



The influence of work discipline on Employee performance (case study at PT. Herlinah Cipta Pratama)

Paroli¹, Nabila Halfa Rifani²

¹Eleven April University Sumedang, Indonesia

²STIE Yasa Anggana Garut, Indonesia

ARTICLE INFO

Article history:

Received Oct 21, 2023
Revised Oct 31, 2023
Accepted Nov 06, 2023

Keywords:

Work Discipline
Employee Performance.

ABSTRACT

This research is motivated by the performance of PT employees. Herlinah Cipta Pratama is not yet optimal, one of the factors is the lack of application of work discipline. Some employees do not comply with company rules and ignore them. Awareness of the importance of implementing work discipline in companies is also lacking, and this can have a negative impact on employee performance. The aim of this research is to find out whether there is an influence between work discipline and employee performance at PT. Herlinah Cipta Pratama. This research uses quantitative methods with descriptive and causal associative approaches. The research results show that work discipline has a positive influence on employee performance at PT. Herlinah Cipta Pratama. This means that the higher the level of work discipline applied by employees, the better their performance in the company. These results can be the basis for the company PT. Herlinah Cipta Pratama in developing policies and programs that can improve employee work discipline, with the aim of improving their overall performance.

This is an open access article under the [CC BY-NC](https://creativecommons.org/licenses/by-nc/4.0/) license.



Corresponding Author:

Paroli

Eleven April University Sumedang,

Jl. Angkrek Situ No.19, Situ, Kec. Sumedang Utara, Kabupaten Sumedang, Jawa Barat 45323

Email : paroli.feb@unsap.ac.id

1. INTRODUCTION

Currently, the development of the manufacturing industry in Indonesia has become the largest manufacturing industry base in ASEAN, including industries engaged in food production. With the current development of the manufacturing industry, it provides encouragement for companies' need to have human resources who are competent and have the motivation to continue to grow and be sustainable (Oscar and Mahazan: 2020). Human resources are the most important factor for every company, because without human resources the company's goals and objectives will not be achieved in accordance with what has been previously determined. The role of human resources in a company is the most important part in carrying out company activities.

Every company certainly has a goal in running its organization, one of these goals is to make a profit (profit oriented). Of course, to achieve this goal requires human resources who are able to produce good performance and have the desire to improve their work results. Performance is a person's level of success in carrying out their overall duties within a certain period, and performance can be seen from how much

responsibility an employee has for their work. In facing current competition, companies must make efforts to manage and encourage human resources to have good performance.

Good performance can be reflected through the application of work discipline, because with work discipline, all activities carried out within a company will run according to what is expected. Employees who have a high level of discipline reflect that the employee has great responsibility for their duties, thereby encouraging enthusiasm for work to help realize the company's goals. A disciplined attitude is reflected in obeying all applicable regulations in the company. Therefore, implementing work discipline in a company is very important to be able to improve employee performance so that it influences the survival of a company.

PT. Herlinah Cipta Pratama, which is a company operating in the manufacturing industry which produces typical food from the city of Garut, namely dodol with the trademark "Picnic". PT. Herlinah Cipta Pratama has been established since 1949 at Jalan Pasundan No. 102, Kota Kulon Village, Garut Kota District. In carrying out its company activities, PT. Herlinah Cipta Pratama certainly has a desire to achieve the company's goals and objectives optimally. In achieving these goals and objectives, of course the role of employees is very necessary because employees are one of the determining elements in the progress and survival of a company.

Based on the results of a preliminary survey on Wednesday 01 February 2023 with Public Relations of PT. Herlinah Cipta Pratama, namely Mr. Dudi Sujana, obtained information related to the problems faced by PT. Herlinah Cipta Pratama is about employee performance that is not yet optimal, one of which is caused by a lack of application of work discipline. Some employees do not fully comply with existing company rules and tend to ignore these rules. Lack of awareness of the importance of implementing work discipline in the company environment tends to have an impact on reducing employee performance.

Every company, including PT. Herlinah Cipta Pratama certainly hopes that the implementation of her business will run according to what is desired to achieve the goals that have been set. However, in implementation, PT. Herlinah Cipta Pratama has problems optimizing employee performance. One of the causes of these obstacles is the lack of implementation of work discipline in the company environment, which creates a problem for the company, namely a decrease in employee performance.

From the table above it can be seen that the performance of employees of PT. Herlinah Cipta Pratama has not shown optimal results because several indicators have not shown good results. Each indicator has a different average assessment percentage, from 2020 to 2022 the accuracy indicator and efficiency indicator have increased with an average percentage of 77.3% and 74%. The indicator of following instructions has decreased with an average percentage of 66.3%, this is because some employees have not been able to fully follow the instructions given by the company. The responsibility indicator has decreased with an average percentage of 68%, this is because some employees do not yet have full responsibility for their work. And finally, the discipline indicator has decreased with an average percentage of 65.6%, this is due to the lack of implementation of work discipline in the company environment so that some employees ignore the regulations that apply in the company.

Previous research that became a reference for the researcher was research (Vallennia, Atikah, & Azijah, 2020) in the E-Journal Equilibrium Management journal entitled the influence of work discipline on employee performance in the case study of PT. Sosro Ray Rancaek, The next reference is from research Wau, Waoma, & Fau, (2021) in the scientific journal of South Nias students entitled the influence of work discipline on employee performance in the Somambawa sub-district office, South Nias district, and the next reference is from the research of Ariesni & Asnur, (2021) in the science and humanities research and development journal entitled work discipline on employee performance. The author conducted research that was different and had not been carried

out by previous research, where the context of the research carried out was the influence of work discipline on employee performance case study at PT. Herlinah Cipta Pratama.

2. RESEARCH METHOD

The type of research used in this research is quantitative research with descriptive and associative methods. According to Sugiono (2018: 8) stated that "quantitative research is a research method based on positivistic philosophy (concrete data), research data in the form of numbers that will be measured using statistical tests as a calculation test tool, related to the problem being researched to produce a conclusion ". According to Sugiyono (2018:11), "the descriptive method is a systematic description of theory and relevant research results regarding the variables studied". Meanwhile, the associative method aims to determine the relationship between two or more variables in a causal form, namely a relationship that shows cause and effect (Sugiyono, 2017:37). This research uses instrument tests, namely validity and reliability tests, simple correlation tests and uses coefficient of determination tests and hypothesis tests (T Test) using SPSS 25.

3. RESULTS AND DISCUSSIONS

The validity test is used to determine the accuracy of the data that actually occurs on the research object with the data reported by the researcher. To obtain validity test results, researchers conducted measurement trials on 70 respondents by providing 9 statements regarding work discipline and 16 statements regarding employee performance in the form of a questionnaire, then respondents were asked to fill in these statements by providing an assessment of each statement. After all respondents filled in these statements, the researcher then processed the questionnaire answer data using SPSS 25 to obtain a correlation value between the data on each statement and the total score as follows:

Table 2. Validity Test Results for Work Discipline and Employee Performance

Statement	R Calculate	R Table	Description
1	0,227	0,198	Valid
2	0,356	0,198	Valid
3	0,724	0,198	Valid
4	0,731	0,198	Valid
5	0,472	0,198	Valid
6	0,539	0,198	Valid
7	0,599	0,198	Valid
8	0,219	0,198	Valid
9	0,431	0,198	Valid
Employee Performance			
Statement	R Calculate	R Table	Description
1	0.231	0,198	Valid
2	0,412	0,198	Valid
3	0.211	0,198	Valid
4	0.231	0,198	Valid
5	0,275	0,198	Valid
6	0,429	0,198	Valid
7	0,673	0,198	Valid
8	0,588	0,198	Valid
9	0,362	0,198	Valid
10	0.198	0,198	Valid
11	0,566	0,198	Valid
12	0,499	0,198	Valid
13	0,605	0,198	Valid
14	0,424	0,198	Valid
15	0,471	0,198	Valid
16	0,621	0,198	Valid

Source: SPSS 25 2023 Calculation data

Based on the data in the table above, it can be concluded that the results of the validity test of the research instrument variable X (Work Discipline) with 9 statements and Variable Y (Employee Performance) with 16 statements have a calculated r value $\geq r$ table value of 0.198 so that the research instrument is declared valid and suitable for distribution.

3.1 Instrument Reliability Test

Reliability testing is used to ensure whether the research questionnaire that will be used to collect research variable data is reliable or not. According to Sugiyono (2021:176) a reliable instrument is an instrument that, when used several times to measure the same object, will produce the same data. After conducting a validity test on 9 statements on variable

Table 3 Reliability Test of Work Discipline and Employee Performance

Variable	Alpha	Kefisien a	Description
Work Discipline (X)	0,631	0,600	Reliabel
Employee Performance (Y)	0,716	0,600	Reliabel

Based on tests carried out on the instruments variable X (Work Discipline) and variable Y (employee performance), Cronbach's Alpha was obtained at 0.631 and 0.716. In accordance with the comparison criteria used, namely if the reliability value is ≤ 0.600 , it can be stated that the instrument used is reliable. So it can be concluded that the alpha values are 0.631 and 0.716 > 0.600 , which means the instrument is reliable.

3.2 Simple Correlation Test

A simple correlation test is used to measure the degree of relationship which includes the strength of the relationship in shape or direction between variables. In this research, this is to determine the relationship between variable X (Work Discipline) and variable Y (Employee Performance) at PT. Herlinah Cipta Pratama. After distributing the questionnaire to 70 respondents, testing was then carried out using SPSS 25 with the following results:

Table 4. Simple Correlation Test Results of the Effect of Work Discipline on Performance

		Correlations	
		Work Discipline	Employee Performance
Work Discipline	Pearson Correlation	1	.581**
	Sig. (2-tailed)		0.003
Employee Performance	N	70	70
	Pearson Correlation	.581**	1
	Sig. (2-tailed)	0.003	
	N	70	70

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the results of the correlation test which was carried out to determine how big the relationship is between variable X (Work Discipline) and variable Y (Employee Performance), a correlation value of 0.581 was obtained. According to Sugiyono (2019:180) the correlation value of 0.581 is in the medium interval so it can be said that the influence of work discipline on employee performance at PT. Herlinah Cipta Pratama has a moderate level of relationship with a percentage of 58.1%.

3.3 Coefficient of Determination Test

The coefficient of determination is a measuring tool used to measure how much influence variable X (Work Discipline) has on variable Y (Employee Performance). The formula for calculating the coefficient of determination is as follows:

$$\begin{aligned} KD &= r^2 \times 100\% \\ &= 0,581^2 \times 100\% \\ &= 0,337 \times 100\% \\ &= 33,7\% \end{aligned}$$

Based on the calculation above, the coefficient of determination obtained is 33.7%, which means that the influence of variable X (Work Discipline) on variable Y (Employee Performance) is 33.7% and the remaining 66.3% is influenced by other factors not examined in this research include abilities and skills, knowledge, work design, personality, work motivation, organizational culture, leadership, leadership style, commitment, job satisfaction, work environment, and loyalty.

3.4 Test T

To determine the hypothesis in this research, a t test was carried out which was used to find out whether the independent variable had an influence on the dependent variable. Under the condition: (a) If $t \text{ count} > t \text{ table}$, then H_0 is rejected and H_a is accepted, meaning there is an influence between variable X and variable Y. (b) If $t \text{ count} < t \text{ table}$, then H_0 is accepted and H_a is rejected, meaning there is no influence between variable X and variable Y.

In this research, researchers used SPSS 25 to find out whether work discipline has an influence on employee performance. So after testing, the t test results obtained are as follows:

Table 5. Hypothesis Test Results for Work Discipline on Employee Performance

Model	Coefficients ^a		Standardized	T	Sig.
	Unstandardized Coefficients	Std. Error	Coefficients		
(Constant)	B		Beta		
	52.772	6.258		8.433	0.000
¹ Work Discipline	0.488	0.164	0.340	5.885	0.002

a. Dependent Variable: Employee Performance

Based on the t table provisions, the number of respondents was 70 with an error level of 10%, namely 1.293. From the test results that have been carried out, the t count obtained is 5.885, which means $t \text{ count} > t \text{ table}$, meaning that there is a positive influence of work discipline on the performance of PT employees. Herlinah Cipta Pratama.

3.5 The Influence of Work Discipline on Employee Performance

This research was conducted to find out how much influence work discipline has on the performance of PT employees. Herlinah Cipta Pratama. To find out this, researchers distributed questionnaires to 70 respondents to obtain data related to work discipline and employee performance. According to Kashmir, quoted by Meithiana (2017:55), one of the factors that influences employee performance is work discipline. Good performance can be reflected through the application of work discipline, because with work discipline, all activities carried out within a company will run according to what is expected.

To prove whether work discipline has an influence on employee performance, the researchers tested the data that had been obtained using the SPSS 25 statistical test

tool. The tests carried out included simple correlation tests, coefficient of determination tests, and hypothesis tests. A simple correlation test is used to determine the degree of strength of the relationship between variables. After carrying out the calculations, the correlation value between work discipline and employee performance is obtained at 0.581, where this value is in the medium interval so it can be said that the influence of work discipline on employee performance at PT. Herlinah Cipta Pratama has a moderate level of relationship with a percentage of 58.1%.

The coefficient of determination test is a measuring tool used to measure how much influence variable X has on variable Y. In this research, it is to find out how much influence work discipline has on the performance of PT employees. Herlinah Cipta Pratama, based on the calculation results, a coefficient of determination was obtained of 33.7%, which means that the influence of variable X (Work Discipline) on variable Y (Employee Performance) was 33.7% and the remaining 66.3% was influenced by other factors. which was not examined in this research, this is because there are several indicator values that are still low. To determine the hypothesis in this research, a T test was carried out which was used to find out whether the independent variable had an influence on the dependent variable, in this case to find out whether work discipline had an influence on employee performance or not. Based on the provisions, if the number of respondents is 70 with an error level of 10% then the size of the t table is 1.293. After testing, the calculated t value was 5.885, which means t calculated > t table, meaning that there is a positive influence of work discipline on the performance of PT employees. Herlinah Cipta Pratama.

4. CONCLUSIONS

Based on the results of the research and discussion above, it can be concluded that the influence of work discipline on the performance of PT employees. Herlinah Cipta Pratama, using a simple correlation test, is at a medium interval with a correlation value of 0.581, so it can be said that work discipline and employee performance have a moderate level of relationship with a percentage of 58.1%. The results of calculating the coefficient of determination were 0.337 or 33.7%, which means that the influence of variable X (work discipline) on variable Y (employee performance) was 33.7% and the remaining 66.3% was influenced by other factors not examined In this research, this is because there are several indicator values that are still low. And based on the results of the hypothesis test which was carried out with the t table of 1.293, the t count was 5.885. Where if t count > t table then it can be said that there is a positive influence of work discipline on the performance of PT employees. Herlinah Cipta Pratama.

As for the contribution and implications of research on PT research objects. Herlina Cipta Pratama said that work discipline that is carried out well will definitely improve performance, so that after carrying out this research the company is more firm in implementing discipline which refers to the rules and standard operating procedures that apply in the company and employees understand these rules and procedures better so that performance employees increase.

REFERENCES

- Abd Rohman. 2017. Management Basics. Malang: Media Intelligence Ade Heryana. 2010. Organizations and Organizational Theory. AHeryana Institute
- Abdi Hannan Nasution, Rukmini (2021) The Influence of Work Discipline on PT Employee Performance. Indojava Agrinusa Deli Serdang. AKMAMI Journal (Accounting, management, economics). Vol 2. No 3. e-ISSN: 2723-6655. 2021 (570-579)
- Angga Pramadista Sudrajat (2022) The Influence of Work Discipline on Employee Performance at PT. Melody Lestari Madani Pelabuhanratu Sukabumi. Journal of Digital Economic, Management and Accounting Knowledge Development. Vol 4, No 1. ISSN: 2721-1223. June 2022. (70-79)
- Afandi. 2018. Resource Management (Theory, concepts and indicators). Riau: Zanafa Publishing

- Almasdi Syahza. 2021. *Research Methodology (Revised ed.)*. Pekanbaru: Unri Press
- Amirullah. 2018. *Introduction to Management*. Jakarta: Mitra Discourse Media
- Ansory A.F and Indrasari 2018. *Human Resource Management*. Sidoarjo: Indonesia Library
- Anwar Prabu Mangkunegara. 2017. *Corporate Human Resources Management*. Bandung: PT. Rosdakarya Teenager
- _____. 2019. *Corporate Human Resources Management*. Bandung: PT. Teenager Rosdakarya
- Arie Ambarwati. 2018. *Organizational Behavior and Theory*. Malang: Media Nusa Creative
- Arif Yusuf Hamali. 2016. *Understanding Human Resource Management*. Yogyakarta: Center for Academic Publishing Services
- Arikunto S. 2014. *Research Procedures A Practical Approach*. Jakarta: Rineka Cipta
- _____. 2018. *Research Procedures, a Practical Approach*. Jakarta: Rineka Cipta
- Ariesni & Asnur, (2021). *work discipline on employee performance*. *Journal of research and development of science and humanities*.
- Candra Wijaya and Muhammad Rifa'i. 2016. *Management Basics*. Medan: Perdana Publishing
- Edy Sutrisno. 2016. *Human Resources Management*. Jakarta: Kencana
- _____. 2017. *Human Resources Management*. Jakarta: Kencana
- Eko Budiyanto and Mochamad Mockhlas. 2020. *Employee Performance*. Banten: CV AA Rizky
- Elgis Yani Palmularso, *The Influence of Work Discipline on the Performance of Employees at Cipta Hotel Pancoran, South Jakarta*. *Management Journal*, Vol 1. No 2. ISSN: 2550-0805. September 2017. (171-179)
- Febrian Madin Surya, Askiah (2020) *The Influence of Work Discipline on PT Employee Performance*. *Mahakam Berlian Samjaya. Borneo Student Research Journal*. Vol 2. No 1. e-ISSN: 27215725. 2020. (596-606)
- Fauzia Agustini. 2019. *Human Resource Management Strategy*. Medan: UISU Press
- Handoko. 2018. *Management*. Yogyakarta: BPFY-Yogyakarta
- Hardani, et al. 2020. *Quantitative and Qualitative Research Methodology*. Yogyakarta: CV. Group Science Library
- Imam Ghazali. 2012. *Application of Multivariate Analysis with the SPSS Program*. Semarang: Diponegoro University Publishing Agency
- Johan Oscar Ong, Masyhudzulkah Mahazan (2020) *HR Management Strategy in Increasing Sustainable Company Performance in the Era of Industrial Revolution 4.0*. *Becoss Journal (Business Economics, Communication, and Social Sciences)* Vol 2. No 1. e-ISSN: 2686-2557. January 2020. (159-168)
- Kirana Vallennia, Atik Atikah, Fitri Nur Azijah (2019) *The Influence of Work Discipline on PT Employee Performance*. *Sinar Sosro Rancaekek. Journal of Management Equilibrium*. ISSN: 1693. 2019. (39-49)
- Luthfia Nur Wachidah, Bachrudin Saleh Luturlaen (2019) *The Influence of Work Discipline on the Performance of BULOG Employees, West Java Regional Division*. *MEA scientific journal (Management, Economics and Accounting)*. Vol 3. No 2. ISSN: 2541-5255. August 2019. (51-57)
- Malay S.P Hasibuan. 2018. *Human Resource Management (Revised edition)*. Jakarta: PT. Literary Earth
- Marbawi. 2016. *Human Resource Management (Theory, practice and research)*. Ljokseumawe: Unimal Press
- Masram. 2017. *Professional Resource Management*. Sidoarjo: Zifatama Publisher
- Meithiana Indrasari. 2017. *Employee Satisfaction and Performance*. Sidoarjo: Indomedia Pustaka
- Mulyadi and Widi Winarso. 2020. *Introduction to Management*. Central Java: CV Pena Persada
- Mustiqowati Ummul F. 2021. *Basics of Organizational Theory*. Pekanbaru: IRdev Riau
- Muhammad Firman, Heri Ginanjar, Derry Nugraha (2022) *The Influence of Work Discipline on PT Employee Performance*. *Glenindo Citra Abadi Jakarta. Journal of Effective Economics*. Vol 4. No 2. ISSN: 2622-8882. January 2022. (161-167)
- Nova Syafrina (2017) *The Influence of Work Discipline on Employee Performance at PT Suka Fajar Pekanbaru*. *Journal of Economics and Business* Vol 8. No 4. ISSN: 1410-7988. December 2017. (1-12)
- Nurul Aulia Saputri, Hani Gita Ayuningtias (2022) *The Influence of Work Discipline on Employee Performance at PT. Arma Anugerah Abadi Medan City Region*. *Management Journal* Vol.9 No.4 ISSN: 2355-9357. August 2022. (1890-1899)

- Syarkani (2017) The Influence of Work Discipline on Employee Performance at PT. Five Constructions in Banjar Regency. Scientific Journal of Business Economics Vol.1 No.3 ISSN: 2442-4560 November 2017. (365-374).
- Sedarmayanti. 2017. HR Planning and Development to Improve Competence, Performance and Work Productivity. Bandung: PT. Refika Aditama
- Silaen S. 2018. Social Research Methodology for Writing Theses and Theses. Bogor: In Media
- Sinambela. 2016. Human Resources Management. Jakarta: PT Bumi Aksara
- _____. 2018. Human Resources Management. Jakarta: PT Bumi Aksara
- Stephen Robbins. 2016. Organizational Behavior (Tenth Edition). Jakarta: Index
- Sugiyono. sub-district office, South Nias Regency. South Nias Student Scientific Journal, 2015. Quantitative, Qualitative and R&D Research Methods. Bandung: CV Alfabeta
- _____. 2017. Quantitative, Qualitative and R&D Research Methods. Bandung: CV Alfabeta
- _____. 2018. Quantitative, Qualitative and R&D Research Methods. Bandung: CV Alfabeta
- _____. 2019. Quantitative, Qualitative and R&D Research Methods. Bandung: CV Alfabeta
- _____. 2021. Quantitative, Qualitative and R&D Research Methods. Bandung: CV Alfabeta
- _____. 2022. Quantitative, Qualitative and R&D Research Methods. Bandung: CV Alfabeta
- Vallennia, Atikah, & Azijah, 2020. The influence of work discipline on employee performance in the PT. Sinar Sosro Rancaekek case study. journal E-Journal of Management Equilibrium
- Wau, Waoma, & Fau, (2021). The influence of work discipline on employee performance at the Somambawa