The Effect of Work Discipline and Work Supervision on Employee Performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan

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ABSTRACT

This research was conducted with a survey and research quantitative. The results of research through the test of research instruments at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan with a validity test states that the questionnaire statement is declared valid. Testing research instruments at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan by using a reliability test states that all statements used are realistic (consistent).

Partially, the variable of work discipline has a positive and significant effect on employee performance at PT. Rural Banks (BPR) Solider Marelan because t count 3, 336 for t count > t table that is 3, 336 > 2,051. Likewise, the work supervisor variable also has a positive and significant effect on employee performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan because the value t count > t table namely 2,811 > 2,051.

Simultaneously, work discipline variables and work supervision variables have a positive and significant effect on employee performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan because the F count is 38.437 > the F table value.

The result of the coefficient of determination test states that the variables of work discipline and work supervision affect employee performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan amounted to 74% and the remaining 26% was influenced by other variables not included in this research.

KEYWORDS: Work Discipline, Work Supervision and Employee Performance

1. INTRODUCTION
1.1. Research Background

The development and progress of this Rural Bank can be seen from the performance of human resources in an organization/company. Human resources have a very important role in the smooth running of the activities of an organization, every company needs to pay attention to and regulate the existence of employees to improve good and effective performance, with the hope that the company's goals will be achieved. The success of an organization is greatly influenced by the individual performance of each employee in an organization or company. Employees are the main asset in a company because, without their participation, the company's activities will not go according to plan. Employee performance appraisal is usually carried out to determine the extent to which employees can carry out the duties and responsibilities assigned to each employee.

Discipline is not only an indication of enthusiasm and enthusiasm for work, but it can affect the effectiveness and efficiency of achieving the goals of the company/organization. The high work discipline of employees will be able to achieve maximum performance, be it time discipline, rules or regulations set by the company PT. Bank Perkreditan Rakyat (BPR) Solider Marelan. To further streamline the regulations issued by the company to enforce the discipline of employees, an example is needed from company leaders. Exemplary leadership was

instrumental in determining discipline employees for leadership be a role model by the employee of his in the works. In addition to work discipline, other things are also important to improve employee work effectiveness, namely supervision from superiors who always pay attention to all activities and the most important thing is that their needs will always be respected. If they carry out their work activities properly and produce good work results, effective, efficient and maximum performance will be achieved Based on the observations that have been made at PT. BPR Solider Marelan shows that the supervision in this office has been properly carried out by the supervisory staff. Starting from routine supervision carried out by internal supervision to supervision carried out by external. Teknik oversight adopted include direct supervision of employees or receive reports directly from the field or indirectly control techniques that can be known through the reports submitted by employees. If there are errors in the work results, corrective action will be immediately taken as a form of feedback from the supervision carried out at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan.

Performance is the result of work performed by employees and is generally used as a basis or reference for evaluating employees in an organization. Good performance is a step to achieve the goals of an organization. Performance is also defined as a determining tool in achieving the goals of an organization, therefore efforts need to be made to improve employee performance.

Based on these facts, it requires the participation of superiors to foster work discipline among other employees so that the goals of the office or agency can run smoothly. With the description of this condition, researchers are interested in taking the title of Influence Discipline Work and Work Supervision Te r facing Employee Performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan. This study aims to determine and explain the simultaneous influence of Work Discipline (X1) and Work Supervision (X2) on Employee Performance (Y) and the partial influence of Work Discipline (X1) and Work Supervision (X2) on Employee Performance (Y).

2. LITERATURE REVIEW
2.1. Employee Performance (Y)
Kin Gov is a real action of a person as a result of what was done by the employees following its role and guidelines contained in a working environment. Performance is very important in trying to achieve a company goal that has been outlined in a mature plan. According to Irfan Fahmi (2015: 2), that performance is the result obtained by an organization, both profit-

oriented and non-profit-oriented organizations that are produced during a certain period.

2.2. Work Discipline (X 1)
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 company goals, through compliance with company regulations. Discipline is very important for company growth, it is used primarily to motivate employees to be able to discipline themselves in carrying out work both individually and in groups.

Also, discipline is useful in educating employees to comply with and enjoy existing regulations, procedures, and policies, so that they can produce a good performance. According to Hasibuan (2016:193) discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Also, according to Edy Sutrisno (2016:89) discipline is a person's behaviour following the rules, existing work procedures or discipline, namely attitudes, behaviour, and actions that are following the regulations of the organization, both written and unwritten.

2.3. Work Supervision (X 2)
Supervision is one of the works undertaken in the managerial activities to guarantee the realization of all the predetermined plan and taking corrective actions when necessary. According to Fahmi in Erlis Milta et al (2015:653), supervision can be interpreted as a way for an organization to achieve effective and efficient performance and to further support the realization of the organization's vision and mission. According to Sondang Siagian Atmodiwiryo in Satriadi (2016:290) supervision is the process of observing the implementation of all organizational activities to ensure that all work that is being carried out goes according to the set plan.

3. RESEARCH METHODS
3.1. Research Location and Time
This research was carried out at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan Jln. Veteran No.79 Pasar X Labuhan Deli . The research time is planned to start from July 2020 to August 2020.

3.2. Population and Sample
The population are all employees who work at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan, amounting to 30 people.

According to Suharsimi Arikunto (2013: 108), The sample is a part or representative of the population under study. If the subject is less than 100 it is better to take all of them. Conversely, if the subject is greater than 100 it can be taken between 10-15% or 20-25% ".

In this study, because the population was less than 100 people, all of them were appointed as samples, namely all employees of PT. Bank Perkreditan Rakyat (BPR) Solider Marelan as many as 30 people.

3.3. Data Collection Methods

In this research activity, data and information were collected using methods, namely:

1. By making direct observations of employees at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan.
2. Running a questionnaire, which is to provide a list of questions that will be answered by the respondent.
3. Literature study is to collect documents and knowledge books, which influence the data needs of this research.

3.4. Validity and Reliability Testing

A reliability test is used to see whether the measuring instrument used shows consistency in measuring the same symptoms. Reliability testing uses the help *of* SPSS *software*, with criteria (Situmorang and Lufti, 2014)**:**

1. The *Cronbach Alpha value is* > 0.8, which means that the reliability is very good or very convincing.
2. Value 0.7 < *Cronbach Alpha* <0.8 means good *reliability*.

Value *Cronbach Alpha* <0.7, which means that reliability is less convincing.

The validity test is carried out to measure whether the data obtained after the study is valid data with the measuring instrument used, namely by using a questionnaire. Validity did use SPSS version 16 .0 for Windows with the criteria as follows:

1. If r count is positive or r count > r table, then the question item is valid.
2. If r count is negative or r count <r table, then the question item is invalid.

Value r coun g can be seen in the column *Corrected Item Total Correlation*.

3.5. Multiple Linear Regression Analysis

This analysis is used to determine the extent to which the influence of the independent variables affects the dependent variable, namely:

Y = a + b 1 X 1 + b 2 X 2 + e

Where:
Y: Bound Variable
a: Constants
b: Coefficient
X 1: Dependent Variable 1
X 2: Dependent Variable 2
e: Standard error

The analysis tool used is SPSS version 16 SPSS (*Statistical Package for the Social Sciences)* is an application program that has high statistical analysis capabilities and a data management system in a graphical environment using descriptive menus and simple dialogue boxes that make it easy. to understand how to operate.

3.6. Hypothesis Testing

1. Partial Test (t-test)

This test is used to determine whether each dependent variable has a significant effect on the independent variable. With the following provisions: If t count > t table, it can be said to be significant, that is, there is an influence between the independent variable under study and the dependent variable. On the other hand, if t count <t table, it can be said to be insignificant.

2. Test Simultaneous (Test F)

This F test is used to determine the amount of influence together, the independent variable is significant to the dependent variable. Where F count > F table, then Ho is accepted and H 1 is rejected or together the dependent variable can explain the independent variable simultaneously. Conversely, where F count <F table then H is accepted and Ho is rejected

3.7. Classical Assumption Test

1. Normality Test

The method of normality test with SPSS can be done with the Kolmogorov-Smirnov test and it can also be done with the graph method.

2. Heteroscedasticity Test

The Heteroscedasticity test is a test that assesses whether there is an inequality of variance from the residuals for all observations in the linear regression model. This test is one of the classic assumption tests that must be done in linear regression. If the assumption of heteroscedasticity is not met, the regression model is declared invalid as a forecasting tool

3. Multicollinearity Test

To detect the presence or absence of multicollinearity symptoms in the regression model, it can be done in several ways, namely:

1. See the correlation value between independent variables.
2. See the value of the *condition index* and *eigenvalue*.

Look at the *tolerance* value *and variance inflating factor* (VIF).

In this study, researchers conducted a multicollinearity test using tolerance values and VIF using the SPSS program. The basis for decision making on the multicollinearity test with VIF is as follows:

1. If the VIF value < 10.00, it means that there is no multicollinearity in the regression model.
2. If the VIF value> 10.00, it means that there is multicollinearity in the regression model.

3.8. Test The coefficient of determination (R2)

The coefficient of determination (R2) is used to measure the contribution of the influence of the independent variable on the dependent variable. If the coefficient of determination (R2) ranges from 0 to 1 (0< R2<1). If it is greater (close to one), it can be said that the influence of the independent variable is large on the dependent variable. Conversely, if it is getting smaller (close to zero), it can be said that the effect of

the independent variable is small on the dependent variable

$R2$ = Correlation coefficient value

While the criteria for analyzing the coefficient of determination are as follows:

1. If Kd is close to zero (0), it means that the influence of the independent variable on the dependent variable is weak, and
2. If Kd approaches one (1), it means that the influence of the independent variable on the dependent variable is strong.

4. ANALYSIS RESULTS AND DISCUSSION

4.1. Validity and Reliability Test

Table 1 Results of the Validity Test of Work Discipline Variables

Statement	R count	R table	Sig. Research	Sig. Stipulation	Information
Statement 1	0.627	0.3610	0,000	0.05	Valid
Statement 2	0.784	0.3610	0,000	0.05	Valid
Statement 3	0.540	0.3610	0.002	0.05	Valid
Statement 4	0.665	0.3610	0,000	0.05	Valid
Statement 5	0831	0.3610	0,000	0.05	Valid
Statement 6	0.710	0.3610	0,000	0.05	Valid
Statement 7	0.441	0.3610	0.015	0.05	Valid
Statement 8	0.686	0.3610	0,000	0.05	Valid
Statement 9	0.401	0.3610	0.028	0.05	Valid

Table 2 Results of the Work Supervision Variable Validity Test

Statement	r count	r table	Sig. Research	Sig. Stipulation	Information
Statement 1	0.797	0.3610	0,000	0.05	Valid
Statement 2	0.878	0.3610	0,000	0.05	Valid
Statement 3	0.533	0.3610	0.002	0.05	Valid
Statement 4	0.532	0.3610	0.002	0.05	Valid
Statement 5	0.505	0.3610	0.00 4	0.05	Valid
Statement 6	0.947	0.3610	0,000	0.05	Valid
Statement 7	0800	0.3610	0,000	0.05	Valid
Statement 8	0.902	0.3610	0,000	0.05	Valid
Statement 9	0.873	0.3610	0,000	0.05	Valid
Statement 10	0.916	0.3610	0,000	0.05	Valid
Statement 11	0.895	0.3610	0,000	0.05	Valid
Statement 12	0.693	0.3610	0,000	0.05	Valid

Table 3 Results of the Validity Test of Employee Performance Variables

Statement	r count	r table	Sig. Research	Sig. Stipulation	Information
Statement 1	0871	0.3610	0,000	0.05	Valid
Statement 2	0.782	0.3610	0,000	0.05	Valid
Statement 3	0.585	0.3610	0.001	0.05	Valid
Statement 4	0.684	0.3610	0,000	0.05	Valid
Statement 5	0.835	0.3610	0,000	0.05	Valid
Statement 6	0.463	0.3610	0.010	0.05	Valid
Statement 7	0.685	0.3610	0,000	0.05	Valid
Statement 8	0.504	0.3610	0.005	0.05	Valid
Statement 9	0.471	0.3610	0.009	0.05	Valid
Statement 10	0.609	0.3610	0,000	0.05	Valid

4.2. Multiple Linear Regression Analysis

Table 4.1 4 Multiple Linear Regression Results

Coefficients a											
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1 (Constant)	6,317	4,736		1,334	.193						
Work Discipline	.578	.173	.498	3,336	.002	.815	.540	.327	.432	2,317	
Work Supervision	.290	.103	.420	2,811	.009	.796	.476	.276	.432	2,317	
a. Dependent Variable: Employee Performance											

Source: Results of research 20 20 (processed data)

Based on the tabs el at the top of the multiple linear regression equation in this study are as follows:

## Y = 6.317 + 0.578 X 1 + 0.290 X 2 + e

In these equations can be seen that work discipline (X1) and Work Supervision (X2) impact positively on the dependent variable is employee performance (Y). H al is evident from the linear regression equation coefficients, each of which has contributed positively to the dependent variable

## 4.3. Classic Assumption Test

1. Normality Test

A normality test is a statistical test conducted to find out how the distribution of data is. How to test for normality with SPSS can be done with *histogram* charts and the *P Plot* test.

Figure 1 Normality Test with Histogram Graph
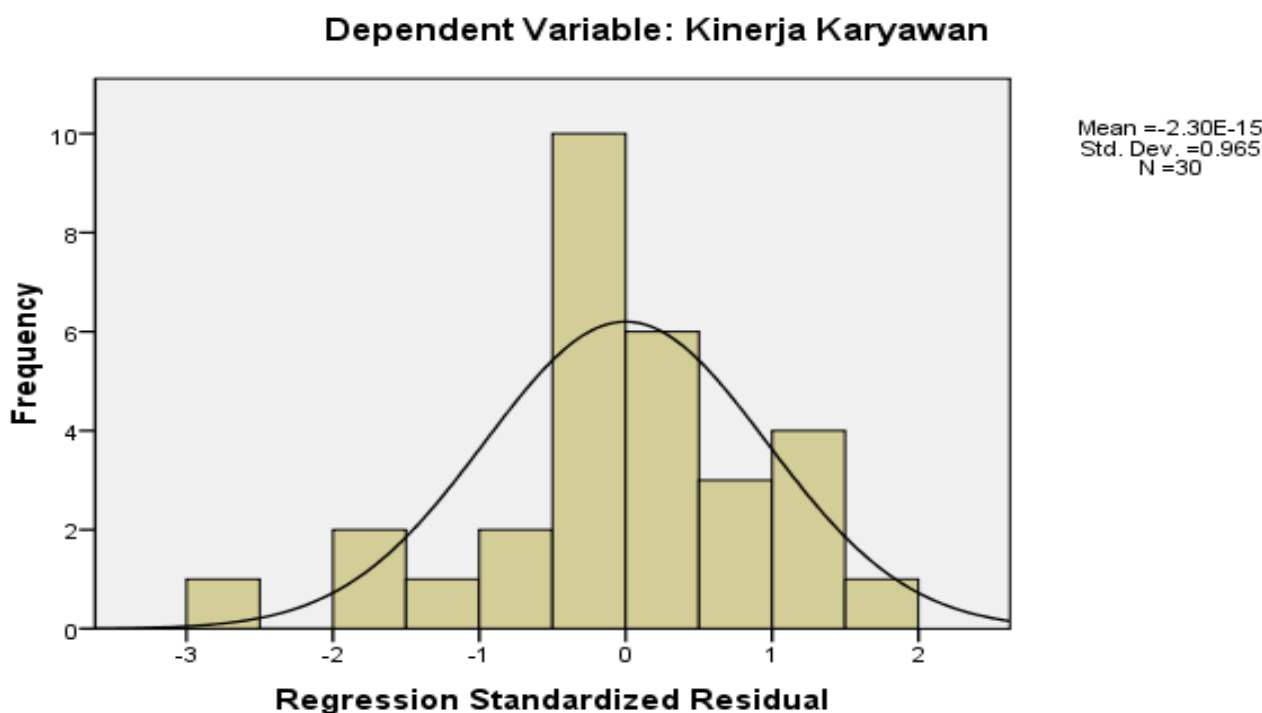
Figure 2 Normality Test With *P Plot* Test

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan
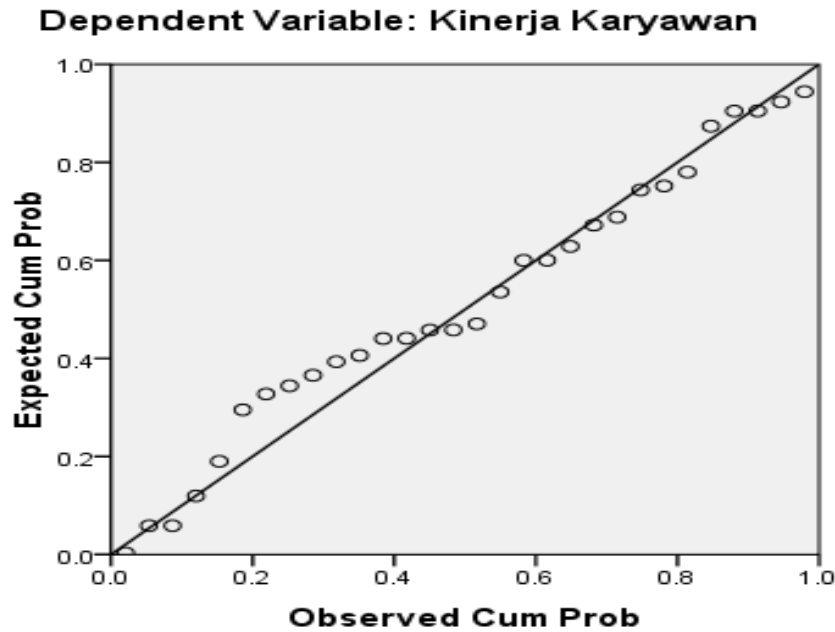
A good regression model is to have a normal or near-normal data distribution. One of the easiest ways to look at normality is to look at a histogram and look at a normal *probability plot*. In Figures 1 and 2 it can be seen that the histogram and graphic displays seem to meet the assumptions of the normality test. The histogram shows a normal distribution pattern and on a normal plot graph, the data spread around the diagonal lines and spreads out in the direction of the diagonal lines

2. Heteroscedasticity Test

One way to determine whether there is heteroscedasticity in a multiple linear regression model is by looking at *the scatterplot graph* or from the prediction value of the dependent variable, namely *SRESID* with a residual error, namely *ZPRED*. If there is no certain pattern and the dots spread above or below the zero on the Y axis, it can be concluded that there is no heteroscedasticity.

Figure 3 Normality Test with *a scatterplot chart*

Scatterplot

Dependent Variable: Kinerja Karyawan
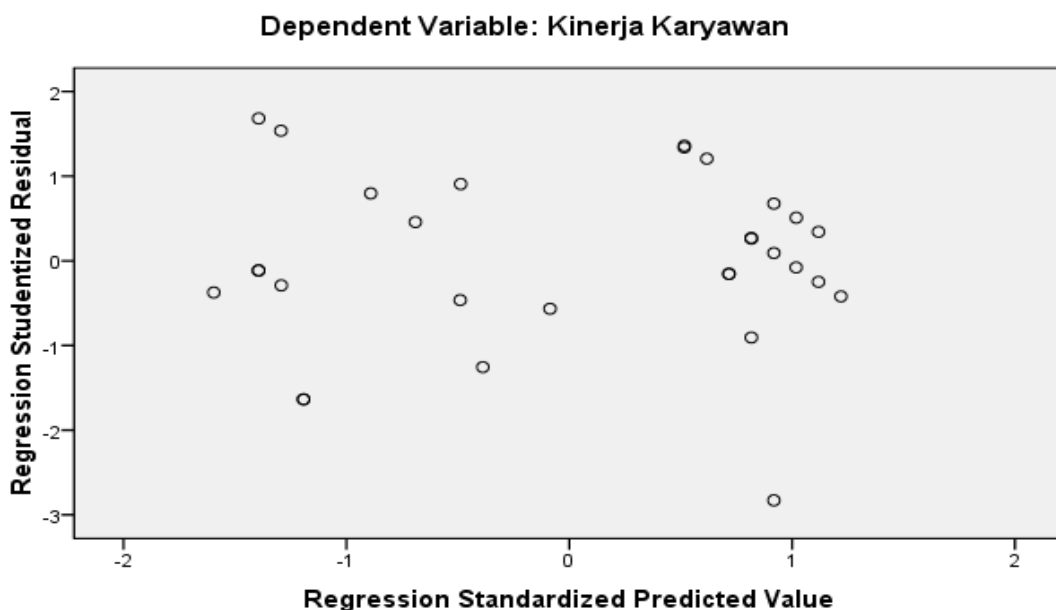
Based on the *Scatterplot output* in 3 above, it can be concluded that the distribution of the points has met the requirements because the dot pattern spreads evenly above and below the 0 on the Y axis. This means that there is no heteroscedasticity problem in the study.

3. Multicollinearity Test

Table 4 Multicollinearity Test

		Coefficients							
	Model	**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**	**Collinearity Statistics**	
		B	**Std. Error**	**Beta**			**Tolerance**	**VIF**
1	(Constant)	6,317	4,736		1,334	.193		
	Work Discipline	.578	.173	.498	3,336	.002	.432	2,317
	Work Supervision	.290	.103	.420	2,811	.009	.432	2,317
a. Dependent Variable: Employee Performance								

Table 4. 12 shows that the value of VIF two independent variables yang research consisted of work and supervision work discipline 2,317 which means that the value of this research VIF smaller than VIF provisions ie < 10 so that it can be concluded free from multikolinieritas regression models, with such the assumption of no multicollinearity has been met.

4.4. Hypothesis Testing

1. Partial Test (t-test)

This test is used to determine whether each dependent variable has a significant effect on the independent variable.

The criteria for acceptance of the hypothesis:
1. If t count > t table and sig <0.05 then H 0 is rejected and H 1 is accepted, it can be said to be significant, that is, there is an influence between the independent variables studied and the dependent variable.
2. If t count <t table, and sig> 0.05 then H 0 is accepted and H 1 is rejected, it can be said to be insignificant.

To see this comparison, the results of the partial test through SPSS 16 can be seen in table 4:14 below:

Table 5 Partial Test (t-test)

		Coefficients							
	Model	**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**	**Collinearity Statistics**	
		B	**Std. Error**	**Beta**			**Tolerance**	**VIF**
1	(Constant)	6,317	4,736		1,334	.193		
	Work Discipline	.578	.173	.498	3,336	.002	.432	2,317
	Work Supervision	.290	.103	.420	2,811	.009	.432	2,317
a. Dependent Variable: Employee Performance								

In this study obtained t table of 2.051 which is obtained from the Distribution Percentage Point t for Probability s = 0.05, df (nk) = 27

According to table 4:14 to variable labour discipline obtained by value t count 3, 336 for t count > t table that is 3, 336 > 2051 then H 0 is rejected and H 1 accepted, means the discipline of work affect the performance of employees, while to see the significance of variables discipline work obtained a significance level of 0.002 when compared with a significant level of 0.05, meaning that the work discipline variable in this study is significant because the significance value is 0.002 <0.05.

For variable supervisors work obtained by value t count 2,811 because t count > t table is 2,811 > 2,051 then H 0 is rejected and H 1 accepted, meaning supervisors influential work on employee performance, while to see the significance of variables supervisory work obtained level of significance 0.009 compared with a significant level of 0.05, it means that the product variables in this study are significant because the significance value is 0.009 <0.05.

2. Simultaneous Test (Test F)

This F test is used to determine the amount of influence together, the independent variable is significant to the dependent variable.

1. H0 is accepted if F count <F table or Sig.F> α (0.05), which means that the independent variables simultaneously have no significant effect on the dependent variable.
2. H0 is rejected if F count > F table or Sig. F <α (0.05) which means that the independent variable simultaneously has a significant effect on the dependent variable.

Table 6 Simultaneous Test (Test F)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	240,375	2	120,188	38,437	.000 a
	Residual	84,425	27	3,127		
	Total	324,800	29			
a. Predictors: (Constant), Work Supervision, Work Discipline						
b. Dependent Variable: Employee Performance						

In this study, the F table of 3.35 was obtained from the F Distribution Percentage Point for Probability s = 0.05 , df1 / N1 = 2, df2 / N2 = 27.

Based on Table 4:15 the Unknown F test produces F count 38.437 is greater than the value of F table with a value of significance = 0.0 00 <0.05, H 0 is rejected. So it can be concluded that work discipline and work supervision simultaneously have a positive and significant effect on employee performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan . This means that changes in work discipline and work supervision will change employee performance.

4.5. The coefficient of determination (R 2)

The coefficient of determination (R 2) is used to measure the contribution of the influence of the independent variable on the dependent variable. If the coefficient of determination (R 2) ranges from 0 to 1 (0 < R 2 <1). If it is greater (close to one), it can be said that the influence of the independent variable is large on the dependent variable. Conversely, if it is getting smaller (close to zero), it can be said that the effect of the independent variable is small on the dependent variable.

Table 7 The coefficient of determination (R 2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.860 a	.740	.721	1,768	2,626
a.Predictors: (Constant), Work Supervision, Work Discipline					
b.Dependent Variable: Employee Performance					

From table 4:16 the Model Summary above shows that the R Square value is 0.740. The coefficient of determination (R Square) 0.740 is equal to 74%. This figure explains that the variables of work discipline and work supervision together affect employee performance at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan amounted to 74% while the remaining 26% was influenced by other variables not included in this research.

4.6. Discussion
4.6.1. Effect of Work Discipline (X 1) on Work Performance (Y) at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan .

By looking at the background of this research and supported by the theory and data that have been collected and then processed using data analysis with SPSS 16.0, it can be explained that the influence of work discipline variables (X 1) partially has a positive and significant effect on employee performance variables (Y) in PT. Rural Banks (BPR) Solider Marelan which can be seen from the magnitude t arithmetic amounted to 3, 336 and 0,002 significant value.

This is in line with research conducted by Dony Suhariyanto and Tanto Askriyandoko Putro (2018) with the title Analysis of Supervision and Work Discipline on Employee Performance of CV. Tiga Putra. Results of the analysis showed variable Work Discipline positive and significant impact on the Performance of Employees CV. Tiga Putra.

Therefore, to improve the performance of employees of PT. Bank Perkreditan Rakyat (BPR) Solider Marelan is getting better and higher, so the leadership of the company must strive to continue to improve work discipline for employees.

4.6.2. The Effect of Work Supervision (X 2) on Employee Performance (Y) at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan .

Then the effect of work supervision on employee performance is also seen from the background that has been described and is supported by the theory and methodological approach used and data analysis, it can be explained that the effect of work supervision variables (X 2) on employee performance variables (Y) also has a positive effect. and significant which can be seen from the amount of t count of 2.811 and a significant value of 0.009.

This is in line with research conducted by Rosinta Romauli Situmeang (2017), with the research title The Effect of Supervision and Work Experience on Employee Performance at PT. Mitra Karya Anugrah. The results of the study explain that partially the supervision variable has a significant effect on employee performance and the work experience variable has a significant effect on the employee's performance at PT. Mitra Karya Anugrah Medan .

Chairman of PT. Bank Perkreditan Rakyat (BPR) Solider Marelan still needs to think about the work supervision of employees that is more stringent so that with high work supervision, employees will work more precisely and quickly in contributing to improving the performance of employees of PT. Bank Perkreditan Rakyat (BPR) Solider Marelan (Y).

4.6.3. Effect of Work Discipline (X1) and Work Supervision Variables (X2) together on the Performance Variable (Y) at PT. Bank Perkreditan Rakyat (BPR) Solider Marelan.

After processing and analyzing the influence of the independent variables, namely the work discipline variable (X1) and the work supervision variable (X2) partially on performance (Y), then it can be seen how much influence the independent variables collectively on the dependent variable.

Based on the results of the data analysis obtained, it can be explained that the influence of the work discipline variable (X1) and the work supervision variable (X2) simultaneously or together has a positive and significant effect, this can be seen from the acquisition of the F calculated value of 38, 437 and a significant level of 0.000.

This is in line with research conducted by Dony Suhariyanto and Tanto Askriyandoko Putro (2018), which explains that Supervision and Work Discipline together have a positive and significant effect on performance. Contribution of Supervision and Work Discipline to Employee Performance was 94.9% while the remaining was 5.1%.

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