The Influence of Employee Discipline Levels on the Performance of the Production Department at PT. Perkebunan Nusantara XIV Makassar

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Abstract

The aim of this research is: To determine the effect of employee discipline on the performance of production employees at PT Perkebunan Nusantara XIV. The type of research carried out was quantitative with an associative approach. The population in this study were all employees in the production section at PT Perkebunan Nusantara XIV Makassar, totaling 114 people. The sampling technique used by the author is nonprobability sampling. Based on this, the sample in this study is the entire population taken, namely all production employees at PT Perkebunan Nusantara XIV Makassar, totaling 114 people. The results of this research are that employee discipline has a calculated t value of 11.595 which is greater than the t table of 1.981 (11.595 > 1.981) with a probability of a significant level of 0.000 which is smaller than the significant level of 0.05, so the hypothesis is accepted. This means that employee discipline has a positive and significant effect on the performance of production employees. The results of this research show that the better the employee discipline, the better the performance of production employees will be. Without good discipline, it will be difficult for a company to achieve optimal results so that the performance of production employees will not be optimal.

Keywords: Employees, Discipline, Employee Performance

INTRODUCTION

The most difficult factor faced by management in all companies today is how to make their workers work efficiently. In principle, human resources (HR) are one of the capital that has an important role in the success of the company. Human resources, which in this case are employees in a company, of course try to work with the abilities they have in order to achieve the performance desired by the company.

The most important thing in managing human resources is employee performance. Employee performance, according to (Silalahi et al., 2021) is the implementation and results of work achieved by people who are adapted to certain positions or tasks within the organization, and which are related to certain standard values or company size which can be assessed using using indicators. So that employee performance is always consistent, the organization always pays attention to the level of discipline. Employee discipline is a barometer in improving employee performance, this shows that the role of employees in a company is very important. Therefore, the success of employees in developing these obligations is very dependent on personal or group interests, especially employees and leaders, so it is very necessary to have discipline to work effectively and efficiently, so that the company's goals can be achieved. Employee discipline must be directed as a manifestation and responsibility for work and not be too careful without fear of mistakes that might take the form of sanctions from their superiors (Sinambela et al., 2019). Thus, discipline is what has been agreed upon by leaders and workers in a company where the agreement is written, or verbally or in the form of regulations/customs.

Discipline is a process for employees to develop and carry out tasks according to instructions. Because of this, every leader should spend time carrying out supervision in carrying out this discipline. The higher the work discipline, the employee performance will also increase, so that employees will sincerely work as best as possible to achieve the goals of a company. High discipline will result in good work results, because the workforce uses their time well to carry out their work in order to achieve the targets set by the company. This research was conducted based on phenomena that occur specifically in terms of the performance of production employees at PT Pekebunan Nusantara XIV . PT Perkebunan Nusantara XIV Makassar has a problem where production targets are often not achieved as planned. This is shown by the fact that discrepancies are often found. These discrepancies can be identified by comparing plans and activities in the field. It is necessary to reconcile the initial plan with the results of the survey in the field.

PT Perkebunan Nusantara XIV Makassar has held a training event aimed at improving employee mentality and commitment. This activity was attended by around 400 employees at levels BOD-1 to BOD 4. The activity aimed at improving the quality of human resources was held for 4 days and three nights. The event was opened directly by the Director of PT Perkebunan Nusantara. In this activity, it is hoped that the level of employee discipline will increase so that all employees can become united and work together to achieve successful performance. The materials used are divided into two, namely indoor and outdoor. For the indoor material itself, participants were given motivational supplies, tausiyah and sharing sessions. Meanwhile, for outdoor classes, participants are invited to practice teamwork, marching, and upstanding and standing rappelling. PT Perkebunan Nusantara Apart from that, all participants were also asked to form a disciplined mentality for the employees under them.

RESEARCH METHODS

The type of research carried out was quantitative with an associative approach, namely research that aims to determine the influence or relationship between employee discipline (X) on the performance of production employees (Y) at PT Perkebunan Nusantara XIV Makassar. The research was conducted at PT Perkebunan Nusantara XIV Makassar Jl Urip Sumoharjo No 72-74. The research period is 2 months, namely February-March 2024. The reason for choosing this research location is that the research location is closer to home, apart from that the researcher wants to know the effect of employee discipline on the performance of production employees at PT Perkebunan Nusantara XIV Makassar.

RESULTS AND DISCUSSION

Validity test

A questionnaire can be said to be valid if the statements in the questionnaire are able to reveal something that is measured by the questionnaire. To find out which statement item has r count > r table. So it is said to be valid. In this study there is a sample size (n) = 114 respondents and the size is df which can be calculated as 114-2= 112 with df = 112 and alpha= 0.05 so r table = 0.184. In conclusion, valid statement items have a calculated r> greater than 0.184. The results of the data validity test in this study can be seen in the following table:

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Table 1 Validity Test Results

Variabel	Item	R Hitung	R Tabel	Keterangan
Kedisiplinan Karyawan	X.1	0,522	0,184	Valid
	X.2	0,624	0,184	Valid
	X.3	0,601	0,184	Valid
	X.4	0,340	0,184	Valid
	X.5	0,628	0,184	Valid
	X.6	0,488	0,184	Valid
	X.7	0,326	0,184	Valid
	X.8	0,351	0,184	Valid
	X.9	0,393	0,184	Valid
	X.10	0,546	0,184	Valid
	X.11	0,477	0,184	Valid
	X.12	0,450	0,184	Valid
Kinerja Karyawan	Y1	0,699	0,184	Valid
	Y2	0,599	0,184	Valid
	Y3	0,666	0,184	Valid
	Y4	0,689	0,184	Valid
	Y5	0,599	0,184	Valid
	Y6	0,615	0,184	Valid

Sumber : Data diolah di SPSS, 2024

From the results of the table, it shows that all statement items have positive correlation coefficient values and r calculated> r table. This means that the data obtained is valid and further data testing can be carried out.

Reliability Test

Reliability testing can be carried out using the Cronbach's Alpha method, namely an instrument is said to be reliable if it has a reliability coefficient of 0.60 or more. The results of data reliability testing can be seen in the following table:

Table 2 Reliability Test Results

Variabel	Cronbach's Aplha	Keterangan
Kedisiplinan Karyawan	0,703	Reliabel
Kinerja Karyawan	0,706	Reliabel

Sumber : Data diolah di SPSS, 2024

Table 2 states that the Cronbach's Alpha value of all variables is greater than 0.60, so it can be said that the instrument from the questionnaire used to explain employee discipline and employee performance variables is declared reliable or trustworthy as a variable measuring tool.

Classic assumption test
Normality test

The normality test is carried out to see whether the residual values are normally distributed or not, so the statistical test carried out is the one sample Kolmogorov-Smirnov test which is greater than 0.05. This is indicated by a significant value > 0.05. Data normality testing was also carried out using a histogram graph.

**Tabel 3 One-Sample Kolmogorov-Smirnov Test**

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		114
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	2,33121996
Most Extreme Differences	Absolute	,077
	Positive	,077
	Negative	-,073
Kolmogorov-Smirnov Z		,823
Asymp. Sig. (2-tailed)		,507

a. Test distribution is Normal.
b. Calculated from data.

Based on the histogram graph and simple statistical tests, it can be concluded that the data is normally distributed. This is proven by the results of the Kolmogorov-Smirnov statistical test. From table 3 it can be seen that the number of respondents is 114, in the normal pharameters ab test the mean value is 0.00, the standard deviation is 2.33, in the most extreme differences test the absolute value is 0.77, the psotive value is 0.77 and the negative value is 0.73, the Kolmogov singro Z value is 0.823, the significance of the Kolmogorov Smirnov value which is above the 5% confidence level is 0.507. This shows that the data is normally distributed. Furthermore, another factor used to see whether the data is distributed normally is by looking at the normal plot graph.
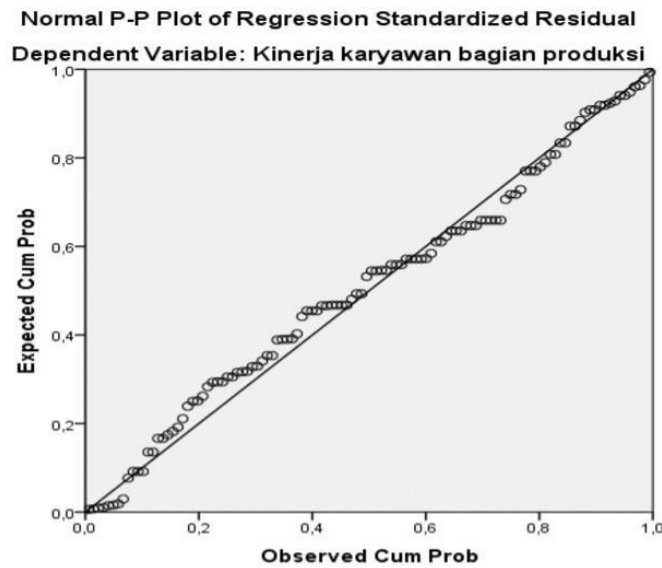
Source: Data processed in SPSS, 2024
Figure 1 Normality Test Results-Normal Probability Plot

Figure 1 shows that there are data points scattered around the diagonal line and the distribution of these points follows the direction of the diagonal line. This means that the regression models in this study meet the normality assumption based on normal probability plot graphic analysis.

Multicollinearity Test
The Multicollinearity Test aims to test whether the regression model finds a correlation between the independent variables (Independent). Molticolonealrity testing can be seen from the tolerance error and variance inflation factor (VIF) as follows:

1) If the tolerance value is > 0.10 and VIF < 10, it can be interpreted that there is no multicollinearity in the study.
2) If the tolerance value < 0.10 and VIF > 10, it can be interpreted that there is multicollinearity in the research

Table 4 Multicollinearity Test Results

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kedisiplinan Karyawan	1,000	1,000

a. Dependent Variable: Kinerja Karyawan
Sumber : Data diolah di SPSS, 2024

Heteroskedasticity Test

The Heteroscedasticity Test aims to test whether in the regression model there is an inequality of variance and residuals from one residual observation to another. The results of heteroscedasticity testing using the Sactter Plot method are as follows:
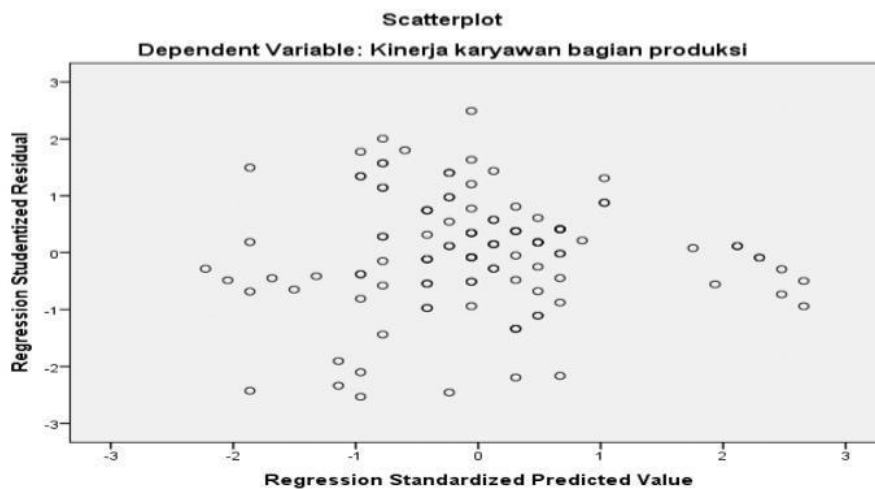
Source: Data processed in SPSS, 2024
Figure 2 Heteroskedasticity Test Results – Scatterplot Graph

The heteroscedasticity test results from the image show that the Scatter Plot graph between SRESID and ZPRED shows a distribution pattern, where the distribution points are random and spread both above and below the number 0 on the Y axis. This can be concluded that heteroscedasticity does not occur. In the regression model, the regression model is suitable to be used to predict employee discipline and employee performance.

In the Heteroscedasticity test, this research uses the Park test with the aim of determining whether or not there are deviations from the classic assumption of heteroscedasticity, namely the unequal variance of the residuals for all observations in the regression model. The following are the results of the heteroscedasticity test:

Table 5 Heteroscedasticity Test Results (Park Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2,593	2,207		-1,175	,242
	Kedisiplinan Karyawan	-,080	,048	-,154	-1,655	,101

a. Dependent Variable: LnRes

Sumber : Data diolah di SPSS, 2024

Source: Data processed in SPSS, 2024

From table 5 it can be seen that the calculated t value < t table which shows that in this model there is no Heteroscedasticity problem. Thus, it can be concluded that in this regression model there is no heteroscedasticity problem.

Hypothesis testing

The analysis technique used to test the hypothesis uses multiple regression analysis by regressing the independent variable (employee discipline) on the dependent variable (employee performance).

Table 6 Determination Coefficient Test Results (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,739[a]	,546	,541	2,342

a. Predictors: (Constant), Kedisiplinan Karyawan
Sumber : Data diolah di SPSS, 2024

The results of the coefficient of determination test in table 6 show that the R Square value of the regression model is used to determine how much ability the independent variable has in explaining the dependent variable. The table above shows that the R value is 0.739, the R Square value is 0.546, the Adjusted R Square value is 0.541. This shows that 54.1% stated that employee performance was influenced by employee discipline variables. The remaining 46% is influenced by other variables outside this research.

CONCLUSION

Employee discipline has a calculated t value of 11.595 which is greater than the t table of 1.981 (11.595 > 1.981) with a probability of a significant level of 0.000 which is smaller than the significant level of 0.05, so the hypothesis is accepted. So it can be concluded that there is an influence between employee discipline and employee performance. This shows that the better the employee's discipline, the better the employee's performance will be. Without good discipline, it will be difficult for a company to achieve optimal results so that employee performance will not be optimal.

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