



The influence of work discipline on the performance of PT employees. at griya pratama (yomart) garut city 35 area

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ABSTRACT

This research aims to evaluate the influence of discipline on employee performance at PT. Griya Pratama (YOMART) Garut City Region 35. The research method used was quantitative using SPSS version 26 statistical tools. Respondents consisted of 41 employees from 6 Yomart stores branch 35 Garut City who filled out a questionnaire as a data source. The results of the analysis show that there is a significant relationship between the level of work discipline and employee performance, with a correlation coefficient of 0.768, indicating a strong relationship. Work discipline can explain around 58.9% of the variation in employee performance, with the remaining 41.1% influenced by other factors not studied. Hypothesis testing confirms the significant influence of work discipline on employee performance, with a significance value of $0.000 < 0.05$. Thus, it can be concluded that the implementation of work discipline has a positive effect on employee performance achievement at PT. Griya Pratama (YOMART) Garut City Region 35. This conclusion provides a basis for company management to consider strategies for improving work discipline culture in order to achieve optimal performance from its human resources. The implication is that work discipline has a key role in achieving organizational goals and increasing the company's competitiveness amidst competitive market dynamics.

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1. INTRODUCTION

The role of human resources (HR) is very crucial in achieving company goals. Human resources not only involve aspects of workforce management, but also focus on developing, empowering and maintaining the sustainability of human resources in the company (Tyas & Sunuharyo, 2018). Companies can create human resources who are not only reliable in skills and knowledge, but also

resilient in facing challenges and contributing optimally to achieving common goals (Astutik, 2016). High employee performance is very important for the company's success. High-performing employees have a positive impact on productivity, innovation, customer satisfaction and overall company sustainability (Hasibuan, 2019). Improving employee performance is not only about achieving company goals, but also about building a dynamic, productive and motivating work environment. These efforts not only bring benefits to the company, but also create conditions that support long-term development and sustainability (Wairooy, 2017). The success of an organization cannot be measured only by the final results or output produced. A holistic evaluation that focuses on output, processes, benefits and the impact of an organization on community welfare provides a more complete picture of an entity's performance (Dewi, 2020).

Discipline, standards and good work abilities are key elements that can influence employee work results and ensure that output meets company quality standards (Lestari & Afifah, 2020). A high discipline attitude reflects strong responsibility for tasks, and this can be a driving force for enthusiasm at work. Apart from that, implementing good work discipline also involves compliance with the regulations and social norms that apply in the company (Saputri et al., 2021). Discipline is the main foundation in an organization and plays a crucial role in determining employee performance. Discipline provides a stable and structural basis for maintaining operational sustainability, productivity and achieving company goals (Gito Septa Putra & Jhon Fernos, 2023). Lack of discipline can create instability in the smooth running of company activities, with a lot of work not being completed within the stipulated time. Therefore, the importance of discipline as a basis for rules and regulations becomes apparent. The hope for implementing the rules well is that company activities can run without obstacles, and employees can focus more on improving their performance. By creating a culture of discipline, companies can optimize operational efficiency, reduce delayed work, and support goal achievement more effectively (Afianto & Utami, 2017).

In connection with the influence of work discipline on performance, previously there has been research conducted by (Syafrina, 2017) that work discipline has a positive and significant effect on employee performance at PT. Like Dawn Pekanbaru. For the author himself, he conducted research at PT Griya Pratama (YOMART) Garut City 35 Region.

PT Griya Pratama (YOMART) Garut City 35 Region, which includes six stores in several strategic locations, shows quite a large scale in its operations. With shops at Yomart Ciledug, Yomart Pembangunan, Yomart Bratayuda, Yomart Cilawu, Yomart jl. Merdeka, and Yomart Guntur, these companies have a significant presence in the region. The importance of reliable and competent human resources (HR) at PT Griya Pratama is the main focus. By having around 10 shop employees per shop, this company recognizes that its success really depends on the quality of human resources. With a total of 41 employees in the 35 Garut City area, PT Griya Pratama emphasizes that developing HR competency is the main key in achieving the company's vision and mission.

An unstructured interview conducted by the author with the regional coordinator at one of the branches, especially at Yomart Bratayuda. From the explanation given by the regional coordinator of PT. Griya Pratama (YOMART) regarding Human Resources, it appears that the company is facing a number of problems that affect employee performance. Some of the problems expressed include: 1) Lack of Awareness of Duties and Responsibilities, 2) Low Work Discipline, 3) Non-compliance with Work Orders. These problems reflect the importance of improving the management and development of Human Resources at PT. Griya Pratama. Efforts to increase awareness, discipline and obedience to company duties and regulations can be a strategic focus in efforts to improve employee performance. Implementing training, stricter monitoring, and applying appropriate incentives may be a solution to overcome these problems.

The aim of the research is to find out whether work discipline has a significant effect on employee performance at PT Griya Pratama (YOMART) Garut City 35 Region.

2. RESEARCH METHOD

The research method used by the author in this research is a quantitative method with a descriptive method approach and an associative method. The application of the descriptive method aims to describe and analyze the relationship between work discipline and employee performance. Descriptive methods are also used to test the hypothesis whether there is a significant relationship between work discipline variables and employee performance.

Apart from that, the author also used an associative method in this research. The associative method aims to identify and analyze the cause-and-effect relationship between work discipline and employee performance. By using this approach, research can explore the extent to which there is a relationship between the level of work discipline and employee performance in the context of this research.

In this research, the population determined was all employees of PT. Griya Pratama (YOMART) Region 35 Garut, totaling 41 employees. This population includes all individuals who meet the criteria as employees in the region. so the sample from this research is all employees of PT. Griya Pratama Region 35 Garut, totaling 41 employees.

The data analysis techniques used were validity tests, reliability tests, table analysis, rating scales, correlation tests, coefficient of determination tests and hypothesis tests.

3. RESULTS AND DISCUSSIONS

3.1 Results

Correlation Coefficient Test

Table 1
Correlation Coefficient of Discipline on performance
Correlations

		Personal Selling	Purchase Decision
Discipline	Correlation Coefficient	1.000	.768**
	Sig. (2-tailed)	.	.000
	N	41	41
Performance	Correlation Coefficient	.768**	1
	Sig. (2-tailed)	.000	.
	N	41	41

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Primary Data Processing Results, 2023

Based on the interpretation of the SPSS output results, the Spearman Rank correlation coefficient of 0.768 indicates that there is a strong and positive relationship between the Discipline variable and Employee Performance at PT Griya Pratama (YOMART) Garut City 35 Region. By being in the interval 0.600 - 0.799, this correlation coefficient indicates the level There is a fairly high relationship between work discipline and employee performance.

Thus, it can be concluded that an increase in the Discipline variable will be positively correlated with an increase in employee performance. Conversely, a decrease in the level of discipline will also be correlated with a decrease in employee performance. Therefore, implementing or improving policies and programs that support improving work discipline is expected to have a positive impact on improving employee performance at PT Griya Pratama (YOMART) Garut City 35 Region.

Coefficient of Determination Test

$$\begin{aligned}
 Kd &= r^2 \times 100\% \\
 &= 0,768^2 \times 100\% \\
 &= 0,589 \times 100\%
 \end{aligned}$$

= 58,9%

From the results of SPSS data analysis and calculations, it can be concluded that the contribution of discipline to employee performance at PT Griya Pratama (YOMART) Garut City 35 Region can be measured using the coefficient of determination (R-squared). The R-squared of 58.9% indicates that the Discipline variable can explain around 58.9% of the variation in the employee performance variable.

However, the remaining 40.9% of the variation in employee performance cannot be explained by the Discipline variable in this study. Other factors not examined in research, such as education, skills, mental attitude, motivation, nutrition and health, income level, social security, work environment and climate, production facilities, and opportunities for achievement, can contribute to variations in employee performance that are not can be explained by the Discipline variable.

Therefore, to understand more comprehensively the factors that influence employee performance, further research or analysis involving these additional variables may be necessary. This can help companies design more holistic and effective human resource management strategies.

Hypothesis testing

Table 2
T Test Calculation Results

Coefficients ^a		Unstandardized		Standardized	T	Sig.
Model		Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	11.429	3.875		2.950	.005
	Discipline	1.697	.229	.765	7.415	.000

Source: Primary Data Processing Results, 2023

Based on the results of the SPSS output and t test (partial), it can be concluded that there is a significant influence between the Discipline variable on employee performance at PT Griya Pratama (YOMART) Garut City 35 Region. This is reinforced by the significance value of 0.000 which is smaller than the level significance is generally set at (0.05).

These considerations lead to acceptance of the alternative hypothesis (Ha) and rejection of the null hypothesis (Ho). In particular, the calculated t value of 7.415 is greater than the t table value of 2.019. Therefore, it can be concluded that there is a positive and significant influence between the level of work discipline and employee performance.

These findings provide strong support for the hypothesis that work discipline has a significant contribution to employee performance at PT Griya Pratama (YOMART) Garut City 35 Region. This provides a basis for considering management strategies and policies that focus more on increasing the level of work discipline in order to improve employee performance overall.

3.2 Discussions

This research was conducted to evaluate the influence of work discipline on employee performance at PT Griya Pratama (YOMART) Garut City 35 Region. Testing was carried out through a simple correlation coefficient test, coefficient of determination test, and hypothesis testing using the statistical tool SPSS version 26. Respondents were 41 employees from 6 Yomart stores branch 35 Garut City filled out a questionnaire as a source of quantitative data.

The results of the correlation coefficient analysis show that there is a close relationship between work discipline and employee performance with a coefficient value of 0.768. Based on interpretation guidelines, this value can be categorized as a strong relationship. The coefficient of determination of 0.59 indicates that around 58.9% of the variation in employee performance can be explained by work discipline variables. The remainder, amounting to 41.1%, may be influenced by other factors not studied.

Hypothesis testing using the t test (Partial) shows that work discipline has a significant influence on employee performance in this company, with a significance value of $0.000 < 0.05$. The calculated t value of 7.415 also exceeds the t table value of 2.019, resulting in rejection of the null hypothesis (H_0) and acceptance of the alternative hypothesis (H_a). Thus, it can be concluded that there is a significant influence between work discipline and employee performance.

This finding is in line with the views of Sedarmayanti (2017:343), who identified factors such as education, skills, motivation, mental attitude, work ethics, nutrition and health, income level, social security, work environment and climate, Pancasila industrial relations, facilities production, management, and opportunities for achievement as influences on employee performance. Apart from that, previous research by (Ery Teguh Prasetyo, 2019) also supports the finding that discipline variables have a significant influence on employee performance.

Thus, work discipline plays a key role in improving employee performance at PT Griya Pratama (YOMART) Garut City 35 Region. The implication is that company management can consider strategies to improve work discipline in order to achieve optimal performance from its human resources.

4. CONCLUSION

Based on the results of research regarding the influence of discipline on employee performance at PT. Griya Pratama (YOMART) Garut City 35 Region, it can be concluded that there is a significant relationship between the level of work discipline and employee performance achievement. The strong correlation coefficient, amounting to 0.768, provides an indication that discipline plays an important role in shaping the quality of performance in the company environment. Moreover, the work discipline variable is able to explain around 58.9% of the variation in employee performance, confirming its considerable contribution to individual work results. Hypothesis testing shows that the influence of discipline on employee performance at PT. Griya Pratama (YOMART) Garut City 35 Region is significant, with a very low significance value ($0.000 < 0.05$). This provides a strong basis to support the hypothesis that the application of work discipline has a positive effect on employee performance. The implication is that companies can consider strategic steps to improve their culture of discipline in order to achieve optimal performance from their human resources. Although work discipline has been proven to play an important role, research also recognizes the complexity of other factors that may influence employee performance. Therefore, there is a need for a holistic approach in human resource management, considering factors such as education, skills, motivation and other aspects to achieve more comprehensive results. This conclusion provides a basis for the management of PT. Griya Pratama (YOMART) Garut City 35 Region to take appropriate strategic steps to improve performance and achieve organizational goals.

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