WORK DISCIPLINE EFFECT ON EMPLOYEE PERFORMANCE AT THE ARTHA MITRA ABADI JAYA SAVINGS AND LOAN COOPERATIVE, MAGELANG CITY

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Abstract

The purpose of this study is to ascertain the effect that workplace discipline has on the staff at KSP Artha Mitra Abadi Jaya Magelang City. The population and sample for this study, which includes all 30 employees of KSP Artha Mitra Abadi Jaya Magelang City, were selected using quantitative methods. Because every member of the population was sampled, saturated sampling was utilized in this investigation and employed a questionnaire that was provided to participants to gather data, which was then processed using the data analysis methodology, which included the t researchers test, basic linear regression analysis, and the classical assumption test. The study's findings indicate that KSP Artha Mitra Abadi Jaya Magelang City employees' performance is significantly influenced by work discipline.

Keywords: Savings and Loan Cooperative, Performance, Work Discipline

1. INTRODUCTION

A company must have its own goals to achieve success. Usually, the company's goals are written in the vision and mission of the company itself. The company's vision can be defined as the main goal or long-term plan to be realized by the company. While the company's mission is a description of how the company can realize its main goals. The vision and mission will be achieved if the company has the right strategy and management.

The achievement of company goals cannot be separated from supporting management. Can be aware that management and human resources are the most essential components of a business. The management function is essential to the company's continued existence. The company's objectives will be attained through a series of activities involving the planning, management, direction, and efficient utilization of human resources. Management strategies can also help companies to adapt to the changes that occur. Without a management, the company will not run smoothly and balanced.

Human resources as movers, planners, and thinkers are just as vital as management in a corporation (Ismaya, 2022). The human resource (HR) is responsible for managing human resources (HR) and human resource management in the company (Muardi et al., 2022). Work performed by an employee must be effective and efficient. The quality and quantity of employees are proportional to the needs and placement of the appropriate workforce, as well as their preferences and expertise. Thus, the work ethic and work discipline will contribute more effectively to the achievement of the organization's objectives. Work discipline can reflect the performance of employees within a company and uphold existing rules and regulations in order to achieve the greatest possible results

(Dirgantara et al., 2021). Not only that, with the implementation of work discipline, it will form a safe and comfortable company environment. This will be a problem if employees are not disciplined work will be delayed and hinder the achievement of company goals.

KSP Artha Mitra Abadi Jaya Magelang City is a cooperative institution engaged in the savings and loan business located on Jl. Length No. 021, Kemirirejo, Central Magelang, Magelang City. This cooperative plays a role in empowering the economy of its members and creating an advanced, just and prosperous society with its main activities collecting deposits/terms savings and providing loans to members, prospective members, and other cooperatives. In carrying out its activities, cooperatives have many employees and different backgrounds. This requires a company to have a leader who is able to manage the work discipline of its employees in order to achieve company goals.

2. LITERATURE REVIEW
2.1. Work Discipline

Discipline can be understood as the disposition of a person who adheres to the prevailing social norms (Edi in (Felicia et al., 2020)). Sastrohardiwiryo said that discipline is an attitude that respects, appreciates, obeys the applicable regulations, both written and unwritten rules and is able to receive sanctions if he is negligent in carrying it out (Alimah, 2020). According to Siagan in Suwondo & Sutanto (2015) work discipline is an act of management to regulate members of the organization to comply with the demands of various provisions. Work discipline is the attitude and behavior of someone who has the intention to comply with all existing regulations in the organization/company for self-awareness to comply with these regulations (Helmi, 2003).

The discipline of an employee is very much needed by the company, because if a company has employees who do not apply work discipline, the company's goals will be hampered. With the implementation of work discipline, it will have a positive impact on the company and the employees themselves. For companies, work discipline is able to ensure the maintenance of order and continuity of duties so as to get maximum results. As for employees with work discipline, it will create a comfortable work atmosphere and will increase employee morale.

The indicators for work discipline according to Sastrohadiwiryo in Saleh & Utomo (2018) that is :

1) Attendance frequency

   This is the initial indicator of discipline. Those with poor work discipline are accustomed to arriving late to work.

2) High alert level

   Employees with a high level of vigilance will always be cautious, thorough, and methodical in their work, and they will always use resources effectively and efficiently.

3) Adherence to work standards

   Employees can be said to have good work discipline if they always complete their duties in accordance with procedures and responsibilities for work results

4) Compliance with company regulations

Employees who comply with work regulations will always adhere to work rules/guidelines and will never disregard company-established work procedures.

5) Work Ethics

Work ethics are normative standards containing a set of values and moral principles that guide employees in carrying out their job responsibilities inside the organization.

2.2. Employee performance

According to Hasibuan in Alimah (2020) performance is the result of work accomplished by people or groups within an organization in accordance with their respective duties in order to accomplish organizational objectives. Mangkunegara in Safrida (2019) performance is the consequence of the quality and amount of work accomplished by an individual in the course of carrying out their obligations in line with their assigned duties.

Therefore, it can be inferred that employee performance is the outcome of the employee's labor in accordance with specified criteria to fulfill company objectives. According to Robbins in Isvandiari & Anang Purwanto (2017) there are 6 things that can affect employee performance, namely:

1) Quality

Every employee is required to produce work that is in accordance with the quality expected by the company by meeting certain requirements.

2) Quantity

Quantity is the performance given by the employees. When planning a job description, performance levels can be measured in a targeted way. Therefore, measuring the quantity of performance can be more easily done by the administrator of the company or organization.

3) Punctuality

Punctuality is the degree to which an activity is completed at the start of a given time, aligned with baseline results and intended to maximize the time available for other activities.

4) Effectiveness

The effective use of resources has an impact, especially in optimizing existing resources to achieve maximum performance and achieve company or organizational goals.

5) Independence

Independence is the level of an employee's ability to carry out their duties.

6) Work commitment

Work commitment is an employee's compliance with the implementation of workplace policies and rules at work.

3. RESEARCH METHODS

This study employs a quantitative approach to associative research. Researchers utilize quantitative method to analyze a sample or population using random data gathering techniques and statistical data processing to test hypotheses (Darna & Herlina, 2018). The research was conducted at the Artha Mitra Abadi Jaya Savings and Loan Cooperative, Magelang City, which is located on Jl. Panjang No.21, Kemirirejo, Kec. Central Magelang, Magelang City.

This research utilizes both primary and secondary data. Where primary data is obtained by the distribution of questionnaires to respondents, namely personnel of KSP Artha Mitra Abadi Jaya, Magelang City. Questionnaire is one method of data collection which is done by making a list of statements containing predetermined indicators and will be given to respondents. To determine the value of the questionnaire answers from each statement with a modified Likert scale. According to Sugiyono (2017) the Likert scale is an instrument measurement scale to measure the opinions, perceptions, and attitudes of individuals or groups related to facts and social phenomena.

SS	= Strongly Agree	(score 5)
S	= Agree	(score 4)
N	= Neutral	(score 3)
TS	= Disagree	(score 2)
STS	= Strongly Disagree	(score 1)

Secondary data were collected from a variety of sources, such as company data and literature pertinent to the subject of the study.

Quantitative research demands a population and a sample without question. The population is a group of participants in a certain region that will be investigated, and conclusions will be formed from this research (Supardi, 1993). While the sample is a portion of the population, it is representative of the population as a whole. The sample represents a subset of the total population (Amirullah, 2015). All thirty participants in this study were employees of KSP Artha Mitra Abadi Jaya Magelang City. All members of the population will be sampled, and the results will be used to describe the population because the population is quite tiny and less than 100 individuals. In this study, validity and reliability tests were utilized to analyze the data. Test the hypothesis using a straightforward linear regression test and t test.
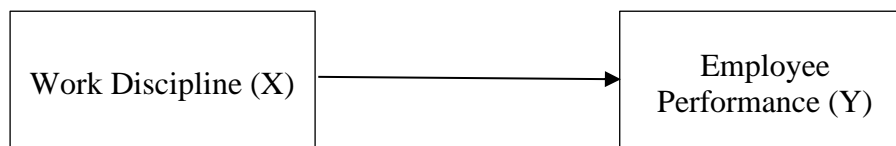
3.1. Theoretical Framework

Figure 1. Theoretical Framework

3.2. Research Hypothesis

H0   = There is no significant effect between Work Discipline (X) on Performance
        Employee (Y) KSP Artha Mitra Abadi Jaya Magelang City.
Ha   = There is a significant influence between Work Discipline (X) on Performance
        Employee (Y) KSP Artha Mitra Abadi Jaya Magelang City.

4. RESULTS AND DISCUSSION
4.1. Analysis Results
4.1.1. Analysis of Variable Validity Test

Validity Test is used to test the validity of the research questionnaire. Based on the validity test output presented, it can be seen that all items that are indicators of research variables, namely work discipline and employee performance are declared valid. The data in this study can be said to be valid if the value of r-statistic > r-table. The r-table for 30 respondents is 0.361.

Table 1. Work Discipline Validity Test

Work Discipline Validity			
Statement	**r-statistic**	**r-table**	**Information**
Statement 1	0,804		
Statement 2	0,731		
Statement 3	0,515		
Statement 4	0,411	0,361	Valid
Statement 5	0,756		
Statement 6	0,611		
Statement 7	0,684		
Statement 8	0,774		

Source: Data processed, 2022

Based on table 1, it can be seen that the test of the validity of the Work Discipline (X) variable that has been given to 30 respondents by having 8 statement items is declared valid because the r-statistic > r-table with a significance level of 5%, the r-table value is obtained by 0,361 and feasible to use for data collection.

Table 2. Work Discipline Validity Test

Employee Performance Validity			
Statement	**r-statistic**	**r-table**	**Information**
Statement 1	0,563		
Statement 2	0,617		
Statement 3	0,639		
Statement 4	0,755	0,361	Valid
Statement 5	0,454		
Statement 6	0,534		

Source: Data processed, 2022

Looking at the data in table 2, it can be concluded that the validity test of the Employee Performance variable (Y) which has been given to 30 respondents by having 6 statement items can be said to be valid because the r-statistic value > r-table with a significance level of 5%, then the r-table value is obtained. of 0,361 and is feasible to use for data collection.

4.1.2. Reliability Test Analysis

Table 3. Variable Reliability Test

Variable	Alpha Cronbach	r-table	Information
Work Discipline	0,823		
Employee performance	0,618	0,60	*Reliable*

Source: Data processed, 2022

The reliability provisions determined from the Cronbach's Alpha scale are 0.60 with a significance value of 5%. Based on the data in table 3, it is known that Cronbach's Alpha value for the Work Discipline variable (X) is 0.823 and the Employee Performance variable (Y) is 0.618. It can be concluded that the value of the reliability coefficient is reliable because it is greater than 0.60 so that it can be used as a research instrument.

4.1.3. Classical Assumption Test Analysis

1) Normality Test

In order to evaluate whether or not the residual value follows a normal distribution, it is necessary to carry out an examination of the data's normality. The Kolmogorov-Smirnov test was utilized in this research to determine whether or not the data exhibited normality. A well-designed regression model will have a residual value that follows a normal distribution and have a significance level that is > 0,05.

Table 4. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters, [b]	Mean	.0000000
	Std. Deviation	1.70619603
Most Extreme Differences	Absolute	.111
	Positive	.111
	Negative	-.086
Test Statistics		.111
asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Source: Data processed, 2022

The significant value/Asymp is known based on the normalcy test findings presented in Table 4. Sig. (2-tailed) of 0,200 > 0,05 As the residual value is bigger than 0,05, it may be concluded that it follows a normal distribution.

2) Heteroscedasticity Test

Heteroscedasticity testing seeks to determine whether there is an inequality in variance or residuals between observations in a regression model. In this investigation, the glejser test was utilized. There is no heteroscedasticity issue if the significance value (Sig) of the independent variable with absolute residual is > 0,05.

Table 5. Heteroscedasticity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.593	1,599		.371	.714
	WORK DISCIPLINE	.022	.047	.087	.460	.649

a. Dependent Variable: Abs_Res

Source: Data processed, 2022

According to table 5, the significant value of the independent variable with absolute residual from the heteroscedasticity test using the Glejser technique is 0,649% > 0,05. So, in this investigation there is no resemblance between variances or residuals across observations.

4.1.4. Simple Linear Regression Analysis

The effect of one independent variable (X) on the one being studied (the dependent variable) was investigated by using an approach known as simple linear regression analysis (Y). If the significance value is < 0.05, then the relationship between the X variable and the Y variable is affected, and vice versa.

Table 6. Simple Linear Regression Analysis Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.844[a]	.713	.703	1.73640

a. Predictors: (Constant), WORK DISCIPLINE

Source: Data processed, 2022

Table 6 describes the correlation/relationship (R) value, which is 0.844. Based on these outcomes, the coefficient of determination (R Square) is 0.713, indicating that the Work Discipline variable has a 71.3% effect on the Employee Performance variable, while the remaining effect is due to unaccounted-for variables.

Table 7. Simple Linear Regression Analysis Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.684	2.610		.645	.524
	WORK DISCIPLINE	.639	.077	.844	8.343	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data processed, 2022

According to Table 7, the Constant (a) value is 1684, and the Work Discipline (b/regression coefficient) value is 0639. Thus, the equation for regression can be expressed as follows:

$$Y = 1,684 + 0,639X$$

This shows that the constant value (a) of 1.684 means that if work discipline (X) is 0, then the performance of KSP Artha Mitra Abadi Jaya employees in Magelang City has a value of 1,684.

The work discipline variable (X) has a regression coefficient of 0,639, which indicates that if the work discipline variable grows by 1 unit, the employee's performance will increase by 0,639 units, bringing the value of the employee's performance to 2,377. A positive coefficient shows a favorable association between the Work Discipline (X) and Employee Performance (Y) variables (Y).

The constant value and regression coefficient value calculations at KSP Artha Mitra Abadi Jaya, Magelang City indicate that the Work Discipline variable (X) has a positive and statistically significant effect on the Employee Performance variable (Y).

4.1.5. T Test (Partial Test)

T test in this research was carried out to find out whether or not the independent variable (X) had any kind of influence, even if just in some small way, over the dependent variable (Y). If the significance value is less than 0.05 or the t-statistic is more than the t-table, then it may be claimed that the independent variable (X) has an influence on the dependent variable (Y). In this study, the previously determined significant value of a was 5% or 0,05 and dk = nk-1 (30-2 = 28) the t-table value was 2,048.

Table 8. T Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,684	2.610		.645	.524
	WORK DISCIPLINE (X)	.639	.077	.844	8,343	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)

Source: Data processed, 2022

Based on the significance value achieved at $0.00 < 0.05$ and the t-statistic value $8,343 >$ t-table $2,048$, the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted, indicating a substantial relationship between Work Discipline (X) and Employee Performance (Ha) (Y).

4.2. Discussion

Several indicators were employed as research tools to measure Work Discipline Variables (X) and Employee Performance Variables (Y). Before analyzing the data, it is required to validate the data collection instrument using validity and reliability tests on variables. The data are then processed using SPSS 26 software and the classical assumption test, simple regression analysis, and t test.

According to the results of the preceding data analysis, it is known that there is a significant correlation between the independent variable (work discipline) and the dependent variable (employee performance), as indicated by the significance value of the simple linear regression test for the work discipline variable being $0.639 > 0.05$

Changes in employee performance scores at KSP Artha Mitra Abadi Jaya Magelang City can be predicted using the equation $Y = 1,684 + 0,639X$ if the work discipline score changes. The coefficient is positive, indicating that there is a positive link between factors, such as a rise in the quality of work discipline will lead to an increase in employee performance at KSP Artha Mitra Abadi Jaya, Magelang City.

5. CONCLUSION

The significance value achieved at $0,00 < 0,05$ and t-statistic value $8,343 >$ t-table $2,048$ indicate that, if work discipline has a substantial influence on employee performance at KSP Artha Mitra Abadi Jaya, Magelang City, it may be deduced from this study. The results of the data analysis indicate that work discipline influences employee performance at KSP Artha Mitra Abadi Jaya Magelang City by 71.3%, with the remainder influenced by variables not assessed in this study.

From the conclusions above, suggestions that can be put forward related to the problems in this research are to all employees of KSP Artha Mitra Abadi Jaya Magelang City to maintain and continue to improve their work discipline because it greatly influences performance and maintains good cooperation between colleagues. Reinforce punitive sanctions so that employees are not negligent in carrying out their duties. It is recommended for future research, to analyze the aim of research in a more meaningful

manner by incorporating additional variables outside the scope of this study that can effect employee performance.

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