

ANALYSIS OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT ZONA PINTAR AND THERAPY CENTER SINTANG

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Abstract

This study aims to evaluate the impact of work discipline on employee productivity at PT Zona Pintar and Terapi Center, Sintang Regency. The company has established work discipline rules, including tardiness, dress code, and working hours. This research employs a quantitative method involving 30 respondents, consisting of employees from various divisions within the company. Respondents were asked to complete a questionnaire to measure the variables of work discipline and employee performance. Work discipline is assessed using three main indicators: responsibility, attendance, and compliance with applicable regulations. Meanwhile, employee performance is measured based on work quality, efficiency, and target achievement. Data analysis was conducted using IBM SPSS software version 30. The results reveal a positive and significant relationship between work discipline and employee performance. The correlation coefficient obtained is 0.762 (76.2%), indicating a strong relationship. Additionally, the determination coefficient shows that work discipline contributes 58% to employee performance. Hypothesis testing yields a t-value of 6.220, which is greater than the t-table value of 2.042. This result indicates that the null hypothesis is rejected, meaning that work discipline significantly influences employee performance at PT Zona Pintar and Terapi Center, Sintang Regency. In conclusion, work discipline has an essential impact on employee performance. These findings imply that consistent implementation of work discipline can enhance employee productivity, thereby assisting the company in achieving its goals. Management is encouraged to continuously strengthen discipline rules to support performance improvement and operational efficiency within the organization.

Keywords: Work Discipline, Employee Performance, Human Resource Management

Introduction

The success of a company is influenced by numerous factors, including adequate capital and technology, leadership style, corporate environment, and effective marketing strategies. However, these factors alone are insufficient without the support of high-quality human resources (HR). To effectively plan and manage human resources, companies require a managerial tool, namely Human Resource Management (HRM). According to Supriyanto et al. (2019), discipline is a key implementation of management aimed at reinforcing corporate regulations. The primary objective of HRM is to achieve organizational efficiency and effectiveness through the proper management of human resources. Like other organizations, tutoring centers rely on human resources, including employees and tutors. Tutoring centers play a significant role in non-formal education, which operates outside the formal education system. An example of non-formal education is tutoring, homeschooling, courses, and training programs. Like schools and other formal educational institutions, tutoring centers rely on teaching staff, referred to as tutors, and administrative staff, who are the organization's most valuable assets. Recognizing the importance of these staff members, organizational leaders must implement effective policies to enable employees to contribute optimally to the company's success. PT Zona Pintar understands the critical role of work discipline for all employees, considering it a key factor in achieving corporate goals, whether for profit generation or long-term sustainability. Employees can demonstrate high work discipline when performing tasks aligned with their expertise and competencies. To enhance the effectiveness of rules promoting discipline, it is essential to establish clear guidelines for employee conduct. Additionally, leaders must set an example, as they serve as role models for their subordinates. A leader must be capable of providing guidance and motivation to employees, as they hold ultimate responsibility for both employee success and failure.

The achievement of corporate goals in an effective and efficient manner is a fundamental aspect of performance management. Establishing obligations and tasks for employees, mutually agreed upon, fosters a sense of responsibility and drives employees to enhance productivity. This process also encourages them to conduct evaluations, provide feedback, communicate effectively, and offer guidance or assistance when needed. Professional motivation and work ethic, coupled with the implementation of a transparent and well-structured compensation system and continuous capacity building through education, form the cornerstone of achieving high performance. Today, the principle of high performance is closely associated with individuals who operate professionally, underscoring the relationship between performance and professionalism. A critical component of performance management is providing performance-related information to employees and relevant groups, derived from work evaluations. Employees who perform well must align with the company's objectives and expectations, which serve as the criteria for performance assessment. The individuals responsible for assessing employee performance must possess the ability to connect employee output with corporate goals and monitor performance over specific periods. By aligning individual contributions with organizational objectives and fostering a culture of professionalism and accountability, companies can ensure sustained success and high levels of performance.

This serves as the foundation for the study titled *"Analysis of Work Discipline on Employee Performance."* The research was conducted at PT Zona Pintar and Therapy Center, a private company based in Sintang, West Kalimantan. The company operates two branches located in Tanjung Puri and Pal 5, Sintang District, West Kalimantan. PT Zona Pintar specializes in informal education and therapy services, providing homeschooling, tutoring, and therapy for children with special needs. Preliminary research at PT Zona Pintar and Therapy Center revealed several issues related to employee discipline and performance. These include tardiness, taking leave without proper documentation or clear reasons, using mobile phones during work hours, and occasional delays in submitting reports. While the overall discipline and performance levels at PT Zona Pintar and Therapy Center are satisfactory, further improvements in these areas are necessary. Given this background, a focused study and analysis are required to assess the extent to which discipline impacts employee performance at PT Zona Pintar. The findings will provide valuable insights and serve as a basis for making informed decisions to enhance workplace discipline and employee performance, thereby supporting the company's objectives. Based on the background and identification of the issues, the research problem can be formulated as follows: *To what extent does the application of disciplinary principles in the workplace influence the overall quality and productivity of employee performance?* By understanding the extent to which work discipline impacts individual performance, this study aims to provide a more detailed explanation of the elements that can enhance the effectiveness and efficiency of work within the company.

Work Discipline

According to Sinambela (2019), work discipline can be categorized into two types: preventive discipline and corrective discipline. Preventive discipline refers to measures aimed at encouraging and guiding employees to consistently adhere to the rules and procedures established by the company. The goal of preventive discipline is to foster awareness among employees about the importance of following applicable regulations, thereby preventing violations or deviations that could disrupt the company's operational flow. Through these efforts, the company expects employees to perform their tasks and fulfill their responsibilities with a high level of concentration, commitment, and dedication, ensuring optimal task completion. Corrective discipline involves efforts to explain the rules and their application, ensuring compliance with company activities. Under corrective discipline, employees who violate or challenge the established rules are subject to sanctions as a form of consequence. The purpose of these sanctions is to encourage employees to improve their attitudes or behavior and return to adhering to the company's regulations. Corrective discipline serves to enforce compliance, ensuring that all employees follow the rules, while also providing an opportunity for them to learn and grow. By implementing both preventive and corrective discipline, organizations aim to maintain a productive and well-regulated work environment that supports individual and collective success.

Employee Performance

According to Sutrisno (2019), performance is the outcome derived from the work performed by employees, which can be measured based on several aspects, including quality, quantity, work hours, and the ability to collaborate in achieving the goals set by the company. This performance reflects how effective and efficient employees are in carrying out their tasks, as well as the extent of their contribution to achieving the organization's overall objectives. Hamali (2018) states that the purpose of employee

performance evaluation includes: administration of compensation, performance feedback, analysis of employee capabilities, gathering employee decisions, recognition of employee achievements, analysis of poor performance, goal-setting analysis, decisions regarding promotions, employee terminations, evaluation of goals achieved, and assessment of the company's overall objectives. This framework of performance evaluation helps companies monitor and improve employee contributions, ensuring alignment with organizational goals and fostering a culture of continuous improvement.

As outlined in the background and problem formulation above, the hypothesis of this study is that work discipline has a positive and significant impact on employee performance. This means that a high level of discipline is expected to significantly improve employee performance, contribute to the achievement of organizational goals, and enhance productivity within the company.

Research Methodology

This study uses a quantitative research method, which focuses on the collection and processing of data in numerical form to understand the phenomenon being studied in a measurable and objective manner. Sugiyono (2020) states that quantitative research is based on the philosophy of positivism, considering it the only valid knowledge, with historical facts as the object of research. Data collection for this study was conducted by distributing questionnaires, where the population and sample under study are saturated. This means that every individual in the population will be selected as a respondent to provide the necessary data for the research.

The questionnaire serves as a tool to collect data through a set of questions that are written and systematically organized. This instrument is designed to obtain responses from respondents regarding the topic or variables being studied. The questionnaire can include open-ended questions, closed-ended questions, or a combination of both. The main objective of the questionnaire is to gather relevant and accurate information about the subject being researched.

The population refers to a group of entities or individuals with certain characteristics selected by the researcher as the focus of the study, aiming to obtain relevant and representative conclusions. Saturated sampling is a method where every individual in the population is included as a sample in the research. In other words, the entire population participates in data collection without any selection or special criteria. However, this technique is not suitable for large populations and is more appropriate for smaller populations (Sujarweni, 2020). In the research conducted, the saturated sample method was used, including all employees of PT Zona Pintar and Therapy Center, with 30 employees being selected as the saturated sample.

Results and Discussion

Respondent Characteristics

Below are the respondents of the study categorized based on age characteristics

Table 1. Respondent Characteristics Based on Age

Age	Number of Respondents	Percentage
18-21	11	36,7%
22-25	15	50%
26-30	4	13,3%
Total	30	100%

Table 2. Respondent Characteristics Based on Educational Level

Last Educational Degree	Number of Respondents	Percentage
Senior High School	18	60%
Bachelor's	12	40%
Total	30	100%

Validity Test

Sugiyono (2019) explains that a validity test is a process used to measure the extent to which the information gathered from the research object aligns with the data presented in the research report.

Validity testing is conducted by analyzing each item or question in the research instrument. This process involves the total score from all items in the instrument. Therefore, the validity test provides an indication of whether each question or item in the questionnaire or other measurement tools is relevant and can accurately represent the variables being studied

Tabel 3. Validity Test

Variable	Statement	r Count	r Table	Description
Work Discipline	X1	0,417	0,361	Valid
	X2	0,398	0,361	Valid
	X3	0,521	0,361	Valid
	X4	0,513	0,361	Valid
	X5	0,698	0,361	Valid
	X6	0,384	0,361	Valid
	X7	0,599	0,361	Valid
	X8	0,735	0,361	Valid
	X9	0,547	0,361	Valid
	X10	0,643	0,361	Valid
	X11	0,735	0,361	Valid
	X12	0,779	0,361	Valid
Employee Performance	Y1	0,593	0,361	Valid
	Y2	0,703	0,361	Valid
	Y3	0,460	0,361	Valid
	Y4	0,435	0,361	Valid
	Y5	0,709	0,361	Valid
	Y6	0,381	0,361	Valid
	Y7	0,681	0,361	Valid
	Y8	0,660	0,361	Valid
	Y9	0,807	0,361	Valid
	Y10	0,703	0,361	Valid

Source: Research Data processed in SPSS, 2024

Based on the data, the calculated r value for each item shows a higher and positive value compared to the r table value at $(df) = 30 - 2 = 28$ with an alpha of 0.05, where the r table value is 0.361. Therefore, all the indicators representing the two variables are considered valid.

Reliability Test

Ghozali (2020) defines reliability as a method used to evaluate the level of consistency and dependability of a questionnaire, which consists of various indicators from a particular construct or variable.

Table 4. Reliability Test

Variabel	Reliability Coefficients	Cronbach's Alpha	Keterangan
Discipline (X)	12 item	0,822	Reliable
Performance (Y)	10 item	0,796	Reliable

Source: Research Data processed in SPSS, 2024

Based on the data presented, it can be seen that each variable analyzed shows $(\alpha > 0.60)$. This indicates that the measurement instruments used for variables X and Y have an adequate level of internal consistency. It can be concluded that both variables meet the reliability criteria and are suitable for supporting further analysis.

Classical Assumption Test

The results show that the data follows a normal distribution. The regression model applied has met the normality assumption criteria, as indicated by the data distribution following a pattern around the diagonal line.

Multicollinearity Test**Table 5. Multicollinearity Test**

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.805	4.993		-.161	.873		
	WORK DISCIPLINE	.787	.126	.762	6.220	<.001	1.000	1.000

a. Dependent Variable: EMPLOYEE PERFORMANCE
Source: Research Data processed in SPSS, 2024

Based on the VIF calculation, the value for the work discipline variable is 1.000, which is below the threshold of 10. Additionally, the tolerance value for this variable is recorded at 1, which exceeds the minimum value of 0.1. Based on these two indicators, the independent variables used do not show signs of multicollinearity. Therefore, these variables can be considered valid and meet the criteria for use in the regression analysis model, allowing for subsequent analysis to be conducted with confidence in the accuracy of the results.

Heteroscedasticity Test

The results of the heteroscedasticity test show that the data points are randomly distributed around the value 0 on the Y-axis. This distribution pattern indicates that the regression used does not experience heteroscedasticity, and thus, the assumption of homoscedasticity in the model has been met.

Simple Regression Analysis**Table 6. Simple Regression Analysis**

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.805	4.993		-.161	.873		
	WORK DISCIPLINE	.787	.126	.762	6.220	<.001	1.000	1.000

a. Dependent Variable: EMPLOYEE PERFORMANCE
Source: Research Data processed in SPSS, 2024

$$\text{Therefore, } Y = -a + bX$$

$$Y = 0.805 + 0.787X$$

Based on the analysis results, the significance value obtained is $0.001 < 0.05$. This indicates that the Work Discipline variable (X) has a significant effect on the Performance variable (Y). Based on the t-test, the calculated t-value is 6.220, which exceeds the t-table value of 2.042. This finding further strengthens the conclusion that Work Discipline (X) significantly affects Performance (Y).

Determination Test**Table 7. Determination Test**

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.762 ^a	.580	.565	2.02761

a. Predictors: (Constant), WORK DISCIPLINE
b. Dependent Variable: EMPLOYEE PERFORMANCE
Source: Research Data processed in SPSS, 2024

The data analysis shows that the correlation coefficient (R) is 0.762 or 76.2%. Additionally, the coefficient of determination is recorded at 0.580, which is equivalent to 58%. This indicates that the work discipline variable contributes 58% to the changes or variations in employee performance. Meanwhile, the remaining 42% is influenced by other variables. The data processing results indicate that work discipline has a positive and significant effect on employee performance. This suggests that as work discipline increases, employee performance becomes more optimal. In line with Khoirinisa's (2019) statement, the company's commitment to disciplining employees aims to maximize productivity by reducing time and energy wastage.

According to Bambang (2019), discipline can be understood as a tool or mechanism used by leadership in an organization to build effective communication with employees. With discipline in place, leaders can provide clear guidance and ensure that all parties within the organization understand their respective responsibilities, thus creating an orderly and productive work environment. Discipline reflects employees' self-control, demonstrating their commitment to working for the company. Ultimately, this contributes to the development of quality employees, as good discipline encourages them to work more systematically, focused, and responsibly, which in turn reflects in higher work quality. Employee work discipline issues are often encountered by companies. These issues can have negative impacts, such as reduced productivity, conflicts among employees, and various problems that could potentially lead to legal issues.

This research aligns with the findings obtained in my study, where work discipline allows companies to achieve optimal results, increases productivity, and creates quality employees. This statement concurs with the research of Sutrisno (2019) and Hamali (2018), where performance can be seen as the result of discipline. The performance evaluation conducted aims to assess the level of employee discipline in carrying out their task.

Previous research indicates that work discipline has a significant impact on employee performance. One such study is by Arsitia (2023), which thoroughly examines the effect of work discipline on employee performance at PT Artha Kreasi Utama. The results show a positive value close to 1, specifically 0.593. Work discipline contributes 26.20% to employee performance, while 73.80% is influenced by other variables. It can be concluded that work discipline has a very significant effect on employee performance at PT Artha Kreasi Utama, Jakarta.

Secondly, a study by Handayani (2022) aims to examine the effect of discipline on employee performance. The study explores factors that hinder discipline and the efforts needed by PT Wijaya Triutama Plywood Industry Banjarmasin to improve employee performance. The population for this study consisted of 29 people in the personnel department, with a sample size of 10. The findings indicate that work discipline has a significant impact on employee performance at PT Wijaya Triutama Plywood Industry Banjarmasin.

The results of my research show that discipline has a positive and significant impact on employee performance. These findings are supported by previous studies, such as those by Arsitia (2023) and Handayani (2022), which state that a high level of discipline can positively contribute to the improvement of employee performance.

Conclusion and Suggestion

The findings of this study indicate a significant relationship between work discipline and employee performance. The work discipline variable shows a significant correlation with employee performance at 76.2%, with an R Square value of 58%.

This study identifies the relationship between work discipline and employee performance, showing that high levels of discipline can encourage both the quality and quantity of work. When employees have a high level of discipline, their performance becomes more organized and efficient. The company needs to identify factors that either hinder or support employee work discipline. This way, the company can implement policies and strategies that encourage disciplined behavior.

Several recommendations based on the findings of this study are:

- (1) It is expected that employees of PT Zona Pintar and Terapi Center in Sintang District improve their work discipline.
- (2) PT Zona Pintar and Terapi Center should reassess the efforts required and impose sanctions for rule violations related to discipline.
- (3) For future researchers, it is suggested to explore

other factors that could potentially influence employee performance, use different methods, and add additional variables to produce a more comprehensive study.

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