

The Influence of Discipline on Work Productivity of PDAM Tirta Sakti Employees in Sea Review Branch

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Abstract - This Research Aims to Fer the Study of Discipline with Work Productivity of Employees of PDAM Tirta Sakti Seaworthy Branches, in this study requires 33 Persons Derived Employees of PDAM Tirta Sakti Sea Review Branch. The results showed: 1. there is Influence between Dependence on Work Productivity Employees of PDAM Tirta Sakti Branch of Kerinci Regency Sea Review. Powerful Influence Category. This is the result of the correlation coefficient of 0.789 which is between the intervals between 0.60 and 0.799. 2. Contribution Or Variable Contribution Or Discipline Against Employee Performance PDAM Tirta Sakti Branch Kerinci regency view is 37.75% while 62.25% is controlled by the company. 3. Based on Test with Terms of Error Level = 0.05. $db = n - 2$ (33-2) = 31 Given t table 2.799 and t arithmetic = 4.259 In this case the arithmetic of t table which means the Effect of Discipline on Employee Performance of PDAM Tirta Sakti Is Significant.

Keywords - Discipline and Work Productivity

I. INTRODUCTION

1.1. Research Background

Business conditions have a lot of influence on our lives. Therefore companies have some responsibility for human life and well-being. Communities demand that companies expand their responsibilities more than before. Companies cannot be principled "at will" in carrying out their activities. Determining how far the company must lead to social goals that might conflict with economic goals, clearly can create a dilemma. Likewise with regional companies located in Kerinci Regency, namely the Regional Water Company (PDAM).

As a regional company in the field of drinking water that is socially functioning and economical, the PDAM does not only have the gas to manage existing facilities and infrastructure, but also must be able to develop it in order to improve services in accordance with the increasing demands of clean water.

Discipline is a person's awareness and willingness to obey all applicable rules and norms both written and

unwritten. Then according to Nawawi (1990) the fact shows that methods or methods of work and modern equipment continue to be created with amazing functions and capacities, it turns out not much use if it is in the hands of personnel who do not have discipline in utilizing or having low moral work. This view shows that employee discipline is a very important role in achieving organizational goals.

However, there are still phenomena that require improvements such as:

1. The existence of employees in carrying out their duties is not guided by the basic tasks and functions set.
2. There are still employees carrying out and completing tasks and their work is not guided by work safety instructions
3. There are still late employees.
4. There are still employees who do not comply.

From the phenomena mentioned above, it can be seen that there is an imbalance, where a party expects an increase in employee work discipline, but the fact that there are still employees who have not implemented the rules of work

discipline properly. There are still employees who lack the enthusiasm and passion to carry out their duties well, such as there are still employees who work in a timely manner and there are still employees in the implementation of tasks just come, sit and go home, do not have initiatives or initiatives to do something for the organization's interests. Starting from the reasons above, the authors are interested in further researching the problem that is poured in the writing of the thesis with the title

"Effect of Discipline against P Work Productivity of Employees at PDAM Tirta Sakti Branch of Sea Review»

II. THEORETICAL FOUNDATION

2.1. Discipline

Discipline is management's action to give enthusiasm to the implementation of organizational standards, this is training that leads to efforts to justify and involve the knowledge of employee attitudes and behaviors so that there is a willingness in employees to lead to better cooperation and achievement (Davis, 2002: 231)

According to Robbins (2006: 121) work discipline can be interpreted as an attitude and behavior carried out voluntarily with full awareness and willingness to follow the rules that have been set together both in writing and unwritten.

2.1.1 Factors Causing Weak Discipline

According to Surono (1981) in Amran (2009) there are several factors that can be put forward as causes of the decline in discipline, including:

1. Leaders who are indecisive and doubtful.

A leader should dare to act decisively and dare to assume responsibility for the consequences.

2. Loss of Trust

To become a leader must get the trust of the person he leads by having requirements, such as having knowledge and understanding of organizational policy lines, being faithful and holding fast to each of his sayings, being able to give a good assessment of the problem, and keep all employees treated fair, not favoritism and worthy.

3. Ineffective Controls and Supervision

The characteristics of effective supervision / leadership are those who do not hold such strict supervision.

4. Effects of Social Economic Needs

An employee will feel less happy and less secure in carrying out the task if his life needs are not met.

2.1.2. Purpose of Discipline

According to Amran (2009: 37) quoted from Siswanto (1989 : 231) said that coaching employee work discipline has the following objectives:

1. In order for employees to comply with all labor regulations and policies as well as labor regulations and policies as well as applicable organizational rules and policies, both written and unwritten, and carry out management orders.
2. Can carry out the work as well as possible and be able to provide maximum service to certain parties with an interest in the organization in accordance with the field of work assigned to him.
3. Can use and maintain infrastructure facilities, goods and services as well as possible.
4. Can act and behave in accordance with the norms that apply to the organization.
5. Following up on these matters, employees are able to obtain high productivity levels in accordance with the expectations of the organization. Both in the short term and in the long term.

2.1.3. Benefits of Discipline

Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for its employees. For organizations, the existence of work discipline will ensure the maintenance of order and smooth execution of tasks, so that optimal results are obtained. Whereas for employees, a pleasant working atmosphere will be obtained so that it will increase morale in carrying out their work.

Thus, employees can carry out their duties with full awareness and can develop their energy and mind as much as possible for the realization of organizational goals (Sutrisno, 2009: 62).

2.1.4. Discipline Enforcement Efforts

Discipline can arise from within a person or formed because of the rules and exercises that are embedded in a person. The disciplinary process is also called the diplomatic process. In Amran (2009) quoted from Moenir (1983 : 125) said that the notion of discipline is an effort made to create a state of an orderly, efficient and effective work environment through an appropriate regulatory system.

2.1.5 Understanding Productivity

Productivity in general can be interpreted as a comparison between what is produced and what is

included. According to Terry (1996: 123) defines productivity as a comparison between what is produced and what is included.

Robert (2006: 68) Productivity is a measure of the quantity and quality of work completed by considering the costs and resources used.

2.1.6. Definition of personnel management

Personnel management is part of general management that specializes in the field of personnel / personnel where humans are the element as a center of activity. There are several notions of human resource management proposed by several experts:

Manulang (1990: 14) defines that personnel management is the art and science of acquiring, advancing and utilizing work spirit so that organizational goals can be realized in a useful manner as well as the enthusiasm of working the workers. The field of personnel management focuses on labor or human factors which are the most dominant factors or determining factors among other factors.

2.1.7 The role of humans in the company

Humans always have an increasingly important position in a developing society. So in a company the role of humans as labor cannot be ignored, because the implementation of all activities in the company is human. Large and advanced companies that have used high-tech machines and computers still need human power to run and watch them at the same time. Without the role of human being as the operator of these high-tech machines, the machine can not work properly

III. RESEARCH AND RESULTS

3.1. Effect of Discipline on Work Productivity

Based on the results of the questionnaire tabulated on the table of Respondents' Answers Recapitulation of X & Y Variables, below, then the magnitude of the influence between work productivity and employee discipline of PDAM Tirta Sakti can be calculated in the sea review branch.

to test the Effect of Discipline on to Work productivity , then used the product moment correlation formula proposed by Riduwan (2004: 136) as follows:

$$r = \frac{n(\sum XY) - (\sum X) \cdot (\sum Y)}{\sqrt{\{n \cdot \sum X^2 - (\sum X)^2\} \cdot \{n \cdot \sum Y^2 - (\sum Y)^2\}}}$$

$$r = \frac{33(86402) - (1669)(1703)}{\sqrt{\{33 \cdot (84739) - (1669)^2\} \cdot \{33 \cdot (88249) - (1703)^2\}}}$$

$$r = \frac{2851266 - 284230}{\sqrt{\{2796387 - 2785561\} \cdot \{2912217 - 2900209\}}}$$

$$r = \frac{8959}{\sqrt{\{10826\} \cdot \{12008\}}} \quad r = \frac{8959}{\sqrt{960128129998608}}$$

$$r = \frac{8959}{11351,92} \quad r = 0,789$$

Based on the results of the above calculations, the value of 0.7 8 9 is in the interval 0.60 with 0.799. This means that the relationship between Discipline towards the power of work productivity Employees are categorized as strong .

3.2. Contribution of Discipline variables to Work Productivity

Then next to state the size of the contribution (contribution) variable X to variable Y can be calculated through the following formula:

$$\begin{aligned} \text{KD} &= r^2 \times 100\% \\ &= (0.789)^2 \times 100\% \\ &= 0.622521 \times 100\% \\ &= 62,25\% \end{aligned}$$

From the results of the above calculations, then To find out the percentage contribution of variable X to Y variable is 62.25 % while the remaining 36,75 % is influenced by other variables not discussed in this study.

3.3. T test (Hypothesis test)

Further testing is a significant test that functions when looking for the meaning of the relationship of variable X to Y variable, then the results of the Pearson Product Moment correlation are tested with a significant test with the formula:

$$\begin{aligned} t_{hitung} &= \frac{r\sqrt{n-2}}{\sqrt{1-r^2}} \\ &= \frac{0,789\sqrt{33-2}}{\sqrt{1-(0,789)^2}} \end{aligned}$$

$$= \frac{0,789 \sqrt{31}}{\sqrt{1-0,6225}}$$

$$= \frac{0,769 \cdot 3,3166}{\sqrt{0,3775}}$$

$$= \frac{2,6168}{0,6144} = 4,2591$$

Based on the above calculations with the provision of an error rate = 0.05. $db = n - 2 (33 - 2) = 31$ so that $t_{table} 2,799$

and $t_{count} =$ in this case the t_{count} is large from t_{table} which means the Effect of Discipline on employee work productivity is significant.

IV. CONCLUSION AND SUGGESTIONS

4.1. Conclusions

Based on the results of research on the relationship between Human Resource Development and employee performance, it can be concluded that:

1. The Influence between Discipline Variables on Work Productivity of PDAM Tirta Sakti Employees Saki The Sea Review Branch was calculated by a correlation of 0.789 this indicates a strong influence or direction of a positive relationship.
2. Determinant coefficient in this case 62.25% Work Productivity of PDAM Tirta Sakti employees in Sea Review Branch which can be explained by Work Discipline variables while the remaining 37.75% is explained by other causes or factors not discussed in this study.
3. Based on the calculation provided that the error rate = 0.05. $db = n - 2 (33 - 2) = 31$ so that obtained $t_{table} 2,799$ and $t_{count} =$ in this case the t_{count} is large from t_{table} which means the Effect of Discipline with the productivity of the work of the employees of PDAM Tirta Sakti The Sea Review Branch is significant.

4.2 Suggestions

Based on conclusions as outlined above, then compiled a number of suggestions that are expected to be useful for PDAM Tirta Sakti Sea Review Branch, namely as follows: Based on the research conclusions stated above, it can be suggested as follows:

1. Employees PDAM Tirta Seafood Way Branch Setinjau order to really discipline and improve labor pro conductivity.
2. In order for PDAM Tirta Sakti the Sea Review Branch to give awards to disciplined employees and work with satisfying productivity, so that it will spur other employees .

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