

Improvement Of Employee Performance PT PLN (Persero) Area Merauke Reviewed From Work Discipline Of Employees

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Abstract—The purpose of this article is to know the relationship between improving performance of employees pt pln (persero) merauke area with work discipline. The sample in this study were 52 respondents, the sampling method used was the technique of total sampling and sampling was done using a Likert Scale, then the data was processed using SPSS version 23 with a simple linear regression analysis technique.

From the regression analysis obtained by the equation $Y = 26.133 + 0.269 (X)$. Hypothesis testing using the t test shows that the discipline variable (X) is proven to have a significant effect on employee performance (Y), proven by the value of t count, $(X) = 3.070$ with a significant level of $0,000 < 0.5$ so H_0 is accepted and H_1 is rejected. R Square figures of 15.9% indicate that employee performance can be explained by disciplinary variables, while 84.1% is explained by other variables not examined in this article.

Keywords—Discipline and Employee Performance.

I. INTRODUCTION

The company organization can run in line with expectations if there are human beings with the same goal, namely to make the organization where they work and earn a living experience an increase in profits and development from year to year. If the goals and desires can be realized, then the human resources certainly hope that the results of their labors will be rewarded with the appropriate value from the organization they have been fighting for so far.

Humans are company assets that must be continuously directed so that the company's goals can be achieved. Human resource management is largely determined by the nature of human resources itself which always develops both in number and in quality [1]. Human Resource Management (HRM) that is implemented well will provide a considerable contribution in the effort to achieve the goals of the organization or company [2].

Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for employees. As for employees will be obtained a pleasant working atmosphere so that it will increase morale in carrying

out their work. For organizations, the existence of work discipline will ensure the maintenance of order and smooth execution of tasks, so that optimal results are obtained. 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.

PT PLN (Persero) is a State-Owned Enterprise (BUMN) which is authorized by the Government and entrusted with the task solely to carry out electricity supply business for the public interest, and is given the task to carry out electricity supporting business work.

PT PLN (Persero) Merauke area itself is one unit of PT PLN (Persero) in Papua essentially has the task to generate and distribute electricity to customers through a network of medium voltage or low voltage.

With the capabilities possessed by PT. PLN (Persero) Merauke Area, of course, becomes the backbone in lighting up the city to remote areas because it is the only power plant in Merauke.

The problems concerning discipline and performance at PT PLN (Persero) Merauke Area that need attention are about employee discipline in work attendance, work time discipline and discipline in compliance with standards and work rules set by the company. Employee performance problems are still low based on service targets that are not optimal, especially in providing services to the community for handling technical disturbances in the field which are administratively processed in the office as reporting minutes and then receive handling measures from the technician, there is a low performance of employees can be seen from employees who still like to play truant and late during working hours.

The average attendance of 2-3 percent per month can still be declared good, and attendance of more than 3 percent describes the conditions of work discipline that are not good in the organization [3]. The results that show absenteeism above 3 percent indicate that there is a problem in terms of discipline which affects the performance. In detail, indications of

employee indiscipline in this case do not enter work without reason in the office for each month, for the past year.

Based on these problems, we are interested in researching about the performance improvement of employees of PT PLN (Persero) Merauke Area in the perspective of work discipline.

Discipline is one of the functions in HRM which is very important or lower than what is needed by employees depending on the good and bad level of discipline. Discipline is a person's awareness to comply with all organizational rules and social norms that apply.

Discipline is the attitude of willingness and will-iness of a person to obey and comply with the pre-vailing regulatory norms around him, and good em-ployee discipline will accelerate the achievement of company goals, while a degenerate discipline will be a barrier and slow down the achievement of company-goals [4].

Work discipline is defined when employees always come and go home on time. Labor discipline teachers is very important in order to support student achievement that the discipline of a teacher at work or in giving the lesson student achievement can be increased [5].

There are several factors that influence the discipline, namely [6]:

- a. Working hours, are the hours of arrival of employees to work or home work that have been set by the company
- b. Permission of employees, are employees who leave their jobs during work hours or office hours, both for the benefit of the company or personal interests by first having a permit from their superiors as well as employees who take leave.
- c. Employee attendance, is the level of employee attendance to the workplace that the company holds to see the presence of employees at work.

The factors of the work discipline are 4, namely [7]:

- 1) Frequency of Attendance, one of the benchmarks to determine the level of discipline of employees. The higher the frequency of attendance or the low level of absenteeism, the employee has high work discipline.
- 2) Compliance with Work Standards, in carrying out its work employees are required to comply with all established work standards so that workplace accidents do not occur or can be avoided.
- 3) Compliance with Work Regulations, intended for convenience and fluency in work.

Work Ethics, required by every employee in carrying out the work in order to create a harmonious atmosphere, mutual respect between fellow employees.

Performance is the result of work obtained by someone who is based on job requirements [8]. In achieving the goals in the standard work then a job must have certain condition.

Performance assessment can be reviewed in the number and quality of work completed by employees at a certain period. An employee's performance can be assessed based on the number of jobs completed within a certain time limit.

The standard of work can be determined from the contents of a job, can be used as a basis for evaluating each job To

facilitate the assessment of employee performance, work standards must be clearly measured and understood [9]. A job can be measured through dimensions including:

- (1) Number of jobs
- (2) Quality of work
- (3) Punctuality
- (4) Presence
- (5) Cooperation ability

The hypothesis in this study is performance improvement is influenced by the level of work discipline.

II. RESEARCH METHODS

A. Place and time of research

Research place at PT. PLN (Persero) Area Merauke, having its address at JL. Trikora No. 1 Merauke. The time of the study is planned from March 2019 to May 2019.

B. Research Approach

The research method is the science that examines the provisions or rules regarding the methods used in research. In this proposal the author uses quantitative research where the process of extracting information is realized in the form of numbers as a tool to find information about what is known based on Margono (1997: 105). The author uses a type of quantitative associative research, because in this study the author wants to explore the level of performance of PT PLN (Persero) Merauke Area employee who are influenced by work discipline. Then to describe it used several statistical formulas, so this research is called research with an associative quantitative approach.

C. Population and Samples

The population is defined as an area of generalization, where it is set by the researcher to be studied, and there are object / themes with specific qualities and characteristics from which conclusions can be drawn [10]. Population unit in this study is PT. PLN (Persero) Merauke Area with 52 employees.

If the subject is less than 100 it is better to take it all so that the research is a population study. Furthermore, if the number of subjects greater than 100 can be taken between 10-15% or more [10]. Then the sample was taken by 52 respondents using *total sampling*, which is taking all samples from the population because below 100 respondents with the following details.

TABLE I. WORK CLASSIFICATION

No.	Field	Total
1.	Procurement of Goods Services	2
2.	Service and Administration	12
3.	Energy Transactions	11
4.	Network	15
5.	Generation	12
Total		52

D. Types and Data Sources

The type of data in this study is subject data. Subject data is data contained in research in the form of attitudes, opinions, characteristics of a person, experiences or group of people who become respondents [10]. Subject data are then classified based on the form of responses (responses) given, namely: oral (interview), written (questionnaire), and expression (observation process).

The data sources used in this study are primary data and secondary data. According to Sugiyono (2011:19), Primary data is data obtained directly in the field by people who conduct research or those who need it. While secondary data is data obtained based on existing sources, such as books, previous reports relating to discipline and employee performance [10].

E. Data Collection Procedure

Which is the author doing research by going directly to the field to obtain the data needed in the preparation of this thesis, in this field study, the authors conducted data collection by:

- Observation
Observe directly at the research site, namely at PT PLN (Persero) Merauke Area.
- Interview
Interviews are ways of collecting data by holding question and answer directly to the object under study [10]. In this case the author conducted an interview with employees at PT PLN (Persero) Merauke Area .
- Questionnaire
The researchers 'questions and respondents' answers could be raised in writing through a questionnaire [10]. Questionnaires can be distributed in various ways, including questionnaires delivered directly by the researcher, placed in a place that is crowded with many people, sent by post, fax or using computer techniques. i.e. the author disseminates and techniques of data collection through questionnaires to be filled directly by the respondent, then the respondent gives an answer based on the statement given.
- Library / secondary data study
Which is where the author studies the literature that is closely related to the problems discussed. Literature study is a study carried out using literature (literature), both in the form of books, notes, and reports of research results from previous researchers [10].

F. Operational Definition and Variable Measurement

Variable free / independent variable

Free variable is a variable that is the cause of other variables and given a symbol (X), namely discipline.

G. Data analysis technique

Variable tied / dependent variable

Bound variables are variables caused by other variables or that are given a symbol (Y), namely performance.

This study uses the size of the score based on the Likert scale.

TABLE II. LIKERT SCALE

No.	Statement	Score
1.	Answers strongly agree (SS)	5
2.	Answer agree (S)	4
3.	Undecided Answer (R)	3
4.	Answer disagree (TS)	2
5.	Strongly disagree answer (STS)	1

Validity is a measure of a product's effectiveness or level of effectiveness. The method used is to compare the correlation value or r count of the research variable with the value of r table. If $r \text{ count} > r \text{ table}$, the description in the questionnaire is valid. Whereas if $r \text{ counts} < r \text{ table}$, the statement in the questionnaire is declared invalid.

Reliability indicates the instrument's consistency in measuring the same symptoms. This test is to check the consistency of the responses to the respondent. The results of reliability test can be seen from the *cronbach* value *negligently*, good reliability is approaching 1. The SPSS (*Statistical Package of Social Science*) provides a facility to measure reliability with the *cronbach* statistic test *alpha* (α) [10].

Use simple linear regression analysis is used to determine whether the independent variable influences Discipline on Employee Performance.

T-test Hypothesis Test

Hypothesis test with a t-test was performed to determine the effect of variable X on variable Y.

To test whether there is a correlation between the X variable and the Y variable, hypothesis testing is done, namely:

- Determine the hypothesis formula
Ho: means that there is no significant impact between employee performance and discipline at PT PLN (Persero) Merauke Area.
Ha: means that there is an influence between the employee performance and discipline at PT PLN (Persero) Merauke Area.
- Specifies t table
In this study the authors took a confidence interval of 95% so that the level of error (significant level) $\alpha = 5\%$ and the formula by degree of freedom is:
 $dk = n - 2$
- Determine t count by formula
Test that there is a significant relationship between the two variables tested using t count.
- Comparing t count with t table, the decisions to be made are:
 - If $t \text{ count} > t \text{ table}$, Ho is accepted and Ha is rejected, this mean that a significant relationship between disciplinary variables and employee performance variables at PT PLN (Persero) Merauke Area.
 - If $t \text{ count} < t \text{ table}$, Ho is rejected and Ha is accepted, it means that there is no significant relationship between disciplinary variables and employee performance variables at PT PLN (Persero) Merauke Area.

III. RESULTS AND DISCUSSION

For r table, as many as 52 people, r table can be obtained from $df = (N - 2)$ then the sample taken to see r table can be $df = (52 - 2) = 50$ respondents the significance level of the two-way test using 0.05, r table is 0.2732 and r count is obtained from the test results using a spss 17. count program tool. From the data, it explains that r counts with r results can mean that the item statements on discipline and performance variables are valid or valid or appropriate to use.

The results of reliability test, the Cronbach alpha value > 0.60, means that the discipline variable (X) and performance (Y) are reliable, this means that the above variables are stable and consistent can be used.

The results of data processing from simple regression between disciplines (X) to employee performance (Y) and assisted with the version 23.0 spss tool, the results obtained are as follows:

TABLE III. COEFFICIENTS

MODEL	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
1 (Constant)	26.133	2.706		9.656	.00
DISCIPLINE	.269	.88	.398	3.070	.00

Based on the table, independent variables that affect employee performance is for discipline (X) of 0.269 while the constant value is 26.133. Based on these values, the elimination of the regression model, formulated in simple regression equation as follows:

$$Y = 26.133 + 0.269 (X) + e$$

In column t of the table, where t count is 3.070. Obtained from the processed t-test data above using the SPSS 23 program tool, it can explain and answer the following hypothesis.

The results obtained from the calculation of the value of t arithmetic for the disciplinary variable are 3.070 using a significance level (*level significance*) 5% or 0.05 then t table that can be used is 1.676

TABLE IV. DETERMINATION COEFFICIENT

Model	R	R Square	Adjusted R Square	Std. error of the Estimate
1	.398 ^a	.159	.142	2.65864

From the results above it means that the value of the coefficient of determination through the R square table is: 0.159, the value means that the discipline variable (X) can explain the variable employee performance (Y) with a value of 0.159 or 15.9% and the remaining 84.1% other variables not discussed in this study.

The results of data processing can be explained as follows: validity test can be seen that r count > r table where r table

obtained is 0.2732 that value can mean that each item statement of the discipline variable (X) and employee performance (Y) is valid.

The discipline variable and employee performance have a large value > than the cronbach alpha provision or > of the existing criteria which is 0.60 it seen by the realibility test result. This means that the reliability test results of each variable that has been tested in this study are reliable or feasible to use.

From the results of research in the field, it shows that *discipline* (X) if raised by 1%, the employee's performance will increase by 0.269 or 26.9%. This research is supported by Hasibuan's opinion theory, explaining that *discipline* is the key to the realization of the goals of companies, employees, and society [11]. With good discipline means employees are aware and willing to do all their tasks properly. And this research is also supported by previous research, namely: Fudin Zainal Abidin (2013) with the title "Pengaruh Disiplin Kerja terhadap Kinerja Karyawan PT Rekatama Putra Gegana Bandung" [12].

The value of t count can be explained as the significant level of the disciplinary variable is greater than t count value of 5% or 0.05, and it can partially affect the employee performance whose disciplinary variable fluctuates. It can be explained that the employee's performance has a significant impact on disciplinary variable..

The value of *R Square* of 0.159 the value can be explained dependent variable or employee performance can be explained by the independent variable namely discipline with a value of 0.159 or 15.9% and the remaining 84.1% explained in other variables not examined in this study.

Discipline is a force that develops within a worker, which causes him to adapt voluntarily to decisions, regulations, and values of work and behavior [13].

The high work discipline of employees affects employee productivity which can be examined by the inferential test. Employee discipline effects on employee productivity [14]. Work discipline is a work behavior that grows from awareness of roles and responsibilities to the organization [15].

From the results of this study in the form of observations, interviews, distribution of questionnaires (questionnaires), and literature studies that the research conducted by the author is true based on the theory and facts in the field in accordance with the results of hypothesis testing.

Performance is a record of outcomes resulting from a particular job or activity for a certain period of time. In performance it is known by the performance assessment used for performance measurement [16].

IV. CONCLUSION

Conclude that all statement items in the questionnaire are *valid* and *reliable* in accordance with the results of validity and test results. Reliability that has been done where all r count > r table and cronbach alpha value reliability > 0.60. 15.9% employee performance is influenced by disciplinary

variables while 84.1% is influenced by other factors not examined in this study.

V. SUGGESTION

The advice given to companies is the discipline that is in PT PLN (Persero) Merauke Area to be further improved. Leaders must be strict in disciplining their employees so that employees can obey the rules set by the company.

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