

Work Discipline Analysis of Employee Performance on PT WKB

Lailatul Shalsabila^{1*}, Puji Isyanto¹, Dini Yani¹

Management Study Program, Faculty of Economics and Business,
Universitas Buana Perjuangan Karawang

Email: mn20.lailatulsahalsabila@mhs.ubpkarawang.ac.id

Abstract

This study was conducted to determine work discipline on the performance of PT WKB. The type of research used in this study is a descriptive analysis method with a qualitative approach—data collection techniques by interviewing and observation. Work discipline is an integral part of the company to achieve employee performance and productivity goals. Lack of discipline can be seen from the working hours of employees who often arrive late, rest at work, and time delays that do not follow the rules at PT WKB. If employee performance decreases, the company also decreases due to employees' lack of discipline. The decrease in work discipline can be seen from absenteeism every month. As for the punitive sanctions in the company's rules, the severity of the punishment greatly determines the good or bad of employee discipline.

Keywords: Discipline; Performance; Employee

A. INTRODUCTION

The company is one of the organizations that gather people called employees; a company, in carrying out its activities, will try to achieve the goals that have been set. Employees are human resources who are an essential part of the company. Therefore employees in the company should effectively participate in advancing the performance of providing added value to the company through their abilities and competencies to realize company goals. (Alwie et al., 2020). A company or organization with clear goals and sophisticated facilities, facilities, and infrastructure, but with the support of fulfilling human resources, will likely be easier to achieve the desired company goals. To obtain progress and achieve predetermined goals, a company must mobilize and monitor its employees to apply discipline.

Discipline is an essential function and key to realizing goals because it is easier to realize full dreams with good discipline. Discipline is a feeling of obedience and obedience to the values that are believed to be his responsibility, such as duties in the office and employee attendance at adjusted hours in the company. The higher the discipline, the performance of employees will also increase so that employees will sincerely work as well as possible to achieve the goals of the company (Pranitasari & Khotimah, 2021).

Previous research has shown that employee work discipline affects performance. These results align with Jeffrey and Soleman, Sarwani, and Thaief et al., who stated that work discipline significantly influences employee performance. One factor that affects an employee's performance is work discipline. Work discipline is also a tool that managers use to communicate with employees to encourage behaviour change and increase awareness and willingness to comply with all applicable company rules and social norms. Organizations can emphasize employee skills, rewards, violation sanctions, and tighter monitoring to improve or enhance employee performance. These things show that work discipline is essential in improving employee performance.

For discipline to be adequately implemented, discipline must be able to support employee goals following their abilities because by maintaining employee discipline, the implementation of company activities becomes more effective and efficient and can facilitate the achievement of company goals.

Management

Human Resource Management (HRM), according to Mutiara S. Human resource management is a process consisting of planning, organizing, leading, and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion, and termination of employment to achieve

* Corresponding author

predetermined goals. Then according to Pearl S. Panggabaeon, activities in the field of human resources can be seen from two points of view, namely from the side of work and the side of workers. From the job side, it consists of job analysis and evaluation. Meanwhile, from the worker side, it includes labour procurement activities, job performance assessment, training and development, promotion, compensation, and termination of employment (Hasibuan et al., 2021).

According to work (Hasibuan et al., 2021), discipline is the awareness and willingness of someone who obeys all company regulations and applicable social norms. Discipline reflects the magnitude of a person's sense of responsibility towards the tasks assigned to him. This encourages passion, morale, and realizing the company's goals, employees, and society. Sutrisno discipline is the behaviour of a person following regulations and existing work procedures, or discipline is attitudes, behaviours, and actions that follow the rules of the organization, both written and unwritten. The theory describes discipline as adjusting attitudes and behaviours towards regulations and norms in the company to achieve company goals and get sanctions when individuals violate rules that the company has agreed upon (Kurnia & Sitorus, 2022).

According to Mangkunegara, performance is "the result of work in quality and quantity achieved by an employee in carrying out his duties under the responsibilities given to him." Good performance is a performance that is under organizational standards in supporting the achievement of organizational goals; a good organization should be an organization that seeks to improve the ability of its employee resources; improving employee performance will have an impact on progress for the company, then the most serious effort in achieving success and realizing goals in the survival of the company. (Bian M. Nurhasanah, 2022).

Work discipline is also defined as compliance with applicable rules and be ready to accept the consequences if you violate regulations. (Fahmi, 2017). From these statements, it can be concluded that work discipline is an attitude and behaviour carried out by employees by implementing, respecting, and obeying the rules set in an organization or company. Based on employee work discipline some factors affect employee work discipline (Nata & Firdausi, 2021), namely: the amount of compensation, the presence or absence of leadership examples in the company, the presence or absence of definite rules that can be used as a handle, the courage of leaders in taking action, the presence or absence of leadership supervision, whether or not there is attention to employees, habits are created that support the enforcement of discipline.

Based on these opinions, work discipline aims to improve effectiveness and realize employee work ability to achieve the goals set by the organization.

From the above opinion, it can be concluded that work discipline is an attitude of obedience and loyalty of employees to written / unwritten rules, which are reflected in the form of behaviour and actions in the company to achieve a specific goal. So, discipline is one of the keys to a company's success in achieving its goals. The primary purpose of work discipline is for the continuity of the organization or company following the goals of the organization or company concerned. According to Sastrohadiwiryo, precisely the objectives of employee work discipline, among others: 1) so that employees comply with all labour rules and policies as well as applicable organizational rules and policies, both written and unwritten, and carry out management orders properly; 2) employees can carry out their work as well as possible and can provide full service to certain parties interested in the organization under the field of work given to them; 3) employees can use and maintain the facilities and infrastructure, goods and services of the organization as well as possible; 4) Employees can act and participate under the norms applicable to the organization; 5) Employees can produce high productivity under organizational expectations, both in the short and long term.

Work Discipline is an attitude of respect, respect, obedience, and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not avoid receiving sanctions if he violates the duties and authorities given to him. According to Bejo Siswanto, there are ten indicators of work discipline: attendance, punctuality, thoroughness, calculation, obeying rules and guidelines, responsibility, compliance, smoothness, harmonious atmosphere, and mutual respect.

B. RESEARCH METHOD

This type of research uses descriptive qualitative methods. The descriptive qualitative approach is qualitative research whose descriptive form is based on facts and data obtained by the author from observations made directly in the field. PT WKB carried out this implementation, and the research was conducted in April 2023. The author's data collection technique involves interviewing one of the

employees and making direct observations at PT WKB regarding Work Discipline on Employee Performance.

C. RESULTS AND DISCUSSION

Based on the results of observations and direct observations of the author, it can be concluded that the management of PT WKB introduces work discipline to employees. Nevertheless, not all employees obey work discipline; some are still late, use mobile phones during working hours, rest in the production area, and rest too long. This affects employee productivity and makes it difficult for the company to achieve its goals.

PT WKB management should enforce work discipline for all workers seriously and under stricter regulations so that all workers become more disciplined and better at fulfilling the specified working hours. Various obstacles in improving work discipline and employee efficiency are identified at PT WKB. To prevent disciplinary problems from recurring, companies should increase employee job satisfaction and take preventive measures under company regulations and applicable SOPs. Efforts can be made by PT WKB management. Management must be more assertive in imposing sanctions. Employees who violate the rules will be sanctioned; violations that often occur in this company are self-discipline; there are still employees who are late, using mobile phones during working hours, breaks in the production area, and rest periods that are too long. Violations by employees are punished by verbal warnings or comments from management. However, if employees are still not deterred by the sanctions imposed, management must provide more severe sanctions, namely giving SP to employees who violate. So that employees are afraid and do not violate the rules of work again.

D. CONCLUSION

Based on research conducted at PT WKB, it can be concluded that work discipline in this company is due to the leader's firm writing in enforcing retribution, and there is no employee awareness. Many employees in this company still violate the rules made. Therefore, the leadership must be firmer in sanctioning employees who violate so that employee performance increases to achieve company goals. Work discipline is essential to improve employee performance. The better the employee's work discipline, the better the employee's performance, and vice versa.

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