

## THE EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE PART OF ADMINISTRATION AT SMK PGRI 2 BELITANG OKU TIMUR

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**Abstract:** The purpose of this study is to determine the magnitude of the influence of work discipline on the performance of employees in the administration section of SMK PGRI 2 Belitang OKU Timur. The conclusion obtained is  $r = 0.73$  which has been consulted with a conservative standard, it is located between 0.600- 0.799, which means it belongs to a strong correlation or influence between work discipline and the performance of administrative staff at SMK PGRI 2 Belitang OKU Timur and after being held hypothesis test is known  $t_{count} = 2.99$  and the  $t$  table obtained 1,860. The suggestion that can be given is that the agency must provide motivation to its employees so that employees are always disciplined in their work.

**Keywords:** work discipline, performance, employee

### 1. Introduction

Humans as workers are the most important part in any organization apart from other elements that are owned by every organization, both government and private. Because the human function in an organization acts as a driving force in every activity of the organization.

From the explanation above, it is clear that humans are a central element in an organization because humans are both planners and active actors in the activities of the organization, because of the importance of the human element in every organization, therefore these organizations need to take their employees seriously. One form of attention from each organization to its employees is by developing human resources. Development of human resources in stages and programmed needs to be done, this is in order to obtain human resources in accordance with the needs of the organization. In addition, it is also necessary to assign employees according to their level of ability.

Therefore, responding to this problem is very important for the development of human resources to improve the work ability of employees and must also be supported by the existence of adequate facilities to support their fluency in their activities. The development and placement of employees in accordance with their place will affect the level of employee discipline. If the employees are disciplined and smooth in carrying out their activities, they will support the employees to improve their performance. The main cause in improving human performance, both

as a leader and as a leader, is a problem of discipline at work. Because discipline is one of the most important elements in an effort to increase the productivity of human labor as a workforce.

Similar to what happened at SMK PGRI 2 Belitang, this school always tries to improve the work discipline of its employees, so that their duties as employees can be carried out properly. Based on the description above, the authors are interested in researching and discuss it into research with the title: "The Effect Of Work Discipline On Employee Performance At SMK PGRI 2 Belitang OKU Timur".

## **2. Literatur Review**

Discipline is one thing that a company or organization needs to pay attention to if it wants goals to be achieved properly. Disciplinary action is carried out by means of the awareness of each individual to obey all the rules or regulations that have been established by the company or organization.

The definition of discipline put forward by B. Siswanto Sastro Hadi Wiryo is:

"It is an attitude of respect, respect, obedience and obedience to the prevailing regulations, both written and unwritten and able to carry out and not evade the sanctions if he violates the duties and authorities given to him". (2019: 291)

Meanwhile, the definition of discipline according to Malayu S.P. Hasibuan are:

"One's awareness and willingness to obey all company regulations and applicable social norms". (2019: 193)

According to Malayu S.P. Hasibuan The definition of performance is:

"The sacrifice of physical and mental services to produce goods or services to obtain a certain achievement reward" (2019: p. 53).

Meanwhile, according to A.A. Anwar Prabu Mangkunegara's performance is

"Work results in quality and quantity achieved by an employee in carrying out their duties are in accordance with the responsibilities assigned to them" (2019: p. 72).

Meanwhile, the definition of work according to Jusuf Irianto is:

"A management process that concludes with regard to organizational goals with individual interests to work that between individual and corporate goals as much as possible the same". (2019: 53)

## **Hypothesis**

The hypothesis in this study is: "There is a strong influence between work discipline on employee performance in the administration section of SMK PGRI 2 Belitang OKU Timur".

### 3. Research Methodology

#### Data source

The data sources of this research are:

1) Primary data

Data obtained from within the organization by conducting direct research.

2) Secondary data

The data obtained by collecting data from the results of studying literature and books related to the problem being analyzed.

#### Data Collection and Processing

The data collection method is carried out in two ways, namely:

1) Library research

Data collection was done by reading books related to the writing of this research.

2) Field research

Data collection is done by borrowing directly where the object will be studied, this is done by:

a. Observation

A way of obtaining data by conducting direct research on the object to be studied.

b. Interview

A way of obtaining data by holding a dialogue or direct question and answer with the organization related to the writing of this research.

c. Documentation

A way of obtaining data by retrieving data and information that has to do with writing research.

d. Questionnaire

A way of obtaining data by providing a list of questions about variables related to research.

### 4. Result and Discussion

The analysis tools used are: Quantitative Analysis. In this analysis, the correlation coefficient formula is used, the formula is as follows:

$$r = \frac{n \sum xy - (\sum x) (\sum y)}{\sqrt{(n \sum x^2 - (\sum x)^2) \cdot (n \sum y^2 - (\sum y)^2)}}$$

(Sugiyono, 2019 : 182)

- r : Correlation coefficient
- n : Number of samples
- X : work discipline variable
- Y : Performance variable

After "r" is known, it will be seen the size of the correlation that arises by the variable work discipline and employee performance in the administration department at SMK PGRI 2 Belitang OKU Timur, the author uses conservative standards as follows:

Conservative Standards

Interval	Relationship level
0,000 – 0,199	Very low
0,200 – 0,399	Low
0,400 – 0,599	Moderate
0,600 - 0,799	Strong
0,800 – 1,000	Very strong

(Sugiyono, 2019 : 183 )

To determine the percentage level of the influence of work discipline x) and performance (y), the authors use the following formula KP:  $r^2 \times 100\%$ .

After knowing the percentage level that is influenced by the work discipline variable (x) and performance (y), another factor that influences it is  $100\% - KP$ .

To test the hypothesis that has been previously stated whether it is acceptable or not, the authors use the following formula:

$$t = \frac{r \cdot \sqrt{n - 2}}{\sqrt{1 - r^2}}$$

(Sugiyono : 2019).

Where :

t: Correlation coefficient tester.

r: Correlation coefficient.

n: Samples

The value of t can be found by looking at the t table with 0.05 degrees of freedom for (n - 2), if t is greater than t table then Ho is rejected and Ha is accepted, and if t is smaller than t table then Ho is accepted and Ha rejected.

Before being put into the predetermined formula, the research results from the questionnaire that have been distributed will be tabulated in tabular form. From each answer that has been given by the respondent, the writer provides a rating system as follows:

- a. Alternative answer A is given a score of 3.
- b. Alternative answer B is given a score of 2
- c. The alternative answer to C is given a score of 1.

From the correlation work table and quantitative discussion, the results are:

n: 10

$\sum x$ : 131

$\sum y$ : 120

$\sum x^2$ : 1803

$\sum y^2$ : 1468

$\sum xy$ : 1618

Furthermore, to calculate the magnitude of the influence between work discipline and the performance of employees in the administration section at SMK PGRI 2 Belitang OKU Timur, it is calculated using the correlation coefficient formula as follows:

$$r = \frac{(n \cdot \sum xy) - (\sum x)(\sum y)}{\sqrt{(n \cdot \sum x^2) - (\sum x)^2 \cdot (n \cdot \sum y^2) - (\sum y)^2}}$$
$$r = \frac{(10 \cdot 1608) - (131)(120)}{\sqrt{(10 \cdot 1803) - 131^2 \cdot (10 \cdot 1468) - 120^2}}$$

$$r = \frac{16080 - 15720}{\sqrt{(18030 - 17161) \cdot (14680 - 14400)}}$$

$$r = \frac{360}{\sqrt{869} \cdot \sqrt{280}}$$

$$r = \frac{360}{493}$$

$$r = 0,73$$

From the above calculations, it is obtained  $r = 0.73$  after being consulted with conservative standards to determine whether or not this influence is close, it turns out that  $r = 0.73$  lies between 0.600 - 0.799 including in a strong correlation, this means that there is a strong influence between work discipline with the performance of administrative staff at SMK PGRI 2 Belitang OKU Timur.

Furthermore, to determine the percentage level of the effect of work discipline on the performance of employees in the administration section at SMK PGRI 2 Belitang OKU Timur. The author uses the formula:

$$\begin{aligned} KP &= r^2 \times 100\% \\ &= 0.732 \times 100\% \\ &= 0.5329 \times 100\% \\ &= 53.29\% \end{aligned}$$

After knowing the percentage level, to calculate other factors that affect the performance of employees in the administration department at SMK PGRI 2 Belitang OKU Timur are:

$$\begin{aligned} &= 100\% - KP \\ &= 100\% - 53.29\% \\ &= 46.71\% \end{aligned}$$

To test the hypothesis that has been proposed previously using the formula: t test, namely:

$$\begin{aligned} t &= \frac{r \sqrt{n-2}}{\sqrt{1-r^2}} \\ t &= \frac{0,73 \cdot \sqrt{10-2}}{\sqrt{1-0,73^2}} \\ t &= \frac{0,73 \sqrt{8}}{\sqrt{1-0,5329}} \\ t &= \frac{0,73 \cdot 2,82}{\sqrt{0,4671}} \\ t &= \frac{2,05}{0,6834} \\ t &= 2,99 \end{aligned}$$

After it is known that the value of t count = 2.99 then it is compared with the t table at the confidence level of 0.95, which means the error rate is 0.05, the t table is 1.860, thus the "t" count is greater than the t table, meaning the proposed hypothesis acceptable, this means accepting  $H_a$  and rejecting  $H_o$ .

## 5. Conclusions and Recommendations

### Conclusion

From the results of the above calculations, the authors draw several conclusions, namely:

- 1) Work discipline has a strong influence on the performance of employees in the administration department at SMK PGRI 2 Belitang OKU Timur, it can be seen from the results of quantitative analysis through the correlation coefficient obtained  $r = 0.73$  after being linked to a conservative standard, it turns out that  $r = 0.73$  lies between  $0.600 - 0.799$  is considered a strong correlation.
- 2) From the results of hypothesis testing, it is obtained  $t \text{ count} = 2.99$ , when compared with  $t$  table at the 95% confidence level the value is 1.860, thus means that  $t$  is greater than  $t$  table, this means that the proposed hypothesis can be accepted.

### Suggestions.

The suggestions that can be contributed to SMK PGRI 2 Belitang OKU Timur are as follows:

- 1) Because work discipline has a strong influence on the performance of employees in the administration department at SMK PGRI 2 Belitang OKU Timur, this agency should pay attention to work discipline variables.
- 2) The agency must always provide motivation to its employees so that they are always disciplined in their work.
- 3) Employees should have high awareness to always have a disciplined attitude so that performance can be improved.

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