The Effect of Working Discipline and Training on Employee Performance (at PT. Transkom Indonesia in Tangerang)

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ABSTRACT

One of the organizational resources that has an important role in achieving its goals is human resources. This study aims to determine the effect of work discipline and training on employee performance at PT. Transkom Indonesia in Tangerang. The method used is a descriptive method with an associative approach, while to get the data done by distributing questionnaires to 90 respondents. The results of work discipline research have a positive and significant effect on employee performance by 35.0%. Hypothesis testing obtained t count> t table (6.887> 1.987). Training has a positive and significant effect on employee performance by 45.5%. Hypothesis testing obtained t count> t table (8.578> 1.987). Work discipline and training have a positive and significant effect on employee performance with a regression equation Y = 10.908 + 0.262X1 + 0.479X2. These results indicate the coefficient of work discipline variables of 0.262 and training of 0.479, all variables are positive meaning that the better discipline and training, the better the performance of employees. The contribution of the influence of work discipline and training was 51.6% while the remaining 48.4% was influenced by other factors. Hypothesis testing obtained F count> F table (46,364> 3,100), thus H0 is rejected and H3 is accepted meaning that there is a positive and significant influence between work discipline and simultaneous training on the performance of Transkom Indonesia employees in Tangerang.

Keywords: Work Discipline; training; employee performance.

INTRODUCTION

Companies are required to be able to obtain, develop and maintain quality human resources (Rohida, 2018; Ruhana, 2012; Yusuf, 2016). Because of the importance of the role of humans in both short and long term competition on the business agenda, a company must have more value compared to other companies. A way related to human resources in order to become a source of competitive advantage is through increasing human capital to be able to recognize and adapt to an ever-changing environment (Djuwarijah, 2008; Rahardi, 2010; Rivai, 2005). Nowadays the growth of the business environment which is very fast demands the role of human resources in competitive advantage, this also means that companies must be able to improve the work
achieved now to be able to obtain better work in the future. One factor that is very influential in human resources is the discipline factor (Franklin & Pagan, 2006; Heriyanto & Hidayati, 2016; Wilkinson, Gollan, Marchington, & Lewin, 2010). For organizations, the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained for the realization of organizational goals (Harlie, 2010; Samia, 2016).

If all training is disciplined, then an employee will participate in the discipline, but if company training is not disciplined, then an employee will also be undisciplined (Asim, 2013; Cohen, 2014; Shaheen, Naqvi, & Khan, 2013; Singh & Mohanty, 2012; Suwarsi, 2016, Suwarni, 2017). For this reason, it is very difficult for undisciplined training but wants to apply employee discipline, because training will be a role model for employees. Work discipline can be seen as something of great benefit, both for the benefit of the company and for the employees, for the company, the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks so that optimal results are obtained (Chirasha, 2013; Razak, Sarpan, & Ramlan, 2018; Worang & Runtuwene, 2019). As for employees, a pleasant working atmosphere will be obtained so that it will increase morale in carrying out their work. Thus, employees can carry out their duties with full awareness and can develop energy and mind to the fullest.

In carrying out the daily tasks of discipline often becomes an obstacle in an organization, the lack of discipline becomes a recurring problem (Harlie, 2010; Hillebrandt, Lie, Efendi, & Chandra, 2017; Rukhayati, 2018). From the results of pre-research by the author, the following inequality occurs when the company is promoting an efficient performance program, but precisely in this company, the discipline of work shows an unfavorable trend, for example arriving late, often leaving work before their time. The results of observations made by the author at the study site are the application of good employee performance, in this case, is the level of attendance and achievement of targets that are felt to be not optimal so that company goals cannot be fully achieved.

Training and development are the most important things in human resource management for professionals and managers. Well designed training can actually be measured in benefits such as improving the health and performance of managers and employees (Albrecht, Bakker, Gruman, Macey, & Saks, 2015; Kulkarni, 2013). Human resource management in question is that companies must be able to unite the perspectives of employees and company leaders in order to achieve company goals. One of the common ways companies do is through training. Training will give employees the opportunity to develop their skills and abilities at work and to increase knowledge (Hughes & Mustnug, 1997; Iqbal, Ahmad, & Javaid, 2013; Masadeh, 2012). Good employee performance aims to increase productivity, therefore work system improvements are carried out by every component in the company. For this purpose, a good performance management system will be needed, and discipline is an attitude that must be instilled in all employees to improve employee performance.

**METHOD**

The type of data used is quantitative with primary data sources by distributing questionnaires which are then tabulated and feasibility analysis and secondary data derived from the various scientific literature. The population in this study were employees of PT. Transkom Indonesia in Tangerang. Sampling was used saturation sampling technique that is 90 employees.
The instrument testing uses validity and reliability tests. From the validity and reliability test stated valid and reliable, this is evidenced by the value of $r_{\text{count}} > r_{\text{table}}$, likewise, the instrument used is appropriate and feasible to be forwarded to the next test. Testing for normality using Kolmogorov Smirnov obtained significance of greater than 0.50 and thus declared normal. Multicollinearity testing obtained tolerance values <1 and VIF <10 so that it was concluded there was no interference with multicollinearity. Autocorrelation testing obtained the value of Durbin-Watson at an interval of 1.550 - 2.460, thus this regression model does not have autocorrelation. Heteroskedastic sitas testing with Glejser test obtained significance values greater than 0.05 so it was concluded that there was no interference with heteroscedasticity.

**RESULT AND DISCUSSION**

The criteria of the object under study are based on respondents' responses to the question items about work discipline variables (X1) obtained an average score of 3.86, training variables (X2) of 3.84 and employee performance variables (Y) of 3.93, to three variables were obtained all scores were in the scale range of 3.40 - 4.19 with good criteria.

**Multiple Linear Regression Analysis**

Multiple regression test is intended to find out how much influence the variables X1 and X2 on the Y variable. In this study work discipline (X1) and training (X2) on employee performance (Y). The following are the results of processed regression data with SPSS which can be seen in the following table 1:

Table 1.
The Result of Multiple Regression Processing Work (X1) and Training (X2) Variables on Employee Performance (Y)

<table>
<thead>
<tr>
<th>Coefficientsa</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>10.908</td>
<td>2.973</td>
</tr>
<tr>
<td>Disiplin Kerja (X1)</td>
<td>.262</td>
<td>.079</td>
</tr>
<tr>
<td>Pelatihan (X2)</td>
<td>.479</td>
<td>.088</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Employee Performance (Y)

Based on the results of the regression calculations in the above table, the regression equation $Y = 10.908 + 0.262X_1 + 0.479X_2$ can be obtained. From the above equation it can be concluded as follows:

A constant value of 10.908 means that if the variables $X_1$ and $X_2$ do not exist then there is a value of 10.908 points. The value of 0.262 is interpreted if the constant is constant and there is no change in the $X_2$ variable, then every 1 unit change in the $X_1$ variable will result in a change in Y of 0.262 points. A value of 0.479 is interpreted if the constant is constant and there is no change in the $X_1$ variable, then every 1 unit change in the $X_2$ variable will result in a change in Y of 0.479 points.

**Analysis of the Coefficient of Determination (R Square).**
Analysis of the coefficient of determination is intended to determine the percentage strength of the relationship between the independent variables on the dependent variable both partially and simultaneously, in this study is the variable work discipline and training on employee performance. Following are the results of the calculation of the coefficient of determination seen in the table 2 below:

Table 2.
Partial Determination Coefficient Analysis Results Between Work Discipline Variables (X1) Against Employee Performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.592^a</td>
<td>.350</td>
<td>.343</td>
<td>2.974</td>
</tr>
</tbody>
</table>

Based on table 2, obtained R-square value (coefficient of determination) of 0.350, it can be concluded that the work discipline variable (X1) affects the employee performance variable (Y) of 35.0% while the remaining 65.0% is influenced by other factors.

Table 3.
Results of Partial Determination Coefficient Analysis Between Training Variables (X2) Against Employee Performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.675^a</td>
<td>.455</td>
<td>.449</td>
<td>2.723</td>
</tr>
</tbody>
</table>

Based on table 3, R-square value of 0.455 is obtained, it can be concluded that the training variable (X2) influences the employee performance variable (Y) by 45.5% while the remaining 54.5% is influenced by other factors.

Table 4.
Simultaneous Determination Coefficient Analysis Results Between Work Discipline (X1) and Training (X2) Against Employee Performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.718^a</td>
<td>.516</td>
<td>.505</td>
<td>2.582</td>
</tr>
</tbody>
</table>

Based on table 4, R-square value of 0.475 is obtained, it can be concluded that the work discipline (X1) and training (X2) variables affect the employee performance variable (Y) by 51.6% while the remaining 48.4% is influenced by other factors which is not done research.

Hypothesis test
To test the hypothesis of work discipline variables (X1) and training (X2) on employee performance (Y) performed with a statistical test t (partial test). The test results are as follows:

Table 5.
T Test Results Variable Work Discipline (X1) Against Employee Performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>19.739</td>
<td>2.874</td>
<td>6.887</td>
</tr>
<tr>
<td></td>
<td>Work Discipline (X1)</td>
<td>.513</td>
<td>.074</td>
<td>.592</td>
</tr>
<tr>
<td></td>
<td>a. Dependent Variable: Employee Performance (Y)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Based on table 5, the value of \( t_{count} > t_{table} \) or (6.887 > 1.987) This is also reinforced by the value of \( \rho \) value \(<\text{Sig.} 0.05 \) or (0.000 < 0.05). Thus, H0 is rejected and H1 is accepted, this shows that there is a positive and partially significant effect between work discipline on employee performance.

Table 6.
Hypothesis Results (t Test) Training Variables (X2) Against Employee Performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>14.477</td>
<td>2.921</td>
<td>4.956</td>
</tr>
<tr>
<td></td>
<td>Training (X2)</td>
<td>.647</td>
<td>.075</td>
<td>.675</td>
</tr>
<tr>
<td></td>
<td>a. Dependent Variable: Employee Performance (Y)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Based on the table above, the value of \( t_{count} > t_{table} \) or (8.578 > 1.987) is also strengthened by the value of \( \rho \) value \(<\text{Sig.} 0.05 \) or (0.000 < 0.05). Thus, H0 is rejected and H2 is accepted, this shows that there is a positive and partially significant effect between training on employee performance.

To test the effect of work discipline and training variables simultaneously on employee performance is carried out by the statistical test F (simultaneous test) with a significance of 5%. The test results are as follows:

Table 7.
Simultaneous Hypothesis Results (Test F) Between Work Discipline (X1) and Training (X2) on Employee Performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>617.979</td>
<td>2</td>
<td>308.989</td>
<td>46.364</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>579.810</td>
<td>87</td>
<td>6.664</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1197.789</td>
<td>89</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Dependent Variable: Work Performance (Y)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Predictors: (Constant), Training (X2), Work Discipline (X1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Based on the above table, the calculated \( F_{count} > F_{table} \) or (46.384 > 3.100) is also strengthened by the \( \rho \) value \(<\text{Sig.} 0.05 \) or (0.000 < 0.05). Thus, H0 is rejected and H3 is accepted, this shows that there is a positive and significant effect simultaneously between work discipline and training on employee performance.
CONCLUSION

Based on the results of work discipline research a positive and significant effect on employee performance with the contribution of influence of 35.0%. Training has a positive and significant effect on employee performance with an influence contribution of 45.5%. Work discipline and training simultaneously have a positive and significant effect on employee performance with a regression equation $Y = 10.908 + 0.262X_1 + 0.479X_2$. With the effect of the simultaneous contribution of 51.6% while the remaining 48.4% is influenced by other factors. Hypothesis testing obtained the value of $F_{\text{count}} > F_{\text{table}}$ or (46,364 > 3,100), it is also reinforced by a probability of 0.000 < 0.05. Thus H0 is rejected and H3 is accepted. This means that there is a positive and significant effect simultaneously between work discipline and training on employee performance.

REFERENCES


Pematangsiantar. Maker.


