

The Effect Of Work Discipline On Employee Performance At Pt. London Sumatra Indonesia Plantations Company Tbk

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ABSTRACT

The era of globalization is marked by the rapid development of everything activity business. Change environment such dynamic has force various types of companies to carry out the vision, mission and adaptation strategies in company structure, culture and system. Study This aim For know How description Discipline Work on Employees of PT. PP LONSUM INDONESIA TBK. picture picture performance employee on Employee PT. pp LONSUM INDONESIA TBK., And how big the influence of Work Discipline on Employee Performance at PT. pp LONSUM INDONESIA TBK. Study This is study quantitativewith the number of respondents as many as 82 people using the approach descriptive. Collection data done with technique observation, questionnaire, And documentation. Technique analysis data Which used that is test validity For test the questionnaire, descriptive analysis using the frequency distribution, percentage, flat – flat (*mean*) And standard deviation, regression simple For test the hypothesis and product moment correlation test to test whether there is significant relationship and how much influence Work Discipline has on Performance Employee on PT. pp LONSUM INDONESIA TBK. The results of this study indicate that: (1) Work Discipline of PT. pp LONSUM INDONESIA TBK. is at on category Good reviewed from aspect presence, obedience on regulation Work, obedience on standard Work, levelvigilance tall and work ethically. (2) Employee Performance PT. pp LONSUM INDONESIA TBK. are in the good category in terms of the aspect of work quality, quantity of work, responsibility, initiative, cooperation and obedience. (3) As big as 0.583 influence Discipline Work to performance Employee PT. pp LONSUM INDONESIA TBK. moderately strong correlation.

Keywords: Discipline Work, Performance Employee

INTRODUCTION

The era of globalization is marked by the rapid development of everything activity business. Change environment such dynamic has force various types of companies to carry out the vision, mission and adaptation strategies in company structure, culture and system. Changes that occur as a result of progress technology And information so company must brave do changestrategy Which demand training And development For anticipate needs which will come.

Factors that are very influential in human resources are factors discipline. Discipline is function management source Power man Which the most important and key to the realization of goals because without good discipline it is difficult materialized objective Which maximal. Source success something company in produce performance Which tall is power Work Which quality And have effectiveness Work Which adequate. Potency source Power man has a very important role as actors who are directly involved in development process industrial moment This.

Employee performance is one of the most important factors for an organization. Term performance originate from say *Job performance* or *actual performance* (performance Work or performance Which indeed achieved by somebody). Understanding from performance is results Work in a manner quality And quantity Which achieved by a inside employee carry out his job in accordance with not quite enough answer Which given to her. Mangkunegara (2013)

According to Hasibuan (2016), discipline is awareness And willingness somebody obey all regulation And norms social Which apply. Discipline is attitude mentally Which reflected in deed or Act in demand individual, groups, or communities, in the form of obedience to regulations determined by the government or ethics, norms, and rules Which applies in public For objective certain.

According to Rivai (2005), work discipline is a tool used by para manager For communicate with employee so that they willing For change a behavior as well as an effort to increase awareness and one's willingness to comply with all company rules and norms social Which apply.

According to Hasibuan (2016), work discipline is defined when employees always come and go home on time do all the work properly, comply with all company rules and social norms apply.

Fahmi in Sugiarti (2018) definition performance is results Which obtained by something both organizations are *profit oriented* and *non-profit oriented* produced over a period of time. More specifically Amstron and barons said performance is the result of work that has a strong relationship with objective strategic organization, satisfaction consumer And give contributioneconomy Armstrong And Baron (1998).

Supriyono (2010:281) put forward that Performance is a result achieved by someone in carrying out tasks given to him based on skills, experience, And ability as well as time".

PT. Company Plantation London Sumatra Indonesia or furthermore will be abbreviated PT. PP LONSUM Indonesia Tbk is a company that engages in the oil palm and rubber plantation industry. The main product is oil crude palm and rubber as well as a number small cocoa, tea And grain.

Discipline Work can defined as something attitude honor, value obey And obey to regulations Which apply, Good Which written nor No written as well as able run it And No dodge accept the sanctions if He violate task And authority which are given to her. Sastrohadiwiryono (2002).

According to Saydam in Siregar (2009), factors Which can influence uprightnope something discipline Work in a company between other:

- a. Big its small gift compensation
- b. There is nope exemplary leader in company
- c. There is nope rule Certain Which can made handle
- d. Courage leader in take Action
- e. There is nope supervision leader
- f. There is nope attention to on employee.

Yuli (2005:15) put forward that . Management source Power man is activity Which arrange on how to procure labor, carry out development, provide compensation, maintenance, and segregation of labor through processesmanagement in framework reach objective organization

Leader company must capable know And learn behaviorand the nature of the employees. This can help the leader in choosing the type which work discipline can be applied to its employees. There is a number of type activity discipline according to Handoko (20 12), between other:

- a. Preventive Discipline is an activity carried out to encourage employees to follow various standards and rules, so deviations can prevented.
- b. Discipline Corrective is activity Which taken For handle violation to rules And try to avoid violation- violation more carry on.
- c. Progressive Discipline is giving more punishments serious violations Which re-peated.

Human resources contribute to more organizations known as performance. According to Maltese and Jackson (2002) employee performance is how much Lots they give contribution to organization Which between other including:

- a. Quantity Output
- b. Quality Production
- c. Time period
- d. Workplace Attendance Rate
- e. Cooperation

According to Sutrisno (20 10), measurement performance directed on six aspect that is:

- a. Results Work
- b. Job knowledge
- c. initiative
- d. Mental prowess
- e. Attitude
- f. Discipline time And attendance

Fish farming consists of several activities, including site selection, seeding, making culture containers, maintenance or enlargement, feeding, pest or disease management, and handling of crops. Fish cultivators usually do these things in carrying out their cultivation.

Marketing of cultivated products needs to be carried out, in addition to earning income, as well as a way to promote cultivated products to the public in general. The marketing process for fish cultivation yields is marketed through social media and directly. The majority of the people around the location are mostly homeless people and employees of private companies.

On Jl. Tamalabba Manggatiga Paccarakang, only 1 location has implemented fish farming. Approximately 13 years, quite a long time in business development, especially fish farming which is quite famous in this era. On the other hand, in addition to the success achieved by these fish cultivators, this business also has various kinds of obstacles that can hamper the fish farming business itself.

Regarding the products produced from fish farming, they are quite satisfactory in terms of size. The average cultivated fish is quite large when compared to fish caught by fishermen. Fishermen do not look at the size when they take the fish they catch, but cultivated fish have special points starting from the maintenance aspect until the fish can be harvested.

The problem with the distribution of fish cultured products, there are two options given by the owner of the cultivation, people who buy the cultivated fish can come directly to the cultivation location to pick up the fish they have ordered, and can also be delivered directly by the cultivator to the location requested by the consumer. According to the cultivator's speech, they deliver the product requested by the community if asked to be delivered.

The growing *trend* of using social media among the public and the growing development of internet technology, of course, brings exciting opportunities for business people in general, this condition is supported by the increasingly advanced mobile devices that are increasingly being used by the public. Observing the development of community activities in the use of social media which is considered to be a primary need (Rizal et al., 2020).

METHOD E RESEARCH

Approach and Type of Research

Study This use approach method quantitative. Approach study This done with process whole data from location research. The quantitative approach focuses more on finding data from the field Which reality as well as referring with proof draft And theory which has used. Sidiq, Choiri & Mujahidin (2019) Qualitative research is carried out in natural conditions and is discovery in nature with stages such as the pre-field stage, the field stage and the data processing stage by emphasizing conditions, circumstances or events. The type in this research is descriptive research. According to Sugiyono (2016) descriptive research is research conducted to find out independent variable value, either one variable or more (independent) without making comparison or connect between variable One with variable Which other.

Population And Sample

Population is the generalization area which consists of objects/subjects have certain qualities and characteristics set by researchers for studied and then conclusions drawn. So population isn't just people but also other natural objects. Population is also not just a number exist in the object/subject. In this study, which is the population is whole employee PT pp London Sumatra Indonesia Tbk Which amount 440 person.

According to Sugiyono (2016) sample is "part from amount And characteristics Which owned by population the". When population big And researcher No Possible learn all Which There is on population, for example Because limited funds, manpower and time it is necessary to be able to use a sample that istaken from that population.

Engineering and Procedure Collection Data

In using data collection techniques in this study, for get data Which appropriate with problem Which there is in research This, technique And procedure study Which used is as following:

- a. Observation
It is a direct, systematic observation of the symptoms symptom to be studied.
- b. Questionnaire
Is the main technique because using a questionnaire is expected capable obtain part big data Which needed For answer problem study This.
- c. Documentation
Is a supporting technique for obtaining data through documents document nor evidence written Then held recording in accordance with need so that capable ensure or complete data or information Which Already There is.

RESEARCH INSTRUMENTS

- a. Validity test
validity is circumstances Which describe level instrument Which concerned is able to measure what measured. A valid instrument has high validity. On the other hand less valid instruments mean own validity The low one.
- b. Test Reliability
Reliable It means can trusted so can reliable. Test reliability is an instrument quite can be believed to be used as collectors data due the instrument already well.

RESULTS AND DISCUSSION

1. Discipline Work

Results this research show that work discipline on company PT. PP LONSUM INDONESIA TBK is in the Good category, where it can be seen from the research data, based on the five indicators that exist in the variables work discipline bell work discipline.

Of the five indicators the highest score is on the variable work discipline is found in adherence to work standards (76.8%), this is not less fit from employees who carry out and complete work according to expectations company board. The next indicator is obedience to work regulations (71.9%) is at on category Good, matter This No regardless from company regarding understanding employee to regulation Work s e rta follow the guidelines Work Which set company.

Furthermore indicator level vigilance high with (67.1%), this shows that the discipline of employees in finish the job always carefully, full of calculation and thoroughness at work, and always use something effectively and efficiently. Indicator Work ethical with (67%), on indicator aspect Work ethical Based on research results, employees do the job shows the attitude and

behavior Which Good in Work, courtesy And honesty employee as well as each other respect fellow employees. Presence indicator has (62.2%) is at good category, this shows the arrival of employees to work, accuracy when employees come to work. This is inseparable from effort and work hard from the leadership in fostering employees. Then, this thing strengthened by theory from Hasibuan (2016) states that discipline is awareness and willingness a person obeys all the rules and social norms that apply. Attitude mental reflected in the actions or behavior of individuals, groups or public Which form obedience to regulation Which set government or ethics, norms and rules that apply in society for objective certain.

2. Employee Performance

The results showed that the performance of employees at the company PT.PP LONSUM INDONESIA TBK is in the good category, which can be seen from results study based on six indicator Which there is on variable employee performance which is divided into six indicators. The highest score on the variable performance employee there is on indicator obedience with (87.8%) Where employees are able to comply with the regulations that carry out the work work according to the instructions given to employees. Next, in-office quantity Work with (75.7%). Matter This show many type work done daam one time so that efficiency and effectiveness can be carried out in accordance with company objectives .

Next, in-office quantity Work with (75.7%). Matter This show many type work done daam one time so that efficiency and effectiveness can be carried out in accordance with company goals. Indicators of quality of work with (69.5%), this is inseparable from the wishes of employees who can avoid it error rate in completing a job and work productivity produced can be beneficial for the progress of the company. initiative indicator with (67.1%), this shows where employees are able to analyze, evaluate, create And make decision to settlement problem he faced.

Furthermore, the indicator of responsibility with (65.9%) , this shows where employees can be accountable for the results of their work, the facilities and infrastructure used and their work behavior. work indicator services with (58.6%) matter This show willingness employee For be- participation and collaboration with other employees vertically and horizontally horizontally inside and outside of work so that the results of the work are getting better. Overall employee performance is in the good category, this is reinforced by the theory of Rivai (2009: 309) suggests that "Performance is an real behavior that is displayed by everyone as the resulting work performance by employees according to their role in the company or in other words employee performance is something that is very important in the company's efforts ahaan to achieve its goals".

Conclusion

Based on results analysis data And discussion about discipline Work on the performance of employees in the company PT. PP LONSUM INDONESIA TBK, hence the research results this can concluded as following:

1. Work discipline at the company PT.PP LONSUM INDONESIA TBK is located in the Good

category. this is evidenced in the percentage of work discipline variables as big 80.4% is at on category Good. seen from aspect presence, obedience on regulation Work, obedience on standard Work, level vigilance tall and working ethical.

2. Performance employee on company PT. PP LONSUM INDONESIA TBK are in the good category. this is evidenced in the percentage of performance variables employee by 74% which are in the good category, seen from the aspect of quality Work, quantity Work, responsibility, initiative, cooperation, And obedience.
3. There is a significant influence between work discipline on employee performance in the company PT. PP LONSUM INDONESIA TBK, this is evidenced from results analysis correlation variable discipline Work to performance employee obtained pearson as big 0.583 It means connection Which significant, as well as the correlation on the interval is in a fairly strong category. Which means that the contribution of work discipline to employee performance has a level of influence Which strong enough.

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