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The Effect of Work Discipline on Employee Work Productivity at Perumda Tirtanadi Medan Denai Branch

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Abstrak

Perlunya peningkatan Sumber Daya Manusia untuk menghadapi perkembangan era 5.0. Karena peran dan kedudukan sumber daya manusia sangat besar dalam kegiatan perusahaan sehingga diharuskan memiliki sikap disiplin kerja yang tinggi. Dalam usaha mencapai tujuan perusahaan, maka perlu adanya peningkatan produktivitas kerja karyawan. Sehingga pada penelitian ini, rumusan masalah yang diambil yaitu Pengaruh Disiplin Kerja Terhadap Produktivitas Kerja Pegawai pada Perumda Tirtanadi Cabang Medan Denai. Berdasarkan hasil uji penelitian yang Penulis lakukan dengan menggunakan program SPSS, dapat disimpulkan bahwa hasil analisa regresi, data menunjukkan persamaan Y = 6,189 + 0,847. Semakin tinggi variabel disiplin kerja (X) maka akan semakin baik variabel produktivitas kerja (Y). Berdasarkan uji simultan (uji f) menunjukkan bahwa terdapat pengaruh disiplin kerja secara simultan (bersama-sama) terhadap produktivitas kerja pegawai dimana f hitung ≥ f tabel dimana nilai f hitung 31,690 > f tabel 4,10. Berdasarkan uji determinasi menunjukkan bahwa disiplin kerja secara bersama-sama berpengaruh terhadap produktivitas kerja pegawai yakni sebesar 0,674 (67.4%). Sedangkan sisanya 32,6% (100% – 67.4%) dipengaruhi oleh variabel lain diluar penelitian.

Kata Kunci: *Pengaruh, Disiplin Kerja, Produktivitas Kerja*

Abstract

Human resources need to be increased to deal with developments in the 5.0 era. Because the role and position of human resources are enormous in the company's activities, they must have a highly disciplined work attitude. Increasing worker productivity is essential to achieving organisational objectives. Thus, the influence of work discipline on employee work productivity at Perumda Tirtanadi, Medan Denai branch, was the problem formulated for this study. Regression analysis results indicate that Y = 6.189 + 0.847 is the equation that can be deduced from the research tests that the authors ran using the SPSS software. The work productivity variable (Y) is better the greater the work discipline variable (X). The simultaneous test (f test), where $f_{count} \geq f_{table}$ and has a value of 31.690 > f_{table} in table 7, demonstrates the simultaneous (joint) influence of work discipline on employee job productivity. Based on the determination test, it shows that work discipline simultaneously influences employee work productivity, namely 0.674 (67.4%). At the same time, the remaining 32.6% (100% - 67.4%) is controlled by other variables outside the research.

Keywords*: Influence, Work Discipline, Work Productivity*

INTRODUCTION

Developments in the current era of society 5.0 have an impact on all aspects of life because they allow increased efficiency and productivity in various industries with process automation and the use of new technologies such as the use of Artificial Intelligence (AI) and data analysis (Sawitri, 2023; Siagian, 2023; Yordan Rendis Suherman et al., 2023). Therefore, the competition in the business world is getting tighter, one of which is in the business sector, which continues to develop and innovate to survive difficult situations.

Employees who lack discipline will slow down the achievement of goals, while disciplined employees will accelerate the achievement of company goals (Kawulusan, 2016; Sampleiling, 2015; Umar et al., 2022). Discipline is something that has an essential influence on the company and employee productivity because discipline is a form of learning for employees in business progress (Alfiyanto et al., 2021; Irwanto & Febrina Melinda, 2015; Jepry & Mardika, 2020).

Increasing productivity means working harder and faster, improving the quality of goods, work, and life (Hakim, 2020; Yacob El Mario, 2017). Because humans are an essential resource and are the goal of development, we must increase productivity (Sukotjo, 2009). Each employee's work shows Success in each company (Sipayung, 2017). The more employee productivity increases, the more the company will significantly impact improving organizational goals and employee welfare (Syauqi, 2018).

Workplace growth and the training of employees to follow and respect current rules,

practises, and policies are dependent on work discipline. These factors also contribute to high employee productivity (Pranitasari & Khotimah, 2021). Furthermore, to link work discipline with employee productivity in the company, it is ensured that work discipline strongly influences employee productivity (Putra, 2020). However, it did not fully affect Perumda Tirtanadi Medan Denai Branch.

From the observations that have been made, work discipline in the company is arguably not good. It is proven that core employees who work in the office not every day can arrive on time. Some employees have been out of the office during working hours, and at lunch, some go to eat outside the office, but when returning to the office, the time exceeds the standard lunchtime set by the company. Although some employees do not arrive on time for several reasons, the output or productivity is relatively stable and almost always increases from period to period. In light of the background information described above, the author is interested in carrying out research for the project named "The Effect of Work Discipline on Employee Productivity at Perumda Tirtanadi Medan Denai Branch."

RESEARCH METHOD

The research subject is a person, place, or object observed as the investigation's target (Jaya, 2020). The research subject in this study is the PERUMDA Tirtanadi Medan Denai Branch. Research subjects are used to answer research with many population members to be researched. The object of research is the subject matter to be studied to obtain more directed data. The research author's focus in this study is how work discipline affects employee productivity.

This research lasted approximately three months, from May to August 2023, and was carried out at PERUMDA Tirtanadi Medan Denai Branch located on Jl. Garuda Raya No. 107, Tegal Sari Mandala II, Medan Denai District, Medan City. This study uses quantitative data so that the research runs more systematically and objectively and the analysis results can be obtained accurately. This study also used two types of data sources: 1) primary and 2) secondary data.

There are two methods of data collection employed in this study: 1) Library research; 2) survey. Descriptive statistical analysis, according to Ghozali, characterises data seen in terms of the mean, variance, standard deviation, total, range, kurtosis, and skewness (astonishing distribution) (Amruddin, 2022). One kind of statistical analysis is statistical descriptive analysis, the goal of which is to provide a detailed description of the study topic by means of variable data collected from specific subject groups. Tables showing frequency distributions, histograms, means, and standard deviations are all useful for displaying

descriptive statistics. Using descriptive analysis, we may get a comprehensive view of the data we study, whether it's numerical or verbal.

RESULTS AND DISCUSSION

Results

Population and Sample

The study's population is defined by its members and shares certain traits. Researchers want to study and form judgements on a population, which is defined as a collection of people, events, or interesting objects, according to Sekaran and Bougie (Bahri, 2018). In this study, the population is all Perumda Tirtanadi Medan Denai Branch employees, which amounts to 40 employees.

According to Furchan, the sample constitutes a portion of the population or small group observed (Bahri, 2018). Darmadi stated that several survey studies in education, psychology, and other disciplines do not require samples due to the small population size to be studied (Sudaryono, 2018).

Based on the number of populations in the Perumda Tirtanadi Medan Denai Branch, the sample used is a population sample because the population to be studied is a relatively small size of less than 100 people. So, the model to be taken comes from the company's population of 40 people.

Data Test Results

1. Validity Test

Yamin and Kurniawan said validity comes from the word truth, which means the extent of the accuracy of measuring instruments in carrying out their measuring functions. Questionnaires that are tested and declared valid suggest that they can be used in research. This means that the questions asked in a questionnaire can be expressed as desired. If the validity is high, it shows that the measuring instrument used provides accuracy and accuracy by what is expected (Sujarweni, 2015).

One test tool to test validity is the SPSS tool or program using *Bivariate Pearson* or *Product Moment Pearson.* The trick is correlating each total score (the sum of the item scores). The criterion for the validity of one item of the research instrument is if the r-count value is $\geq r_{table.}$ The price of the table is determined by the degree of significance and the degree of freedom of 5% (0.05).

Data validity tests use the product-moment correlation method (Pearson Correlation). The table value is determined by finding the magnitude of df (*degree of freedom*), which can be calculated using n-2, where n is the number of samples. Then df = 40-2 = 33. From

the distribution table, the r value of the product moment table for n = 40 at 5% signification is 0.320.

Table 1. Validity Test Results

Variable	Item	R Count (Pearson Correlations)	R Table 5% (40)	Information
Work Discipline (X)	Statement 1 (Q1)	0,653	0,320	Valid
	Statement 2 (Q2)	0,682	0,320	Valid
	Statement 3 (Q3)	0,613	0,320	Valid
	Statement 4 (Q4)	0,604	0,320	Valid
	Statement 5 (Q5)	0,674	0,320	Valid
	Statement 6 (Q6)	0,468	0,320	Valid
	Statement 7 (Q7)	0,332	0,320	Valid
Work Productivity (Y)	Statement 8 (Q8)	0,669	0,320	Valid
	Statement 9 (Q9)	0,820	0,320	Valid
	Statement 10 (Q10)	0,762	0,320	Valid
	Statement 11 (Q11)	0,733	0,320	Valid
	Statement 12 (Q12)	0,794	0,320	Valid
	Statement 13 (Q13)	0,339	0,320	Valid
	Statement 14 (Q14)	0,628	0,320	Valid

(Source: SPSS Data Processing 2023)

From Table 1 above, it is known that the data processing carried out shows that all statements are valid because r_{counts} > from the table r value above 0.320, so the questionnaire can be declared valid and used in this study.

2. Reliability Test

The English words "rely" and "ability" form the root of the English word "reliability," which means dependability in English. Consistent or steady responses from a subject over time indicate that the instrument is dependable (Sudaryono, 2018). The measured data is realistic, as shown by the very reliable measurement findings. This means the calculated tool is consistent and can be used in research (Cashmere, 2022). According to Sujarweni, research instruments can be declared reliable if *Croncbach's Alpha value* is> 0.60 (Purwanto, 2018).

Table 2. Work Discipline Reliability Test Results (X)

Reliability Statistics	
Cronbach's Alpha	N of Items
.636	7

(Source: SPSS Data Processing 2023)

Table 2 above shows that Croncbach's Alpha value on the Work Discipline Reliability Test (X) is >0.60, which is 0.636. So that the work discipline questionnaire can be declared reliable and used in this study.

Table 3. Work Productivity Reliability Test Results (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.781	7

(Source: SPSS Data Processing 2023)

Table 3 above shows that Croncbach's Alpha value on the Work Productivity Reliability Test (Y) is >0.60, which is 0.781. So that the work productivity questionnaire can be declared reliable and used in this study.

3. Normality Test

The normality test is to test customarily distributed data or not. This is important because the data or information processed in research should have a normal distribution. Normal distribution is a test of whether data is usually distributed. This means that the distribution of data within the population is normally distributed or not in the group of data used so that the data can represent the population used in the study (Kasmir, 2022).

Sampling (n) 30 may be used for normalcy testing in practise. Assumption of adequate or regularly distributed data applies when n>30. For the normality test to work, the sample size must be modest; so, data from a large selection will be taken as normal. In order to ascertain if the error term resembles a normal distribution, the normalcy test is used just in cases when there are less than thirty observations. It is not necessary to conduct a normalcy test if the word count is more than 30. This is because there is a very normal distribution for the sampling error term.

4. Classical Assumption Test

a. Multicollinearity

To find out whether there are any model independent variables that are related to each other, multicollinearity tests are required. Strong correlations are the outcome of similarity between independent variables. Not only that, but this test stays away from decision-making habits related to the impact of each independent variable's partial test on the dependent variable (Sujarweni, 2015).

In the decision making, there are two ways to calculate the SPSS multicollinearity test that can be done, namely:

1) Tolerance Value

a) Multicollinearity is suppressed when the significance level of the tolerance value exceeds 0.10.

b) The presence of multicollinearity in the regression model is indicated by a tolerance value below 0.10.

Table 4. Multicollinearity Test Results

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	BRIGHT
1	(Constant)	6.189	3.770		1.642	.109		
	Work Discipline	.847	.151	.674	5.629	.000	1.000	1.000
a. Dependent Variable: Work Productivity								

(Source: SPSS 23 Data Processing)

According to Table 4, the work discipline's Variance Inflation Factor (VIF) is 1,000, which is much more than 0.10, indicating that the data utilised for the research did not experience multicollinearity.

b. Heteroscedasticity

When testing for heteroscedasticity, look for evidence of residual variance changes across time periods of observation. You can tell whether a model has heteroscedasticity or not by looking at the pattern in the images. A scatter plot with non-existent regression univariate distribution There shouldn't be a wavy pattern where the data points spread out broad, then narrow, and then expand again, and the points shouldn't simply accumulate above or below zero. There is no pattern to the data point space.

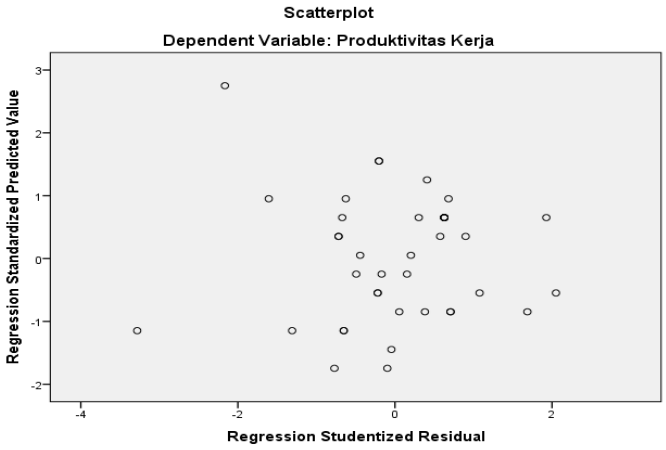

Figure 1. Scatterplot Chart

(Source: SPSS 23 Data Processing)

It is clear from the figure that the data points don't cluster exclusively above or below 0, that they don't widen and then narrow again, that they don't form a wavy pattern with their spread, and that there is no pattern to the distances between them. We may thus infer that heteroscedas do not exist and that the facts are appropriate for science.

5. Simple Linear Regression Test

As per Levin and Rubin, regression is used to ascertain the kind and intensity of a correlation between two variables, as well as to forecast the worth of an unobserved variable by analyzing its association with other variables in the past. When using simple linear regression, two variables must be tested for linearity between the two variables. The first variable is identified as an independent variable with the symbol X, and the second one with symbol Y. The simple linear regression formula is as follows (Umi et al., 2020).

$$Y = a + bX$$

Information:

Y = Work Productivity

X = Work Discipline

a = Constant

b = Regression Coefficient (value of increase or decrease)

You may see the results of a basic linear regression analysis in the table that follows:

Table 5. Simple Linear Regression Test Results

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error	Beta		
1 (Constant)	6.189	3.770		1.642	.109
Work Discipline	.847	.151	.674	5.629	.000
a. Dependent Variable: Work Productivity					

(Source: SPSS Data Processing 2023)

This study's basic linear regression test yielded the following findings, as shown in Table 5:

$$Y = a + bX$$

Work Productivity = 6.189 + 0.847X

or

Work Productivity = 6.189 + 0.847 Work Discipline

Knowing this from the preceding simple linear regression equation:

a. A constant of 6.189 means that the consistent value of the Work Discipline variable is 6.189.
b. Work Productivity rises by 0.847 points for every one percent increase in Work Discipline, according to the X Regression Coefficient of 0.847. Since the Regression Coefficient is in the positive range, we may conclude that X and Y have a positive impact. Work discipline has a beneficial effect on productivity, according to this finding. Productivity on the job rises in direct proportion to the strength of the work discipline.

These results show that Work Discipline (X) significantly influences Work Productivity (Y).

6. Uji Hypothesis

A hypothesis (hypo = before + thesis = opinion, postulate, conclusion) temporarily answers a research problem. An unproven assertion on the nature of the connection between many variables is called a hypothesis, according to F.N. Kerlinger (Ridhahani, 2020).

a. Partial test (Test t)

To determine the impact of a relationship between two variables, researchers employ t-tests. In order to determine the partial influence of the independent variable (X) on the bound variable (Y), the t-test is conducted. If you want to discover how significant a variable is, you may use the t-test. This means that in this t-test, we can see whether the test results between these variables have a significant influence.

The independent variable (X) has no effect on the dependent variable (Y) if the test results reveal t, count < t table. If, on the other hand, t counts are more than or equal to t table, then X, the independent variable, influences Y, the bound variable. The table t value may be calculated using the following formula:

$$t = (a/2; n-k-1)$$

$$t = (0.05/2; 40-1-1)$$

$$t = (0.025; 38)$$

$$t = 2.024$$

Subsequently, the noteworthy value reveals the importance. The 5% (0.05) significance threshold is used. There is no significant influence on the dependent variable (Y) if the sig is greater than or equal to 0.05. It is also indicated that the independent variable (X) has a substantial influence on the dependent variable (Y) if the sig value is less than 0.05.

Table 6. Partial Test Results (Test t)

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Say.
	B	Std. Error	Beta		
1 (Constant)	6.189	3.770		1.642	.109
Work Discipline	.847	.151	.674	5.629	.000
a. Dependent Variable: Work Productivity					

(Source: SPSS Data Processing 2023)

The work discipline or independent variable (X) has a t count of 5.629 and a t table value of 2.024, as seen in Table 6 above. It follows that X, the level of work discipline, may have an effect on Y, the level of work output. A 0.000 result indicates that the work discipline or independent variable (X) has an influence when examined from a significant value of less than 0.05. It has a major impact on the dependent variable (Y), which is productivity at work.

b. Simultaneous Test (Test f)

When using the f-test, all of the independent variables are tested simultaneously with the dependent variable. Using this f-test, which is a simultaneous test, we can determine whether work discipline (the independent variable) has a positive and statistically significant effect on work productivity (the dependent variable). To assess the f_{test}, compare the f_{count} with the f_{table}. Interpreted as follows;

If $f_{counts} < f_{table}$ means that it has no effect together.

If $f_{counts} \geq f_{table,}$ it means that they are influential together.

Finding ftable is as simple as plugging the numbers of respondents (n) and variables (k) into the formula df = n-k. So, df= 38 and df= 40-2. If the f-table is 4.10. Using SPSS, the following are the decision-making criteria for test f:

The linear regression model and the independent variable are unable to explain the dependent variable if the significance value is more than 0.05.

In a linear regression model, the independent variable may explain the dependent variable if the significance value is less than 0.05.

Table 7. Simultaneous Test Results (Test f)

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Say.
1	Regression	311.478	1	311.478	31.690	.000b
	Residual	373.497	38	9.829		
	Total	684.975	39			

a. Dependent Variable: Work Productivity
b. Predictors: (Constant), Work Discipline

(Source: SPSS Data Processing 2023)

Table 7 shows that the count of f is more than or equal to the value of f in the f table, which is 31.690, and thus Table 7 is important. Also, when looking at it from a significant value of less than 0.05, it is 0.000. There is a positive and statistically significant relationship between the independent variable (X), which is work discipline, and the dependent variable (Y), which is work productivity.

c. Test Coefficient of Determination (R^2)

According to Ghozali, R2 is a measure of the extent to which a model can explain the variance in a dependent variable. For each modification to a regression variable, R Square is calculated. The difference in question can be in the form of subtraction/addition of research variables. So, this study only used the R column because there were no changes in variables in the regression model that had been done.

Table 8. Coefficient of Determination Test Results (R2 Test)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.674a	.455	.440	3.13510
a. Predictors: (Constant), Work Discipline				
b. Dependent Variable: Work Productivity				

(Source: SPSS Data Processing 2023)

This number, which is 0.674, is shown in column R of Table 8 up above. So, a 0.674 (or 67.4%) change in the dependent variable is possible given a change in any one of the independent variables. Additionally, factors not included in the research accounted for the remaining 32.6% (100% - 67.4%). One possible interpretation is that 67.4 percent of the variation in work output (Y) may be explained by a combination of labor discipline (X) and other independent variables (X).

Subject Under Consideration

All claims of the Work Productivity (Y) and Work Discipline (X) variables have a more substantial table r value, according to the reviewed validity test findings, therefore the data is considered legitimate. The Work Productivity (Y) and Work Discipline (X) variables were both shown to be dependable in the Reliability test.

The t count for the work discipline (X) variable is higher than the t table, as determined by testing by test t (partial). Based on the number of respondents who met the significance

threshold, a T table is generated. When compared to the likelihood, the importance of the work discipline is lower. Although the significance value is lower than the probability value and the f count is higher than the f table, evaluating the f test (simultaneous) reveals that the outcomes of the independent variable, namely Work Discipline, considerably impact the decision results. Workplace discipline may have an effect on productivity, as seen in the table's f-value, which is the result of comparing residuals and regression in a way that the t-test and f-test support the null hypothesis.

From the results of the regression test Y = a + bX with Y = 6.189 + 0.847X or Work Productivity = 6.189 + 0.847 Work Discipline, the higher the work discipline variable (X), the better the work productivity variable (Y). If work discipline is good, work productivity will also be good. The attitudes and actions of all employees influence this. Through testing in a simple linear regression analysis, the results showed that work discipline significantly positively influenced employee work productivity.

From the results of the analysis that has been carried out, it can be concluded that an excellent solution to the problem of work discipline affects productivity. Work discipline must be further improved. For example, if the quality of employee work begins to decline, the company must inform employees and tell them which parts must be changed, what must be improved, and how long it will take to produce better results. Sometimes, everyone needs a subtle reprimand to stay in the right direction. In addition, ensure that each employee is assigned the correct position so that placing employees with the right job will positively impact company productivity and will also have a good influence on the company. When employees have problems with absenteeism or often arrive late, the easiest way is to give them sanctions, ranging from light to severe so that employees will consider their work absence more.

CONCLUSION

It is possible to draw the following conclusions from the facts and debate presented in the preceding chapter: If the results of the validity and reliability tests for the independent variable (X) Work Discipline and the dependent variable (Y) Work Productivity pass, then the data may be considered valid and trustworthy. 2) The results of the simultaneous tests (f tests) indicate that work discipline has an effect on employee work productivity when the f count is greater than or equal to the f table value, and the counting of f values (31.690) is greater than the table value (4.10). 3) The determination test confirms that work discipline has an effect on employee work productivity, with a value of 0.674 (67.4%). The remaining 32.6% (100% - 67.4%), however, were affected by factors peripheral to the research; 4) The

data reveals that Y = 6.189 + 0.847, according to the findings of the regression analysis. According to these findings, work discipline affects productivity by 0.847 percentage points, or 84.7%; 5) Several experiments have shown that work discipline has a huge impact on productivity, by more than 50%. Finding out how work discipline affects production at Perumda Tirtanadi Medan Denai Branch is the main objective of this research.

Researchers might provide the following recommendations to Perumda Tirtanadi Medan Denai Branch based on the aforementioned conclusions: job discipline has a good influence on employee job productivity, according to the findings of partial hypothesis testing. This was determined to be true for the Perumda Tirtanadi Medan Denai Branch. Therefore, the researcher advises the company to maintain policies related to the indicators that the researcher uses in the work discipline variable; 2) Perumda Tirtanadi Medan Denai Branch should be able to maintain and improve employee work discipline so that employee work productivity also increases and can achieve organizational goals.

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