The Effect of Discipline on Performance Employee in Educational Institutions in Indonesia

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Abstract

This study aims to determine the effect of work discipline on performance. This research is a quantitative study using SPSS 23 to process data. This research was conducted at SMK in Pekanbaru, Riau Province, Indonesia. The sample in this study were all teachers who were in the school. The sample collection technique used simple random sampling technique. Based on the results of the research and analysis that has been done, it can be concluded that: work discipline has a significant effect on performance. Based on the results of the calculation, it is known that the coefficient of determination (R^2) of 0.729 means that work discipline has an effect on performance of 72.9%, while the remaining 27.1% is influenced by other variables not examined in this study.

Keywords: Discipline, Performance, Employees, SPSS,

1. INTRODUCTION

Carrying out learning is a major factor in achieving teaching goals. Teachers are required to have high performance, thereby increasing the level of human resources.Performance is a work result that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned legally, does not violate the law and is in accordance with morals or ethics (Ariyani, 2020; D. Iskamto, 2019). So, performance is important for the organization as well as for the teachers themselves. Teacher performance is influenced by several factors, both related to the workforce itself and those related to the school environment or organization. One of the things that affects teacher performance is discipline (D. Iskamto, 2020). Without discipline, all activities that will be carried out will produce unsatisfactory results and are not in accordance with expectations. This can result in a lack of achievement of organizational goals and objectives and can also hinder the running of the organization's programs (Abdullah & Mansor, 2018; Ahmad et al., 2018; D. Iskamto et al., 2019). When viewed in real terms, the disciplinary factor plays a role in the implementation of teachers' daily tasks. A teacher who has a high level of discipline will still work well even without being supervised . A disciplined teacher will not steal work time to do other things that have nothing to do with work(D. Iskamto, 2019). Without good discipline, it is difficult for organizations / schools to achieve optimal results. Discipline is the nature of a teacher who consciously obeys certain school rules and regulations. Discipline greatly affects the performance of teachers and schools, because discipline is a form of training for teachers in implementing school rules. The more disciplined the higher the teacher's work productivity and school performance.

2. Literature Review
2.1 Work Discipline
Work discipline is very important for organizational growth, especially used to improve employee performance in order to discipline themselves in carrying out work both individually and in groups (Sajilan & Tehseen, 2015). Discipline is a direction to train and shape someone to do something better. Discipline is a process that can foster a person's feelings to objectively maintain and improve organizational goals, through compliance with organizational rules (D. Iskamto, Karim, et al., 2020). Besides that, discipline is useful in educating employees to comply with and enjoy existing regulations, procedures, and policies so that they can produce good performance. Function Direction, Control, Integration, Development, Drocurment, Organizing, Compensation, Planning, Stop Maintenance (dedi Iskamto et al., 2021; D. Iskamto, Karim, et al., 2020; Khajeh, 2018). According to Sinambela (2016), discipline is the willingness of a person who arises with his own awareness to follow the rules that apply in the organization. According to Hasibuan (2012), discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Awareness here is the attitude of someone who voluntarily obeys all the rules and is aware of their duties and responsibilities, while willingness is an attitude, behavior, actions of someone who is in accordance with the company, whether written or not. Meanwhile, Sinambela (2016) argues that work discipline is a person's ability to work regularly, persistently, and work in accordance with applicable regulations without violating predetermined rules. Based on the above definition, it can be concluded that discipline is compliance with the rules or orders to comply with the rules and orders that have been set by the organization by taking action that should be done.

2.2 Work Discipline Indicators
Discipline is a form of training that enforces organizational rules. The best discipline is clearly self-discipline because most people understand what is expected of them at work, and usually employees are given the confidence to carry out their work effectively. According (Sinambela 2016) Indicators of Work Discipline are as follows:
1. Attendance Frequency
One of the benchmarks to determine the level of employee discipline is the higher the frequency of attendance or the lower the level of absenteeism, the employee has high work discipline.
2. Alert level
Employees in carrying out their work are always full of calculation and thoroughness and have a high level of alertness both to themselves and to their work.
3. Adherence to work standards
In carrying out their work, an employee is required to comply with all work standards that have been determined in accordance with work rules and guidelines so that work accidents do not occur or can be avoided.
4. Adherence to work regulations.
This is intended for comfort and smoothness of work.
5. Work Ethics.
Work ethics are needed by every employee in carrying out their work in order to create a harmonious atmosphere, mutual respect among fellow employees.

2.3 Performance
The activity to determine the success or failure of a job carried out in the organization is an assessment of the implementation of all previously planned activities. This activity is commonly referred to as performance appraisal. Performance is a term that comes from the word job performance or actual performance (D. Iskamto, Yapentra, et al., 2020). Sinambela (2016) says that performance is the implementation of a job and the improvement of the work according to its responsibilities so that it can achieve the results as expected. This definition shows that performance is more emphasized on the process, where during the implementation of the work improvements are made so that the achievement of a job or performance can be optimized (D. Iskamto, Puspa Liza Ghazali, et al., 2020). According to sinambela, 2016), performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to legally achieve the goals of the organization concerned. Meanwhile, Mangkunegara (2016) argues that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Therefore, it can be said that employee performance is the work performance or work results both in quality and quantity achieved by employees in carrying out their work tasks in accordance with the given responsibilities. Based on some of the above definitions, the authors conclude that performance is the work

performance achieved by employees in accordance with the results of their work both in quality and quantity in order to achieve organizational goals (D. Iskamto, 2021).

2.4 Factors Affecting Performance

According to Mangkunegara (2016), the factors that influence performance achievement are the ability and motivation factors, namely the Competency Factor and the Motivation Factor. According to Setiawan (2014: 147) to measure performance can use the following indicators: Determination of task completion, suitability of working hours, level of attendance, cooperation between employees and job satisfaction.

2.5 Work Discipline on Performance

Sinambela (2016) says that, the main purpose of discipline is to ensure that employee behavior is consistent with the rules set by the organization. Various rules compiled by the organization are demands to achieve the goals of an employee's performance in a company. Sinambela (2016) says various theories explain that there is a significant relationship between performance variables and work discipline. In this case, if it is examined further, it is the work discipline variable that affects employee performance, in the sense that the higher a person's work discipline, the higher the person's performance. Although there is a possibility that there is a reciprocal relationship between them where the paradigm can be reversed that performance can affect work discipline, in general it is work discipline that contributes to performance.

2.6 Hipotesis

H0: there is no effect of work discipline on performance
Ha: there is an effect of work discipline on performance

3. Methodology

This study used a quantitative method. The sample in this study were 40 teachers at SMK MK Riau. The method of determining the sample is census sampling, in which the entire population is sampled (Iskamto et al., 2020; Sugiyono, 2016; Sirait 2020a). The determination of the sample is adjusted to the sample size that will be used as the actual data source by taking into account the nature and distribution of the population so that the sample obtained can represent the population (representative) (Sirait et al., 2020b; Sirait 2020c).Data processing and statistical tests used SPSS version 26. To prove the hypothesis, the t test is used, which is to determine the magnitude of the influence of the independent variables in explaining the dependent variable .

4. Results And Discussion

Characteristics of Respondents, From the results of data collection with questionnaires from respondents, the characteristics of the respondents are obtained which can be seen in the table below

Table 1: Characteristics of Respondents

Gender	Number of Respondents	Percentage (%)
Man	17	42.5
Women	23	57.5
Age (Years)		
20-30	19	47.5
31-40	12	30
41-50	9	22.5
> 50	-	-
Length of working		
<3 Years	6	15

3 to 5 years	22	55
> 5 Years	12	30

From table 1 above, it can be seen that of the 40 teachers, 17 people or 42.5% were male, while 23 people or 57.5% were female. It is known that out of 40 teachers, there are 19 people or 47.5% who are 20-30 years old, 12 people or 30% are 31-40 years old, 9 people or 22.5% are 41-50 years old. It is known that out of 40 teachers, there are 6 teachers or 15% who have worked <3 years, as many as 22 teachers or 55% who have worked 3 to 5 years, as many as 12 people or 30% who have worked> 5 years .

4.1 Validity test

The validity test is to determine the level of validity of the coefficient instruments used in data collection.Instrument items are considered valid if r count> r table then it is declared valid (Ghozali, 2016). Orvalidity test criteria is 0.3. If the correlation is greater than 0.3, then the statement made is categorized as valid (Suharyadi, 2011: 143)With the number of respondents 100, then the r table is obtained through df = n-2 (sig.0.05), if the value of df = 40-2 = 38, then the r table is 0.312. The results of the validity test show that the calculated r value of each indicator is greater than the r table value, this shows that all items of the work discipline variable are declared valid. In addition, the results of the validity test show that the calculated r value of each indicator is greater than the r table value, this shows that all items of the performance variable are declared valid.

4.2 Reliability Test

Reliability test is a test to measure a questionnaire which is an indicator of a variable or construct.In this study, the measurement of reliability used the Crobeach's alpha (α) test. The reliability of a variable construct is said to be good or reliable if it has crobeach, s alpha (α)> 0.6 (Ghozali, 2017).

Table 2 Reliability Test Results of SPSS. 20

Research variable	Cronbach's Alpha	Reliability Standards	Information
Work Discipline	0.742	0.60	Reliable
Performance	0.757	0.60	Reliable

Source: Processed Data, 2019

From table 2 above, it can be seen that the Cronbach Alpha value of the work discipline and performance variables is greater than 0.60, so that the indicators of the two variables are declared reliable as variable measuring tools.

4.3 Normality test

The normality test aims to determine whether or not a data distribution is normal. The normality test is important because one of the requirements for parametric testing is that the data must be normally distributed.

Kolmogorov-SmirnovaNormality Test,   This test is part of the noermality test which is used to test whether the data is normally distributed or not, it can be seen in the table below:

Table 3: Tests of Normality

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Stat.	df	Sig.	Stat.	df	Sig.
Discipline	.137	208	.200 *	.954	208	.57
Performance	.043	208	.200 *	.933	208	.254

*. This is a lower bound of the true significance.
a. Lilliefors Significance Correction

From table 3, it can be seen that the value of the Kolmogorov-Smirnova test is stated to be normally distributed if the significance value >0.05. The significance value (p) in the Kolmogorov-Smirnov test is 0.2 for both variables (p> 0.05), so based on the normality test for the Kolmogorov-Smirnov data, the data is normally distributed.

4.4 Hypothesis testing

T test (partial)
The t test is carried out to see the amount of influence partially (individually or individually) between the independent variables on the dependent variable. The results of data processing can be seen in the table below:

Table 4: Coefficients Regression

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2,232	4,381		-, 509	,613
	DISCIPLINE WORK	1,220	,121	,854	10,111	,000

a. Dependent Variable: PERFORMANCE

From table 4 above, it can be explained that the t test for the work discipline variable on the performance, the significant value is 0.000, Probalance also shows less than 0.05, which is equal to 0.000. means that Ho is rejected and Ha is accepted. So Ho rejected Ha accepted. This shows that work discipline affects the performance.

Coefficient of Determination (R^2)
The coefficient of determination is symbolized by being used to determine the percentage of the influence of the independent variable on the dependent variable. The results of the coefficients can be seen in the table below:R^2R^2

Table 5: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 854a	, 729	, 722	3,913

a. Predictors: (Constant), WORK DISCIPLINE

b. Dependent Variable: PERFORMANCE

From table 5 above, it can be explained that the R number is 0.854, this indicates that the relationship between the independent variable and the dependent variable is 85.4. Also it shows that work discipline has an influence on teacher performance 72.9% while the remaining 27.1% is influenced by other variables not examined in this study.

5. Conclusion
Based on the results of the research and analysis that the author has done, it can be concluded that that work discipline has an effect on performance. Also the results showed that 72.9% of work discipline has an influence on the performance , while the remaining 27.1% is influenced by other variables not examined in the study.

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