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THE RELATIONSHIP BETWEEN DISCIPLINE AND THE PERFORMANCE OF EMPLOYEES OF PDAM

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Abstract

The aim of this research to determine the relationship of discipline with the performance of employees of PDAM Tirta Indra Rengat, Indragiri Hulu Regency. This Research is a quantitative. Primary data were obtained through a questionnaire distributed to 53 employees. Data analysis techniques used in the research is conducted are Product Moment Correlation and t-Test through the SPSS application. The results of the study are the existence of a disciplinary relationship with significant performance and are positive and is in the medium category.

Jel Classification:

Y8; H11

Keywords: Discipline, Performance

INTRODUCTION

One of the organizational resources that have an important role in achieving its goals is human resources. Because of the importance of the role of humans in competition both short and long term in the business agenda, an organization must have more value compared to other organizations. Organizations that succeed in influencing the market if they can attract attention or strengths that are owned in various ways compared to other organizations (Bangun, 2012).

According to Fahmi in Wulan (2013), Performance is the result obtained by an organization both profit-oriented and non-profit organizations that are produced over some time. Performance emphasizes the results of one's work. Performance results obtained are measured by looking at the standard rules that have been set at an organization. Work standards set by the organization are the basis for evaluating one's performance.

Performance appraisal has several aspects namely 'work performance, sense of responsibility, loyalty, and service, initiative, honesty, discipline, cooperation and leadership' (Suprpto in Vuspasari, 2011). Discipline must be upheld in any organization, without the support of good employee discipline it will be difficult for the organization to realize its goals. So, discipline is the key to an organization's success in achieving its goals. Thus discipline

is the main basis for producing optimal work performance, so that in the end the goals that were originally set can be realized (Novika, 2017).

Based on the results of Novika (2017), there is a very strong relationship between discipline and performance. Pitria's research (2017) explained that work discipline influences ups and downs in performance and explains that there is a significant and positive relationship between employee discipline and employee performance. Different research results by Shelviana (2015) explained that discipline with performance has a positive and moderate relationship. However, from the results of research conducted by Lengkong *et.al* (2018), it explains that there is no relationship between discipline and performance.

METHODS

Methods, this research is quantitative. Primary data through a questionnaire was used in this study and distributed to 53 employees of PDAM Tirta Indra Rengat Indragiri Hulu Regency. Data Analysis Techniques used are Product Moment Correlation and test through the SPSS Application.

RESULTS AND DISCUSSION

Product Moment Correlation Analysis

Table 1. Correlations

		DISIPLIN	KINERJA
DISIPLIN	Pearson Correlation	1	,530**
	Sig. (1-tailed)		,000
	N	53	53
KINERJA	Pearson Correlation	,530**	1
	Sig. (1-tailed)	,000	
	N	53	53

** . Correlation is significant at the 0.01 level (1-tailed).

Based on the results of the hypothesis analysis of the relationship of discipline with the performance shows the existence of significant and positive relationship and is in the medium category.

t-Test

$H_0 : r < 0$, it means that discipline with performance does not have a significant and positive relationship.

$H_a : r > 0$, it means that discipline with performance does have a significant and positive relationship.

Based on table 2 presented, $t_{count} > t_{table}$, which is $4,463 > 2,676$, it means that discipline with employee performance has a significant and positive relationship.

Table 2. Parsial Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	9,180	1,635		5,614	,000
1 DISIPLIN	,436	,098	,530	4,463	,000

a. Dependent Variable: KINERJA

Table 3. The Correlation Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	,530 ^a	,281	,267	1,570	,281	19,919	1	51	,000	2,370

a. Predictors: (Constant), DISIPLIN

b. Dependent Variable: KINERJA

Coefficient of Determination (R²)

Based on table 3 obtained an R² value of 0,281.

$$\begin{aligned} KD &= 0,281 \times 100\% \\ &= 28,1\% \end{aligned}$$

The results of the analysis show that discipline affects the ups and downs of performance by 28,1%, while the remaining 71,9% is explained by other factors outside the discipline.

The Correlation Coefficient

The Correlation Coefficient, based on the correlation coefficient values presented in table 3, obtained the correlation coefficient value of 0,530. This shows the Category of the relationship is in the medium category.

The results of research conducted in line with the results of Research conducted by Shelviana (2015), namely discipline has a positive and moderate relationship with performance. This is evidenced by the value of R = 0,491.

CONCLUSION

Based on the results of the hypothesis analysis of the relationship of discipline with performance shows the existence of a significant and positive relationship and is in the medium category.

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