

THE EFFECT OF DISCIPLINE AND TRAINING TOWARD EMPLOYEE PERFORMANCE

Melda Wiguna

Universitas Pamulang, Indonesia

dosen02513@unpam.ac.id

Abstract: Organizational resources that have an important role in achieving its goals is human resources. Because of the importance of the role of humans in both short and long term competition on the business agenda, a company must have more value compared to other companies. PT. Mediatama Sejahtera is a company engaged in comprehensive services consisting of printing services (transactional printing service), electronic report making services (E-statement service), printing services (publishing printing service), document scanning services (document imaging service/scanner), Courier service, as well as customized business process management services, business process management services. This study aims to determine the effect of discipline and training on employee performance at PT. Mediatama Sejahtera in Jakarta. The method used was explanatory research with a sample of 86 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination, and hypothesis testing. The results of this study have a significant effect on discipline employee performance by 46.3%, the hypothesis test obtained significance $0,000 < 0.05$. The training had a significant effect on employee performance by 35.9%, the hypothesis test obtained a significance of $0,000 < 0.05$. Discipline and training simultaneously have a significant effect on employee performance. hypothesis-testing obtained significance of $0,000 < 0.05$.

Keywords: Discipline, Training, Employee Performance

INTRODUCTION

One of the organizational resources that has an important role in achieving its goals is human resources. Because of the importance of the role of humans in both short and long term competition on the business agenda, a company must have more value compared to other companies.

PT. Mediatama Sejahtera is a company engaged in comprehensive services consisting of printing services (transactional printing service), electronic report making services (E-statement service), printing services (publishing printing service), document scanning services (document imaging service/scanner), Courier service, as well as customized business process management services, business process management services.

One factor that is very influential in human resources is the discipline factor. Work discipline can be seen as something of great benefit, both for the interests of the company and for

employees, for the company the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks so that optimal results are obtained. According to Hasibuan (2016), states that "Discipline is awareness of one's willingness to obey all company regulations and applicable norms". If all training is disciplined, then an employee will participate in the discipline, but if company training is not disciplined, then an employee will also be undisciplined. For this reason, it is very difficult for undisciplined training but wants to apply employee discipline.

Another factor that also greatly affects the achievement of performance is training. Development becomes the most important thing in human resource management both for professionals and managers. Training for employees is very important since it is known that people's knowledge gained from formal education is not enough or is not suitable for the

company. According to Mangkunegara (2016) stated that Training (training) is a short-term educational process that uses systematic and organized procedures, non-managerial employees learn technical knowledge and skills in limited objectives. More and more employees are allowed to attend training can improve company performance. But in reality, this matter is not getting priority by the company management as evidenced by the data collected showing fluctuating conditions.

As a company that focuses on services, training activities are an important point that must be used as a benchmark in the success of a company considering that in this sector a wide range of technological developments and understanding capabilities increasingly require workers to carry out the targets and allocations set by the company.

Improved performance is desirable both from the company and from the employee. The company wants good employee performance for the sake of increasing work results and company profits. On the other hand, employees have an interest in self-development and job promotion. performance is the result produced by a particular job function or activities on a particular job for a certain period. The work is the result of the ability, expertise, and desire achieved.

In general, it can be said that good employee performance aims to improve performance, therefore improvements to the work system are carried out by every component in the company. For this purpose, a good performance management system will be needed, and discipline is an attitude that must be instilled in all employees to improve employee performance.

The success of the company in managing and empowering human resources which are the company's assets can increase the company's income so that the company can survive amid the onslaught of competition with

other similar companies, the key to the company's success, in this case, is inseparable from human factors as a variable that has a very large influence and determines whether or not the company is progressing.

In practice, most companies want high performance but do not try to improve the work discipline of human resources, this becomes difficult in realizing the performance to be achieved for that needs to be further investigated whether the employee work discipline in work.

Based on the description in the background above, the writer is interested in taking the title: "The Effect of Work Discipline and Training on Employee Performance at PT. Mediatama Sejahtera in Jakarta.

Formulation of the problem: (1) Is there a partial effect between discipline on employee performance at PT. Mediatama Sejahtera in Jakarta; (2) Is there a partial effect between training on employee performance at PT. Mediatama Sejahtera in Jakarta; (3) Is there a simultaneous influence between discipline and training on employee performance at PT. Mediatama Sejahtera in Jakarta.

Research purposes: (1) To determine the partial effect between discipline on employee performance at PT. Mediatama Sejahtera in Jakarta; (2) To find out the partial effect between training on employee performance at PT. Mediatama Sejahtera in Jakarta; (3) To find out the simultaneous influence between discipline and training on employee performance at PT. Mediatama Sejahtera in Jakarta.

According to Sutrisno (2016) defines Discipline is a person's behavior by regulations, existing work procedures or attitudes and behavior and actions following the regulations of the organization both written and unwritten. In this study indicators used include: obeying the rules of obedience to organizational rules, obeying the rules of behavior at work, obeying other regulations.

Training is often seen as the most common activity and leaders support training because, through training, workers will become more skilled and therefore more productive even if the benefits must be taken into account with the time taken while workers are being trained.

Training according to Rivai (2014) is a process of systematically changing employee behavior to achieve organizational goals. Training is concerned with the expertise and ability of employees to carry out current work. The training has a current orientation and helps employees to achieve certain skills and abilities to succeed in carrying out their work

According to Mangkunegara (2016) the notion of performance is the work of quality and quantity achieved by an employee in carrying out their duties following the responsibilities given to him.

METHODS

The population in this study amounted to 86 respondents PT. Mediatama Sejahtera in Jakarta. The sampling technique in this study is saturated sampling, where all members of the population are sampled. Thus the sample in this study amounted to 86 respondents. The type of research used is associative, where the aim is to find out the relationship between variables. In analyzing the data used the instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

RESULTS AND DISCUSSION

Descriptive Analysis

This test used to determine the minimum and maximum scores, mean scores, and standard deviations of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
Discipline (X1)	67	31	48	38.09	4.252
Training (X2)	67	30	48	38.18	3.833
Employee Performance (Y)	67	33	47	39.25	3.706
Valid N (listwise)	67				

Source: processed data (2020)

Discipline obtained a minimum variance of 31 and a maximum variance of 48 with a mean score of 3.81 with a standard deviation of 4.252. Training obtained a minimum variance of 30 and a maximum variance of 48 with a mean score of 3.82 with a standard deviation of 3.833. Employee performance obtained a minimum variance of 33 and a maximum variance of 47 with a mean score of 3.92 with a standard deviation of 3.706.

Verification Analysis

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

Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Results of Multiple Linear Regression Testing

Model	Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.345	3.422		3.024	.004
	Discipline (X1)	.439	.087	.504	5.024	.000
	Training (X2)	.319	.097	.330	3.292	.002

a. Dependent Variable: Employee Performance (Y)

Source: processed data (2020)

Based on the test results in the above table, the regression equation $Y = 10.345 + 0.439X1 + 0.319X2$ is obtained. From the equation explained as follows:

A constant of 10,345 means that if there is no discipline and training, then there is an employee performance value of 10,345 points. The discipline regression coefficient of 0.439, this number is positive, meaning that each discipline has an increase of 0.439, the employee's performance will also increase by 0.439 points. Training

regression coefficient of 0.319, this number is positive, meaning that every time there is an increase in training of 0.319, employee performance will also increase by 0.319 points.

Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the degree of relationship strength of the independent variables on the dependent variable either partially or simultaneously. The test results are as follows:

Table 3. Results of Discipline Correlation Coefficient Tests on Employee Performance

		Correlations ^b	
		Discipline (X1)	Employee Performance (Y)
Discipline (X1)	Pearson Correlation	1	.680**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.680**	1
	Sig. (2-tailed)	.000	

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

b. Listwise N=67

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.680 means that

discipline has a strong relationship with employee performance.

Table 4. Test Results for Training Correlation Coefficient on Employee Performance

		Correlations ^b	
		Training (X2)	Employee Performance (Y)
Training (X2)	Pearson Correlation	1	.599**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.599**	1
	Sig. (2-tailed)	.000	

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

b. Listwise N=67

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.599 means that

training has a moderate relationship to employee performance.

Table 5. Simultaneous Correlation Coefficient Testing Results and Training Against Employee Performance

Model Summary					
Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.735 ^a	.540	.526		2.552

a. Predictors: (Constant), Training (X2), Discipline (X1)

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.735 means that discipline and training simultaneously have a strong relationship to employee performance.

Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6. Results of Discipline Determination Coefficient Tests on Employee Performance

Model Summary					
Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.680 ^a	.463	.454		2.738

a. Predictors: (Constant), Discipline (X1)

Source: processed data (2020)

Based on the test results obtained a determination value of 0.463 means that discipline has an influence

contribution of 46.3% on employee performance.

Table 7. Results of Training Determination Coefficient Tests on Employee Performance

Model Summary					
Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.599 ^a	.359	.349		2.990

a. Predictors: (Constant), Training (X2)

Source: processed data (2020)

Based on the test results obtained a determination value of 0.359 means that training has an influence

contribution of 35.9% on employee performance.

Table 8. Results of Discipline Determination Coefficient Testing and Training on Employee Performance

Model	R	Model Summary		
		R Square	Adjusted R Square	Std. Error of the Estimate
1	.735 ^a	.540	.526	2.552

a. Predictors: (Constant), Training (X2), Discipline (X1)

Source: processed data (2020)

Based on the test results obtained a determination value of 0.540 means that discipline and training simultaneously have an influence contribution of 54.0% on employee performance, while the remaining 46.0% is influenced by other factors.

Hypothesis testing

Hypothesis testing with a t-test is used to find out which partial hypotheses are accepted.

First Hypothesis: There is a significant influence between discipline on employee performance.

Table 9. Results of Disciplinary Hypothesis Tests on Employee Performance

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta		
1	(Constant)	16.674	3.037		5.490	.000
	Discipline (X1)	.593	.079	.680	7.479	.000

a. Dependent Variable: Employee Performance(Y)

Source: processed data (2020)

Based on the test results in the above table, the value of t count > t table or (7.479 > 1.997) is obtained, thus the

first hypothesis proposed that there is a significant influence between discipline on employee performance is accepted.

Table 10. Results of Training Hypothesis Tests on Employee Performance

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta		
1	(Constant)	17.132	3.684		4.651	.000
	Training (X2)	.579	.096	.599	6.035	.000

a. Dependent Variable: Employee Performance (Y)

Source: processed data (2020)

Based on the test results in the above table, the value of t count > t table or (6.035 > 1.997) is obtained, thus the second hypothesis proposed that there is a significant influence between

training on employee performance is accepted.

Hypothesis testing with the F test is used to find out which simultaneous hypotheses are accepted.

The third hypothesis There is a significant influence between discipline and training on employee performance.

Table 11. Results of the Disciplinary Hypothesis Test and Training on Employee Performance

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	489.968	2	244.984	37.625	.000 ^b
	Residual	416.718	64	6.511		
	Total	906.687	66			

a. Dependent Variable: Employee Performance(Y)

b. Predictors: (Constant), Training (X2), Discipline (X1)

Source: processed data (2020)

Based on the test results in the table above, the calculated F value > F table or (37.625 > 2.750), thus the third hypothesis proposed that there is a significant influence between discipline and training on employee performance is accepted.

Effect of Discipline on Employee Performance

Discipline has a significant effect on employee performance with a correlation of 0.680 or has a strong relationship with an influential contribution of 46.3%. Hypothesis testing obtained t value > t table or (7.479 > 1.997). Thus the first hypothesis proposed that there is a significant effect between discipline on employee performance is accepted.

The Effect of Training on Employee Performance

Training has a significant effect on employee performance with a correlation of 0.599 or has a strong relationship with a contribution of 35.9%. Hypothesis testing obtained t value > t table or (6.035 > 1.997). Thus the second hypothesis proposed that there is a significant effect between training on employee performance is accepted. The effect of

Discipline and Training on Employee Performance

Discipline and training have a significant effect on employee performance by obtaining a regression equation $Y = 10.345 + 0.439X_1 + 0.319X_2$, a correlation value of 0.735 or has a strong relationship with the contribution of influence of 54.0% while the remaining 46.0% is influenced by other factors. Hypothesis testing obtained F value > F table or (37.625 > 2.750). Thus the third hypothesis proposed that there is a significant effect between discipline and training on employee performance is accepted.

CONCLUSION

Discipline has a significant effect on employee performance. Hypothesis testing obtained $t > t$ table. Training has a significant effect on employee performance. Hypothesis testing obtained $t > t$ table. Discipline and training have a significant effect on employee performance calculated F value > F table

REFERENCES

- Hasibuan, Malayu S. P. (2016). *Manajemen Sumber Daya Manusia. Edisi Revisi*. Jakarta: Penerbit PT Bumi Aksara
- Mangkunegara, A. A. Anwar Prabu. (2016). *Evaluasi Kinerja SDM*. Cetakan ke tujuh, PT Refika

Aditama: Bandung.

Rivai, Veithzal. (2014). *Manajemen Sumber Daya Manusia untuk Perusahaan, Edisi ke 6*. Depok: PT. Raja Grafindo Persada.

Sutrisno, Edi. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Prenadamedia Group.