

The Influence Of Discipline On Employee Performance In The Time Of The Covid-19 Pandemic At The Leuwigajah Village Office South Cimahi District Cimahi City

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Abstract

Purpose - to examine the influence of discipline on employee performance during the Covid-19 pandemic at the Leuwigajah Village Office, South Cimahi District, Cimahi City.

Design/methodology/approach – This study uses a quantitative method with a descriptive approach. This research is also cross sectional, that is, this research is only conducted in a certain period of time. Data analysis was carried out with the help of SPSS version 20 software for windows. Data collection techniques were carried out by studying literature, field studies through interviews and distributing questionnaires.

Findings - The results show that discipline has a strong influence on employee performance with a correlation value of 0.614. The influence of discipline on employee performance at the Leuwigajah Village Office, South Cimahi District, was 37.69%, while the remaining 62.31% was the contribution of variables other than discipline that were not examined by the researchers in this study.

Originality/value – This paper provides one of the foundations for employee performance at the Leuwigajah Village Office, South Cimahi District.

Keywords: Discipline, Performance, Employees

Introduction

Offices as part of government agencies cannot be separated from the rules that regulate them, including Government Regulations Number 80 of 2011 concerning the Grand Design of Indonesian Bureaucratic Reform 2010-2025 which has a significant impact on institutional arrangements in the world of bureaucracy in Indonesia. In the context of structuring human resources as a state apparatus, the Government issued Law Number 5 of 2014 concerning the state civil apparatus, which changed the paradigm of the figure of a Civil Servant (PNS) from

a state servant to become a public servant, from the mindset of being served to serving. The impact of this is the profile of a civil servant who is still attached to a negative stigma in society and tends to be considered lazy, unprofessional, extravagant, carrying out KKN is required to turn into a figure who is disciplined, professional, has good character, has integrity with good performance, is also free from KKN, capable of serving the public, neutral, dedicated, and upholding the basic values and code of ethics as a state apparatus. Employees are less than optimal in carrying out activities according to the main tasks of function and lack of understanding in mastering computerized technology in services, lack of awareness of employees in carrying out tasks such as the number of pending jobs, lack of public satisfaction with the services provided in providing services, ineffective budget management in implementing various activities. Then the purpose of this research to test the Influence of Discipline on Employee Performance during the Covid-19 Pandemic at the Leuwigajah Village Office, South Cimahi District, Cimahi City.

The Ortical And Research Framework

Theoretical Review

Discipline

Theory according to Keith Davis in Mangkunegara (2011:129), with the following dimensions:

1. Preventive Discipline is intended to encourage employees to be disciplined by obeying and following various regulatory standards that have been set. According to Hani Handoko, preventive discipline is an activity carried out to encourage employees to follow various standards and rules so that deviations can be prevented.
2. Corrective Discipline, this is intended to deal with violations of applicable regulations and improve them for the future. This is in line with what Mangkunegara stated that corrective discipline is an effort to mobilize employees in unifying a regulation and directing them to continue to comply with regulations in accordance with applicable guidelines within the agency.
3. Progressive Discipline is the provision of heavier penalties for repeated violations, that progressive discipline is designed to motivate employees to correct their mistakes voluntarily.

Performance

Theory of Performance according to John Miner in Sudarmanto (2009:11) with the following dimensions:

1. Quality, with indicators of the level of work errors, the level of damage to work results and the level of accuracy of work results
2. Quantity, with indicators of the number of jobs produced
3. The use of time in working with indicators of absenteeism, late attendance, effective working time.
4. Cooperation with others, with indicators of being able to cooperate with other people.

Performance will determine work performance, where work performance is a combination of three important factors, namely the ability and interest of a worker, ability and acceptance of the

explanation of task delegation, as well as the role and level of motivation of a worker. The higher the three factors above, the higher the work performance of the employee concerned.

Employees

According to Hasibuan (2007) employees are everyone who works by selling their energy (physical and mental) to the company and getting remuneration in accordance with the agreement. Meanwhile, according to Widjaja, A (2006) said that employees are physical human labor as well as spiritual (mental and mind) which are always needed and therefore become one of the main capital in a cooperative effort to achieve certain goals (organization). Furthermore, employees are people who are worked in a certain body, both in government institutions and in business entities. Meanwhile, according to the Indonesian dictionary, employees are people who work in an institution (office, company) by getting a salary (wages).

Past Research

Based on previous research written by Munir., Muhammad, F., Amar., S., (2020) Pengaruh Disiplin Dan Komunikasi Terhadap Kinerja Pegawai, Nunu, N., (2021) Pengaruh Disiplin Kerja, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja. Nurhasanah., Darwin, L., Marisi, B., Lora, E., Hendrik, P., (2021) Pengaruh Disiplin Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor UPT Pengelolaan Irigasi Bah Bolon Dinas Sumber Daya Air Cipta Karya Dan Tata Ruang Provinsi Sumatera Utara. Dan Reza, N., Eddi, S., Lukman, N., (2020) Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Negeri Sipil (PNS) Di Lingkungan Ajudan Jendral Daerah Militer explained that previous studies had similarities in the disciplined variables studied, but have different problem phenomena and dimensions so that the results are in accordance with the dimensions studied.

Research Framework

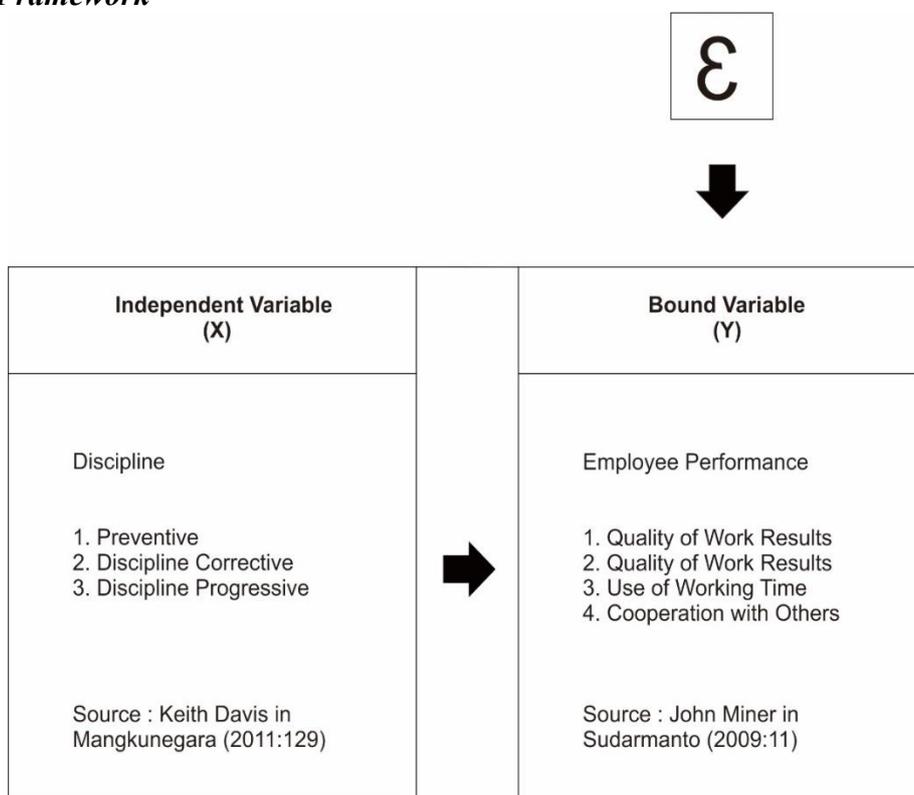


Figure 2.1 Research Framework

Hypothesis

- H1 There is no Influence of Discipline on Employee Performance during the Covid-19 Pandemic at the Leuwigajah Village Office, South Cimahi District, Cimahi City.
- H2 There is an influence of discipline on employee performance during the Covid-19 pandemic at the Leuwigajah Village Office, South Cimahi District, Cimahi City.

Research Method

This research is a quantitative research with a descriptive analysis approach. Where this quantitative research method is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the making of the research design. Sugiyono (2013:8). This study tested the independent variable with the dependent variable. This study will explain the influence of discipline on employee performance. In addition, in accordance with descriptive research, this study conducted hypothesis testing with research methods that have been formulated through statistical calculations.

Result And Discussion

Responden Profile

Tabel 4.1 Respondent Profile

| No. | Gender | Total | Percentage |
|--------------|----------------|------------------|--------------|
| 1. | Eselon IV | 5 people | 17, 24 % |
| 2. | Staff | 6 people | 20,69 % |
| 3. | Daily Workers | 12 people | 41, 38 % |
| 4. | Social Workers | 6 people | 20,68 % |
| Total | | 29 people | 100 % |

Population of this study amounted to 29 respondents and this study used a saturated sampling technique because all members of the population which amounted to 29 people were used as samples. As explained by Sugiyono (2013:85) that: "Sampling saturation is a sampling technique when all members of the population are used as samples".

Result

Tabel. 2

| | | Correlations | |
|-------------|---------------------|--------------|-------------|
| | | discipline | performance |
| discipline | Pearson Correlation | 1 | .614** |
| | Sig. (2-tailed) | | .000 |
| | N | 29 | 29 |
| Performance | Pearson Correlation | .614** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 29 | 29 |

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Output Research Results 2021

Based on the results output above, the correlation coefficient value is 0.614. The correlation value of 0.614 means that discipline has a strong relationship with employee

performance.

From the calculation results, the t_{count} is 4.051, while the t_{table} is 2.052. Due to t_{count} is greater than t_{table} , the researcher can decide that H_0 is rejected. This means that there is a real and positive relationship between discipline and employee performance.

The influence between discipline and employee performance at the Leuwigajah sub-district office has been tested and the real value is 0.614, it will calculate the influence of discipline on employee performance using the coefficient of determination formula. Based on the results of calculations using the coefficient of determination formula, then the value of $KD = (0.614)^2 \times 100\% = 37.69\%$.

This means that the discipline variable has an influence of 37.69% on the performance of employees in the Leuwigajah sub-district office, South Cimahi District, Cimahi City, while the remaining 62.61% is the contribution of other variables besides employee discipline which is not examined in this study.

Conclusion

Table. 3 Total Score of Respondents' Assessment of Discipline Variables

| No | Dimensional | Score |
|--------------|-------------|-------------|
| 1 | Preventive | 503 |
| 2 | Corrective | 506 |
| 3 | Progressive | 245 |
| Total | | 1254 |

Source: Processed from Research Questionnaire, 2021

Table. 4 Total Score Assessment Against Employee Performance

| No | Performance Variable | Score |
|--------------|-------------------------|------------|
| 1 | Quantity | 121 |
| 2 | Quality | 357 |
| 3 | Time Use | 274 |
| 4 | Cooperation with others | 122 |
| Total | | 874 |

Source: Processed from Research Questionnaires, 2021

Based on the analysis and discussion, it can be concluded several things, including Others:

Employee discipline at the Leuwigajah Sub-District Office, South Cimahi District, Cimahi City with a total score of 1254 is categorized as very good. From the 3 dimensions that were operationalized, it was found that the dimension with the highest score was the Corrective Discipline dimension, which was 506. Then the indicator with the highest score was the indicator that discipline is important to achieve organizational goals in Leuwigajah Village, South Cimahi District, Cimahi City with a score of 128 While the indicator with the lowest

score is the leader indicator giving suspension for employees who often take disciplinary actions with a score of 118.

Employee performance at the Leuwigajah Village Office, South Cimahi District, Cimahi City with a total score of 874 is categorized as good. Of the 4 dimensions that are operationalized, it is found that the dimension with the highest score is the Quality Dimension of 357. While the lowest score of 118 is found in the employee indicator which can minimize the error rate in the work and the employee indicator works according to standards to avoid the level of damage to the work result.

The relationship between discipline and employee performance at the South Cimahi Village Office, Cimahi City is 0.614 which is categorized as strong. The influence of discipline on employee performance is 37.69%, while the remaining 62, 31% is the contribution of variables other than discipline which were not examined in this study.

Suggestion

With the results of this study, the researcher proposes suggestions:

1. Based on the Variable X Indicator for the lowest, namely the leader gives suspension to employees who often take disciplinary actions, so it is recommended that the suspension given by the leader is accompanied by an approach that can be accepted by employees that provides a deterrent influence and full awareness of employees. In addition, it is also recommended that there be periodic socialization that there are sanctions for disciplinary actions.
2. Based on the Y Variable Indicator for the lowest score, employees can minimize the error rate in work results and employees work according to standards to avoid error rates, so it can be suggested that employees can improve their competence both through formal education and training so that employees are more proficient in their work.
3. Because work discipline has a large impact on performance and has a strong relationship, the researchers suggest that organizations / agencies pay more attention to and maintain work discipline that affects performance.

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