

# The Effect of Work Discipline on Employee Performance

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## ABSTRACT

This study aims to analyze the effect of work discipline on employee performance of coworkers at Lima Net Group, Central Sulawesi. This research method uses a quantitative approach. The population in this study were employees at Lima Net Group, Central Sulawesi, which amounted to 37 people. The entire population was sampled using a saturated sampling technique (census). This means that with this technique, the entire population, as many as 37 people, is used as research respondents. Data was collected through several stages, starting from observation, questionnaires, and documentation. Furthermore, data analysis using simple linear regression analysis. The results showed that work discipline has an effect on employee performance of coworkers at Lima Net Group, with a large effect of 99,6%.

**Keywords:** human resource management, business performance, employee discipline

## 1. INTRODUCTION

The company is formed from a combination of individuals who contribute to each other in obtaining a vision and mission that has been planned previously (Parta et al., 2023). Therefore, companies need to manage human resources as well as possible because human resources are an essential asset. Organizations can work effectively if they have quality human resources. Good human resource management is needed to produce quality human resources. The success or failure of an organization in maintaining its existence begins with managing human resources, especially increasing the effectiveness and efficiency of the work of employees (Fytaloka, 2023). Therefore, employees are directed to improve their performance to have behaviors and attitudes that reflect responsibility, loyalty, and discipline. Providing job training and increasing employee discipline are two factors affecting employee performance.

Performance is a function of motivation and ability to complete a task or job. Someone should have a certain degree of willingness and ability (Setyo Widodo & Yandi, 2022). An employee's performance is a series of abilities, efforts, and opportunities that can be measured from the results of their work (Maharani & Rindaningsih, 2023). Moreover, performance appraisal is carried out in a structured and systematic manner based on the appearance that can be seen from the employee's performance and on the potential performance level of employees to develop themselves continually (Novita & Yulianti, 2020). Improving an employee's performance in the world of education can be done in various ways, including by carrying out training and work motivation (Setiawan et al., 2020).

Discipline is the most essential function in human resource management. The better the attitude of discipline applied by agencies or organizations to employees, the higher the work performance can be achieved. Good discipline makes it easier for organizations or agencies to achieve optimal results (Efendi, 2022). Work discipline is an attitude of obedience to the rules and norms that apply in a company to increase employee constancy in achieving company or organizational goals (Agustini, 2019). The main characteristics of discipline are order and order. Indicators of work discipline are time discipline, regulatory discipline, and responsibility.

According to field observations, businesses in the city of Palu, have experienced a decline in productivity and profitability. This is due to the lack of employee performance. Low performance is shown in terms of poor quality of products and services provided, the quantity of products not properly managed, and excessive length of the production process. The lack of performance is predicted due to the lack of work discipline of business employees. The issue of low work discipline is shown in form of substandard production, long production process, and staff absenteeism. Thus,

research was conducted to find out how much influence employee discipline has on employee performance which has an impact on business continuity.

## 2. LITERATURE REVIEW

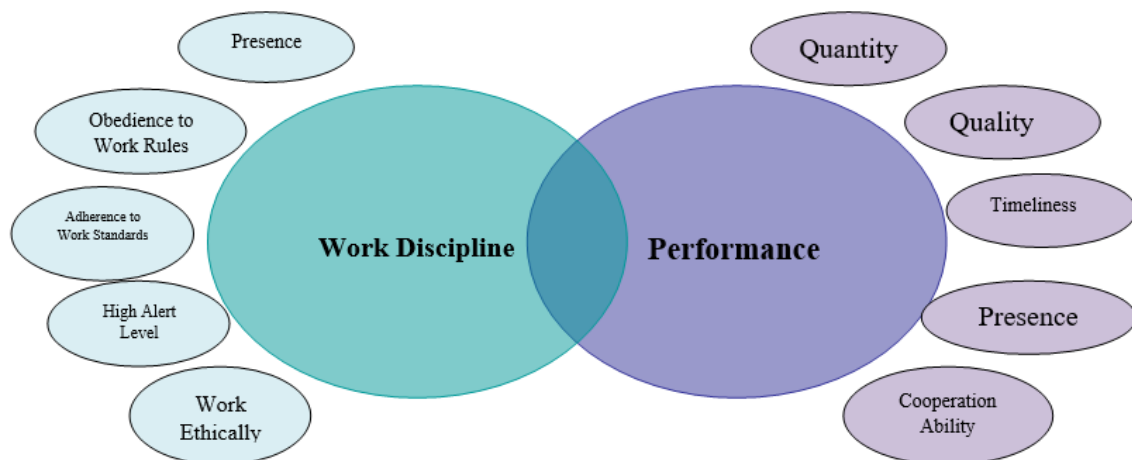
### 2.1 Work discipline

Discipline is a form of awareness, an individual's willingness to comply with all applicable company regulations and social norms; disciplined workers will make workers more active and produce good performance (Lestari & Afifah, 2021). Work discipline is an attitude of respect, respect, obedience, and obedience to applicable regulations, both written and unwritten, and a willingness to carry out and accept sanctions if they violate the duties and authority given (Wau et al., n.d.). Enforcement through coaching, regulations, directives, sanctions, and disciplinary training has a positive impact on improving employee discipline (Djaman et al., 2021). Discipline reflects the magnitude of an employee's responsibilities that motivate a person's work ethic (Putra & Fernos, 2023). The application of work discipline must be applied fairly and cover all employees without exception and likewise on sanctions of discipline violation (A. Abbas et al., 2021).

### 2.2 Performance

Performance is the result of work that can be achieved by a person or group of people in an organization according to their respective authorities and responsibilities to achieve organizational goals (Fitri et al., 2023). Performance is defined as what employees do or do not do. Employee performance affects how much they contribute to the company (Nurjaya, 2021). Performance is the result of a person's work that describes the quality and quantity of work (Safitri & Wahdiniawati, 2023). performance is a result achieved somebody in carry out tasks Which based on skill, experience and seriousness as well as time according to established standards and criteri aset previously (Yusram et al., 2023). High and good performance can support the achievement of goals and objectives set by the organization (Karnaya et al., 2022). Dimensions of Employee Performance according to Mathis & John include 1) Quantity. Quantity is the amount of work that employees can produce and can be measured by money, units, and so on. 2) Quality. Quality is the level of perfection of the results of the work. 3) Timeliness is a dimension that affects employee performance because it is a match between the time given and the completion of the work given. 4) Presence. Attendance is an employee performance dimension that shows the level of punctuality or an employee arrives earlier than the specified time. 5) Cooperation ability, which is talking about the willingness of individuals to cooperate in work groups or teams in completing their work. Figure 1 shows framework dimensions used in previous study.

Ha: Work Discipline has a positive and significant influence on Employee Performance



**Figure 1** Framework Dimension (Toumahuw, 2022), (Latunreng et al., 2023).

### 3. RESEARCH METHODS

This research uses quantitative methodology. This research was conducted at Lima Net Group, Central Sulawesi. The population in this study was 37 employees at Lima Net Group, Central Sulawesi, with a sample size of 37 employees. The sampling technique used was saturated sampling (census), with this technique, the entire population, as many as 37 people, is used as research respondents. The analysis methods used in this research is simple linear regression analysis.

### 4. RESULT AND DISCUSSIONS

#### 4.1. Simple Linear Regression Analysis

**Table 1.** Coefficients

Model	Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	2.477	1.333		1.859	.071
Work Discipline	2.088	.022	.998	94.627	.000

a. Dependent Variable: Employee Performance

Source: SPSS Results

Table 1 shows the  $t_{count}$  for the work discipline variable (X1) is 1.859 with a significance value of 0.071. The results show that the  $t_{count}$  value (1.859) is higher than  $t_{table}$  (0.681). It indicates work discipline partially influences employee performance.

**Table 2.** ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	5075.136	1	5075.136	8954.361	.001 <sup>b</sup>
Residual	19.837	35	7.143		
Total	5094.973	36			

a. Dependent Variable: Employee Performance  
b. Predictors: (Constant), Work Discipline

Source: SPSS Results

Table 2 shows the value of F count as 8954.361. For the value F the table is known as 3,22 because in this study  $df=1$  and  $df_2=34$  ( $36-1-1$ ) which means  $t_{counts} > t_{table}$   $8954.361 > 3,28$ . On the analysis of the F test can be concluded that the resulting F count is greater ( $>$ ) in comparison to the F table, then the regression model in this study is acceptable, also seen from the sig. value of  $0,001 < 0,05$  adds the belief that the independent variable influences the dependent. From the F test can be concluded work discipline influence performance. Thus, can be concluded hypothesis 1 is accepted.

**Table 3.** Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.998 <sup>a</sup>	.996	.996	.75285

a. Predictors: (Constant), Work Discipline

Source: SPSS Results

Based on Table 3, it can be concluded that the result of determination coefficient (R Square) is 0,996 or 99.6%. Hence Work discipline can affect the performance of employees by 99.6 % and the remaining 0.4% are influenced by other variables not described in this study. In this study, using the F and t tests. Basically, the F test aims to find out whether the variables that are independent variables used in the research model have a combined influence on the dependent variables.

Employee work discipline will lead to excellent work habits. These work habits will improve employee attitudes, abilities and work focus. Hence, the work results will increase in quality, quantity, and time. Thus, the higher the work discipline of employees, the more productive they will be. In other words, increasing the productivity of businesses in the city of Palu requires improving employee discipline with the aim of increasing the profits that will be generated.

Employee work discipline and training try to improve and shape employee knowledge, attitudes, and behavior so that employees can work better and increase their performance (Surajiyo et al., 2021). This statement is supported by research (Maduningtias, 2020), (Wardoyo et al., 2023), and (Anggara & Ruslan, 2021) who stated that work discipline and training have a significant effect on employee performance. Based on the results of this study, work discipline influence employee performance, reaching 99.6%. Thus, the more work discipline employees have, the more productive they are (Ahad et al., 2021). To achieve the performance of qualified and professional employees, concrete, consistent and sustainable action is required. Concrete efforts that can support the improvement of employee's professional performance are training, motivation, and work discipline. These three factors assessed very decisive because if the attention and well done, then a positive impact on improving the quality of human resources or employee performance (Tho'in, 2018).

The results clearly show that work discipline, which accounts for an amazing 99.6% influence, is a critical factor in determining employee performance. This demonstrates how important it is to have disciplined work habits if you want to improve employee performance in a number of areas, such as the amount, timeliness, and quality of job outputs. The need for continual motivation and training, which support the development of professional abilities and attitudes, emphasizes the connection between productivity and discipline even more. These steps guarantee that staff members uphold company norms while also consistently developing their skills (Yandarbaeva & Kostoeva, 2021). Maintaining a competitive advantage in the corporate landscape is imperative, especially in dynamic locations such as the city of Palu. Enhanced discipline is linked to higher worker output, better work habits, and more focused attention, all of which benefit the organization's overall performance and financial gain. Together, motivation, training, and discipline create a solid base for the formation of a culture of excellence and continual improvement, which in turn fosters long-term business expansion and worker happiness (Bhat & Patni, 2023).

## 5. CONCLUSION

Work discipline has a highly substantial positive impact on employees' performance, according to the results of the simple regression study, with a strong 99.6% connection. This research highlights the critical impact that discipline plays in influencing worker behavior and performance results. Workers are more inclined to approach their work with commitment, focus, and a strong work ethic when they believe that their roles require discipline. Higher task completion, better output, and improved overall job performance are all correlated with this mindset.

Moreover, the relationship between performance and discipline creates a positive feedback loop inside the company. Strict discipline boosts productivity and acts as a source of inspiration for staff members. Employees are motivated to sustain and even improve their degree of discipline as they see the benefits of their methodical approach. A self-reinforcing loop of success is created when discipline is continuously improved. Positive performance outcomes are further reinforced.

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