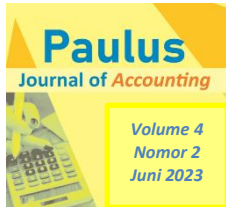


EFFECT OF WORK DISCIPLINE ON EMPLOYEE ACHIEVMENT AT DINAS PERDAGANGAN PROVINSI SULAWESI SELATAN

Nur Awaliah Widarti¹, Mahlia Muis², Julius Jilbert³

Universitas Hasanuddin

widiartinurawaliah19@gmail.com



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Abstract: The final goal to be achieved from this study is to find out how work discipline influences employee achievement at the South Sulawesi Trade Office. This study uses 2 variables, namely the independent variable is work discipline (X) and the dependent variable is work performance (Y). The population of this research is all employees of ASN as many as 75 employees. Data was collected using documentation and questionnaire methods. Descriptive statistical analysis, prerequisite test, and multiple linear regression analysis were used to test the hypotheses and processed with the help of IBM SPSS Statistics 21 were used to analyze the data. The final results of this study indicate that work discipline affects the employee achievement of the South Sulawesi Provincial Trade Service Office.

Kata Kunci:

Work Discipline¹,

Employee

Achievement²



INTRODUCTION

Human resources are the backbone of organizational life, and overall organizational success depends heavily on HR to achieve organizational success and goals. Therefore, a company or institution must have employees who are disciplined, competent, experienced and accomplished. In addition, human resources must have many skills such as knowledge, expertise, and work. No matter how sophisticated the development of technology and information, without human resources, this goal will not be achieved.

In connection with the issuance of Discipline Regulations for Civil Servants, Government Regulation Number 53 of 2010, as government officials and the community, ASN must always be able to appropriately perform their duties, for the sake of realizing a clean and authoritative government starting with upholding national discipline in ASN environment. Discipline is part of the government's main goal in order to build quality work of government employees who are effective and efficient who have high discipline and full-service loyalty in their duties and responsibilities and are oriented towards community welfare through improving service to the community.

The application of discipline is applied not only to staff but also to all employees from the leadership to employees at the operational level for the sake of public demand for good service quality. These changes are related to changes in work culture and employee behavior that lead to increased employee performance.

Discipline is a need as well as a demand for various joints of social life, especially modern society in all places and times, both in the education industry, government and private

agencies, to various public areas (Nitisemito in Sumanto (2020: 311)). Discipline is an attitude of rules, both written and unwritten.

The South Sulawesi Provincial Trade Office is the implementing element of the South Sulawesi government led by the head of the service whose task is to assist the governor in carrying out government affairs in the trade sector, which are the regional authority and assistance responsibilities assigned to the regional government.

In Table 1. Recapitulation data for the presence of employees of the South Sulawesi Province Trade Office where delays still occur frequently, even the percentage of delays increases every year.

Table 1. Recapitulation of the 2017-2019 South Sulawesi Provincial Trade Service Employee Attendance.

Year	Average Absent/Year								Average delay/ year	
	Permit	%	Without Explanation	%	Sick	%	Total	%	Late	%
2017	116	28	253	16	169	30	588	20	536	29
2018	194	33	711	40	117	21	1.022	35	609	32
2019	226	39	805	46	270	49	1.301	45	723	39

Source: Trade Office HR Data (Processed by Author) for 2023

Considering table 1., the average number off South Sulawesi trade service employees who are absent/month is the highest in 2019 at 45%. Whereas in 2019 as many as 39% the average number of employees who are late per month is very high. In light of the findings of the percentages It is evident from the table above that there are still frequent delays, the percentage of delays has increased every year. This can be one of the causes of non-optimal employee performance.

Achievement is primarily due to several Work criteria that an employee must adhere. Employees can be said to be productive if within a certain time they can complete the work assigned to them. Essentially, a worker must possess a positive outlook based on the conviction that every day must be better than the one before, as well as talents and abilities that are compatible with competency and strong work ethics.

Work performance or Performance is the outcome of a staff member's quantity and quality of work in completing tasks that are in line with the obligations given to him. (Mangkunegara, 2009). Thee point is that every job responsibility assigned to him will shape the qualityy andd quantity of his work1 to determine his achievements in his work.

Table 2. Performance Data of South Sulawesi Trade Office Employees for 3 Years (2017-2019).

Information	Year		
	2017	2018	2019
Employee work goals (SKP)	50,85	54,19	49,33
Service Orientation	85,71	90,57	84,28
Integration	87,33	87,47	82,67
Commitment	86,57	87,24	82,3
Discipline	87,66	87,6	82,51
Cooperation	86,4	87,73	82,56

Leadership	30,8	31,25	29,77
Total value (%)	81,82	85,64	79,01
Targer (%)	100	100	100
Difference (%)	18,18	14,36	20,99

Source: Trade Office HR Data (Processed by Author) for 2023

In table 2 above, it can be seen that the work targets for employees of the South Sulawesi Provincial Trade Office have increased in 2019, and it can also be seen in the employee behavior section, especially in the discipline category, there has been a decrease every year.

LITERATURE REVIEW

1. WORK DISCIPLINE

1) Understanding of Work Discipline

According to Fahmi (2016: 65), discipline is the amount of time and attention given to the task at hand, as well as the ability to accept a reprimand or punishment if the task is completed. Discipline can also be interpreted as a self-development process that leads to more effective, efficient and productive work. The purpose of discipline is to improve the work performance of an employee so as to obtain organizational goals. Discipline is essentially a training process to change the mindset, attitude and behavior of employees so that they work effectively, efficiently and productively which leads to the creation of profits and economic added value of the organization (company). (Prawironegoro and Utari, 2016:116-117)

Every employee who works in general tends to have discipline and comply with any rules or conditions set by the organization (Yusuf et al., 2019). Usually, only a minority of the organization's members are disciplined, which is why this particular employee is referred to as a "problem employee."

The types of work discipline, according to Mangkunegara in Sitorus (2020:28), are:

a) Preventive discipline

Preventive discipline is a strategy to encourage employees to participate and uphold company policies and procedures set by the organization. The purpose of preventive discipline is to encourage and encourage people to behave in discipline.

b) Corrective discipline.

Corrective discipline is an effort to move employees to identify a rule and move them to comply with the rules that apply to the organization.

c) Progressive discipline

This is an activity that provides for more severe penalties for repeated offences.

2) Factors Affecting Work Discipline

According to Singodimejo in Sutrisno (2020: 89), factors that affect work discipline are:

- The amount of compensation given
- At least there are leadership guidelines in the organization.
- At least there are fixed rules that can be used as a reference.
- The courage of the leadership in taking action.
- At least there is a leadership check
- At least there is concern for employees.
- Creating a culture that supports discipline.

3) Work Discipline Indicators.

According to Sutrisno in Sitorus (2020:28) there are several indicators of work discipline, including:

- Basic guidelines for professional attire and behavior.
- Obey company regulations

- c. Respect the rules of time.
Judging from the times too go to workk, timee to go home, and rest timee in accordancee with the ruleess that applyy in the organizationn.
- d. Obey the ruleess of conductt at workk.
based on numerous methods of working in line with the position's responsibilities, obligations, and manner of interacting with other work unit teams.

EMPLOYEE ACHIEVEMENT

1) Understanding of Employee Achievement

An organization is a group of individuals with a variety of skills (knowledge), who are interdependentt with one anotheerr, who are trying to achieve their shared goals by making use of the resources already available. Basicallly the commonn goals to bee achieved by an organizationn or agency is to achieve profit. Thereforee, employeeess who havee high work performancee are neededd.

According to Maier in Fahmi (2017: 17) provides a definition of work performance which is a person's success when doing a job. From these limitations, it is clear what is meant by workk performancee is the result1 that has beenn achieved by someonee according to the standards that apply to the job in question.

2) Factors Affecting Employee Achievement

According to Steers in Sutrisno (2007: 151) states that individual work performance creates a combined function of three factors, namely:

- a. A worker's abilities, behavior, and interests.
- b. Clarity and acceptance of explanation of employee roles .
- c. Standard of work motivation

Although each factor may have important characteristics when considered separately, it is the combination of these factors that is most effective at enhancing overall organizational performance.

3) Employee Achievement Indicators

Performance indicators in Sutrisno (2014: 152), namely:

Performance indicators in Sutrisno (2014: 152), as follows:

- a. Results of work. The level of quantity and quality that has been obtained and the way supervision is carried out.
- b. Knowledge of work. The stage of understanding related to work which will directly affect the quality and quantity of the work.
- c. Incentives. Incentives given while carrying out their work, especially in terms of problems that exist in the future.
- d. Mental prowess. Ability and alertness in receiving work orders and adjusting to the way of work and existing work situations.
- e. Attitude. A positive attitude and strong work ethic are very important when carrying out their job duties.
- f. Absenteeism and time discipline. Time discipline in attendance.

HYPOTHESIS

H₀: Workk disciplinee has a (+) and significantt effectt on employeee performancee

H_a: Workk disciplinee has a (-) and insignificant effect on employeee performancee

CONCEPTUAL FRAMEWORK



Figuree 1. Conceptual Model

RESEARCH METHODS

Location and Research Design

Pre-researchh locations were conducted at the South Sulawesi Provincial Trade Office. In testing data analysis using the SPSS program, it is carried out to analyze simple linear regression data.

Population and Sample

The populationn used as the sample in thiss studyy were all ASN employeess at the Trade Office of thee Province of South Sulawesi, totaling 75 respondents. The technique used to determine the sample is a saturated sample, because the number of population is not taken using a saturatedd samplee, because the numbers of populationn is not enough 100 people.

Method of collecting data

The dataa usedd is quantitative. For the dataa collectionn process using primaryy data, namelyy dataa obtainedd directly by researcherss without using intermediaries. The data collection1 process wass carriedd out by distributingg questionnaires. Variable measurement using a liker scale

DATA ANALYSIS METHOD

Simplee Linearr RegressionnTest

Simple linearr regressionn test is used to determinee the influence of work discipline on employee performance. Thee research resultss are shown below:

Table 3, Simple Linear Regression Test

Variables	Price R			Price t		Coefficient		Information
	Rhitung	Rtabel	R ²	Thitung	Ttabel	X	Y	
X-Y	0,621	0,227	0,385	6,763	1,668	0,578	22,403	Positif dan signifikan

Source: Results of 2023 Primary Data Processing

Basedd on the SPSS1 completion data in tablee 3. simple linear regression, it can be expressed in the following equation:

$$\text{Work Performance (Y)} = 22.403 + 0.578X$$

This equation states that the constant value is 22.403, the regression coefficient is 0.578. That is, every increassee in workk disciplinee by 1%, work performancee willl alsoo increassee.

RESEARCH RESULT

Characteristics of Respondents

Characteristics related to respondents' understanding of the research object which provides research results regarding the influence of work discipline on employee performance. From the data that has been collected, from 75 respondents the researcher obtained information.

Categories Based on Gender

Table 4. Characteristics by Gender.

Gender	Frequency (f)	Percentage(%)
Man	53	71
Woman	22	29
Total	75	100

Source: Primary Data, 2023

Table 4 shows that the percentage of male employees at the South Sulawesi Provincial Trade Office is higher than that of female employees. This is because tasks such as in the field of consumer protection and orderly trade, in the field of trade distribution service centers and others at the South Sulawesi Provincial Trade Service require male workers.

Characteristics Based on Education Level

Table 5. Characteristics Based on Education Level

Level of education	Frequency (f)	Percentage (%)
SLTA	8	11
D-III	4	5
D-IV	10	13
S1	35	47
S2	18	24
Total	75	100

Source: Primary Data, 2023

According to table 5 above, it shows that most of the employees of the South Sulawesi Provincial Trade Office have a bachelor's both a bachelor's and a master's degree level of education. So that the formal education of employees can be categorized as very good. This can help DISDAG of South Sulawesi Province to achieve its goals, because individuals who obtain formal education to a higher level will have a more creative and innovative mindset.

Characteristics Based on Age

Table 6 Characteristics Based on Age

Age	Frequency (f)	Percentage(%)
30-39 Tahun	19	25
40-49 Tahun	26	35
50-59 Tahun	30	40
Total	75	100

Source: Primary Data, 2023

Table 6 shows that 40% of employees at the South Sulawesi Provincial Trade Office are aged 50-59 years. In some theories it is stated that employees at a young age are more productive than employees at an old age, but employees in that age range have more experience than employees at a young age and at that age are included in the productive age to accept responsibility.

Characteristics Based on Length of Service

Table 7. Characteristics based on length of service

Length of service	Frequency (f)	Percentage (%)
1-9 Tahun	15	20
10-19 Tahun	30	40
20-29 Tahun	21	28
30-39 Tahun	9	12
Total	75	1000

Source: Primary Data, 2023

Based on table 7 above, it shows that as many as 40% of employees at the Trade Office of the province of South Sulawesi have served as ASN within a period of 10-19 years. This can be a reference that employees have more experience, so that employees can have better quality work in achieving organizational goals and functions.

INSTRUMENT TEST

Validity test

The validity test tests how well the instrument is made to measure certain concepts. A questionnaire can be said to be valid if the statements on the questionnaire can reveal something that is measured by the questionnaire. The validity test is calculated by comparing the values of r_{count} and r_{table} , if $r_{count} > r_{table}$ (significant level of 5%) then the item statement is declared valid. The following are the results of the questionnaire validity test, namely:

Table 8. Validity Test Results

Variabel	Item	R_{count}	R_{table}	Information
Work Discipline	1	0,460	0,224	Valid
	2	0,522	0,224	
	3	0,492	0,224	
	4	0,558	0,224	
	5	0,609	0,224	
	6	0,467	0,224	
	7	0,514	0,224	
	8	0,575	0,224	
	9	0,636	0,224	
	10	0,469	0,224	
	11	0,483	0,224	
	12	0,387	0,224	
	1	0,577	0,224	
	2	0,635	0,224	
	3	0,445	0,224	
	4	0,382	0,224	

Employee Achievement	5	0,579	0,224	Valid
	6	0,504	0,224	
	7	0,398	0,224	
	8	0,635	0,224	
	9	0,436	0,224	
	10	0,474	0,224	
	11	0,516	0,224	
	12	0,438	0,224	

Source: Processed via IBM SPSS Statistics 21

Considering the test outcomes in table 8 above, the results of the validity test stated that all the work discipline statement items used had r_{count} higher than r_{table} ($r_{count} > 0.224$). So it can be concluded that the instrument of work discipline statements on work performance is valid.

Reliability Test

The reliability test was carried out to find out whether the instrument has consistency when measuring with a questionnaire is carried out from time to time. The questionnaire is declared reliable iff the *Cronbach Alpha* value is higher than 0,60. The following are the results of the reliability test for the two variables of this study, namely:

Table 9. Reliability Test Results

Variables	<i>Cronbach Alpha</i>	Information
Discipline	0,721	Reliable
Performance	0,745	Reliable

Source: results of data processing in 2023

Table 9 illustrates the reliability test results show that all variables have *Cronbach Alpha* greater than 0,60, so that it can be said that all variables in this study are reliable.

HYPOTHESIS TESTING

T test

Table 10. T test results

Model	Unstandardized Coefficients		Standardized coefficients Beta	T	Sig.
	B	Std. Error			
(constant)	22,403 ,578	4,357 ,085	,621	5,141 6.763	,000 ,000
1 TOTALX					

Source: crunched via IBM SPSS, 2023

Table 10 shows the t_{count} value is 6.763 and the t_{table} is 1.668 at a significant level of 5%. comparison of $t_{count} > t_{table}$ ($6.753 > 1.668$) which means that H_a is accepted. So it can be said that there is a significant influence of work discipline on work performance.

Determination Coefficient Test

Table 11. Test Results for the Coefficient of Determination

Model	R	R Square	Adjusted R square	Std. Error of the Estimate
1	,621 ^a	,385	,377	3,10277

a. Predictors: (Constanta), TOTALX

b. Dependent Variable: TOTALLY

Source: crunched via IBM SPSS, 2023

Through Table 11 above, it can be seen that the rcount is 0.621. Itt can be seenn thatt the correlation coefficient shows a positivee valuee of 0.621, whichh means1 thatt workk discipline has a positivee influence and has a strong relationship.

As forr thee coefficientt of determinationn (R Squaree) of 0.385, which meanss 38.5%, the influencee of employee performance is explained by work discipline. As for 61.5% of the deficiencies are factors or other variables that affect employee performance that are not explained in this study.

DISCUSSION

Work discipline in general hassa significant effect on improvingg employeee achievement. High performance disciplinee mustt alwayss be maintainedd, event mustt bee continuously improved. employees with high discipline are expected to be able to work better as much as possible to improve their performance as well. disciplined employees tend to be more punctual in completing their duties.

Accordingg to the findingss of the T-test analysis, itt states thatt the values off t_{count} iss greater than t_{table} , so it can bee seen thatt thee influence off work discipline on employeee achievementt at the South Sulawesii provincial trade service is significant. If you look at the test of the coefficient of determination, it shows that the influencee of workk disciplinee variables on employeee achievement is in thee low category and theree is a positivee correlation between work disciplinee and employeee achievement.

Basedd onn thee explanation above, itt can bee concluded that work discipline has a positivee and significantt effectt on thee employeee achievement of employees of the South Sulawesi Province Trade Office. This is because workk discipline iss onee of the factorss for employeee achievement.

With increased work discipline, it is hoped that the work performance of the employees of the South Sulawesi Province Trade Office will also improve. This is in accordance with the results carried out in this study, where thatt iff workk disciplinee increases byy 1%, employee performance willl also increassee byy 1%.

CONCLUSION

The resultss of the researchh show thatt thee effectt off workk disciplinee on employeee achievement at the South Sulawesi provincial trade service has a positivee andd significantt influence. The resultss off thee study also show thatt thee correlation coefficientt iss positivee, namely 0.621, which meanss thatt thee influence of workk disciplinee hass aa strong influence andd relationship too employeee achievement. Then thee valuee off thee coefficientt of

determinationn (R2) iss 0.385 (38.5%) changes in employeee achievement are explained by work discipline.

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