

Discipline Analysis and Employee Performance

Piatur Pangaribuan¹, Nasruji², Marlina³, Ferdinandus Sampe⁴, Zarkasi⁵

Universitas Balikpapan¹, STIE Galileo², Universitas Madako³, Universitas Atma Jaya Makassar⁴,
IAIN Pontianak⁵
piatur.p@uniba-bpn.ac.id¹, nasrujisaifulhaq@yahoo.co.id², lhynamarlina27@gmail.com³,
ferdisampe1404@gmail.com⁴, zarkasime@gmail.com⁵

Abstract

Received: 26 Mei 2023

Revised: 2 Juni 2023

Accepted: 26 Juni 2023

This study aims to ascertain the relationship between employee performance and discipline. This research was conducted at PT. Barokah Putra, Jatinangor District. Qualitative research techniques were used in this study. data gathered from speaking with informants. The leaders and staff of PT. Barokah Putra, a total of 7 people, serve as informants in this study. The results of the study show that employee discipline and performance are good enough, but the company still needs to increase the types of compensation given to employees, because it will greatly affect employee discipline. In order to improve performance, training is needed for employees, besides that leaders must carry out better supervision to maintain the quality of the products produced.

Keywords: Consistency; Program and Implementation of activities; Planning and Budgeting

How to Cite:

Pangaribuan, P., Nasruji, N., Marlina, M., Sampe, F., & Zarkasi, Z. (2023). Discipline Analysis and Employee Performance. *Al-Kharaj: Journal of Islamic Economic and Business*, 5(2). doi:<https://doi.org/10.24256/kharaj.v5i2.3919>.

INTRODUCTION

Human resources are an important factor in the success of an organization in achieving its goals. This is the human resources in the organization that will use those resources to produce goods and services. The performance produced by an organization is positively correlated with the quality of its resources. Performance is a picture of how someone works. Performance usually consists of a person's outcomes and abilities in producing work performance for an organization. From the performance we can judge whether a person's way of working fits or does not meet expectations. How a person accepts or accepts tasks and how they are responsible for their work. An employee's performance has a great impact on the company's sustainability. Good performance is demonstrated in the products made, the way of communication, attitudes and personalities, behavior, and other factors. Since every company wants its employees to have high performance, improving the quality of human resources is essential for organizations to respond to the challenges and take advantage of the opportunities created by the Regional Autonomy (Otda) policy, which has been implemented by the central government since the early 2000s. The autonomous policy of this region is heavily dependent on the human resource element that it manages. Companies should view their employees not only as a mere workforce

but also as an organization asset that is crucial to be managed properly. Improving the quality of SDM requires training, competence, and motivation to the company's goals.

There is a need for life, both primary and secondary, which must cause motivation in one's self. One will work hard to improve their performance or work performance if those needs can be met. In management, the function of "human relations" is to provide motivation to employees through activities.

Performance is defined as the quality and quantity of work achieved by a worker in performing his duties in accordance with his responsibilities. (Mangkunegara, 2016). High employee performance will benefit the company and employees as a whole. Good performance for themselves indirectly indicates that employees will have a good career in their workplace. The good performance of all employees will be highly regarded in an organization or company, but for the company, the good performing of all workers will have a great impact on the company because it allows the company to its objectives effectively and efficiently. The performance of these employees is not affected by the work discipline of other employees in the company. This is consistent with what Pratiwi (2017) stated that the discipline of human resources determines the success of an organization or company. Therefore, it is very important to pay attention to the employee's work discipline as this is the beginning of the achievement of the company's goals. Work discipline means that employees always arrive and return on time (Pranitasari and Khotimah, 2021). comply with all applicable company rules and social norms when doing all tasks. Basically, discipline is the action taken by employees with responsibility for their work, emphasizing as little problems as possible, and preventing possible mistakes. PT. The Baroque Prince of Jatinangor district produces compost fertilizer, which is very needed by farmers as a replacement for expensive chemical fertilizers. PT Barokah Putra sells compost fertilizers to various districts in Karo district and outside Jatinangor district. However, according to the initial research conducted by the researchers, the performance of employees at PT Barokah Putra Jatinangor district is not optimal because it has not yet reached the target, although employees are still less disciplined. The company would be very damaged if this was allowed.

METHODS

Research analysis of discipline and performance of employees of Pupuk Kompos PT. His son was born in PT. Barracks in the village of Jatinangor. As for being informant in this research, the leader and employee of PT. Barokah Son of Jatinangor with 7 people. The types and sources of data collected in this research, including Primary Data, are data obtained directly through the results of interviews with informants in this case, leaders and employees of PT. Barokah of the Son, and Secondary Data obtained through the study of documentation in the form of official documents in PT. The Baroque Son

To analyze the data, the researcher performs with qualitative analysis. According to (Sugioyo, 2018) qualitative method is a method of data analysis that is performed effectively and runs consistently within a specified period of time, obtaining valid data to be developed and can be proven its truth.

RESULT AND DISCUSSIONS

Discipline analysis research and employee performance of Pupuk Kompos PT. Men's Barokah is carried out at PT. Barokah Putra in Lingga Village, Jatinangor District. The

informants in this study were the leaders and employees of PT. Barokah Putra, Jatinangor District, as many as 7 people. The types and sources of data collected in this study include Primary Data, which is data directly obtained through interviews with informants, in this case the leadership and employees of PT. Barokah Putra, and secondary data obtained through a documentation study in the form of official documents at PT. Son's Baroque

To analyze the data, the researchers did with qualitative analysis. According to (Sugioyo, 2018) the qualitative method is a data analysis method that is carried out effectively and runs consistently within a predetermined period of time, valid data acquisition to be developed and can be verified.

RESULT

PT. Barokah Putra is engaged in an industry that produces compost which is needed by farmers. There are two types of compost produced, namely ordinary compost and compost in the form of pellets. In carrying out its activities, this company employs permanent employees and casual employees. In carrying out their activities they also supervise the discipline of their employees. From the research results it is known that the amount of compost produced by PT. Men's Barokah for the last 3 years are as follows:

Table 1 Production of Compost Fertilizer PT. Men's Barokah 2020-2022

Number	Year	Compost type	
		Normal	Pellets
1	2020	9,670 Sak	3,812 Sak
2	2021	9,800 Sak	3,415 Sak
3	2022	10,700 Sak	3,560 Sak
Amount		30,170 Sak	10,787 Sak

Based on Table 1 above, it is known that the production results from PT. Barokah Putra is fluctuating where in 2021 there will be a decrease in production of pellet type compost. Previously in 2020 it produced 3,812 sacks, decreased to 3,415 sacks. This of course will also affect the income of PT. Barokah Putra The compost produced is sold/ marketed in addition to directly to farmers, this compost has also been distributed to fertilizer shops in the Karo Regency area.

DISCUSSION

A. Work Discipline

The results of the research are quotes from the results of research interviews with informants about the work discipline of employees at PT. The things that researchers ask as interview materials relate to various aspects that affect employee discipline. The results of the research interview were as follows:

a. Objectives and Capabilities

Based on the results of an interview with Drs.Ir informant Riko Maulana, M.Si said that employees can perform work that is their responsibility well. Work can be completed at a specified time, work goals can also be achieved, even if it is necessary for employees to volunteer to go home longer than working hours. According to Aep Saepudin,

S.P. said that it is imperative that employees are strict in terms of packaging so that there is no damage to packaging such as the sewing of goni which is not good so that when compost fertilizers are delivered to farmers or to fertilizer stores there are no complaints this is very important so that customer satisfaction can remain awake.

From the results of this study, it is known that although the work objectives can already be achieved and the loyalty of employees is quite high where employees are willing to return to

work for longer, but it is still very necessary to work carefully in terms of packaging, for example, a cleaner sewing so that there is no complaint from consumers, so that it is necessary to be reminded and always supervised by the leader so that the quality of the products received by consumers remains awake.

b. Leadership

Employee work discipline is heavily influenced by a leader. Every employee will obey and obey the various rules that are made if they see their leaders also obey those rules. A leader should be an example and a guide to his subjects, and a leader must be a good example.

According to Sri Masrifah, Muhammad Abdillah Tuti Asmalam said that the leader of PT. Barokah Son gave a good example to his subordinate leader during work and home at the prescribed time. The leader also always monitors the employee's work discipline, for employees who are less disciplined will be given a tribute and for workers who are diligent in giving appreciation, so that we will be employed with passion in the work. Leaders also lead employees with full family-friendliness so we feel very appreciated and comfortable working.

Leadership in PT. Barokah Son has already performed the leadership well, where treating his employees with full family, warning employees who are less disciplined and appreciating hardworking employees, this makes the working climate conducive.

c. Compensation

According to (Handoko in Sutrisno, 2019) what is meant by compensation is everything that employees receive in return for services for their work. According to informants Aep Saepudin, Husin Sinulingga, and Pana Sembiring, salaries are paid each month for permanent employees and for day-to-day employees are paid every day after completing their tasks. Employees also get THR in accordance with the employee's religious celebrations, so the Islamic religious THR is paid on the feast day of Idul Fitri and the Christian religious on the new year.

The results of this study showed that p. Barokah Putrasudah pays compensation to his employees but considering the amount of compensation greatly affects the well-being of employees, compensation should still be added to its kind, such as bonuses, and other facilities according to the company's capabilities.

d. Justice

Based on the results of interviews with informants Aep Saepudin, Muhammad Abdillah, Tuti Asmala, and Sri Masrifah said that they were treated fairly by his leadership. The manager is very attentive to them, giving guidance to employees. with

Attention, the guidance given by the boss to us so we feel very happy in their work. From the results of this interview it is known that the leader has performed his leadership fairly by giving attention and guidance to his subordinates well.

e. Punishment

According to the informant of the Fund Prihadidan Aep Saepudin, that if there are employees who violate the rules then the leader gives the sanctions, starting from the sanction verbally by calling the concerned to be given a warning and if the employee remains unchanged then will be given the written warning until with the heaviest sanction the dismissal sanction is dropped, informant Erinda Destrym said that the penalties given to employees who have committed a mistake in order to give the effect of the jera for the other employees to not commit mistakes.

f. Firmness

The rigidity of a leader greatly affects the discipline of his employees' work. A leader must act firmly if his employees make mistakes. According to informant Erinda Destrym, the leadership is

very firm if there are employees who make mistakes, it is also justified by informant Aep Saepudin, S.P. who says that the leader will impose sanctions on employees who have made mistakes so that employees concerned do not make any more mistakes while for other employees do not do the same mistake.

Strength of leadership in PT. Barok Son is very influential on the discipline of his employees, the leader will give tough sanctions on his employees who violate the rules. The sanctions given in accordance with the level of reasonableness made, this will give an effect for employees to be disciplined in carrying out their duties.

B. Performance

The results of the research are quotations from the results of research interviews with informants about the performance of employees in PT. The things that researchers ask as interview materials relate to various aspects that affect employee performance. The results of the research interview were as follows:

a. Quantity Required

According to Erinda Destrywa informant, employees have worked to production targets even sometimes exceeded the set targets. If required, we are also in the production department ready to do overtime if demand increases. Informer Reni Herniawat said that we always strive to pursue the goals that have been set because we always give each other incentive among employees at work, even sometimes we are also willing to go home longer than working hours. If there is an increase in the amount of production, then the previous day worker will be added. Employees always try to work out their tasks to the set work targets, but if there is an increase in the amount of production due to the additional demand in the market, then an increase is made in the quantity of daily workforce released.

b. Quality Required

According to Erinda Destrykani, the informant works according to the SOP that has been established so as not to make mistakes, the composite produced in accordance with the quality established by the company. According to informant Aep Saepudin, S.P. compost fertilizers that have been packed in goni are always inspected before being shipped to farmers and fertilizer stores. However, it has also occurred that Goni suffered damage until the fertilizer store so that the compalin must be replaced and re-delivered, this is done so that customers are not disappointed In order to maintain customer satisfaction it is necessary to maintain the quality of the product not only at the time of production but also packaging until the delivery of products to consumers.

c. There is collaboration between employees.

According to informants Aep Saepudin, S.P. and Husin Sitepu that the cooperation between employees is very good, it can be seen from the discrepancy of other employees helping the work of unfinished colleagues. From the results of these interviews it is known that the collaboration between their employees is very close and they are happy to help their unfinished colleagues work, such a thing is great to maintain.

d. There is Cost Pressure

According to the informant Erinda Destrydan Aep Saepudin,S.P. we always work according to the SOP that has been established, working with the discipline striving to ensure that the materials are used well in producing comos fertilizer, the time in work so that the production objectives can be achieved. From Results

This study is known that the employee has worked in accordance with the rules established by the company, so that the production costs needed have been in line with the established

e. There is Supervision

According to Drs.Ir. Riko Maulana, M.S. As my leader oversees the performance of my subordinates asking for responsibility for the outcome of subordinate work if there is an error then I will provide correction for the mistake. The informant Aep Saepudin and Erinda Destrym said that we got an assistant in the work so that both the quantity and quality that we set can be achieved. In addition to oversight from our leaders, we also oversee ourselves, about what we should do, how to do it, how we use the equipment so that it does not break down and when we should complete our tasks. Inspections carried out at PT. Barokah the Son has gone well, in addition to being done by the leader then the employees themselves do the surveillance attached. With this monitoring, the goal can be achieved.

CONCLUSION

Based on the results of research and discussion, it can be concluded that the implementation of the work discipline of PT. The Barok Son of Jatinangor has gone well. The manager has paid attention to various factors that affect the work discipline of his employees, compensation has been given well, but for the future it should be necessary to add the type of compensation given because this compensation greatly affects the discipline and performance of employees. In the provision of sanctions, if there is an employee who commits a mistake, they are punished equally. However, to maintain the quality of product packaging is still necessary rigour of employees and supervision of the leader so that consumer complaints do not occur. Employees' performance is also good enough that they can the goals set by the company. In addition to their leadership, they are also monitoring themselves, so that they can perform their duties according to the SOP.

REFERENCES

- Astutik, Mardi, 2016. The Influence of Work Discipline and Organizational Culture on the Performance of Employees of the Secretariat of the Regional People's Representative Council of Jombang Regency. *Journal : Business, Management & Banking* Vol. 2 No. 2, p.141-159
- Agustina, R., Yusuf, M., Sutiyan, O. S. J., Ardianto, R., & Norvadewi, N. (2022). Employee Performance Mediated Quality Of Work Life Relationship Satisfaction On The Job And Organizational Commitment. *Jurnal Darma Agung*, 30(2), 589-605.
- Baidun, A., Prananta, R., Harahap, M. A. K., & Yusuf, M. (2022). Effect Of Customer Satisfaction, Marketing Mix, And Price In Astana Anyar Market Bandung. *Al-Kharaj: Journal of Islamic Economic and Business*, 4(2).
- Edison Emron, Yohny Anwar and Imas Komariah, 2018. *Human Resource Management*, Bandung, Alfabeta Fahmi, Irham, 2016. *Human Resource Management: Theory and Practice*, Bandung, Afabeta.
- Hasibuan, Malayu SP, 2016. *Human Resource Management*. Jakarta : PT. Script Earth
- Hayatul, Fadri, 2017, *Analysis of Employee Performance at PT Industry and Trade Bangkinang*, JOM Fekon Journal, Volume 4, Number 1 page 414-425
- Herawati, A. F., Yusuf, M., Cakranegara, P. A., Sampe, F., & Haryono, A. (2022). Social Media Marketing In The Promotion Of Incubator Business Programs. *Jurnal Darma Agung*, 30(2), 623-633.

- Heryadi, D. Y., Fachrurazi, F., Nurcholifah, I., & Yusuf, M. (2023). During the Covid-19 Pandemic, Marketing Strategy Analysis for Crispy MSMEs" MA ICIH". Jurnal Publikasi Ilmu Manajemen, 2(1), 184-201.
- Istikomah, I., Saputra, G. W., & Yusuf, M. (2022). Marketing Mix Strategy and Financial Capabilities in Improving Sharia Stock Investment. Journal of Applied Management and Business Administration, 1(1), 21-27.
- Ismunandar, I., Andriani, N. Y., Hanis, R., Hamzah, R., & Yusuf, M. (2023). GRAND PREANGER BANDUNG EFFECTIVE MARKETING COMMUNICATION STRATEGY IN THE STAYCATION PROGRAM. Jurnal Ekonomi, 12(01), 48-53.
- Kurniadi, W., Lotte, L. N. A., Cakranegara, P. A., Sampe, F., & Yusuf, M. (2022). HANAN WEDDING PLANNER'S MARKETING COMMUNICATION STRATEGY FOR INCREASING SALES IN THE COVID-19 PANDEMIC ERA ON THE TIKTOK APP. Jurnal Ekonomi, 11(03), 1359-1364.
- Kurniawan, A., Yusuf, M., Manueke, B., Norvadewi, N., & Nurriqli, A. (2022). In Tokopedia Applications, The Effect Of Electronic Word Of Mouth And Digital Payment On Buying Intention.
- Kurhayadi, K., Rosadi, B., Yusuf, M., Saepudin, A., & Asmala, T. (2022). The Effect of Company Reputation and Customer Experience on Customer Loyal Behavior Citylink Indonesia. Riwayat: Educational Journal of History and Humanities, 5(2), 381-385.
- Mangkunegara. AA Anwar Prabu, 2016, Corporate Human Resource Management, Bandung, PT Juvenile Rosdakarya
- Octaviani, Irma Sari, Pricilla, Lidya 2020. The Effect of Work Discipline and Work Motivation on Employee Performance at PT. First Logistics Service. Journal: Scientific Management Forkamma, Vol.4, No.1, p.47-59
- Pranitasari, Diah and Khusnul Khotimah, 2021, Analysis of Employee Work Discipline, Journal of Accounting and Management STIE Indonesia Jakarta Vol.18 No.1 page 22-38
- Pratiwi Henni, 2017, Analysis of Employee Work Discipline at PT. Hariara Medan, Journal of Business Administration, Vol.6. No1 Pg.20-23
- Pudjowati, J., Cakranegara, P. A., Pesik, I. M., Yusuf, M., & Sutaguna, I. N. T. (2021). The Influence Of Employee Competence And Leadership On The Organizational Commitment Of Perumda Pasar Juara Employees. Jurnal Darma Agung, 30(2), 606-613.
- Razali, G., Nikmah, M., Sutaguna, I. N. T., Putri, P. A. N., & Yusuf, M. (2023). The Influence Of Viral Marketing And Social Media Marketing On Instagram Adds Purchase Decisions. CEMERLANG: Jurnal Manajemen dan Ekonomi Bisnis, 3(2), 75-86.
- Saputra, Wisnu Rangga, 2019. The Influence of Organizational Culture, Work Environment, and Organizational Commitment on Employee Performance at PT. Terminal

- Sampe, F., Cakranegara, P. A., Yusuf, M., Rahayu, M., & Nasution, R. A. (2022). EMPLOYEE PERFORMANCE AND HUMAN RESOURCE PROTECTION. *Jurnal Ekonomi*, 11(03), 1045-1049.
- Sampe, F., Yusuf, M., Pakiding, D. L., Haryono, A., & Sutrisno, S. (2022). Application Of Digital Marketing In Maintaining Msmes During The Covid-19 PandemiC. *Jurnal Darma Agung*, 30(2), 663-676.
- Salim, N. A., Sutrisno, S., Maango, H., Yusuf, M., & Haryono, A. (2022). Employee Performance And The Effects Of Training And The Workplace. *Jurnal Darma Agung*, 30(2), 549-558.
- Saepudin, A., Prihadi, M. D., Asmala, T., & Yusuf, M. (2022). WORK FROM HOME (WFH) POLICIES ARE BEING IMPLEMENTED AT THE BANDUNG CITY PUBLIC WORKS DEPARTMENT. *Journal of Research and Development on Public Policy*, 1(1), 42-50.
- Sugiyono, 2018. *Quantitative Qualitative Research Methods and R&D*, Bandung, Alfabeta.
- Sutrisno, Edy, 2019, *Human Resource Management*, Jakarta, Kencana Prenada
- Sudirjo, F., Lotte, L. N. A., Sutaguna, I. N. T., Risdwiyanto, A., & Yusuf, M. (2023). THE INFLUENCE OF GENERATION Z CONSUMER BEHAVIOR ON PURCHASE MOTIVATION IN E-COMMERCE SHOPPE. *Profit: Jurnal Manajemen, Bisnis dan Akuntansi*, 2(2), 110-126.
- Sutaguna, I. N. T., Sampe, F., Dima, A. F., Pakiding, D. L., & Yusuf, M. (2022). Compensation and Work Discipline's Effects on Employee Achievement at Perumda Pasar Juara. *YUME: Journal of Management*, 5(3), 408-428.
- Widodo. (2019). *Metodologi Penelitian Populer & Praktis*. Kharisma Putra Utama Offset.
- Wowling, S. A. S., Yusuf, M., Gampu, S., & Sahala, J. (2022). PRODUCT QUALITY AND PRICING INFLUENCE ON THE BRAND REPUTATION OF LOCO COFFEE FAST FOOD PRODUCTS. *Jurnal Darma Agung*, 30(2), 541-548.
- Wahyuni, Sri Indra and Fitri Lubis, Ema. 2020. Analysis of Employee Work Discipline at PT. Kharisma Rowing North Pekanbaru. *Journal : Currency* Vol. 6 No. 1, p.55-65
- Yusuf, M., Haryono, A., Hafid, H., Salim, N. A., & Efendi, M. (2022). Analysis Of Competence, Leadership Style, And Compensation In The Bandung City Pasar Bermartabat. *Jurnal Darma Agung*, 30(1), 524-2.
- Yusuf, M., Fitria, H., & Mulyadi, M. (2020). The Influence of Teacher's Supervision and Professionalism on Teacher's Performance. *Journal of Social Work and Science Education*, 1(3), 234-240.

Yusuf, M., & Matiiin, N. (2022). ANALYSIS OF THE EFFECT OF THE MARKETING MIX ON PURCHASING DECISIONS. *International Journal of Economics and Management Research*, 1(3), 177-182