



The Influence of Culture Organization and Supervision To Discipline Work Employees at PT. Bosowa Concrete Indonesia in Makassar

Hafidzh Fachmy Rum

Hasanuddin University, Makassar, Indonesia
hafidzfachmy@gmail.com

Abstract. The aims of this research to determine the influence of organizational culture and supervision on employee work discipline at PT. Bosowa Beton Indonesia. This type of research is associative quantitative descriptive. The population in this study was all 142 employees. The sampling technique used cluster sampling only for technical employees, which 102 employee respondents. The data analysis technique uses path analysis. The research results show that simultaneously organizational culture and supervision have a significant effect on employee work discipline at PT. Bosowa Beton Indonesia. Partially, it shows that organizational culture has no effect on employee work discipline at PT. Bosowa Beton Indonesia, while supervision has a significant effect on employee work discipline at PT. Bosowa Beton Indonesia.

1. Introduction

Importance of discipline Work is important to understand and comprehend by all member organizations and employee companies at all levels. Without discipline, difficult for somebody To develop anywhere he is. Discipline is one of the keys to reaching success in the field. In the world of work, discipline Can interpreted as something full state order from an individual or someone who joins in an organization, community, or company For follow and run regulation well written nor No written based on consciousness self so that productivity Work Can experience enhancement. Discipline Work needed To guard efficiency and support smoothness all over the activity organization or company so that the goal Can be achieved in a way maximum.

Source Power man is the factor most important in every activity organization because however sophisticated technology used without supported by humans as executor activity its operations No will capable produce appropriate output with level expected efficiency. In the era of globalization every agency government and private has the desire To progress in the structure of its organization Good That facet convenience nor level achievement results. The employee is the mover main in the organization. As a good employee so the employee must own discipline. Discipline and good work are reflected big not quite enough to answer somebody to assign tasks to her. Discipline is formed from the awareness and willingness of every man For obey all regulations that have been set by the applicable company Good in a way written or

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not implemented in a way volunteer. Without there is a culture instilled discipline will difficult for a company or organization to achieve its goal. Hasibuan (2016) discipline is a function of HRM operations are most important Because the better disciplined employees the higher performance Work employees achieve. Without good discipline, difficult for organizations or companies To reach optimal results. Discipline is awareness and willingness somebody obey all regulations institution created management that remembers member agencies so they can execute all employees with awareness Alone nor with coercion.

Culture organization or is set received value always That's right, Yang helps somebody in an organization To understand action which actions can be accepted. Culture organization by Mochammad Ery Putro Haryadi (2017) is a very decisive discipline Work. Pandupu (2008) states culture organization stations external problem integration internally. Culture organization is preferably owned by the company including the agency government for employees' own values and norms, reference mandatory guidelines held culture organization as well unifying employee silencer employee conflict and motivators For carry out the task with Good so that influential positive to behavior and performance employee.

Importance practice supervision in PT management. Bosowa Beton Indonesia To ensure that all work can be resolved in accordance with what has planned. Because obey Hutabarat, LN (2019) that supervision determines discipline Work. Management supervision PT. Bosowa Beton Indonesia is the owner's duties and responsibilities answer to supervision employees, especially with the existence of a position supervisor as responsible answer supervising implementation activities carried out by officials implementer which includes service customers, administration services, and planning development business.

Supervision Something System Good supervision is very important and influential in the process executor activity organization. Because supervision aims To observe what's real? happen and compare with what it should happen For ASAP report deviation or obstacle to lead the person concerned to take action necessary corrections. Appropriate supervision by Harianto & Saputra, A. (2020) can increase discipline among Work employees. Supervision is activity assessment of an organization or activity with goals for the organization or activity the carry out it functions well and can fulfill the goal that has been set in something purposeful organization To prevent it happened diviation in operational or plan, various activities moderate operations taking place accomplished with Good in no sense only in accordance plan.

From the results observations at PT. Bosowa Beton Indonesia then aspect classified from facet culture organization and supervision and levels of education. Cultural organization means employees tend to have little knowledge and training regarding supporting technology system information. Supervision employees assume that someone who carries it out something tasks that is repeated repeat will have more Lots stored things in his memory and can develop something good understanding of incident incident. Discipline Work that they with education more tall keep position more tall in an organization and owning access bigger in taking decisions on available information.

The problem raised in this research is whether organizational culture and supervision determine the discipline of PT employees. Bosowa Beton Indonesia in Makassar?. The purpose of this research is to examine which organizational culture and supervision determine the discipline of PT employees. Bosowa Concrete Indonesia. The focus of this research is on the work discipline of PT employees. Bosowa Beton Indonesia, its employees are disciplined so they can be used as a policy reference for further research.

2. Literature Review

1. Discipline work

Discipline in Work must grow and develop in self every individual or group in the company. Benefits discipline For enforcement of rule work and discipline in employees will give benefit by decreasing the number of violations disciplines that can affect on productivity company. With enforcement discipline during working hours so amount late employees or roll calls Can reduced so that No disruption to production processes and activities operational company. Another benefit of discipline Work For guard standard organization or company. Because there are so many late employees, no active enter Work without excuse, and go home Work before the time beside That indiscipline resulting in a reduction productivity company consequence decreasing productivity. Because of that, in fact, No direct enforcement discipline Work helps guard the standard company still Can as it has been set even Can more Good.

Discipline Work according to Ramon (2019) is attitude willingness and willingness somebody For adhere to and comply with normal norms the regulations that apply in the surrounding area. Grammatically, the word discipline originates from Latin that is discipline which means teaching, training, and so on. The word discipline is also taken from the word disciples which means someone who studies. By etymology, discipline (English) means pupil or follower loyal to something teachings or Genre certain. If you are disciplined Work Keeps going continuously supervised so the level of violation discipline Work the more low. If less supervision so level of violation discipline by employees relatively tall arrived at the company will formulate a system considered new Can straighten up discipline Work. If consistency supervision Work with all the rules No experience change one method For look after it is with straighten up discipline work on each employee.

Discipline Work according to Hasibuan (2012) is the awareness or willingness of somebody to obey and implement regulations which are already determined by the company appropriate to normal prevailing social. According to Sinambela (2019) discipline Work is compliance with rules or order which is determined by the organization. According to Sumadhinata (2018), Discipline Work is something tool used by managers to communicate with employees to order them willing For change their behavior and to increase awareness and willingness someone to obey all social rules and norms that apply in a country company. Employees work with base enforceable contract law it also contains various mandatory regulations obeyed. If

employees are disciplined so will lower risk problem law. If happens violation of regulation the so possibly happens case law from industrial disputes. Completion problems industrial disputes and problems law other Requires a long process and costs a lot A little so that more Good avoided.

Discipline work is very important, and it's not related to problems laws, ethics, and regulations just but about How employees and companies synergize For Can reach goals that have been determined for productivity increase and income increase. Discipline is also possible to apply in matters other than discipline, productivity work, saving, and investment. Discipline Work according to Afandi (2018) is an order or regulations made by management something organization showing mark obedience, docility, and order. An indicator according to Robbins (2015) there is three aspects including :

1. Discipline time
Discipline time here is interpreted as attitude or Act demonstrated behavior obedience
2. Discipline regulation
Regulation and regulations written or not written for a purpose something an organization can achieve with Good.
3. Discipline is not quite enough to answer
One of the forms not quite enough answer employees is misuse and maintenance of the best equipment so that can support activity.

2. Culture organization

Culture organization according to Afandi (2018) is a system of values, assumptions, beliefs, philosophies, and habits existing organization in something organization. According to Wahab in Tobari (2016) culture organization is something system of values, beliefs, and habits in something organization. The cultural organization is important for a company or organization because it plays a very important role in creating smoothness in all ongoing and constitutive aspects containing foundation norms, values, ways to Work with employees, and habits that lead to quality Company/ Organization performance.

Cultural organization according to Mulyadin (2012) is something framework work that becomes guidelines that Act in demand a day and make decisions For employees and direct action they reach the organization. The cultural organization determines How all employee or all member do their job. Culture the organization also determines methods to interact One each other and the outside world, in particular with customers, partners, suppliers, media, and all holder interests. Culture can too become a reflection of organizational core values. The role of a culture organization This to run the business, manage channel work, interact as a team, and treat customers. So culture strong organization own strength For change employee become supporters. Employees can want more from simply wages fixed and good benefits, they want to feel what they do That is meaningful.

Culture Organization according to Sedarmayanti (2014) is A confident attitude, and general value owned, which arises in an organization. When employees feel meaning, they tend to become supporters of culture, that is people who don't only contribute to the culture of Your organization, but also promote and live it internally and externally. Culture Organization No seldom Acts as an aligner of diversity in the organization. During the *onboarding* process, it is important to display the culture Organization to employee new. There is a clear culture that will Act as a guide to employees in the middle atmosphere of new and diverse in the organization. Cultural organizations impact directly on performance and well-being of employees. Healthy culture handles these two areas with find appropriate balance based on values Organization. Organizations must emphasize work processes like that appearance so that employees feel health physical and mental still noticed.

Cultural organization according to Priansa and Garnida (2013) are system developed and valid values in something organization, which becomes characteristic of an organization. An indicator according to Umi et al (2015), namely :

1. Normal
Is a rules that aren't written, which is accepted by member group
2. Dominant value
Is value mark main which exists in the organization and accepted member
3. Rule
These are rules, procedures, and policies in a way written that has been agreed upon and mandatory obeyed and implemented by all employee inside something organization.
4. Organizational climate
Is that climate that is something that delivers openness or feeling an employee in the atmosphere environment Work.

3. Supervision

Supervision according to Fahmi in Erlis Milta et al (2015) is something organization realizes performance effectiveness and efficiency as well as more Far supports the realization of vision and mission organization According to Moekizat in Satria (2016) supervision is things to do It means results workers, assess results work that, and if need stage actions repair so that results work in accordance with plan. According to Sondang Siagiang Atmodiwiryo in Satria (2016), supervision is an observation process from implementation all over activity To guarantee everything work which is being held a walk in accordance with the established plan. According to The Liang Gie in Satriadi (2016), supervision is checking, matching, and trying to get jobs accomplished in accordance with plans that have been set as well as the desired result .

Leadership service units need To operate supervision in an organization Because in the supervision process, one leader influence and deliver example to supervised employees in an effort to reach an objective organization.

Good leader no seen from how many Lots employees become the workers, not even seen from how long to supervise and involve self in lead. Supervision by Abd.Choliq (2020) is in line with operational control management i.e. something a system that can give confidence adequate for maintenance activity can Reach the goal in a way effective and efficient; Report management state finances in general reliable; Secure state assets; and Encourage obedience to regulation legislation. Form approach controls used in supervision is organizing, personnel, policies, planning, procedures, recording, reporting and internal review, meanwhile approach to management control use elements environment control, assessment risks, activities control, information and communication, and monitoring internal control.

Supervision is function management does n't lost importance in something organization Where the role from existing personnel own duties, authority, and carrying out its implementation needs done to make it work in accordance with goals, vision, and mission company/organization. Control is a process of monitoring, assessment, and reporting plans on achievement goals that have been set For action corrective To use improvement more carry on. Difference supervision with control by Abd. Choliq (2020) is on authority from the developer's second term. Control own authority down hands that aren't owned by the supervisor. The supervisor only limited giving advice, meanwhile he continued to carry it out by the controller.

Surveillance objectives are To avoid the possibility exists happen misappropriation or deviation, whether in nature of budget (budgeting) or process (procedure) and authority (authority). Supervision in a way that ensures decision implementation tasks in accordance with the plan such, as wisdom and command; carrying out coordination activity; preventing waste and misappropriation; ensuring realization satisfaction public on goods and services produced; and building trust public to leadership organization.

Activity supervision is needed standard For measuring or evaluating implementation or results work from officials or workers, for can do Measurements must have a tool gauge (standard). Standard This is absolutely necessary, ie For measuring or evaluating work done in accordance with specified targets (standards) or no. Comparing activity with the standard method This is intended To know whether There are or not deviations (deviations). Deviationsdeviations analyzed To know Why standard No can achieved and identify causes happen deviation. If the analysis of the results shows necessary action correction, then there must be an action like changing the standard first (maybe the standard is too tall or low); change measurement activities (inspections too often / less, perhaps replace system measurement); and change method in analyze and interpret deviations.

The benefits of supervision among other things, are determining goals and methods to achieve (Planning); Structuring organization and activities (Organizing); and motivating as well as directing members (Actuating).

Supervision according to Satriadi (2016) is a nation in accordance with the activity process somebody leader for guarantee implementation of activity specified organization. Indicator supervision according to Robbins and Coulter in Satriadi (2016), namely:

1. Determination of standard implementation or planning
2. Measurement Work implementation activity determination is standard vain when No accompanied various method For measure implementation activity real.
3. Evaluation Work is naturally not free from motivation employee as support Satisfaction in carrying out task so that capable create performance.
4. Corrective action returns action necessary corrections when implementation deviates from the standard carried out by supervision.

Methodology Study

Types of research This is what is used in the study This is study descriptive quantitative in a way associative. according to Sugiyono (2016), research associative is purposeful research To know the influence or connection between variables or more.

Population study This to all over employee PT. Bosowa Beton Indonesia. Sugiyono (2013) in the theory states that population is the region of generalization that consists of the object or the subject to be quantity and characteristics certain conditions determined by the researcher For studied Then withdrawn the conclusion . for the population in question in study This number employee PT. Bosowa Beton Indonesia with a total of 142 employees.

Random sampling method probability with technique *cluster sampling* by Sugiyono (2011) sample is part from number and characteristics possessed by population the. So that sample is part from existing population, so part from existing population, so for taking sample sample must use method certain considerations based on existing considerations. Based on opinion above so study This took on 102 employees technique as respondents. Thereby use sample is cluster sampling according to Sugiyono (2019) is a technique determination a sample based on grouping certain. Furthermore testing the hypothesis is used To see is something proposed hypothesis is rejected or can be accepted. The hypothesis is an assumption or possible statement correct or wrong about something population. By observing all over population, We can know the hypothesis, whether something study is correct or wrong.

But If something study must be taken population will need sufficient time, energy, and thought lots. so that in doing the study We Can take samples from the population study. In doing testing hypothesis required an assumption or statement given name null hypothesis. Hypothesis zero is a hypothesis that would tested, yes stated accept H_0 or reject H_0 . In the analysis path, there is necessary assumptions fulfilled so that the model is obtained be valid as tool forecasting. If assumptions the fulfilled then

the regression model is obtained said is BLUE (*Best Linear Unbiased Estimator*). The following is assumptions in the analysis track that is Assumption of Normality, Assumption of Homoscedasticity, and Non-Autocorrelation Assumption. After determining the hypothesis so step is to carry out the significance test hypothesis. The significance test hypothesis can use t-test or F-test. With using a significance test This can is known is variable free (X) has an effect in a way significant to a variable not free (Y). Significant It means that the influence between variables applies to all over population.

The regression model it says BLUE according to the theorem Gauss Markov (Carl Friedrich Gauss and Andrey Markov) if the linear regression model has

$$Y = \beta_1 + \beta_2 * \left(\frac{1}{\bar{X}} \right)$$

approximate (residual) error zero or , No correlate and has the same variant. " Best " means have the variance estimation lowest, in comparison with other unbiased linear estimators. Residuals don't need to be normal, no need independent or distributed in a way identical, however must still No correlated with a mean of zero and homoscedasticity in the variance certain. The regression model was determined with Correct. It means that If variables Y and X have connection reversed, the model equation must be determined with appropriate :

Regression model parameters is a linear model equation that is linear in parameters

- Y = a + b1X1 + b2X2 + e
- Y= Discipline Work
- X1= Culture Organization
- X2= Supervision
- a = Constant regression
- b 1,b 2 = Coefficient regression
- e = Error term

The analytical model used in this research is analysis track *Path Analysis* with equality simultaneous, with the data used as ordinal data. Based on the conceptual framework in the Path Analysis model above, functional equations can be formed in the model with reduced form as follows:

- (1). X1 = f (X 11, X 12, X 13)
- (1)
- (2). X2 = f (X21, X22, X23, X24)
- (2)
- (3). Y = f (Y11, Y22, Y33, Y4)
- (3)

The basis of the PLS equation is $t = h(X, \theta) = \sum_{i=1}^p \sum_{k=1}^{r^i} \theta_k^i B_k^i(x^i) = \sum_{i=1}^p h_i(x^i)$. Each PLS component is amount function *splines* and curves coordinate $\{(x^i, h_i(x^i))\}_{i=1, \dots, p}$ which is usually interpreted as the influence of various variables on the latent variable t . The measured dimensions of p in the model $r = \sum_1^p r^i$. The PLS algorithm is based on X with equality matrix column $B = [B^1 | \dots | B^p]$. With replacing X by

$$(B_1^1(x^1), \dots, B_{r_1}^1(x^1), \dots, B_1^p(x^p), \dots, B_{r_p}^p(x^p)) \text{ and combined into an equation}$$

$$\hat{y}^j(M) = \sum_{i=1}^p \sum_{k=1}^{r^i} \beta_k^j(M) B_k^i(x^i) = \sum_{i=1}^p s_M^{j,i}(x^i), \quad j = 1, \dots, q$$

Definition of operational about Indicator discipline Work According to Robbins (2015) there is three aspect:

1. Discipline time
Specifically presence employee
2. Discipline regulation
Obedient to rule organization
3. Discipline is not quite enough to answer
Work finished appropriate time

Definition of operational Indicator Culture organization according to Priansa and Garnida (2013), namely :

1. Normal
Availability rule was written in the organization
2. Dominant value
Togetherness in making decision
3. Rule
Availability procedure Work is written in the something organization.
4. Organizational climate
Freedom put forward the opinion of employee in the atmosphere environment Work.

Definition of operational about Indicator supervision according to Robbins and Coulter in Satriadi (2016), namely :

1. Determination of standard implementation or planning
Availability of standard supervision Work
2. Measurement Work
He did supervision implementation activity real.
3. Evaluation Work
There is disclosure evaluation performance.
4. Corrective action
There is action carry-on supervision.

Residual homoscedasticity, ie all disturbance or deep residual function regression owns the same variance or No happen heteroscedastic. How method check it? There are some possible methods used For identify heteroscedasticity, among others

are the Graphic Method, Park's Test, Gelsler's Test, Spearman's Correlation Test, Goldfeld-Quandt's Test, Brues-Pagan-Godfrey's Test, White's Test

There isn't any autocorrelation residue. Autocorrelation is the residual relationship between one observation with the residuals of other observations. Autocorrelation is a correlation between the Time Series with the slowness Alone. When residue experiences autocorrelation, that means that the marking moment depends on previous (historical) values and that There is a pattern that definitely not can explained in variable Y that appears in disturbance. Autocorrelation This applies especially for series data time (time series), though thereby No means autocorrelated cross section data No important. The frequent methods used To detect happen autocorrelation are the Durbin-Watson Test and the Breusch Godfrey Test. No there is multicollinearity perfect. There isn't any perfect linear relationship between variable explanation (independent). It happened multicollinearity can be detected.

Value is high, however, part big variable independent in a way partial No own influence significant to variable dependent. Normality residue, where residue must distributed normally. The researcher's opinion is if the data of every variable studied more than 30, then Already normally distributed. For example when there are 3 variables that is One variable dependent and two variables independent, then minimal data is needed is $3 \times 30 = 90$. Variable X and residual No correlated. The assumption of this is basically almost The same as the assumption of homoscedasticity. If residual correlated significantly with variable X then Already confirmed assumption homoscedastic No fulfilled. How to check assumption This is by carrying out correlation tests on variables X and residuals.

Research result

Research result This is an assessment repeat to validity results study. Discussion results study can explain as thinking original researcher For give explanation and interpretation on results research that has been analyzed To use answer research questions. Research result is a discussion to findings obtained to testing data. According to Ary (2007) discussion results study is interpretation results related to research with hypothesis.

This part contains exposure objective researcher to results research, including discoveries research, explanation as well as interpretation from the data and relationships obtained, as well as making generalizations from discovery. If there is a hypothesis, then in section it also explains the testing process hypothesis along with the result. Research results must served in a way clear systematic and easy to read and understand. Jogiyanto (2015) stated that results testing (analysis) in something research that does not discuss show that the researcher does No have a context story from the results of his research. Results and Discussion in A report study is the essence of a scientific article. The writer must serve in a way careful and clear about the results of data analysis as well as the discussion based on study libraries and frameworks theory. After obtaining the results study results will discussed To find a focus on the problem.

Coefficient correlation is measurement statistics covariance or association between two variables. The size coefficient correlation ranges between +1 to 1. Coefficient correlation shows the strength (strength) of linear relationships and direction connection between two variables randomly. If the coefficient correlation is positive, then the second variable has a connection in one direction. It means If mark variable X is high, then mark variable Y will be high too. On the other hand, if the coefficient correlation is negative, then the second variable has a connection backward. It means If mark variable X is high, then mark variable Y will become low and valid on the contrary. To makes it easier to interpret about strong connection between two variable writer give criteria as follows (Sarwono 2006):

1. 0 : No correlation between two variable
2. >0 – 0.25: Very weak correlation
3. >0.25 – 0.5: Correlation Enough
4. >0.5 – 0.75: Correlation strong
5. >0.75 – 0.99: Highly correlated strong
6. 1: Correlation perfect

Based on the results data The processing in Table 1 shows correlated data perfectly between variables and between indicator variables, so that research data can next

Table 1. Correlation Test Between Variables

	X11	X12	X13	X14	X21	X22	X23	X24	Y1	Y2	Y3
X1 1	1.000										
X1 2	0.114	1.000									
X1 3	0.109	0.464	1.000								
X1 4	0.109	0.464	1.000	1.000							
X2 1	0.179	0.108	0.164	0.164	1.000						
X2 2	0.151	0.097	0.156	0.156	0.985	1.000					
X2 3	0.156	0.105	0.163	0.163	0.977	0.993	1.000				
X2 4	0.577	0.030	0.070	0.070	0.236	0.261	0.256	1.000			
Y1	0.235	0.215	0.217	0.217	0.172	0.187	0.190	0.288	1.000		
Y2	0.158	0.073	0.198	0.198	0.189	0.212	0.235	0.385	0.769	1.000	
Y3	0.193	0.069	0.189	0.189	0.201	0.227	0.226	0.496	0.692	0.874	1.000

Sumber : Olah data Primer (2023)

Data description for know discipline Work employee obtained For know mark quantitative done with method use score answer questionnaire question from

respondents in table 2. These data show standard deviation approach zero on the cultural variable organization and discipline work, while under supervision shows standard deviation around number one, so can be said the data is not biased for the next its management.

Tabel 2. Deskripsi Data Variabel

	No.	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis	Skewness
X1	1.000	0.000	4.146	4.000	2.000	5.000	0.817	1.111	0.386
X1	2.000	0.000	4.272	4.000	3.000	5.000	0.740	1.041	0.488
X1	3.000	0.000	4.204	4.000	3.000	5.000	0.659	0.734	0.249
X1	4.000	0.000	4.204	4.000	3.000	5.000	0.659	0.734	0.249
X2	5.000	0.000	4.845	5.000	2.000	8.000	1.413	0.544	0.972
X2	6.000	0.000	4.777	5.000	1.000	8.000	1.448	0.732	0.925
X2	7.000	0.000	4.806	5.000	1.000	8.000	1.442	0.716	0.879
X2	8.000	0.000	4.223	4.000	2.000	5.000	0.775	0.742	0.542
Y1	9.000	0.000	3.913	4.000	2.000	5.000	0.826	1.313	0.061
Y2	10,000	0.000	4.058	4.000	2.000	5.000	0.834	1.289	0.213
Y3	11,000	0.000	4.117	4.000	2.000	5.000	0.816	1.140	0.329

Sumber : Olah data Primer (2023)

The confirmatory analysis is something method analysis To find is there is One or a number of latent variables (no can observed in a way directly) which becomes the reason Why set variables each other correlated. There is some variables (common factors) that become the reason Why set score results test ability cognitive each other correlated. The confirmatory test results in Table 3 show very low bias so that all latent variable indicators can used in the study This.

Table 3. Uji Confirmatory

Indicators	Original Sample	Sample Mean	Standard Deviation	T Statistics	P Values	Bias
Bidaya Organisasi						
1: X11,X12,X13,X14	0,017	0,015	0,020	0,822	0,412	0,001
2: X11,X12,X14,X13	0,017	0,015	0,020	0,822	0,412	0,001
Supervision						
1: X 21,X 22,X23,X24	0.006	0.005	0.006	0.996	0.320	0.001

2: X 21,X 22,X24,X23	0.041	0.041	0.034	1,225	0.221	0,000
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Source: Primary data processing (2023)

The outer model or measurement part outside Also called a measurement model. Measurement part outside this PLS SEM there are 2 namely formative model measurements. The first PLS-SEM model measurement in the outer model is a measurement with the use of reliability and validity. For reliability can use *Cronbach's Alpha*. This value reflects the reliability of all indicators in models. Size The minimum value is 0.7 medium ideally is 0.8 or 0.9. Apart from Cronbach's Alpha, values are also used ρ_c (*composite reliability*) is interpreted The same as Cronbach's Alpha value. Every latent variable must explain the variant of each indicator at least by 50%. Therefore The correlation absolute between latent variables and indicators must be > 0.7 (value absolute raw loadings part outside or called *outer loadings*). Indicator reflective from the measurement model If have standard loadings value part outside below 0.4 is very low. Outer table 4 test results show the loading factor is below 0.4 however relatively possible next.

Table 4. Outer Test

Outer Weights	Loadin g Factor	Sample Mean	Standar d Deviati on	T Statistics	P Values
X11 < Bidaya Organization	0.370	0.266	0.337	1,096	0.274
X12 < Bidaya Organization	0.218	0.191	0.178	1,227	0.220
X13 < Bidaya Organization	0.381	0.336	0.159	2,395	0.017
X14 < Bidaya Organization	0.381	0.336	0.159	2,395	0.017
X21 < Supervision	0.232	0.211	0.085	2,743	0.006
X22 < Supervision	0.259	0.237	0.079	3,263	0.001
X23 < Supervision	0.269	0.248	0.077	3,499	0.001
X24 < Supervision	0.490	0.516	0.189	2,589	0.010
Y1 < Discipline Work	0.330	0.328	0.038	8,680	0,000
Y2 < Discipline Work	0.353	0.353	0.018	19,974	0,000
Y3 < Discipline Work	0.399	0.401	0.039	10,288	0,000

Source: Primary data processing (2023)

The inner model or measurement part is also called a structural model. The structural model is a connecting model between latent variables. PLS SEM structural model measurements. Estimated values For connection track in the structural model must evaluated in perspective power and significance connection. A value of 0.02 is categorized as influence weak predictor latent variables (*exogenous latent variables*) at the level structural, a value of 0.15 is categorized as influence Enough predictor latent

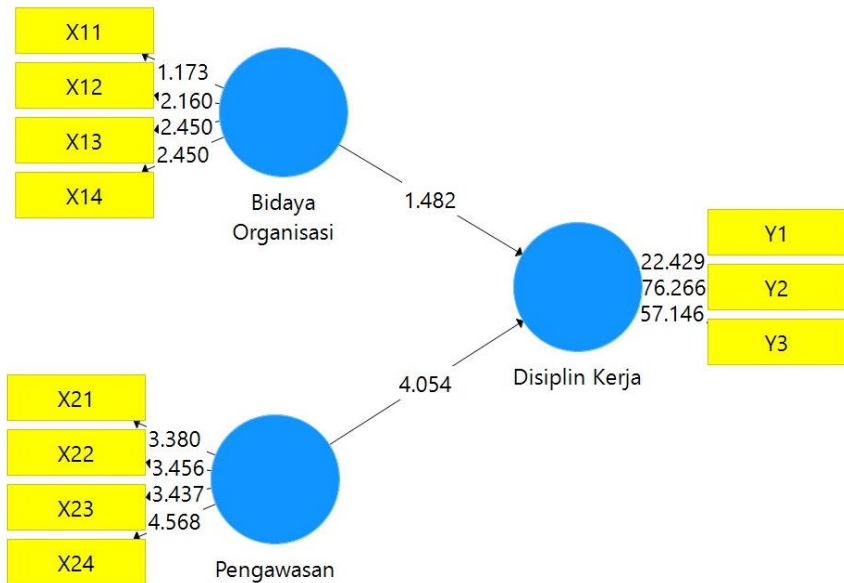
variables (exogenous latent variables) at the level structural, a value of 0.35 is categorized as influence strong predictor latent variables (exogenous latent variables) at the level structural. Analysis The path in Table 5 shows that the supervision variable is very influential in discipline work compared to culture organization.

Table 5. Test-Path Analysis

	Original Sample	Sample Mean	Standard Deviation	T Statistics	P Values
Bidaya Organization > Discipline Work	0.177	0.174	0.113	1,564	0.118
Supervision > Discipline Work	0.330	0.349	0.076	4,347	0,000
Confidence Intervals	Original Sample	Sample Mean	2.5%	97.5%	
Bidaya Organization > Discipline Work	0.177	0.174	0.351	0.142	
Supervision > Discipline Work	0.330	0.349	0.201	0.482	
Confidence Intervals Bias Corrected	Original Sample	Sample Mean	Biased	2.5%	97.5%
Bidaya Organization > Discipline Work	0.177	0.174	0.003	0.317	0.206
Supervision > Discipline Work	0.330	0.349	0.020	0.170	0.453

Source : Primary data processing (2023)

That matter It can also be seen in Figure 1 that influence supervision more dominant



Source : Primary data processing (2023)

Figure 1. Data Testing Results

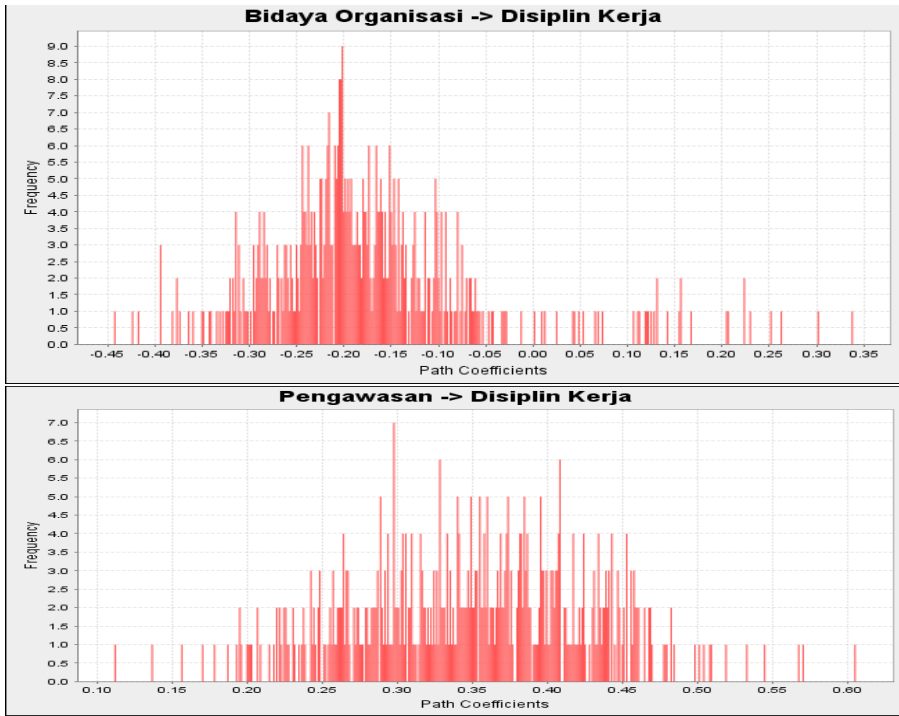


Figure 2. Graph Data Normality

Research result

Research results show that supervision is a very important discipline Work employee PT. Bosowa Beton Indonesia. Supervision is a process carried out by management To monitor and evaluate the performance of employees. Supervision has a very important role in increasing the discipline of Work employees. Supervision help management For set standard clear and measurable performance. Standard performance This can used To evaluate the performance of employees in an way objective. When standard performance is set with Obvious, employees will be more capable of understanding what to expect from them and how method For achieve it.

Standard clear performance can also help reduce uncertainty and increase trust between employees and management. Supervision also helps management give bait clear and measurable feedback to employees. Bait come back This can used To give information about the performance of employees and provide advice about methods For improving it. With existing bait Returned regularly, employee will be more capable of repairing performance and improving discipline Work.

Discussion

Supervision also helps management Identify problems internal performance of the organization. With good supervision, management can know the problem existing and possible performance and quickly finish it before becomes more problems big. Identifying problem performance can also help management For now There are employees who need it training or guidance addition. Good supervision is also possible to increase motivation and compliance among employees. When employees feel that the performance they currently monitor in a way orderly and objective, they will feel more encouraged to work more well and more disciplined in operating task tasks. Good supervision is also possible to increase the obedience of employees to existing rules and policies set in the organization. Effective supervision is also possible to help reduce violations and abuse of possible authority happens inside the organization. With strict supervision, employees will more be careful in operating tasks they are and will avoid violating or abusing authority. Apart from that, good supervision is also possible to give protection to the employees who did it task right, so there is no injustice or uncertainty inside the organization.

Conclusion

Supervisory role employees by management determine discipline Work employee PT. Bosowa Beton Indonesia. Intensity supervision is very important in increasing discipline and Work in the organization. Good supervision can help management For set standard clear performance, delivers bait regular turning, identify problem performance, improve motivation and compliance with employees, as well reduce violations and abuse of authority.

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