One of the important things is that the success of various activities within the company to achieve goals not only depends on technological excellence, available operating funds, facilities and infrastructure owned, but also depends on aspects of human resources who provide energy, ideas, talents. and business in the company.

Every company seeks to get employees who have been involved in organizational or company activities so that they can contribute to achieving the targets set by the company. The work target that can be achieved by employees is a work performance that can be measured both in quality and quantity within a specified period. Every company in carrying out its work program is always directed to achieve it effectively and efficiently where one way is to improve employee performance.

PT. Djasa Sumatra is a company engaged in the delivery of goods such as cargo. The problems experienced by the company are still internal where employees do not give their best performance to the company such as the many mistakes made in making monthly reports and the lack of thoroughness of employees so that they are not in accordance with predetermined work standards. With employee performance that continues to decline, it can hinder the company in achieving its main goals. This is because employees are less disciplined in carrying out the assigned tasks where some employees are often late for work and also do not complete the assigned tasks such as monthly reports on time that has been determined by the company. This of course reduces the results of the work he gives to the company. In addition, it is also assessed because many employees are still not loyal in working with the company where employees are more concerned with personal interests than the interests of the company at work.

Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Good discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages work passion, morale, and the realization of the goals of the company, employees and society. [1] Basically there are several indicators that affect the level of discipline of an organization's employees is goals



and abilities, leader's example, reply justice, waskat, penalty Sanctions, firmness, human relations. Loyalty is a form of loyalty of an employee to the company. Employees who have a high loyalty attitude will show support and compliance with their company [2] There are several indicators that can be observed to measure an employee's loyalty to the company, including the following:[3] Low work productivity, increased absenteeism, high turnover rate, there is anxiety, frequent demands, strike work

Work performance is the result of work in the form of quantity and quality of employees [4]. work performance is used to follow several versions of the same, meaning the same and intersect with each other, such as proficiency, merit, and productivity [5]. to measure the behavior itself or the extent to which individuals behave in accordance with what is expected by the organization or institution, namely work performance is generally associated with the achievement of the results of the work standards that have been set. In this study, the measurement of work performance is directed at six important aspects which are key performance areas for the company:[6] Work result, work knowledge, initiative, mental agility, attitude, discipline of time and attendance

2. Method

2.1 Location and Time

The research was conducted at PT. Djasa Sumatra which is addressed at Jalan Krakatau Ujung No. 389A, Medan. The research time is planned from October 2021 to December 2021.

2.2 Population and Sample

Populasi adalah keseluruhan jumlah yang terdiri atas objek atau subjek yang mempunyai karakteristik dan kualitas tertentu yang ditetapkan oleh penelitian untuk diteliti dan kemudian ditarik kesimpulannya. [7] Populasi dalam penelitian ini adalah seluruh karyawan PT. Djasa Sumatera yang berjumlah sebanyak 57 karyawan. Teknik penentuan sampel adalah dengan menggunakan sampel jenuh dimana seluruh populasi akan digunakan sebagai sampel penelitian.

2.3 Data Collection Method

To obtain relevant data in the study, it was conducted by means of interviews assisted with research instruments, namely questionnaires given to respondents, direct observation, and literature study.

2.4 Validity and Reliability Test

Validity test is used to find out how accurate an item is in measuring what it wants to measure. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instruments) used are. Based on the research, each questionnaire item variable was tested for validity, all questionnaires had met the valid criteria and were eligible to be used as questionnaires in further research. [8] Meanwhile, in the reliability test, all questionnaire items are reliable variables and can be used as instruments. A questionnaire is said to be reliable or reliable, if the answer to the statement is consistent or stable over time and should not be random.

3. Result and Analysis

3.1 Validity Test

The results of the validity test can be seen in the table below with the provisions that if $r_{count} > r_{table}$ (0.361) or $sig < 0.05$ then the statement item is considered valid:

Table 1
Test Results of Instrument Validity Statement Variables X and Y

| Variabel Penelitian | R _{hitung} | Keterangan |
|--------------------------------------|---------------------|----------------|
| Work Discipline (X ₁) | Statement 1 | 0,736 Valid |
| | Statement 2 | 0,480 Valid |
| | Statement 3 | 0,600 Valid |



| Variabel Penelitian | | rhitung | Keterangan |
|------------------------------|-------------|---------|------------|
| Loyalty (X ₂) | Statement 4 | 0,760 | Valid |
| | Statement 5 | 0,613 | Valid |
| | Statement 6 | 0,701 | Valid |
| | Statement 7 | 0,773 | Valid |
| | Statement 8 | 0,707 | Valid |
| | Statement 1 | 0,832 | Valid |
| | Statement 2 | 0,820 | Valid |
| | Statement 3 | 0,827 | Valid |
| | Statement 4 | 0,803 | Valid |
| | Statement 5 | 0,863 | Valid |
| Work Achievement (Y) | Statement 6 | 0,806 | Valid |
| | Statement 1 | 0,918 | Valid |
| | Statement 2 | 0,788 | Valid |
| | Statement 3 | 0,869 | Valid |
| | Statement 4 | 0,811 | Valid |
| | Statement 5 | 0,854 | Valid |
| | Statement 6 | 0,839 | Valid |

Sumber : Hasil Penelitian, 2022 (Data diolah)

Based on the table above, it can be seen that all counts for each Statement have a value greater than rtable and all significant levels in the Statements are greater than 0.05 so that the results obtained that all statements in the questionnaire are valid and feasible to use.

3.2 Reliability Test

The measurement method is that all valid Statement items are included and the Cronbach's Alpha coefficient is measured. If the value obtained is greater than 0.6 then the questionnaire is reliable.

Table 2

| Hasil Uji Reliabilitas Instrumen Statement Variabel X dan Y | | |
|---|------------------|------------|
| Variabel | Cronbach's Alpha | N of Items |
| Discipline (X ₁) | 0,830 | 8 |
| Loyalty (X ₂) | 0,904 | 6 |
| Achievemem (Y) | 0,920 | 6 |

Sumber : Hasil Penelitian, 2022 (Data diolah)

Based on the table above, all instruments are said to be reliable because the value of the Cronbach's alpha coefficient obtained is greater than 0.6 so that the answers given by respondents are reliable or reliable (reliable).

3.3 Normality Test

The normality test aims to determine whether the distribution of research data is normally distributed or not. A good regression model is to have residuals that are normally distributed. [9] There are several methods

to perform normality test such as histogram graph, normal probability graph regression plot and Kolmogorov Smirnov one sample statistic.

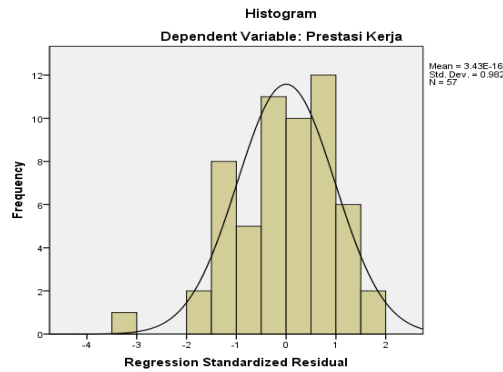


Fig 1. Histogram Graphic

Based on the picture above, it can be seen that the line forms a bell, neither to the left nor to the right. This shows that the data are normally distributed and meet the assumption of normality.

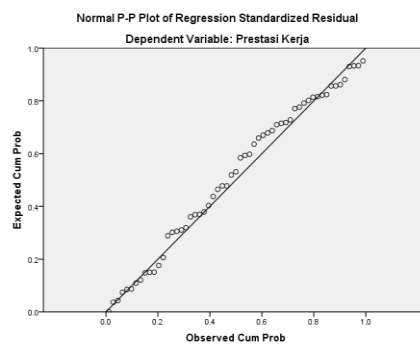


Fig 2 Normal Probability Plot of Regression Graphic

Based on the picture above, it can be seen that the data (dots) spread around the diagonal line and follow the diagonal line. So from the picture it can be concluded that the regression model residuals are normally distributed.

Table 3.
One-Sample Kolmogorov Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 57 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.12135286 |
| Most Extreme Differences | Absolute | .083 |
| | Positive | .047 |
| | Negative | -.083 |
| Kolmogorov-Smirnov Z | | .625 |
| Asymp. Sig. (2-tailed) | | .830 |

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Result, 2021

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significance value is greater than 0.05, namely 0.830, so it can be concluded that the data is classified as normally distributed.

3.4 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between the independent variables where a good regression model should not have a perfect or



almost perfect correlation between the independent variables. The test method commonly used is to look at the Tolerance and Variance Inflation Factor (VIF) value in the regression model where the VIF value is less than 10 and has a Tolerance number more than 0.1.[10]

Table 4.
Multicollinearity Test

| Model | | Collinearity Statistics | |
|-------|-----------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Work Discipline | .251 | 3.989 |
| | Work Loyalty | .251 | 3.989 |

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, it can be seen that all variables have a tolerance value of more than 0.1 and a VIF value of less than 10 so it can be concluded that there are no problems in the multicollinearity test.

3.5 Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model there is an inequality of residual variance from one observation to another observation, where a good regression model does not occur heteroscedasticity.[9]

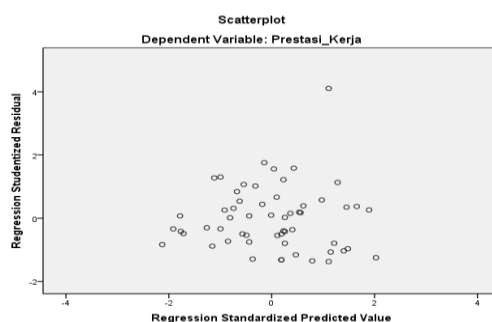


Fig 3. Scatterplot Graphic

Heteroscedasticity test aims to test whether in the regression model there is an inequality of residual variance from one observation to another observation, where a good regression model does not occur heteroscedasticity.[9]

Table 5.
Glejser Test

| Model | | t | Sig. |
|-------|-----------------|-------|------|
| | | | |
| | Work Discipline | .645 | .522 |
| | Work Loyalty | -.462 | .646 |

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, it can be seen that the significance level of each variable is greater than 0.05. From the calculation results and the level of significance above, no heteroscedasticity was found.

3.6 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant effect between two or more independent variables on one independent variable.

Table 6.
Multiple Linear Regression Analysis Test

| Model | | Unstandardized Coefficients | | Standardized Coefficients |
|-------|-----------------|-----------------------------|------------|---------------------------|
| | | B | Std. Error | Beta |
| 1 | (Constant) | 7.368 | 1.277 | |
| | Work Discipline | .237 | .092 | .345 |
| | Work Loyalty | .414 | .101 | .553 |

a. Dependent Variable: Work Achievement
Source: Research Result, 2021

$$Work\ Achievement = 7,368 + 0,237\ Work\ Discipline + 0,414\ Work\ Loyalty + e \quad (1)$$

Based on the above equation, then: Constant (a) = 3.375. This means that if the independent variables, namely work discipline and work loyalty are 0, then work performance at PT. The contribution of Sumatra is 7,368. Where if there is an increase in work discipline, there will be an increase in work performance of 0.237. Likewise with work competence where if there is an increase in work loyalty, work performance will increase by 0.414.

3.7 Coefficient Determination

Determination Analysis or also called R Square symbolized by R² is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the influence of the independent variable (X) on the variable bound (Y) is getting weaker. On the other hand, if the coefficient of determination is close to 1, then the influence of the independent variable on the dependent variable is getting stronger. [11] Thus, if the coefficient of determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then the contribution given by the independent variable to the dependent variable is perfect.

Table 7.
Coefficient Determination Test

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .869 ^a | .755 | .746 | 2.160 |

a. Predictors: (Constant), Work Loyalty, Work Discipline

b. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, the coefficient of determination R Square is 0.746. This shows that the variables of work discipline ability and work loyalty explain their effect on work performance at PT. Djasa Sumatra amounted to 74.6%. While the remaining 25.4% is the influence of other independent variables not examined in this study such as stress, promotion and others.

3.8 Simultaneous Hypothesis Test (F Test)

The F test or regression coefficient test is used to determine whether the independent variable simultaneously has a significant effect on the dependent variable. In this case, to find out whether the independent variable simultaneously has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:[11]

H₀ Accepted if: F_{count} < F_{table}

H_a Accepted if: F_{count} > F_{table}

Table 8.
ANOVA Test

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 775.887 | 2 | 387.944 | 83.128 | .000 ^a |
| | Residual | 252.008 | 54 | 4.667 | | |
| | Total | 1027.895 | 56 | | | |

a. Predictors: (Constant), Work Loyalty, Work Discipline

b. Dependent Variable: Work Achievement

Source: Research Result, 2021



Based on the table above, the value of F_{table} (3.17) and significance = 5% (0.05), namely F_{count} (83.128) and $sig.a$ (0.000a). This shows that the results of the study accept H_a and reject H_0 . The comparison between F_{count} and F_{table} can prove that simultaneously work discipline and work loyalty have a significant effect on work performance at PT. Sumatran Service.

3.9 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect on the dependent variable or not. In this case, to find out whether the independent variable partially has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-tailed test. The criteria for evaluating the hypothesis in this t-test are: [11]

H_0 Accepted if: $t_{count} < t_{table}$

H_a Accepted if: $t_{count} > t_{table}$

Table 9.
Coefficient Test

| Model | | t | Sig. |
|-------|-----------------|-------|------|
| 1 | (Constant) | 5.768 | .000 |
| | Work Discipline | 2.564 | .013 |
| | Work Loyalty | 4.107 | .000 |

a. Dependent Variable: Work Achievement

Source: Research Result, 2021

Based on the table above, it can be concluded that work discipline and work loyalty partially have a positive and significant effect on work performance at PT. Djasa Sumatra which can be seen in t_{count} is greater than t_{table} (2004) and significantly less than 0.05.

4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows:

- The results of the partial test calculation show that work discipline has a positive and significant effect on work performance at PT. Djasa Sumatra seen from the t_{count} value of 2.564 > t_{table} of 2.004 and a significance value of 0.013 < 0.05.
- The results of the partial test calculation show that work loyalty has a positive and significant effect on work performance at PT. Djasa Sumatra seen from the t_{count} value of 4.107 > t_{table} of 2.004 and a significance value of 0.013 < 0.05. The results of the joint test calculation show that work discipline and work loyalty have a positive and significant effect on work performance with a value of F_{table} (3.17) and significance = 5% (0.05), namely F_{count} (83.128) and $sig.a$ (0.000a). This shows that the results of the study accept H_a and reject H_0 . The comparison between F_{count} and F_{table} can prove that simultaneously work discipline and work loyalty have a significant effect on work performance at PT. Sumatran Service.
- The value of the coefficient of determination R Square is 0.746. This shows that the variables of work discipline ability and work loyalty explain their effect on work performance at PT. Djasa Sumatra amounted to 74.6%. While the remaining 25.4% is the influence of other independent variables not examined in this study such as stress, promotion and others.

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