

THE INFLUENCE OF EMPLOYEE DISCIPLINE IMPLEMENTATION ON PERFORMANCE ACHIEVEMENT AT THE BPS – STATISTICS OF KARAWANG REGENCY

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Abstract

Every organization naturally strives to obtain optimal performance from its employees to ensure that collective objectives are successfully met. Employee performance is a vital component in driving organizational success. Among the factors that contribute to high performance, work discipline stands out as a fundamental element. This research investigates the impact of employee discipline on performance outcomes at BPS – Statistics of Karawang Regency. A quantitative approach was used, with questionnaires serving as the main data collection tool. The study involved 34 employees from the institution. Statistical analysis was conducted using a correlation test to assess the relationship between the Employee Discipline variable and the Performance Achievement variable. The correlation coefficient of 0.655 reveals a strong positive relationship between work discipline and performance achievement at BPS – Statistics of Karawang Regency. The determination coefficient of 0.429, or 42.9%, indicates that discipline accounts for 42.9% of the variation in performance outcomes, while the remaining 57.1% is influenced by other factors not covered in this study, such as motivation, compensation, work environment, and performance evaluation. The findings confirm that work discipline plays a significant role in improving employee performance. Maintaining discipline in the workplace is essential for employees aiming to reach peak performance levels.

Keywords: BPS Statistics, Employee Performance, Work Discipline

Introduction

Every organization, whether in the government or private sector, relies heavily on employee performance contributions to carry out operational functions and achieve predetermined targets. Among the various factors that influence this performance, employee work discipline occupies a strategic position as one of its main determinants. Discipline reflects adherence to established rules and operational procedures within an organization. In the absence of proper discipline, task execution often lacks direction and focus, leading to less effective and inefficient work outcomes. Each employee has different primary job duties, depending on the field of work they handle. All tasks are outlined in the work guidelines that have been prepared and must be accounted for in order to achieve each employee's performance targets (Yusuf, 2023).

"Discipline in an organization is related to employee compliance with various regulations such as attendance, quality and quantity of work, as well as an understanding of tasks and work knowledge" (Lestari, 2022). This shows that discipline is not only about arriving on time but also concerns attitudes and responsibilities in completing work tasks professionally. "Individual employee performance plays a significant role in achieving overall organizational goals; this is because every contribution made by employees certainly supports specific functions in the organizational structure (Dewi & Basrowi, 2024). Therefore, the implementation of effective discipline is believed to increase work productivity and support the achievement of organizational targets.

BPS – Statistics of Karawang Regency is one of the Non-Departmental Government Institutions led by a Head of BPS at the echelon III level. This institution is responsible for providing relevant statistical data and information to support policy formulation at both national and regional levels. The quality of data produced by BPS – Statistics of Karawang Regency is, of course, the direct result of the work of all its employees. In this regard, of course, work discipline and employee performance must continue to be improved.

Work discipline at BPS – Statistics of Karawang Regency include compliance with work schedules, completing tasks on time, implementing applicable operational procedures, and implementing a professional attitude in every work activity. "Work discipline is a fundamental element that supports the achievement of organizational goals optimally, so it must be part of the work culture of every individual in it" (Pangarso &

Susanti, 2016). Other experts suggest that discipline refers to a form of training that implements organizational regulations (Sutanjar & Saryono, 2019).

Work discipline problems at BPS – Statistics of Karawang Regency can involve various general aspects that affect employee discipline levels. One thing that is often faced is employee non-compliance with predetermined procedures and rules, such as late attendance. Another factor contributing to this is the lack of awareness of work regulations that support productivity and efficiency. Discipline may be defined as an individual's conscious awareness and voluntary commitment to adhere to organizational regulations and prevailing social norms (Chusminah, 2019). Performance in an organization encompasses not only work results but also has a broad meaning in the work process (Juliastuti et al., 2024).

Performance is conceptualized as the outcome of work that is closely aligned with the strategic objectives of the organization, contributes to economic value, and enhances customer satisfaction. "Performance or work achievement is the result obtained by an employee, both in terms of quality and quantity, in carrying out the tasks he receives" (Subarling et al., 2021); other opinions also state that performance is the level of achievement in carrying out a particular task or job (Wau et al., 2021). An alternative perspective on performance describes it as the accomplishment of outcomes by an employee in fulfilling assigned duties and responsibilities. This achievement is guided by specific goals and deadlines, and is realized through the application of established strategies and methodologies (Yusuf, 2024).

This research seeks to investigate the influence of work discipline on the achievement of employee performance at BPS – Statistics of Karawang Regency. Furthermore, it aims to deepen the understanding of how the implementation of work discipline correlates with employee performance outcomes, and to provide strategic recommendations for BPS leadership to enhance performance through the reinforcement of disciplinary practices. This study builds upon several previous studies, including those by (Lestari, 2022) and (Pangarso & Susanti, 2016).

Provisions regarding working hours, rest time, standard operating procedures (SOP), and prohibitions and obligations during working hours are part of the rules that reflect work ethics. Therefore, instilling a disciplined attitude in each employee is a crucial aspect in supporting the creation of a professional and productive work environment. "Discipline is an important element that affects achievement in an organization. No organization achieves higher performance without implementing discipline to a higher degree" (Yasir, 2016). The author chose the title of this study as "The Effect of Employee Discipline Implementation on Performance Achievement at BPS – Statistics of Karawang Regency."

Methods

This study adopts a quantitative approach with a correlational research design, wherein the data collected and analyzed are numerical in nature. In the context of quantitative research, this approach is understood as a systematic process of gaining knowledge through the use of numerical data as a means to examine and interpret information related to the research objectives (Abdullah et al., 2023).

This approach aims to measure variables more objectively and analyze the relationship between variables using statistical techniques. Correlational research is designed to explore the existence and nature of relationships between two or more variables without altering or manipulating them. Within this framework, the objective of the present study is to assess whether a relationship exists between work discipline and employee performance achievement. Rather than establishing a direct causal link, this research focuses on evaluating the degree of association between the two variables—specifically, whether variations in one variable correspond to increases or decreases in the other.

In this study, the population consisted of 34 employees who worked at BPS – Statistics of Karawang Regency. Sampling employed a purposive sampling technique, where the selection of samples was based on specific criteria relevant to the study's objectives. The research instrument used a questionnaire with a Likert point scale, ranging from "disagree" to "agree strongly." The questionnaire consisted of 15 questions, divided into two groups: variable X, with the variable name Work Discipline, and variable Y, with the variable name Employee Performance.

The study's results showed that the instrument had a Cronbach's Alpha value of 0.895, indicating high reliability. The questionnaires distributed to all respondents were then collected by the author, who asked each respondent to provide answers to the questions based on their experiences in the work environment. The collected data were analyzed using SPSS software. The data analysis techniques used were:

1. Validity Test, to ensure that the research instrument (questionnaire) accurately measures the variables being assessed.
2. Reliability Test, to measure whether the measuring instrument used can provide stable and reliable results.
3. Regression analysis is employed to evaluate the extent to which each independent variable exerts an influence on the dependent variable.
4. The Pearson correlation analysis is utilized to assess the statistical relationship between the work discipline variable and the employee performance variable.

5. The determination coefficient test assesses how well the independent variable explains the variation in the dependent variable within the regression model.

Result and Discussion

The processed data refers to the data that the author successfully collected from the results of distributing questionnaires to all employees of BPS – Statistics of Karawang Regency, a total of 34 people, regarding work discipline and its influence on employee performance achievements. In this study, the author focuses on validity tests, reliability tests, regression tests, correlation analysis between variables, and determination coefficient tests. Below is a table of the output results from the validity test conducted regarding the influence of employee discipline on performance achievement at BPS – Statistics of Karawang Regency.

Table 1 Validity Test

		Saya selalu datang ke kantor tepat waktu.	Saya mematuhi seluruh peraturan dan tata tertib kerja.	Saya menyelesaikan tugas sesuai tenggat waktu yang ditentukan.	Saya meminta izin secara resmi bila tidak masuk kerja.	Saya bekerja sesuai dengan prosedur dan arahan pimpinan.	Saya menjaga etika kerja dan sikap profesional di kantor.
Xtotal	Pearson Correlation	.424 [*]	.609 ^{**}	.358 [*]	0,331	.721 ^{**}	.605 ^{**}
	Sig. (2-tailed)	0,012	0,000	0,038	0,055	0,000	0,000
	N	34	34	34	34	34	34

Correlations							
		Saya merasa bahwa disiplin kerja sangat berpengaruh terhadap pencapaian kinerja saya.	Kedisiplinan pegawai berkontribusi besar terhadap terciptanya lingkungan kerja yang produktif.	Aturan disiplin kerja yang diterapkan oleh instansi membantu saya meningkatkan kinerja.	Ketika disiplin kerja saya meningkat, hasil kerja saya juga lebih baik.	Kurangnya kedisiplinan berdampak negatif terhadap kinerja tim saya.	Sanksi terhadap pelanggaran disiplin membuat saya lebih berhati-hati dalam bekerja.
Xtotal	Pearson Correlation	.737 ^{**}	.697 ^{**}	.807 ^{**}	.798 ^{**}	.692 ^{**}	.721 ^{**}
	Sig. (2-tailed)	0,000	0,000	0,000	0,000	0,000	0,000
	N	34	34	34	34	34	34

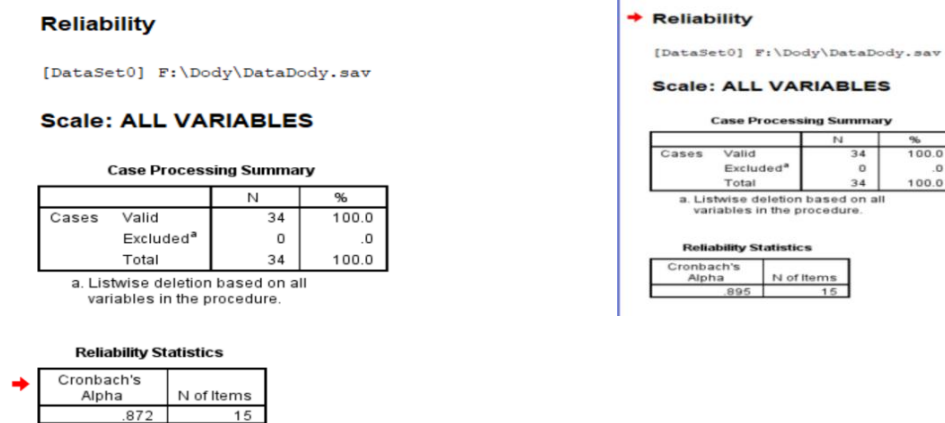
Correlations					
		Saya merasa bahwa pengawasan disiplin kerja oleh atasan berjalan secara adil dan konsisten.	Disiplin kerja lebih penting dibandingkan keterampilan teknis dalam mencapai kinerja optimal.	Saya termotivasi menjaga disiplin karena ingin memberikan kinerja terbaik.	Xtotal
Xtotal	Pearson Correlation	.393 [*]	.636 ^{**}	.805 ^{**}	
	Sig. (2-tailed)	.021	.000	.000	1
	N	34	34	34	34

Source: data obtained with SPSS

The findings from the Pearson correlation validity test in this study examine the relationship between the implementation of employee discipline and the achievement of employee performance at BPS – Statistics of Karawang Regency.

1. Questions regarding employee discipline (Variable X) that the Significance Value in X total < 0.05 (valid), from 15 questions tested, the results are all valid.
2. Questions on Performance Result Achievement that the Significance Value (Sig. 2-tailed) in Y Total < 0.05 (valid), from 15 questions tested, the results are all valid.

The table below displays the output of the reliability test, derived from the author's data analysis, as part of the overall study. This test is conducted to assess the consistency and dependability of the instrument used to evaluate the impact of employee discipline implementation on performance achievement. The institution where this research was conducted was BPS – Statistics of Karawang Regency; therefore, the results of this test are an important part of assessing the validity of the research findings regarding the relationship between employee discipline and employee performance achievements. Below is a table of output results from the Reliability test conducted regarding the influence of employee discipline implementation on performance achievement at BPS – Statistics of Karawang Regency.



Source: data obtained with SPSS

Figure 1
Reliability Test

The reliability test results from this study serve to evaluate the consistency of the instrument used in assessing the impact of employee discipline implementation on employee performance outcomes at the BPS – Statistics of Karawang Regency using the Chronbach Test method can be presented in the following description:

1. Employee Discipline Variable X

It is considered reliable if the value achieved is greater than 0.60. The running results show 0.872, indicating that all employee discipline variables are reliable.

2. Performance Variable Y

It is considered reliable if the value achieved is greater than 0.60. The running results show 0.895, indicating that all performance variables are reliable.

The results indicate that all 15 items in the questionnaire demonstrate a high degree of internal consistency. This suggests that the instrument employed is reliable for measuring both the work discipline and employee performance variables. Furthermore, the Pearson correlation analysis revealed a statistically significant association between the work discipline variable and the employee performance variable, indicating that increased work discipline can be attributed to improved employee performance.

The following is presented in Table 3, which is the result of testing with regression coefficients conducted by researchers as part of the analysis in this study. This test is conducted to assess the degree to which each independent variable contributes to the variation observed in the dependent variable.

Table 2 Testing with Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.101	8.572		2.112	.043
Xtotal	.668	.136	.655	4.899	.000

Source: data obtained with SPSS

Table 3 above forms a regression equation: $Y = 18.101 + 0.668X$. The regression model indicates that the intercept value (α) is 18.101, which implies that when the Work Discipline variable (X) is zero, the predicted value of Employee Performance (Y) is 18.101. The slope coefficient (β) is 0.668, signifying that for every one-unit increase in the Work Discipline variable (X), the Employee Performance variable (Y) is expected to increase by 0.668 units.

Below is a table containing the output of the Pearson correlation analysis conducted by researchers to study the correlation between employee discipline implementation and performance achievement results. From this study, it can be seen to what extent the discipline applied can affect the level of performance. The results of this correlation analysis provide an overview of the strength and direction of the relationship between the variables studied, which can be used as a basis for concluding this study.

Table 3 Pearson Correlation Analysis

		Xtotal	Ytotal
Xtotal	Pearson Correlation	1	.655**
	Sig. (2-tailed)		.000
	N	34	34
Ytotal	Pearson Correlation	.655**	1
	Sig. (2-tailed)	.000	
	N	34	34

** . Correlation is significant at the 0.01 level (2-tailed).

Source: data obtained with SPSS

Guidelines regarding the degree of relationship are used as a reference or standard to assess the strength or weakness of the relationship between the aspects being studied in a study. These guidelines help researchers interpret the results of statistical analysis, especially in determining the level of closeness of the relationship between two variables, ranging from very weak to very strong. Thus, the guidelines for determining the degree of relationship become an important tool in interpreting the meaning of the correlation figures obtained, allowing the results of the analysis to be explained more clearly and in-depth within the context of the research being conducted.

1. A value of 0.00 – 0.20 indicates the absence of a meaningful relationship between variables
2. A value of 0.21 – 0.40 reflects a weak or low-level correlation
3. A value of 0.41 – 0.60 suggest a moderate degree of correlation
4. A value of 0.61 – 0.80 signifies a strong correlation
5. A value of 0.81 – 1.00 represent a very high or near-perfect correlation between variables

The Pearson correlation analysis yielded a coefficient of 0.655, indicating a positive and statistically meaningful relationship between the employee discipline variable and the level of performance achievement. This means that the high achievement of employee performance in an agency is also influenced by the high level of discipline of its employees. In other words, an increase in work discipline implementation will have a direct impact on improving the quality and quantity of performance produced. Conversely, if there is a decrease in employee discipline, it will be followed by a corresponding decrease in performance results. This positive relationship illustrates that discipline is one of the important factors that influence the success of performance in an organization, especially in the BPS environment of Karawang Regency.

The table below displays the results of the coefficient of determination test, which was conducted using SPSS to quantify the extent to which the independent variable, work discipline (X), contributes to variations in the dependent variable, employee performance (Y).

Table 4 Testing the Determination Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.655 ^a	.429	.411	4.67646

Source: data obtained with SPSS

Based on the table above, the coefficient of determination (R^2) value of 0.429 is obtained, indicating that the independent variable, namely the implementation of employee discipline, accounts for 42.9% of the variation in performance achievement. In comparison, 57.1 percent is influenced by other variables that are not studied.

Based on the calculation of the correlation coefficient, the result is 0.655, indicating a strong positive relationship between the influence of work discipline on performance at BPS – Statistics of Karawang Regency. The coefficient of determination (R^2) value obtained is 0.429, which corresponds to 42.9%. Therefore, it can be concluded that the work discipline variable contributes to changes in employee performance variables by 42.9%. The remaining 57.1% is influenced by other factors conveyed by most respondents, including motivation, compensation, work environment, and performance appraisal.

Based on the results of the simple regression coefficient analysis, the regression equation is formulated as $Y = 18.101 + 0.668X$. This implies that in the absence of work discipline (variable X), or when its value is zero, the predicted value of employee performance (variable Y) is 18.101. The regression coefficient (β) of 0.668 indicates that for every one-unit increase in the work discipline variable, employee performance is expected to rise by 0.668 units. The computed t-statistic is 4.899. In comparison, the critical t-value at a 5% significance level, based on the t-distribution table with degrees of freedom calculated as $(n - k)$, where $n = 34$ (number of participants) and $k = 2$ (count of measured variables), is 2.037. Since the calculated t-value exceeds

the critical value, the hypothesis is accepted, confirming a statistically significant effect of work discipline on employee performance. The positive sign of the t-value further suggests a direct and positive relationship between work discipline and employee performance at BPS – Statistics of Karawang Regency.

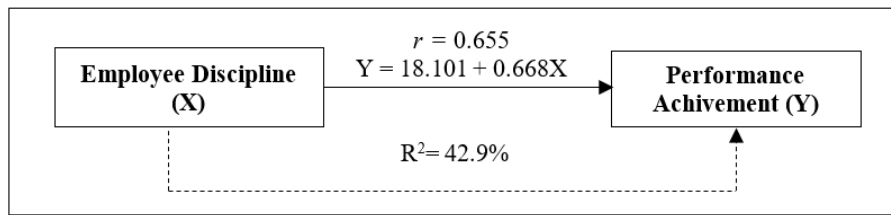


Figure 2

Regression Diagram of the Influence of Employee Discipline Implementation on Performance Achivement at The BPS – Statistics of Karawang Regency

Results

The results obtained from the SPSS output analysis indicate that work discipline exerts a positive and statistically significant influence on employee performance at BPS – Statistics of Karawang Regency. Work discipline indicators in this study include obedience to rules, adherence to company or organizational regulations, compliance with work conduct rules, and obedience to other Company regulations. Obedience to the rules includes punctuality during work hours, break times, and departure hours within the organization. Forms of work discipline are also demonstrated by obedience to organizational regulations, including wearing prescribed attire, being polite, and behaving appropriately, as well as completing tasks effectively.

Obedience to rules of conduct at work includes building a positive atmosphere in carrying out work and having a sense of responsibility for their tasks—obedience to other regulations, such as performing tasks according to their position and function. The various indicators of work discipline outlined above will significantly support quality employee performance, yielding satisfactory work results that align with the organization's standards. Work discipline has been proven to play a crucial role in enhancing employee performance. Discipline in the workplace is a crucial factor that every employee must possess to achieve their best performance.

Conclusions

Drawing upon a study conducted with 34 employees of BPS – Statistics of Karawang Regency, which examined the relationship between work discipline and employee performance, the following key conclusions can be derived from the research findings:

1. The level of employee work discipline is high. Based on the results of the Pearson correlation analysis, the average employee discipline score falls within the high category, particularly in the indicators "complying with regulations," "arriving on time," and "asking for permission officially if absent."
2. Employee performance levels are notably high. The findings of the study demonstrate that the employees exhibit a strong degree of performance in their respective roles, as evidenced by the average value in the high category, specifically in the indicators "completing work according to deadlines," "work results according to standards," and "working efficiently."
3. A robust association exists between work discipline and the attainment of employee performance. The findings from the Pearson correlation analysis reveal a statistically significant and positive relationship between these two variables, with the highest correlation coefficient ($r = 0.847$) observed in the indicator stating that "work quality standards can be achieved." This suggests that as employees exhibit higher levels of work discipline, their performance tends to improve markedly. Discipline serves as a critical determinant of both productivity and the quality of work outcomes.
4. The most influential aspects of the discipline. Several aspects of discipline, including responsibility for work, initiative in finding solutions, and punctuality, exhibit a significant correlation with key performance indicators.

Suggestions

In light of the findings presented, the researcher offers the following suggestions:

1. Improving discipline programs. Agencies are advised to continue developing internal programs that foster a culture of discipline, such as work ethic training, fair supervision, and consistent enforcement of sanctions.
2. Providing appreciation. Although appreciation does not show a strong direct correlation to performance, providing awards is still needed to increase work motivation and employee loyalty.
3. Strengthening individual responsibility. Aspects of discipline related to personal responsibility and

initiative must be further strengthened through employee involvement in decision-making and self-evaluation.

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