
The Influence of Work Discipline on Employee Performance at the Takalar Regency PDAM Office

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Abstrak

This research is a type of quantitative research with the aim of finding out the effect of work discipline on employee performance at the Takalar Regency PDAM Office with a population of 45 employees and a sample of 45 employees. This sample was taken from the Takalar Regency PDAM Office. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. In this research, the data sources used in data collection include primary data and secondary data. The research instrument used in this research used the Likert Scale method. Based on the results of data research using statistical calculations through applications Statistical Package For the Social Science (SPSS) version 29 regarding the influence of work discipline on employee performance at the Takalar Regency PDAM Office which was discussed in the previous chapter, the author draws an important conclusion, namely that work discipline has a positive and significant effect on employee performance with an influence of as much as 93.2% while 6.8% was influenced by other variables not examined in this study. Existing work discipline must be maintained because it can be seen from the research results that existing work discipline is very strong.

Keywords: Work Discipline, Employee Performance

INTRODUCTION

In the current era, the dynamics of the work environment are increasingly complex, thus having an impact on employee performance in various agencies and companies, especially in the business sector, where regionally owned enterprises must be able to be relied on to drive the people's economy. Types of business activities Regional Owned Enterprises consist of several companies. In this case, the success or failure of the company in achieving its goals is largely determined by the discipline of employees in carrying out the tasks assigned to them.

Considering that employees in a company are very important, each employee is expected to provide their best performance so that the company's goals can be achieved. The Takalar Regency Regional Drinking Water Company is a company that operates in the field of community services, so human resources or employees play a very important function in carrying out the company's operational activities. Therefore, the company hopes that every employee can improve their performance. Improving employee performance in the company is something that really needs attention. This is because an increase in employee performance means the fulfillment of the work standards that have been set by the 3 companies for their employees, including complying with company regulations.

Improving employee performance in the company is something that really needs attention. This is because an increase in employee performance means the fulfillment of the work standards that have been set by the 3 companies for their employees, including complying with company regulations. In order for employee performance to run appropriately and effectively, this must be encouraged by high work discipline. According to Sinambela (2016:335) Work discipline is a person's work ability to work regularly, continuously diligently and work in accordance with established rules. Discipline makes employees accustomed to obeying and liking the rules and procedures, as well as all policies that apply within the company. By obeying employees to the regulations set by the company, the company atmosphere will be more conducive so that it will have a positive impact on company activities.

Work discipline in an agency is very important to maintain the sustainability of a company. Work discipline can help increase a company's productivity and create an efficient work environment. Discipline in the use of resources, time and energy can increase a company's operational efficiency. Companies that have a disciplined culture usually have a good image in the eyes of customers, business partners and prospective employees. Therefore, work discipline is an important foundation for the smooth operation of a company and the achievement of its business goals.

. The aim of this research is to find out whether work discipline has an influence on employee performance in a company, especially in the Takalar Regency Regional Drinking Water Company. Based on this description, the author proposes a research title with the title "The Influence of Work Discipline on Employee Performance at the Takalar Regency Regional Drinking Water Company (PDAM) Office"

RESEARCH METHODS

This type of research uses quantitative research. According to (Muhammad Ramdhan, 2021) quantitative data is data that is present or expressed in the form of numbers obtained from the field, or it can also be called qualitative data which is expressed in the form of numbers obtained by changing qualitative values into values. quantitative value. The location of this research is the Takalar Regency PDAM Office located at Jl. Batan Aminollah No.4 Takalar, Kab. Takalar, South Sulawesi. The researcher took this location at the PDAM Office because the researcher wanted to know how much influence Work Discipline had on the Performance of the Takalar Regency PDAM Office Employees. This research is planned for two months, namely from November to December 2023.

RESULT AND DISCUSSION

A. Research Result

1. Gender

Table 1. Characteristics of respondents based on gender

	Frequency	Percentage	Valid Percent	Cumulative Percent
Valid Man	9	20.0	20.0	20.0
Woman	36	80.0	80.0	100.0
Total	45	100.0	100.0	

Source: SPSS Attachment, 2023

The characteristics of the respondents used in this study, based on gender, can be shown based on the table above. This explains that the respondents were dominated by women, namely 36 people or 80% and 9 women or 20%. This condition explains that women have good performance. more optimal than men, because when the questionnaire was distributed the participation rate of women was higher than men.

2. Reliability Test

The aim of the reliability test is to see whether the questionnaire has consistency if measurements are carried out using the questionnaire repeatedly. A questionnaire is said to be reliable if the Cronbach's Alpha value is > 0.6 .

Table 2. Reliability Test

Variable	Question Items	Cronbach's Alpha	Information
<i>work discipline (X)</i>	10	0,887	Reliable
<i>Employee Performance (y)</i>	10	0,887	Reliable

Source: SPSS Attachment, 2023

The reliability test results presented in the table above show that Cronbach's Alpha for work discipline is 0.887 and employee performance is 0.877, meaning it is acceptable, so the instrument used can be declared reliable.

3. Partial Test

Table 3. t Test Results

<i>Coefficients^a</i>						
Model		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	T	Sig.
		B	<i>Std. Error</i>	<i>Beta</i>		
1	<i>(Constant)</i>	2.056	1.710		1.202	.236
	<i>Work Discipline</i>	.946	.039	.965	24.275	<.001

a. Dependent Variable: Employee Performance

Source: SPSS Attachment, 2023

From the t test results in the table above, it can be seen that the calculated t value is 24,275. The significant value of the assessment is 0.001, which is less than 0.05, indicating that work discipline has an effect on employee performance.

4. Determination Test

Table 4. Determination Test

Model	R	R Square	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	.965 ^a	.932	.930	.894

a. Predictors: (Constant), Disiplin Kerja

Source: SPSS Attachment, 2023

Based on the table above, the Adjustes R Squere value is 0.932 or 93.2%. This means that the ability of the independent variable is 93.2% while the remaining 6.8% (1 - 0.932) is explained by variables other than the independent variable in the research.

B. Discussion

Based on the results of statistical tests, it can be seen that the independent variable, namely work discipline, has an effect on employee performance at the Takalar Regency PDAM Office. This is supported by a simple linear regression test where the level of correlation shows that the level of relationship between the independent and dependent variables is very strong. This means that there is a positive and significant influence of work discipline on employee performance at the Takalar Regency PDAM Office.

CONCLUSION

Based on the results of research conducted by researchers regarding the influence of work discipline on the performance of PDAM Takalar Regency employees which has been discussed as well as statistical calculations carried out, it can be concluded that work discipline has a significant influence on employee performance at the Takalar Regency PDAM Office with an influence of 93.2% while 6.8% was influenced by other variables not examined in this study.

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