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The Influence of Discipline on The Performance of Employees Work in The Cooperatives and UKM South Sulawesi Province

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ABSTRACT

This study aims to find out how much Influence Of Discipline On The Performance Of Employees Work In The Cooperatives And UKM South Sulawesi Province. This research uses quantitative research methods. To achieve this goal, researchers use data collection techniques in the form of observations, questionnaires, and documentation. The sample used in this study was 63 employees workers. Data obtained from research results that were processed using data analysis and using the SPSS 25 application consisting of validity and reliability test. Descriptive data analysis techniques. The results of the study show that the indicators used for each of these variables indicate where the discipline is in the very good category. Indicators of performance employees are in the very good category. Based on the test of the determinant coefficient, the influence was strong or high between the two variabels. So it was concluded that the influence of discipline on the performance of employees work in the Cooperatives And UKM South Sulawesi Province is strong or high.

Keywords: Discipline, Performance of employees

INTRODUCTION

Intense competition in the business world from time to time suffered rapid development. Intense competition also occurred in the business world in country. To be able to adapt the business competition are very tight, companies need good quality human resource and inexperienced. These resources could cover physical resources, and human resources. The number of aspects in a company or agency, human resources is the foremost to develop a higher civil servants to the stage. Human resources is a capital for the development of a company / agencies. Without human resources. An institution of cannot have developed more advanced wanted by agencies. According to Hasibuan (2017), human resource management (MSDM) is the science and art of governing relations and the role of labor to be effective and efficient help maintaining the

company, employees, and the community. Resources management according Mangkunegara (2013), that is a planning, organizing, coordination, execution and supervision procurement, the development of, the it services, the integration, and separation of labor in order to achieve organizational goals.

Discipline is willingness and allowed someone to observe and obey norma regulations around it. Discipline baikakan accelerate the company employees, and discipline that is going to be a barrier and slow down the accomplishment of a purpose Singodimedjo (2002). According to the government of the republic of indonesia number 94 years (2021), there are 3 disciplinary sanctions and disciplinary sanctions light, disciplinary sanctions medium and heavy disciplinary sanctions. The warning light disciplinary sanctions, a written statement of unsatisfactory in tertulis.selanjutnya, disciplinary sanctions a modest cutting the work of 25 % for 6 months, cutting the performance of 25 % for 9 months, and cutting the performance of 25 % for 12 months. And the last was the heavy disciplinary sanctions in the lower level for 12 months, exemption from his position as executive office for 12 months, and dismissal with respect not individual own request as civil servants.

Mangkunegara (2002) explained that approach work discipline is divided into 3 : (1) Approach modern discipline, that is caused a number of purposes or out of new needs. This approach is a way of negate forms of corporal punishment, protect what is to be passed on apda process law that applied and protested the hard choices. (2) Discipline tradition approach, done by means of this approach wanted to know. Discipline is done by a superior to inferiors and there is no review value has already been decided, punishment for an offense shall be conducted in accordance with the the, and the influence of punishment can offer important lessons for offenders or others. (3) Approach to discipline, the discipline should be received and understood by all. Formed to discipline the behavioral changes for the better.

One aspect of human resources can be seen by its attitude and discipline, Because discipline has a powerful impact on an organization to achieve success in pursuing a planned goal. As for some indicators in work discipline according to Hasibuan (2017), Among other things : (1) abide by all the rules of the company, in accordance with company rules. must follow all the rules of the company that have been set up according to the rules and guidelines of the work in order to be comfortable and the lancer in the work. (2) use of time effectively, The time of work given by the company should be used to the best of its ability to pursue a targeted target. (3) responsibility in work and duty, The responsibility given by the superior to when not in accordance with the time set by the company then employees have high work discipline. (4) attendance rate, One factor is to know the degree of staff disciplines through absenteeism. The more presence and the lower the level of the staff, the more likely the employee is to have a high level of discipline.

The term performance comes from the word Job Performance or Actual Performance (work achievement or actual achievement achieved by a person). The definition of performance is the result of work in quality and quantity achieved by an

employee in carrying out his duties in accordance with the responsibilities given to him Mangkunegara (2000). Performance is a function of motivation and ability. To achieve a task or job a person must have a certain degree of willingness and level of ability. Performance is a real behavior that is seen by everyone as work performance that is produced by a person according to his role in a company or agency, one way to see the results of performance appraisal. The ability to carry out a job or task that is evaluated using benchmarks objectively and is carried out regularly Rivai (2009).

Employees are a very important asset for a company or organization. Even though the company has other assets such as buildings and property, employees play a very important role. Because that determines the progress or withdrawal of a company or agency from its performance. In practice, performance is not always in the conditions desired either by or by the organization. Many obstacles affect the performance of both organizational performance and individual performance. So the direct supervisor as appraiser of his subordinates must be aware of differences in performance between those under his supervision. By working in the same place, their productivity is not always the same. This difference will result in the performance of people is not the same. The factors that influence performance, both results and work behavior Kasmir (2018), namely: 1) Ability and expertise, 2) Knowledge, 3) Work design, 4) Personality, 5) Leadership, 6) Work Environment, 7) Work loyalty, 8) Job satisfaction.

In a company/agency, the existence of performance indicators plays a very important role because it influences the objectives of the company/agency. In addition to achieving company / agency goals, indicators are useful for knowing the performance of. And indicators can improve performance in achieving company / agency goals. Performance indicators are something that is calculated and measured. The performance indicators according to Robbins (2006), namely : (1) Quality, measurement of performance quality can be seen from the perception of the quality of the work produced and the perfection of the task of skills and abilities. (2) Quantity, which is meant is the amount produced and expressed in terms such as the number of units, the number of completed cycles. (3) Timeliness, is the level of activity that is completed at the start of the stated time, seen from the point of coordination with output results and maximizing the time available for other activities. (4) Effectiveness, is the level of use of organizational resources (energy, money, technology and raw materials) that is maximized with the intention of increasing the results of each unit in the use of human resources. (5) Independence, is the level of a person who will be able to carry out his work functions according to work commitments. Independence is also a level where you have a commitment to work with agencies and responsibilities towards the office.

RESEARCH METHODS

The type of research used in this study uses a quantitative approach. Sugiyono (2014) argues that "quantitative data is a research method based on philosophy, positivism, used to research certain populations or samples, collecting data using research instruments. Data analysis is quantitative/statistical in nature, with the aim of testing the established hypotheses. This type of research is survey in nature to examine the effect of work discipline on the performance of employees of the cooperatives and Ukm South Sulawesi province. The population in this study were civil servants and non-PNS employees at the Cooperatives and Small and Medium Enterprises Office of South Sulawesi province. According to Sugiyono (2017), "population is a generalized area consisting of objects/subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions". Determining the number of respondent samples in this study was carried out using the simple random sampling method with the criteria of (1) civil servant employees, (2) non-PNS employees, so the sample in this study were 63 people from the number of employees of the South Sulawesi province cooperatives and SMEs.

Data collection techniques used in this study were observation, questionnaires and documentation. The data analysis technique in this study is a validity test used to measure the level of error or validity of a research instrument. According to Sugiyono (2012), Validity Test is the accuracy between the data collected and the data that actually occurs on the object with the data collected by the researcher to find the validity of an item, by correlating the item scores with the total of these items. The Reliability Test is to determine the extent to which the measurement results remain consistent, if the measurement is carried out twice or more for the same symptoms using the same measuring device. The reliability test was carried out using the Alpha Cronbach technique.

Descriptive statistical analysis according to Sugiyono (2017) is statistics used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations. Normality test to find out whether the data distribution follows or approaches the normal distribution. This test was carried out using the Kolmogorov Smirnov (K-S) technique by looking at the significance probability value. Based on the K-S technique, the research variables must have a significant value of more than 0.05. If the significance probability value is less than the value $\alpha = 0.05$, then the data is not normally distributed. If the significance probability value is more than $\alpha = 0.05$, then the data is normally distributed. Simple linear regression analysis is linear regression where there are only two variables involved, namely one dependent variable (Y) and one independent variable (X), the purpose of applying this method is to predict or predict the magnitude of the dependent variable influenced by the independent variable (independent). Determination coefficient analysis is a number that states or is used to determine the contribution or contribution made by a variable or more X (free) to variable Y (bound).

RESEARCH RESULTS AND DISCUSSION

1. Description of Work Discipline at the Office of Cooperatives and UKM of South Sulawesi Province

The results of the study on the description of Work Discipline at the South Sulawesi Province Office of Cooperatives and UKM show an achievement of 90.3% which is in the very good category. This level of achievement is obtained from the results of measuring the indicators used in this study based on Hasibuan's opinion (2017) which consists of Complying with All Company Rules, Using Time Effectively, Responsibilities in work and assignments and Absenteeism Level. The results of the Descriptive Analysis show Work Discipline as follows: (1) Comply with All Company Rules. Based on the score table, the data results use the score level on the Complying with All Company Rules index to get a percentage of 92% in the very good category. This indicator proves that employees always comply with all agency regulations. (2) Effective Use of Time. Based on the score of the data result table using the level of achievement of scores on the Effective Use of Time indicator, a percentage of 88.8% is in the very good category. This proves that employees always use working time effectively. (3) Responsibilities in work and duties. Based on the score of the data result table using the score achievement level on the Responsibility in work and duties indicators, a percentage of 90% is obtained in the very good category. This proves that employees are responsible for carrying out the work and tasks assigned by the agency. (4) Absence Level, Based on the score of the data result table using the level of achievement scores on the Absence Level indicator, a percentage of 90.3% is in the very good category. This proves that employees have a very good absenteeism rate.

2. Level of Employee Performance at the Cooperative and UKM Office of South Sulawesi Province

The results of the research on the Performance Level of Employees at the South Sulawesi Province Cooperative and UKM Service showed an achievement level percentage of 85.9% which was in the very good category. This level of achievement was obtained from the measurement results of the indicators used in this study based on the opinion of Robbins (2006) which consisted of five indicators namely Quality, Quantity, Timeliness, Effectiveness and Independence.

The results of the descriptive analysis show that employee performance is as follows: (1) Quality. Based on the score of the data results table using the level of achievement scores on the Quality indicator, this can be seen from the results obtained in this study showing the percentage achievement level of 86.8% with the very good category . This shows that the quality of employees has very good quality. (2) Quantity. Based on the score of the data results table using the level of achievement score on the Quantity indicator, this can be seen from the results obtained in this study showing the percentage achievement rate of 86.2% with the very good category . This shows the quality of employees has a very good quantity. (3) Timeliness. Based on the score of the data result table using the level of achievement of the score on the Timeliness indicator, this can be seen from the results obtained in this study showing an achievement level of a

percentage of 87.5% in the very good category. This shows that employees are on time. (4) Effectiveness. Based on the score of the data result table using the level of achievement score on the effectiveness indicator, this can be seen from the results obtained in this study showing the percentage achievement rate of 87.4% in the very good category. This shows that employees are effective in doing the work and tasks given by the agency. (5) Independence. Based on the score of the data results table using the level of achievement scores on the Independence indicator, this can be seen from the results obtained in this study showing the percentage achievement level of 81.5% in the very good category. This shows that employees can be independent in doing their jobs.

3. The Effect of Work Discipline on the Performance of South Sulawesi Province Cooperative and UKM Office Employees

It can be concluded that Work Discipline influences the Performance of South Sulawesi Province Cooperative and UKM Office Employees. This is because Work Discipline is one of the factors that affect Employee Performance. Based on the answers to the existing problem formulation that there is influence between the Work Discipline variable and the Employee Performance variable, it can be seen from the results of the research in the form of a questionnaire that has been filled out by the respondents for the variable indicator (X) Work Discipline is in the very good category (90.3%). Then for the variable indicator (Y) Employee Performance is in the very good category (85.9%). To improve the performance of South Sulawesi Cooperative and UKM Service Employees, Work Discipline must be improved again, because by increasing Work Discipline it will affect Employee Performance. Based on the results of the data obtained from the R square of 0.586 which means that the effect of Work Discipline on Employee Performance is 58.6% while the remaining 41.4% is influenced by other factors not present in this study.

CONCLUSION

Based on the results of the analysis on data processing and the discussion that has been described in chapter IV concerning the Influence of Work Discipline on the Performance of Employees of the South Sulawesi Province Cooperative and UKM Office, the conclusions of this study are as follows Work Discipline at the South Sulawesi Province Cooperative and UKM Office is included in the category very good on each statement item which is formulated in four indicators which are formulated in the Work Discipline variable namely Complying with all company rules, Effective use of time, Responsibility in work and assignments, and Absentee level. Where the employees as the majority of respondents chose to strongly agree with the formulated statement. The performance of the South Sulawesi Province Cooperative and UKM Office Employees is included in the very good category in each statement item which is formulated in four indicators formulated in the Employee Performance variables namely

Quality, Quantity, Timeliness, Effectiveness and Independence. Where the employees as the majority of respondents chose to strongly agree with the formulated statement.

The results of the analysis show that the influence of work discipline on the performance of employees at the Cooperative and UKM Office of South Sulawesi Province has a positive and significant effect. This is evidenced by a simple linear regression analysis which shows that the relationship between the two variables is in a strong category. The value contained in the regression coefficient of the work discipline variable (X) illustrates that the direction of the relationship between the work discipline variable and the employee performance variable (Y) is unidirectional where every increase of one unit of work discipline variable will lead to an increase in employee performance.

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