

EDITORS

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**THE HANDBOOK OF
DIGITAL LIFE IN
TRANSFORMATION SOCIETY
MONO-MULTICULTURAL WORLD**



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PRELUDE

Even though information technology brings a positive influence - at least on the flow of communication in the modern era – there is an urgent needs for a further consideration on its influence from the other point of view. For this reason, information literacy must continue to be resounded as part of growing awareness of today's communication technology. Indeed, technology has forms transitional societies, from conventional societies to networked societies, or better known as information societies.

The logical consequence of this phenomenon, is at one side the information society produces equality of information, therefore knowledge is spread easily and on less cost. Additionally, it allows all parties to get the same opportunity to attain the information. At this stage, technology helps us to get enough information needed by the society.

Apparently, the goal of building access to the information so that it can be enjoyed by the entire community around the world, is tough task and still has to face a winding road. Not only the problem on the issues of user reliability - which includes technology skills, information literacy and information access - but it also requires the establishment of infrastructure that must be adequate at first. The establishment which not all countries are prepared for.

Smart city or information based city, is a dream that is difficult to achieve, especially when there is no synergy between the infrastructure and the skills of the community that use it. Equality of information is very likely to have an impact on many things, especially fields that require long lines of communication, such as bureaucracy.

With regards,

EDITORS

ICoTiC 2019

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THE EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF PT. INDONESIA POWER GENERATION SERVICE UNIT (UJP) BANTEN 1 SURALAYA

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ABSTRACT

This research aims to understand and analyze work discipline and employee performance, and the influence of work discipline on employee performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. This research uses quantitative method and the type of this research is causal descriptive. The analysis techniques used in this research are descriptive and simple linear regression analysis. The sampling was done by saturation sampling, where the whole population of 92 employees was used as sample of this research. The result of this research shows that work discipline variable is in excellent category and the employee performance variable is in good category. In addition, the hypothesis testing shows that work discipline has a positive and significant influence on employee performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya as high as 35,5%, while the rest 64,5% is influenced by other factors. **Keywords:** Work Discipline, Employee Performance, PT. Indonesia Power.

1. Introduction

The amount of roles and tasks received by PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya, requires companies to have human resources with optimal performance for the smooth running of business activities. The quality of the performance of human resources has a big role in achieving company goals, therefore companies are required to strive to improve employee performance. Performance evaluation of employees of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya is conducted by looking at the extent to which employees are able to meet performance targets, both in quality and quantity and the extent to which employees have the competencies expected by the company. Employee performance can be seen one of them with how long the employee works in a day, able to complete tasks on time or not, come to work on time or often late (Adriano & Saragih, 2018). Work discipline is the most influential factor on employee performance at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. Based on the results of these observations, in this study the focus is work discipline. Work discipline problems at PT.

Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya needs to be considered because it will result in the completion of tasks that should be completed on time will be delayed. As a result, the performance level will decrease. Discipline is the awareness or willingness of individuals to obey all regulations that apply in an organization. The company that has employees with a high level of discipline will find it easier to achieve company goals (Hasibuan, 2012: 193). The purpose of this study was to find out and analyze how the influence of work discipline on the performance of employees of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya.

2. Literatur Review

2.1 Human Resource Management (HRM)

Human Resource Management is the process of obtaining, training, assessing and compensating employees, paying attention to their work relations, health, security and justice issues (Widodo, 2015: 2). Understanding Employee performance is defined as the individual's ability to do something with certain skills (Sinambela, 2017: 480). In line with this opinion, Robbins (in Sinambela 2017: 480) argues that performance is the result of evaluating the work done by employees compared to the criteria that have been set.

2.2 Employee Performance

According to Mathis (2012: 378) employee performance affects how much they contribute to the organization. The performance dimension according to Mathis & Jackson (2012: 378) is the quality of work, quantity of work, timeliness, and ability to cooperate.

2.3 Work Discipline

According to Hasibuan (2012: 193) discipline is the awareness or willingness of individuals to obey all regulations that apply in an organization. Discipline employees have a great sense of responsibility in carrying out their duties and work. To measure the level of work discipline of Mangkunegara Employees (2015: 326) in their research using 4 indicators, among others: Frequency of Attendance, Obedience At Work Standard, Obedience In Regulation, Work Ethics.

2.4 Relationship Between Work Discipline and Employee Performance

The influence of work discipline on work was also examined by Nurcahya (2018) at PT Arah Environmental Indonesia Bag Surakarta. The results of this study indicate that

employee performance is influenced by work discipline, therefore companies are advised to be able to improve employee work discipline by providing specific training to employees regarding discipline.

Based on the theoretical foundation, to facilitate the understanding of the framework of this research, it can be seen as follows:

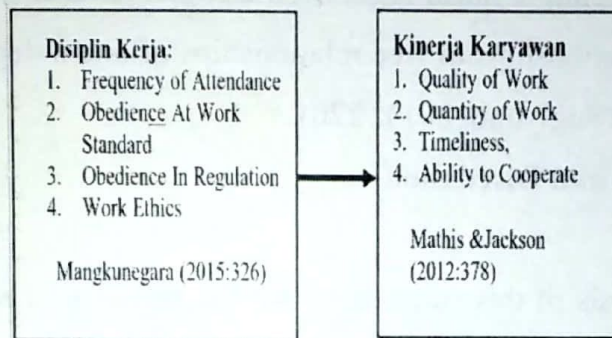


Image 1 Thinking Framework

Based on the formulation of the problem and the theory presented in the literature review, the author's hypothesis is formulated as follows: **"There is a significant effect of work discipline on the performance of PT Indonesia Power Unit Jasa Pembangkitan (UJP) Banten 1 Suralaya "**.

3. Research Methods

This study uses a quantitative method with a type of descriptive and causal research. The use of quantitative methods in this study was carried out in accordance with the objectives of the study and answered the research hypothesis that had been formulated, namely to determine the effect of work discipline on the performance of employees of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. This is in accordance with the definition of quantitative research methods, namely a method used to examine and test the hypothesis of a phenomenon in a particular population or sample using instruments and statistical data analysis (Sugiyono, 2014: 13). According to Sugiyono (2014: 224), without knowing the data collection techniques, the researcher will not get data that meets. Standard data collection techniques can be done by observation (observation), interviews (interviews), questionnaires (questionnaires), documentation and a combination of the four. Measurement of variables in this study uses an ordinal scale.

The sample is part of the number and characteristics possessed by the population (Sugiyono, 2014: 116). The sampling technique used in this study is a non-probability

sampling technique using saturated samples that is using the entire population as a sample (Arikunto, 2008: 116). This is due to consideration of participation, namely employees of PT. Suralaya 1 Indonesia Power Unit Jasa Pembangkitan (UJP) Banten 1 Suralaya which obtained 92 people or <100 people. Data analysis techniques used to answer the problem statement or answer the hypotheses formulated in the study are descriptive analysis and simple linear regression analysis. Linear regression can be used to predict functional relationships or free relationships of one independent variable with one dependent variable (Sugiyono, 2014: 270).

4. Results of Analysis and Discussion

4.1 Result of Analysis

The results of the analysis of this study state that the majority of respondents are male. At PT. Indonesia Power Service Generation Unit (UJP) Banten 1 Suralaya employees are dominated by male employees. The majority of large companies need male employees to work aggressively to learn new things in their work, but on the other hand the company will also need women to adjust to the environment (Robbins & Judge, 2008: 65). According to Hartatik (2014: 66) education with various programs has an important role in the process of obtaining and improving the quality of individual professional abilities. This means that employees who have higher education are more qualified and professional at work. At PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya employees are dominated by S1 education background. Thus the level of education of employees at PT. Indonesia Power Unit Jasa Pembangkitan (UJP) Banten 1 Suralaya is quite adequate. Robbins & Judge (2015: 16) that the working period is directly proportional to productivity, meaning that the more senior the employee is, the productivity of his work is also good. Employees of PT. Indonesia Power Unit Jasa Pembangkitan (UJP) Banten 1 Suralaya is dominated by 1-5 working hours and 6-10 years. Thus Indonesia Power Unit Generation Services (UJP) Banten 1 Suralaya has a dominant employee whose work period is long enough. With the composition of employees dominated by 25-35 years as many as 67.4% is the age that is quite ideal in carrying out the tasks assigned to employees at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. Robbins & Judge (2008: 63), age has a relationship between job performance on employee performance, in the age factor it

can be seen a number of positive qualities brought by older workers in their work, especially experience, strong work ethic assessment, and commitment to quality.

The score obtained by the Work Discipline variable (X) is 5800 or 84.1%. Thus the Work Discipline variable (X) is in a very good category. While the score obtained by Employee Performance variable is 4439 or 80.4%. Thus the variable Employee Performance (Y) is in the good category.

Table 1 Analysis Regresi Linear Sederhana

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	,593	,295		2,009	,048
Disiplin Kerja (X)	,703	,100	,596	7,041	,000

Dependent Variable: Kinerja Karyawan (Y)

From the SPSS 23 software output above the regression model is obtained as follows:

$$Y = 0,593 + 0,703X$$

a. Constant value a means that when the Work Discipline (X) is zero or Employee Performance (Y) PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya is not influenced by Work Discipline, so the average Employee Performance is 0.593.

b. Regression coefficient b means that if the Work Discipline variable (X) increases by one unit, then Employee Performance (Y) PT. Indonesia Power Generation Service

Unit (UJP) Banten 1 Suralaya will increase by 0.703. The regression coefficient is positive, which means that Work Discipline has a positive influence on the Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya (the higher / stronger the Work Discipline, the higher the Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya). Based on Table 1 above, the value of t arithmetic is $7.041 > t$ table and a significance value of $0.000 < 0.05$, then H_0 is rejected and H_1 is

accepted. Related, There is the importance of work discipline towards employees of PT. Unit Pembangkit Listrik Indonesia (UJP) Banten 1 Suralaya Unit.

Table 2 Analysis Pearson Correlation
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,596 ^a	,355	,348	,43042

a. Predictors: (Constant), Disiplin Kerja (X)

b. Dependent Variable: Kinerja Karyawan (Y)

Based on the table above, the estimated coefficient value (r) is 0.596, which means that there is a strong relationship between Work Discipline and Employee Performance of PT. Indonesian Power Unit Jasa Pembangkitan (UJP) Banten 1 Suralaya. The coefficient of determination from the calculation results is obtained at 35.5%. This shows that Work Discipline contributes 35.5% to the Employee Performance of PT. Indonesian Power Unit Jasa Pembangkitan (UJP) Banten 1 Suralaya, while the remaining 64.5% while the rest 64,5% is influenced by other factors.

4.2 Discussion

This research was conducted at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya by taking a sample of 92 respondents who are employees of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. The results of processing data on respondents' responses to Work Discipline were in the excellent category of 84.1%. This indicates that PT. Indonesia Power Service Generation Unit (UJP) Banten 1 Suralaya has excellent work discipline. The dimension with the lowest score is Work Ethics which is equal to 81.6%. This means that employees of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya has good compliance in following the ethical standards set by the company which includes how to dress, attitude and speech. The highest dimension is Obedience to regulations, which

is equal to 86.3%. This means that employees of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya has very good compliance with obligations, rules, and restrictions set by the company.

Respondents regarding the variable Employee Performance are in the good category that is equal to 80.4%. This indicates that employees have good / high performance at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. The dimensions with the highest score are Cooperation Ability which is equal to 85.4%. The lowest dimension is Work Quality which is equal to 79.0%.

Statistical calculations using the help of SPSS 23.0 software state that Work Discipline has a significant effect on the positive direction of Employee Performance at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. This means that the research variables have a direct influence on the Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. The higher the Work Discipline variable, the higher the Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. Based on the estimation results of simple linear regression, the relationship between the independent variable and the dependent variable is quite strong, which is expressed through the value of the correlation coefficient (R) of 0.596. Henceforth, the correlation coefficient is used to calculate the magnitude of the coefficient of determination. Calculation of the coefficient of determination explains Work Discipline has an influence (R square) of 35.5% on Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. While the rest 64,5% is influenced by other factors.

5 Conclusion

Based on the results of research that has been done on the effect of Work Discipline on Employee Performance at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya, then some conclusions were obtained to answer a number of questions in this study. The conclusions obtained by researchers are as follows::

- 1) Employee Discipline of PT. Indonesia Power Generation Services Unit (UJP) Banten 1 Suralaya is in a very good category, with the highest dimension score on compliance with regulations, namely employees have an awareness in carrying out their obligations.

- 2) Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya is in the category, with the highest dimension score on the ability of cooperation, that is, employees are able to work well together and be able to maintain team cohesiveness.
- 3) Work Discipline has a significant effect on the positive direction of Employee Performance at PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. Work Discipline has an influence of 35.5% on the Employee Performance of PT. Indonesia Power Generation Service Unit (UJP) Banten 1 Suralaya. While the rest, which is 64.5% is the contribution of other variables besides the variables studied.

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