The Effect of Discipline on Employee Productivity at PT. Cipta Selaras in Pamulang

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ABSTRACT

This study aims to determine the effect of discipline on employee productivity at PT. Cipta Selaras in Pamulang. The method used is explanatory research with a sample of 56 respondents. The analysis technique uses statistical analysis with regression, correlation, determination and hypothesis testing. The results of this study of the discipline variable obtained an average score of 3.748 with suitable criteria. Employee productivity variable obtained an average score of 3.868 with suitable criteria. Discipline has a positive and significant effect on employee productivity with a regression equation value of Y = 14.665 + 0.641X, and a correlation coefficient value of 0.766 has a strong relationship with a determination value of 58.7%. Hypothesis testing obtained a significance of 0.000 < 0.05. abstracts are typed in single spaces.

Keywords: Discipline, Employee Productivity.

INTRODUCTION

Development in the field of productive human resources is one of the keys to achieving national development goals. Likewise, in companies founded to make a profit to maintain their life and business development. To achieve this goal, the company can take advantage of all existing capabilities and opportunities as much as possible and minimize the obstacles and weaknesses it faces.

The role of the workforce cannot be denied as a determinant of success to achieve the company's goals. Human resources play an essential role in every organization of the company's activities even though industrial machines have replaced the role and function of the workforce. However, in reality, labour is still an essential factor in determining the course of the production process. Therefore, every company wants every employee to work effectively and efficiently. The low quality of the workforce dramatically affects the development

and increase in production in various fields. It is because the workforce plays a vital role in efforts to achieve company goals. A company develops its business, maintains life, and generates profits; employee productivity is significant as a measure of success in running a business.

The increasing productivity of employees is expected to impact improving the welfare of employees in the company. The increase in labour productivity will benefit the workforce, the business world and the government. From the side of the workforce, high productivity will increase the number of wages received; for the business world, labour productivity provides benefits for maintaining the company's survival and for the government, it can increase national income. Employee productivity is essential as a measure of success in running a business. The increasing productivity of employees is expected to impact improving the welfare of employees in the company. The increase in labour productivity will benefit the workforce, the business world and the government. From the side of the workforce, high productivity will increase the number of wages received; for the business world, labour productivity provides benefits for maintaining the company's survival and for the government, it can increase national income. Employee productivity is essential as a measure of success in running a business. The increasing productivity of employees is expected to impact improving the welfare of employees in the company. The increase in labour productivity will benefit the workforce, the business world and the government. From the side of the workforce, high productivity will increase the number of wages received; for the business world, labour productivity provides benefits for maintaining the company's survival and for the government, it can increase national income. The increase in labour productivity will benefit the workforce, the business world and the government. From the side of the workforce, high productivity will increase the number of wages received; for the business world, labour productivity provides benefits for maintaining the company's survival and for the government, it can increase national income. The increase in labour productivity will

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Employee productivity is a result of work requirements that every employee must meet. The requirement is the willingness of employees to work with passion and responsibility. An employee who meets the job requirements is an employee who is considered to have the ability, a healthy body, intelligence, and specific education and has acquired the skills to carry out the task in question and meets the requirements that are satisfactory in terms of quality and quantity.

In general, every company is running its business can not be separated from the problem of employee productivity, as well as experienced by PT. Cipta Selaras. Therefore, it is necessary to study further the main factors that affect employee productivity in the company PT. Cipta Selaras is a company engaged in the procurement of production materials in the form of zinc alloy, which on average for each unit is carried out by more than one person who is divided according to job specifications, so to calculate the number of products produced by an employee cannot be known with certainty.

Furthermore, employee productivity is strongly influenced by many factors, one of which is work discipline. A company needs high work discipline from employees in achieving its goals optimally. A high level of discipline reflects a person's sense of responsibility for the tasks that have been assigned to him. Based on observations made by researchers at the company PT. Cipta Selaras in Pamulang, it is seen that obedience (employees to working hours is still not optimal).

It can be seen that some employees still do not come on time for no apparent reason. Things like this can affect employee productivity so that which will hinder the achievement of company goals. PT. Cipta Selaras, which is engaged in the production of shoes, uses much human

labour as the executor of the production process. With so many human factors, productivity must get special attention from the company.

Human resources are the company's main elements because the company's survival does not depend on significant capital. By providing the proper treatment, human abilities can be optimally improved so that that employee productivity can increase the company's profits. Therefore, Hasibuan (2017: 193), discipline is the awareness and willingness of a person to wait for all company regulations and social norms applicable. Singodimedjo, in Sutrisno (2016: 86) states, discipline is an attitude of willingness and willingness to obey and obey the norms of the regulations that apply around him.

Kusrianto in Sutrisno (2016:102) states, productivity is the comparison between the results achieved and the participation of the workforce per unit of time. Based on the initial findings, the authors found several problems related to discipline, including remuneration from superiors to subordinates has not been fulfilled, lack of fairness of superiors' attitudes towards employees, lack of firmness from superiors, and also related to productivity, including employee morale which has fluctuated development with a declining trend.

1. Discipline

In an organization or company, discipline is essential to all employees or employees both from the bottom level to the top management level. According to Rivai (2019: 44) argues that "Work Discipline" is a tool used by managers to communicate with employees so that they are willing to change behaviour as well as an effort to increase one's awareness and willingness to obey all company regulations and social norms that apply. applies"

2. Employee Productivity

Productivity is essential for employees, which is very important for employees in the company. With productivity, it is hoped that work will be carried out efficiently and effectively so that this is ultimately very necessary in achieving the goals that have been set. According to Tohardi in Sutrisno (2019: 46) suggests that productivity is a mental attitude. The mental attitude is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and tomorrow better than

METHOD

The type of research used is associative, and the data analysis method used is validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. While the population in this study were respondents, amounting to 56 respondents PT. Cipta Selaras in Pamulang and the sample of this study was 56 respondents

RESULT and DISCUSSION

1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analisis Analysis

Descriptive Statistics

	N	Minimum	Maximum	mean	Std. Deviation
Discipline (X)	56	30	49	37.48	4.094
Employee Productivity (Y)	56	30	48	38.68	3,422
Valid N (listwise)	56				

The discipline obtained a minimum variance of 30 and a maximum variance of 49 with a rating score of 3.748. The standard deviation of 4.094. This score is included in the scale range

from 3.40 to 4.19 with good or agrees criteria. Employee productivity obtained a minimum variance of 30 and a maximum variance of 48 with a rating score of 3,868 with a standard deviation of 3,422. This score is included in the scale range from 3.40 to 4.19 with good or agrees on criteria.

2. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,665	2,755		5.324	.000
	Discipline (X)	.641	.073	.766	8,768	.000

Based on the test results in the table above, the regression equation Y = 14.665 + 0.641X is obtained. From these equations, it is explained as follows:

1) A constant of 14.665 means that if there is no discipline, then there has been a value of employee productivity of 14.665 points.

2) The discipline regression coefficient is 0.641; this number is positive, meaning that every time there is an increase in the discipline of 0.641 points, employee productivity will also increase by 0.641 points.

b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the dependent variable. The test results are as follows:
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Table 3. Results of the Coefficient of Discipline Correlation Testing on Employee Productivity.

Correlations[b]

		Discipline (X1)	Employee Productivity (Y)
Discipline (X)	Pearson Correlation	1	.766**
	Sig. (2-tailed)		.000
Employee Productivity (Y)	Pearson Correlation	.766**	1
	Sig. (2-tailed)	.000	

Based on the test results obtained, a correlation value of 0.766 means that discipline strongly affects employee productivity.

c. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

Table 4. Results of Testing the Coefficient of Discipline Determination on Employee Productivity.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.766a	.587	.580	2,219

Based on the test results, the determination value of 0.587 means that discipline influences contribution of 58.7% on employee productivity, while the remaining 41.3% is influenced by other factors that were not researched.

d. Hypothesis testing

Hypothesis testing with a t-test is used to find out which hypothesis is accepted. Hypothesis formulation: There is a significant effect of discipline on employee productivity

Table 5. Discipline Hypothesis Test Results on Employee Productivity

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,665	2,755		5.324	.000
	Discipline (X)	.641	.073	.766	8,768	.000

Based on the test results in the table above, the value of t arithmetic > t table or (8.768 > 2.011); thus, the proposed hypothesis that discipline has a significant influence on employee productivity is accepted.

Discussion of Research Results

1. Conditions of Respondents' Answers Discipline Variables

Based on the respondent's answers, the discipline variable obtained a rating score of 3.748, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.

2. Respondents' Answer Conditions for Employee Productivity Variables

Based on the respondents' answers, the employee productivity variable obtained a rating score of 3.868, which is in the scale range 3.40 - 4.19 with good or agree on criteria.

3. The Effect of Discipline on Employee Productivity

Discipline significantly affects employee productivity with the regression equation Y = 14.665 + 0.641X; the correlation value is 0.766 or has a strong relationship with the influence contribution of 58.7%. Testing the hypothesis obtained the value of t arithmetic > t table or (8.768 > 2.011). Thus the hypothesis proposed that there is a significant effect between discipline on employee productivity is accepted.

CONCLUSION

Discipline variables obtained a rating score of 3.748 in the range of a scale of 3.40 - 4.19 with good or agreed on criteria. Employee productivity obtained a rating score of 3.868 on the 3.40 - 4.19 scale with reasonable or agreed-upon criteria. Discipline has a significant effect on employee productivity with the regression equation Y = 14.665 + 0.641X, the correlation value is 0.766 or firm, and the influence contribution is 58.7%, while other factors influence the remaining 41.3%. Hypothesis test obtained value of t arithmetic > t table or (8.768 > 2.011).

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