The Effect Of Work Discipline On Work Performance In The Office South Binjai Sub-District

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Abstract

This study aimed to analyze the effect of Work Discipline on Work Performance at the Binjai Selatan Subdistrict Office. This research used a quantitative causal associative method. The study was conducted with a population of 117 employees. The sampling technique used was saturated sampling, where all members of the population were included as samples. The data used were obtained from questionnaires distributed to respondents, consisting of all employees from various divisions within the office. The results showed that Work Discipline had a positive and significant effect on Work Performance. This was proven by a t-value of 13.416, which was greater than the t-table value of 1.99656, and a significance value of 0.000, which was less than 0.05. The regression coefficient of 1.267 indicated that every 1-point increase in Work Discipline would lead to an increase of 1.267 points in Work Performance, assuming other variables remained constant. Furthermore, the results of the coefficient of determination test showed an Adjusted R Square value of 0.628 or 62.8%, indicating that Work Discipline had a significant influence on Work Performance, with 37.2% influenced by other factors not included in the study. Overall, the findings of this research identified that improving Work Discipline could significantly contribute to enhancing Work Performance at the Binjai Selatan Subdistrict Office.

Keywords:
Work Discipline; Work Performance

1. INTRODUCTION

Government agencies such as official offices and sub-district offices are currently facing challenges in improving employee work performance. Good work performance is highly expected to provide optimal public services to the community. However, to achieve this, discipline is two very important factors to consider (Akbar et al., 2021).

Work discipline is a fundamental factor in maintaining work performance. Discipline includes adherence to working time, adherence to procedures, and

commitment to the tasks given (Surajiyo et al., 2021); (Pandia & Zulfikar, 2023). Lack of supervision is often the main obstacle in achieving the expected productivity and service quality (Hasibuan, Malayu SP, 2018). Previous studies have shown that low levels of supervision have a negative impact on job performance (Robbin & Judge, 2015). Therefore, consistent and effective enforcement of supervision is crucial.

Work Discipline is a person's obedience and loyalty to the rules and procedures that have been established in an organization or workplace. According to (Hasibuan, Malayu SP, 2018) work discipline is a person's awareness and willingness to comply with all applicable company regulations and social norms. This includes adherence to work time, adherence to procedures, and commitment to assigned tasks. Good supervision will increase productivity and work performance because employees work in accordance with the standards that have been set.

Meanwhile, according to Mangkunegara, (2017) work discipline is an attitude of respecting and appreciating company regulations, and trying not to violate these regulations. Effective supervision requires good and consistent supervision, as well as support from management to ensure that employees have high supervision and commitment to their work.

In this study, the indicators of work discipline refer to opinions according to (Hasibuan, Malayu SP, 2018), namely:
1) Attendance is the level of attendance of employees in carrying out their duties according to a predetermined schedule.
2) Punctuality is the discipline of employees in starting and completing work on time.
3) Compliance with Rules is the employee's compliance with the rules and procedures that apply in the workplace.
4) Consistency in Work is the seriousness and continuity of employees in completing their tasks.

Employee work performance can be measured through various indicators, such as productivity, service quality, and community satisfaction. In South Binjai District, the work performance of employees is reflected in their ability to handle community problems, complete tasks on time, and provide responsive and quality services (Luthans, F, 2011). Therefore, this study also explores how supervision and supervision can improve employee work performance.

Work achievement is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara. A.A. P, 2020). Meanwhile, (Robbin & Judge, 2015) states that work performance is the results achieved by employees who are evaluated based on certain standards or criteria, which include the effectiveness, efficiency, and contribution of employees to organizational goals.

To measure the work achievement of this research, referring to the theory (Mangkunegara. A.A. P, 2020) is as follows:

1. Quality of Work. The quality of the work achieved by employees, which includes accuracy, accuracy, and conformity with predetermined standards.
2. Work Quantity. The volume or number of work that can be completed by employees in a certain period of time.
3. Timeliness. The ability of employees to complete work according to the specified time limit.
4. Effectiveness. The extent to which the employee's work results are in accordance with the goals to be achieved and have a positive impact on the organization.
5. Efficiency. The optimal level of resource use in completing the work, which includes time, cost, and effort.
6. Discipline. The level of employee compliance with the rules and procedures that have been set by the organization.
7. Creativeness. The ability of employees to generate new and innovative ideas that can improve performance and productivity.

Based on specific initial observations, in the South Binjai District office there are several problems such as lack of compliance with existing rules. Employees often do not comply with the working hours or administrative procedures that have been set. In addition, employees feel uninvolved in the decision-making process or feel undervalued, which can affect their discipline and overall performance (Robbin & Judge, 2015).

This study aims to understand how work discipline affects work performance. The concept of this research is as illustrated in the following conceptual framework drawing:

Figure 1. Conceptual Framework

2. RESEARCH METHODS

This type of research is a casual associative quantitative research with the aim of analyzing the pattern of relationships between variables with the aim of finding out
the effect between two independent (exogenous) variables on the bound (endogenous) variable (Hair, J.F., et. al, 2022). This research was carried out at the South Binjai Sub-district Office. The time of this research was carried out from August to November 2024. According to (Sugiyono, 2018) population is a

generalization area consisting of objects/subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions. The population in this study is the entire number of employees at the South Binjai Sub-district Office with a total of 117 employees with the following details:

Table 1. Popolation Details

No.	Status	Number (Person)
1.	ASN	64
2.	Honorary	53
Sum		**117**

Source : South Binjai Sub-district Office

The sampling technique used in this study is a saturated sample. According to (Sugiyono, 2019) saturated sampling is a sample selection technique when all members of the population are sampled where all populations in this study are sampled, totaling 117 employees

The data that will be used from this study is the data from the questionnaire results distributed to respondents consisting of all employees in all divisions. The data analysis technique used in this study is a quantitative data analysis method using SPSS version 25.0.

Validity and reliability tests were carried out in order to improve the quality of research data. The criteria for making a validity test decision are as follows: If the calculation > the table, then the question item is valid. If the calculation < rtable, then the question item is invalid. Meanwhile, the reliability test criteria are formulated if r-alpha > r-table, then the statement is reliable, and if r-alpha < r-table, then the statement is not reliable.

The linear regression model is formulated in this study with the following formula:

$Y = a + bX$

Where:

And = Work Performance

X = Work Discipline

a = Constant

b = Regression coefficient

The t-test in this study was carried out to determine the significance of the influence of the independent variable on the bound variable (Hair, J.F., et. al, 2022). According to Hair, J.F., et. al, (2022) The determination test (R^2) is used to measure how much the influence of independent variables on dependent variables. In other words, this determination coefficient is used to assess the magnitude of the influence of the independent variable studied, namely Work Discipline (X), on the dependent

variable, namely Work Performance (Y). The value of the determination coefficient (R^2) ranges from zero to one ($0 < R^2 < 1$) which means, if $R^2 = 0$, then there is no influence between the variable (X) and the variable (Y). Conversely, if R^2 is close to 1, then the influence between variable (X) and variable (Y) is getting stronger. This determination coefficient test was carried out using SPSS software version 25.0.

3. RESULTS AND DISCUSSION
3.1 Research results
a) Descriptive Analysis

Descriptive Analysis In this test, it is used to find out the minimum and maximum scores, the highest score, the ratting score and the standard deviation of each variable. The results are as follows:

Tabel 2. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work Discipline	107	3.25	5.00	4.4089	.47259
Job Performance	107	3.43	5.00	4.3513	.43058
Valid N (listwise)	107				

The results of this measurement show that in general, Work Discipline and Work Achievement are rated positively by the majority of respondents, with a mean value close to 4. This illustrates that employee performance in terms of discipline and work performance is at a good level, which of course has a positive impact on the organization. A mean value greater than 4 indicates that most employees are satisfied with their level of work discipline and work performance.

However, the relatively low standard deviation for both variables (0.47259 for Work Discipline and 0.43058 for Work Performance) indicates that there is a variation in perception between individuals. Some employees may feel that their level of discipline and performance is optimal, while others may feel that there is room for improvement. This variation can be due to differences in experience, an individual's understanding of the expected standards, or it may be related to external factors that affect the individual's performance.

b) Validity and Reliability Test Results
Validity Test Results

Validity tests are used to measure the validity of a questionnaire or not. The validity test carried out in this study is through the *Corrected Item-Total Correlation* test or better known as *PersonCorrelation*.

Table 3. Results of the Validity Test of Work Discipline Variables (X)

Variable	Correlation Value	Probability	Information

X1	0.796 > 0.1816	0,000 < 0,050	Valid
X2	0.873 > 0.1816	0,000 < 0,050	Valid
X3	0.874 > 0.1816	0,000 < 0,050	Valid
X4	0.881 > 0.1816	0,000 < 0,050	Valid

Source: Processed with spss version 25

From the above data, it can be stated that the indicator in the Work Discipline variable has a correlation coefficient value of > 0.1816 with a significance value of 0.000 < 0.05 so that it can be concluded that the indicator of the Work Discipline variable is valid (Sugiyono, 2017).

Table 4. Results of the Validity Test of Work Performance Variables (Y)

Variable	Correlation Value	Probability	Information
Y.1	0.793 > 0.1816	0,000 < 0,050	Valid
Y.2	0.743 > 0.1816	0,000 < 0,050	Valid
Y.3	0.763 > 0.1816	0,000 < 0,050	Valid
Y.4	0.819 > 0.1816	0,000 < 0,050	Valid
Y.5	0.893 > 0.1816	0,000 < 0,050	Valid
Y.6	0.882 > 0.1816	0,000 < 0,050	Valid
Y.7	0.869 > 0.1816	0,000 < 0,050	Valid

Source: Processed with spss version 25

From the above data, it can be stated that all indicators in the Work Performance variable have a correlation coefficient value greater than 0.1816 with a significance value of 0.000 < 0.05 so that it can be concluded that the statements for the Work Performance variable are valid (Sugiyono, 2016).

Reliability Test Results

According to (Ghozali, 2016) The reliability test aims to measure how reliable or reliable the questionnaire is distributed to the respondents, which is useful as an instrument in this study. The reliability measurement method used in this study is by looking at the value of *Cronbach Alpa (a)*, questionnaires that are declared reliable or reliable if the value of *Cronbach Alpa (a)> 0,61.*

Table 5 Reliability Test Results

Variable	Cronbach's Alpha	N of Items
Work Discipline	0.878	4
Job Performance	0.937	7

Source: Processed with spss version 25.0

Based on table 5, it is known that the *Cronbach Alpa value (a)* of the variables Work Discipline and Work Performance is greater than 0.60. So that it can be concluded that

all indicators in the variable instrument are declared reliable or reliable so that they can be continued to the test of the research hypothesis

b) Quantitative Analysis

This analysis is intended to determine the influence of independent variables on dependent variables. The test results are as follows:

Simple Linear Regression Analysis

This regression test is intended to find out the change of the dependent variable if the independent variable undergoes a change. The test results are as follows:

Table 6. Results of Sederhada Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Mr.
	B	Std. Error	Beta		
1 (Constant)	8.117	1.675		4.846	.000
Work Discipline	1.267	.094	.795	13.416	.000

a. Dependent Variable : Work Performance

Based on the test results in Table 6, a simple linear regression equation describing the relationship between Work Discipline and Work Performance with the equation Y = 8,117 + 1,267X. In this equation, Y refers to Work Performance, while X refers to Work Discipline. The constant value of 8.117 indicates that if there is no Work Discipline factor (value X = 0), then the Work Achievement is estimated to be at 8.117. This gives the impression that even if there is no direct contribution from Work Discipline, Work Achievement will still have a value higher than zero.

The regression coefficient for Work Discipline, which is 1,267, indicates that every 1 point increase in Work Discipline will lead to an increase in Work Achievement by 1,267 points. This shows that there is a significant positive relationship between the two variables, where the better the Work Discipline, the higher the Work Achievement that can be achieved by employees.

Determination Coefficient Analysis

To determine the magnitude of the influence of independent variables on dependent variables, a determination coefficient analysis was carried out. The test results are as follows:

Table 7. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795a	.632	.628	1.83784

a. Predictors: (Constant), Disiplin Kerja

The test results in Table 7 show an Adjusted R Square value of 0.628 or 62.8%, which means that Work Discipline is able to explain 62.8% of the variability in Work Performance. In other words, Work Discipline contributes significantly to the changes that occur in Work Performance, while the remaining 37.2% is influenced by other factors that are not explained in this model. An R Square value of 0.632 indicates that the model has a fairly good ability to predict Job Performance based on the Work Discipline variable, although there are still a number of other factors affecting Job Performance that have not been included in this analysis.

The Std. Error of the Estimate value of 1.83784 illustrates the level of accuracy of the model in predicting Work Performance. The smaller the error value, the better the model will be at predicting the actual value. With the recorded error standard values, it can be concluded that this model has a fairly good level of accuracy in predicting Job Performance, although there is still room for improvement in obtaining more accurate predictions.

Overall, the results of this test show that Work Discipline has a significant influence on Work Performance, with a considerable contribution. However, there are still other factors that need to be considered to get a more complete picture of what affects Job Performance in this organization.

Results of t-Test (Hypothesis Test)

Hypothesis testing with the t-test is used to determine whether or not there is an influence of dependent variables on independent variables with the following hypothesis formulations:

Ho : There is no effect of Work Discipline on Work Achievement at the South Binjai Sub-district Office

Ha : There is an Influence of Work Discipline on Work Achievement at the South Binjai Sub-district Office

The following are the results of the hypothesis test as shown in the following table:

Table 8. Hypothesis Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.117	1.675		4.846	.000
Work Discipline	1.267	.094	.795	13.416	.000

a. Dependent Variable : Work Performance

Based on the test results in Table 8, a calculated t-value of 13.416 was obtained which was greater than the t-table value of 1.67866, with a significance value of 0.000 which was smaller than 0.05. This shows that Work Discipline has a positive and significant effect on Work Performance. Thus, Ho (null hypothesis) is rejected, and Ha (alternative hypothesis) is accepted, which means that there is a positive and significant relationship between Work Discipline and Work Performance.

3.1. Discussion

The findings in this study show that there is a significant influence between Work Discipline and Work Performance, which is in line with the findings expressed by Suryani et al. (2021). In their research, Suryani et al. concluded that work discipline plays an important role in improving employee work performance. High discipline encourages employees to focus more on their duties and responsibilities, resulting in better performance. These findings show that organizations that focus on improving work discipline will be able to improve the quality of their employees' work, which in turn contributes to improving their work performance. Therefore, effective human resource management should emphasize the importance of strengthening a culture of discipline in the organization.

Previous research by Haryanto (2019) also found that work discipline has a direct impact on employee work performance. Haryanto stated that employees who are disciplined in their work tend to be more productive and can complete tasks better according to the expected standards. Good work discipline also contributes to more effective and efficient time management, which ultimately results in an increase in optimal work performance. This supports the findings in this study, which shows that the better the work discipline, the higher the work performance achieved.

In addition, research by Dwi & Junaedi (2020) also shows that work discipline is a key factor in improving employee work performance in the public sector. They emphasize that organizations that can foster discipline among their employees, such as through structured work schedules, rewards, and strict supervision, will have employees who are more motivated to improve their performance. These findings further strengthen the argument that work discipline is a factor that cannot be ignored in improving work performance in various types of organizations.

Overall, the results of this study show that work discipline has a positive and significant effect on work performance, and is in line with various previous studies that also affirm the importance of discipline as a key factor in improving individual performance in organizations. For this reason, it is important for organizations to create a work environment that supports the implementation of work discipline, both through clear policies, training, and awarding employees who show high discipline in carrying out their duties.

4. CONCLUSIONS AND SUGGESTIONS

4.1 Conclusion

From the results of the data analysis of the research results and discussions described above, it can be concluded that:

1. The regression test results show that the regression coefficient value of 1,267 indicates that every 1 point increase in Work Discipline will cause an increase in Work Achievement by 1,267 points, assuming other variables remain constant.

2. Based on the results of the t-test, it can be stated that Ho was rejected, and Ha was accepted with a t-calculated value of 13,416 > t-table 1.67866, and a significance value of 0.000 < 0.05. This shows that Work Discipline has a positive and significant influence on Work Achievement at the Sidikalang Sub-district Office.

3. Based on the results of the determination coefficient test, an Adjusted R Square value of 0.632 or 63.2% was obtained, which shows that Work Discipline has a fairly high influence on Work Performance, with the remaining 36.8% influenced by other factors that have not been studied in this study. This relatively high Adjusted R Square value indicates that the regression model used is quite good in explaining the variability of Work Performance influenced by Work Discipline.

4.2 Advice

Based on the results of the research, discussion, and conclusions that have been explained, here are some suggestions that can be given to institutions, especially at the South Binjai Sub-district Office:

1. It is hoped that the South Binjai Sub-district Office will continue to strengthen and develop a more inclusive and fair Work Discipline system, by providing appropriate awards based on individual employee contributions. Organizations need to create training and development programs that focus on improving the quality of work discipline and a positive work culture. This can encourage employees to be more motivated to improve their performance, create an environment that supports higher productivity, and create greater employee involvement in achieving organizational goals.

2. It is recommended for students to deepen their understanding of the factors that affect Work Performance, especially Work Discipline, as well as how the relationship between these factors can improve individual work performance. Students are also advised to apply more diverse research methods, both quantitative and qualitative, in order to obtain more comprehensive results. With a deep understanding, students are expected to be able to produce more applicable findings that are relevant to organizational conditions.

3. To the next researcher, it is recommended that further research continue to study other factors that can affect the relationship between Work Discipline and Work Performance, such as psychological, leadership, and organizational culture factors.

The researcher is also advised to expand this research to various sectors and types of organizations, as well as develop other variables that can affect employee performance. In this way, it is hoped that further research can provide more comprehensive and applicable findings to improve overall work performance in various sectors.

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