Discipline Analysis and Employee Performance

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Abstract
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

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. Barokah 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

<table>
<thead>
<tr>
<th>Number</th>
<th>Year</th>
<th>Compost type</th>
<th>Normal</th>
<th>Pellets</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2020</td>
<td>9,670 Sak</td>
<td>3,812 Sak</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>2021</td>
<td>9,800 Sak</td>
<td>3,415 Sak</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>2022</td>
<td>10,700 Sak</td>
<td>3,560 Sak</td>
<td></td>
</tr>
</tbody>
</table>

Amount 90,170 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 dating 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 idol 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.

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 Destryp, 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 Destrykami, 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 complaint 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 Detrydan 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.

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