

The Role of Discipline in Improving Performance

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ABSTRACT

This study aims to determine the effect of discipline on employee performance. This research used is explanatory research and by using a quantitative approach. The number of samples in this study was 35 people. The questionnaire is used as a method of data collection and uses structural equations which are resolved with the help of the Smart PLS program. The effect of discipline on employee performance states that discipline has a positive and significant effect on employee performance. The value of 12.781 and significant at $\alpha = 0.05$, the t statistical value is above the critical value of 1.96, thus H_0 is accepted. Discipline that gets good attention will have an impact on employee performance.

KEYWORD: Discipline, Performance

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1. INTRODUCTION

The success of an organization is strongly influenced by the performance of its employees. Every organization and company will always try to improve the performance of its employees in the hope that the company's goals will be achieved. Most organizations recognize the importance of supporting and involving employees in every type and level of work activities (Ugwu, Okoroji, & Chukwu, 2019). IBNU SINA YBW UMI Makassar is a private public hospital, namely the former 45 Hospital. One of the advantages of this hospital is its Islamic services, in accordance with the hospital's goal of being a hospital with Islamic services. To achieve good service, one of the factors that must be considered is discipline. (Nurhidayad & Purba, 2019) the factors that are treated that affect performance achievement consist of many factors, including discipline.

Discipline is an important component of human behavior and states that without discipline an organization cannot function properly to achieve its goals (Ouma, Simatwa, & Serem, 2013). Discipline means more than just obeying rules and regulations and requires the ability to distinguish what is right or wrong (Gitome, Katola, & Nyabwari, 2013).

Discipline is an important element that can affect the company's operational activities. Obedience to company regulations and being responsible for sanctions if they violate the rules are characteristics of employees who have high discipline (Rizki & Suprajang, 2017). High discipline will be able to build professional performance because understanding company regulations are the right steps in carrying out activities well ((Juma & Moronge, 2015). Discipline is the behavior of a person who is in accordance with the rules and work procedures that exist in the

organization, both written and unwritten. Good employee discipline will accelerate company goals while undisciplined employees slow down the achievement of company goals. (Anthony, 2017) that there is a relationship between work discipline and increased performance.

Good discipline reflects a person's sense of responsibility for the duties assigned to him. This encourages passion for work, and the realization of company, employee, and community goals (Sule-Dan & Ilesanmi, 2015). Therefore, every manager always tries to ensure that his subordinates have good discipline. A manager is said to be effective in his leadership if his employees are well disciplined. To maintain and improve good discipline is a difficult thing because many factors influence it. Regulations are needed to provide guidance and counseling for employees in creating good order, morale, work morale, efficiency, and employee work effectiveness will increase (Klein & Rains, 2013). If employees do not comply with these company rules, it will be difficult to achieve company goals. Discipline of a company is said to be good, if most employees obey the existing regulations (Jesuthasan, 2013).

Based on various previous studies (Marpaung, 2014; Isvandiari & Purwanto, 2017; Sardjana, Sudarmo, & Suharto, 2019; Suwanto, 2019; Dewi, Mahanggoro, & Urmila, 2018) states that discipline has a positive and significant effect on performance, meaning that there is work discipline will improve employee performance. However, it is different from research (Liyas, 2018) that discipline has no effect on employee performance. Based on the gap theory, the writer wants to test and analyze the effect of discipline on employee performance.

2. Literature Review

2.1. Performance

One of the keys to the success of a company depends on the performance of human resources who directly or indirectly contribute to the company, which includes external stakeholders and internal goals (employees) of the company. Performance is a process that significantly affects organizational success with managers and the role of workers to work together to set expectations, review results and reward performance (Al-Musadieq, Nurjannah, Raharjo, Solimun, & Fernandes, 2018). (Kanten & Gurlek, 2015) explain that performance is a key element to achieve organizational goals so that performance increases the effectiveness and effectiveness of the organization which helps achieve organizational goals.

(Al-Musadieq et al., 2018) suggest that performance is the extent to which a task or job is carried out by a person or organization. Performance is measured based on how much the person or organization contributes to the quality and quantity of work performed by employees in accordance with their responsibilities. (Veliu, Manxhari, Demiri, & Jahaj, 2017) defines performance as the level of achievement or "level of achievement". Performance shows the level of achievement of organizational goals. Through the level of performance achievement can be measured and known. Employee performance is a measure that can be used to compare the results of the implementation of tasks, responsibilities given by the organization within a certain period of time and relatively can be used to measure work performance or organizational performance. The indicators used in this study (Mangkunegara, 2017) are: quantity of work, quality of work, cooperation, responsibility and initiative.

2.2. Discipline

A leader or an employee must have good discipline, because good discipline is a reflection of the sense of responsibility they have in carrying out their assigned tasks (Njoroge & Nyabuto, 2014). Discipline is the most important operational function of human resource management because the better the employee's discipline, the higher work performance they can achieve. Without good employee discipline, it is difficult for organizations to achieve results (Bugdol & Bugdol, 2018). Discipline must be upheld in a company organization. Without the support of good employee discipline, it is difficult for the company to achieve its goals.

Nitisemito (2013) states that discipline is an attitude, behavior and actions in accordance with company regulations, both written and unwritten. On the other hand, discipline is the awareness and willingness of a person to comply with all company regulations and applicable social norms (Aritonang, 2010). Work discipline is an attitude, behavior that is carried out voluntarily and with full awareness and conditions to follow the rules set by the company, both written and unwritten. Undisciplined behavior that arises is a reflection of employees' negative perceptions of the controls exercised by their superiors. Conversely, disciplinary behavior that emerges is a reflection of positive perceptions of superior control (Williamson, 2014). The indicators used in discipline (Hasibuan, 2010) are understanding all company regulations, the effective use of time, responsibilities in job duties, and absentee levels.

3. Methodology

This study uses primary data sources by distributing questionnaires to respondents. The population in this study were employees of the hospital IBNU SINA YBW UMI Makassar. The sampling method used in this research was saturated sampling (census method). Where the census method is a sampling method from all members of the population to be sampled. The number of samples in this study were 35 people. The data analysis method used in this study was analyzed using SEM software with Partial Least Square (PLS). Smart PLS is a component or variance based structural equation model (SEM) that is not based on many assumptions. Testing with the Smart PLS approach was carried out in 2 stages of evaluation, namely the Outer Model (Measurement Model) and Inner Model (Structural Model). Measurement of variables using a Likert scale in the form of questions consisting of answers to strongly disagree, disagree, quite agree, agree, and strongly agree with a score of 1 to 5.

4. Results and Discussion

4.1. Validity Test and Instrument Reliability Test

In the convergent validity test, the average variance extracted (AVE) value obtained is greater than 0.50. If the AVE value of each construct has a value of more than 0.50 then the convergent validity test can be accepted. This study found the value of the cross loadings factor which has a value greater than 0.70 for the purpose of showing that the construct has high discriminant validity.

Table 1: Validity and Reliability Test

	AVE	Composite Reliability
Discipline	0,773	0,931
Performance	0,608	0,885

Table 1 is the validity and reliability, the instrument validity test is acceptable because the correlation value of each construct indicator is greater than the correlation value of the indicator against other constructs.

The reliability test uses the composite reliability value and the composite reliability value of the construct indicator is greater than 0.70. This instrument can be said to be reliable.

Convergent Validity

Correlating more than 0.70 with the construct to be measured, it is said that the individual reflective measure is said to be high. The measurement scale for loading values of 0.50 to 0.60 is considered sufficient for research in the early stages of development (Chin, in Ghazali, 2011). It can be seen in the measurement model in the image below that it can be seen, all indicators from the analysis on the research variables with a loading factor value greater than 0.50 can be declared to meet the requirements of significant convergent validity. inner model). Table 3 shows the R-Square test table used to assess the effect of exogenous (independent) latent variables whether they have a substantive effect or not. It can be seen in table 3 that the R-Square value in the employee performance construct is 0.689244, which means that the variability of employee performance which can be explained by the organizational climate variable job satisfaction is 68.92%, while 31.08% is another variable that is not explained in the study. this. The R-Square value in the construct can be seen in the following table:

Table 2: R Square and Cronbachs Alpha

	R Square	Cronbachs Alpha
Discipline		0,901
Performance	0,517	0,838

Hypothesis test

Hypothesis Testing To determine whether a hypothesis is accepted or not by comparing t count with t table with the condition that if $t > t\text{-table}$, then the hypothesis is accepted. The description of the values can be seen in table 3 below:

Table 3: Hypothesis Test

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STERR)
Discipline -> Performance	0,719	0,725	0,056	12,781

Hypothesis Testing: To determine the clarity of the proposed model in the population, it can be seen the relationship between one variable and another by looking at the value of the O (original sample) and the T statistical value used for a statement of the significance level of the relationship between one variable and another. The influence of organizational climate on employee performance states that organizational climate has a positive and significant effect on employee performance. The value is 12.781 and significant at $\alpha = 0.05$, the statistical value is above the critical value of 1.96, thus H_0 is accepted.

The Effect of Discipline and Employee Performance

Based on the results of the analysis of the Smart PLS program assistance, it can be explained that the results of the study show that the influence of organizational climate on employee performance is very high, which means that the discipline has a positive and significant effect on employee performance. Discipline has a positive and significant effect on employee performance. Discipline is the attitude of a person's willingness and willingness to obey and obey the prevailing regulatory norms around him. Good employee discipline will accelerate the company's goals, while slumping discipline will become a barrier and slow down the achievement of company goals. Discipline tries to overcome mistakes and carelessness caused by inattention, incompetence, and tardiness. Discipline seeks to prevent late starting work or ending work too early due to tardiness or laziness. Discipline also seeks to resolve disagreements between employees and prevent disobedience caused by wrongdoing understanding and misinterpretation. The results of this study are in line with the research conducted (Isvandiar, & Purwanto, 2017; Sardjana, Sudarmo, & Suharto, 2019; Suwanto, 2019; Dewi, Mahanggoro, & Urmila, 2018) which states that discipline has a significant effect on employee performance. So the level of performance produced by employees is also influenced by work discipline, the higher the level of employee discipline, the higher the level of performance produced and the lower the level of employee discipline, the lower the level of performance produced.

5. Conclusion

The effect of discipline on employee performance states that discipline has a positive and significant effect on employee performance. The t-count value is 12.781 and significant at $\alpha = 0.05$, the t-statistic value is above the critical value of 1.96,

thus H_0 is accepted. The results showed that discipline greatly influenced the performance of hospital employees IBNU SINA YBW UMI Makassar. Discipline that gets good attention will have an impact on employee performance.

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