

The Effect of Work Discipline and Communication on Employee Performance at the Village Community Empowerment Service (PMD) of North Musi Rawas

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Abstract

The purpose of this study was to determine the effect of work discipline and communication on employee performance at the Village Community Empowerment Service (PMD) of North Musi Rawas. The population and research sample amounted to 34 people. Methods of data analysis used quantitative analysis. The results showed that work discipline had an effect on employee performance. While the t test explained that the discipline variable (X1) on performance showed the value of $t_{count} = 7.517$, which was greater than the t_{table} value of 1.692 with a significant level = $0.000 < (a) 0.05$, this indicates H_a was accepted. and partially discipline variables have a significant effect on performance. Communication on Employee Performance The results of the t-test of the communication variable (X2) on performance show the value of $t_{count} = 7.756$ Greater than the value of t_{table} 1.692 with a significant level = $0.000 < (a) 0.05$, this showed that H_a was accepted and partially the communication variable has an influence significant to performance. Based on the recapitulation of multiple linear regression test results, it was found that the F_{count} value obtained was $52.720 > F_{table} = 3.28$ and the simultaneous significance level of sig F was 0.000. This showed that together (simultaneously) the independent variables of research (discipline and communication) have a significant effect on the dependent variable (performance).

Keywords: work discipline, communication, employee, performance.

1. Introduction

Human resource management is the most important role for humans to run an organization in order to realize common goals. For this reason, it is necessary to have an active role for employees in which to run an organization and be regulated based on human resource management that is implemented in the organization. The success of an organization can be seen from the performance of its employees or apparatus. Employee performance, which is the result of an employee's thought and effort towards the work he does, can be tangible, seen, counted, but many things that result from thought and effort cannot be counted and seen.

The Village Community Empowerment Service (PMD) of North Musi Rawas Regency is one of the agencies in governance, while its function is to carry out the preparation and implementation of policies in the field of village community empowerment. To carry out the tasks of the Village Community Empowerment Service (PMD) of North Musi Rawas Regency, a guide is needed that is able to show the direction of priority activities and policies in accordance with the existing Vision and Mission.

In carrying out its main tasks and functions, the Musi Rawas Utara District Community Empowerment Service (PMD) still has problems, especially those related to the

performance of its employees. The findings from the initial observations found phenomena associated with a decrease in employee performance. The phenomena that occur make employee performance decrease, such as work communication, work discipline and employee performance.

The problems that occur in the PMD (Village Community Empowerment) Service in work discipline are suspected to be the cause of a decrease in employee performance, including the most important thing in the organization, because without good discipline it is impossible to create a good work process. Until now, the problem of work discipline has not been resolved, namely employees who wear uniforms and attributes that do not match the set day, some employees who arrive late (4.05% and 5% in January and February 2021) and leave work early (3% and 2.7% in January and February 2021) so that it does not match the hours that have been set and the employees in carrying out their assignments are not ready to be responsible for the mistakes that have been made.

Communication is also the most important part in the organization, because bad communication will cause problems that will harm the company. Problems in work communication that have occurred so far have caused employee performance to decrease, namely the relationship between employees is less harmonious due to poor relationships due to each other's busyness, lack of employees in providing suggestions during discussions, this can be seen from the lack of mastery of delivery methods, ideas, and ideas for problems being solved, and lack of communication with superiors due to a lack of approach between employees and superiors.

The performance of employees has decreased due to the impact of problems that occur in their environment, such as the inaccuracy of employees in completing tasks because employees often work carelessly, while playing cellphones, working in a hurry, making employee discipline low. Employee performance in completing tasks is still low, due to a lack of cohesiveness and communication among employees, and a lack of teamwork in completing tasks due to a lack of trust among employees makes work take a long time to complete.

2. Literature Review

Work discipline is *"discipline is management action to enforce organization standards"*. Work discipline can be interpreted as implementing management to strengthen organizational guidelines (Mangkunegara, 2020). There are two forms of work discipline, namely preventive discipline is an effort to move employees to follow and comply with work guidelines, the rules outlined by the company. Meanwhile, corrective discipline is an effort to move employees to unite a rule and to move them to comply with the rules in accordance with the guidelines that apply to the company. According to (Andriani & Widyanti, 2020) indicators of work discipline are as follows: (1) comply with all company regulations; (2) effective use of time; (3) responsibilities in work and assignments; (4) absentee level.

Communication. The classic definition of communication, "communication as an act of establishing contact between a sender and receiver, with the help of message; the sender and receiver some common experience which meaning to the message incode and sent by the sender; and receiver and decoded by the receiver. Interpreted by the recipient (Suranto, 2020). According to (Nurmaidah, 2018) in carrying out effective communication there

are several indicators that need to be carried out including: (1) perception; (2) accuracy; (3) credibility; (4) control; (5) harmony.

Performance. The term performance comes from the word job performance or actual performance. 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 (Mangkunegara, 2020). Then, if performance is seen from work behavior, then what is assessed is the behavior of employees in carrying out their obligations that contribute positively or negatively to the fulfillment of company goals as stated by Colquit, employee performance is also interpreted as an implementation of functions that are obeyed by someone. According to (Wibowo, 2016) performance indicators are: (1) objectives; (2) standards; (3) feedback; (4) tools or suggestions; (5) competence; (6) motives; (7) opportunities.

3. Research Method

The place for conducting this research was in the Village Community Empowerment Service (PMD) Environment of North Musi Rawas, it's located at Lintas Sumatra Street KM. 73 Muara Rupit Village, Rupit District, North Musi Rawas, 31654. The time of the research was conducted from January to June 2023. The population is a generalization area consisting of: objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2019). The population in this study was all employees at the Village Community Empowerment Service, the total was 34 employees consisting of 17 civil servants and 17 temporary contract workers. The sample is part of the number and characteristics of the population (Sugiyono, 2019). The author took all Civil Servants who worked at the Village Community Empowerment Service (PMD) of North Musi Rawas Regency, 34 people who were used as saturated samples. Saturated sample is a sampling technique when all members of the population are used as samples. Another term for a saturated sample is a census, where all members of the population are sampled.

4. Findings and Discussions

Multiple linear regression aims to find out the effect of discipline and communication on employee performance, the equation is as follows:

Table 1. Multiple Liner Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27,608	6,285		4,392	,000
	X1	,501	,103	,526	4,888	,000
	X2	,567	,135	,453	4,206	,000
a. Dependent Variable: Y						

From the recapitulation of the multiple linear regression results above, the regression equation for estimating the dependent variable using all independent variables is as follows: $Y = 27.608 + 0.501X_1 + 0.567X_2$

The results of multiple linear regression tests show that this: The value (constant) shows a value of 27.608 meaning that if the value of the independent variable (discipline and communication) is zero then the value of the dependent variable (performance) was 27.608 in this case if the independent variable increases or is affected in one unit, then the independent variable will increase or be fulfilled. The regression coefficient value of the discipline variable (X_1) on the performance variable (Y) was $b_1 = 0.501$, meaning that if discipline (X_1) increases by one unit, then the performance will increase by 0.501. The regression coefficient value of the communication variable (X_2) on performance (Y) was $b_2 = 0.567$ meaning that if communication (X_2) increases by one unit, then the performance will increase by 0.567.

Table 2. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,897 ^a	,804	,791	2,123
a. Predictors: (Constant), X_2 , X_1				

Based on the table above, it can be concluded that based on the determination value $R = 0.897$, it shows that there was a strong influence between discipline and communication on performance. While the coefficient of determination R^2 (R Square) was 0.897 (89.7%) meaning that discipline (X_1) and communication (X_2) together contribute to performance (Y) and after adjusting the value was $100 - 89.7\% = 10,3\%$ is influenced by other variables not included in this study such as work environment variables, organizational culture, competence, motivation and so on.

Table 3. F Test Results

Model		Sum Squares	df	Mean Square	F	Sig.
1	Regression	572,867	2	286,434	63,538	,000 ^b
	Residual	139,750	31	4,508		
	Total	712,618	33			
a. Dependent Variable: Y						
b. Predictors: (Constant), X_2 , X_1						

A simultaneous test (F test) was conducted to see the effect of the independent variables on the dependent variable together. Based on the recapitulation of the results of the multiple linear regression test, it was found that the F_{count} obtained was $63.538 > F_{table}$

= 3.28 and the significance level simultaneously sig F was 0.000. This showed that together (simultaneously) the independent variables of the study (discipline and communication) have a significant influence on the dependent variable (performance). The results of this simultaneous test (F test) also prove that the third hypothesis of this study which reads discipline and communication affect the performance of employees of the Muratara Village Community Empowerment Service (PMD).

The Effect of Discipline on Performance. The normality test results for the significance value for the Discipline variable (X1) are $0.735 > 0.05$, it can be concluded that the residual values are normally distributed. Based on the linearity test, the Linearity value was $0.000 < 0.05$ and the Deviation from Linearity value was $0.920 > 0.05$, so it can be concluded that there was a relationship between the disciplinary variable (X1) and performance (Y). Then the results of simple linear regression calculations, obtained a value of $b = 0.641$ while the constant value (a) = 48.213 from the SPSS output results, this value is entered into the simple linear regression equation as follows: $Y = a + bX1$. $\text{Performance} = 48.213 + 0.641 \text{ Discipline}$ $a = 48.213$ is a constant number which means that if the independent variable, namely discipline X1 is equal to zero, then the magnitude of the performance variable Y is 48.213. In other words, if the independent variable (discipline) is considered zero, it means that the magnitude of the affected variable (performance) is 48.213. $bX1 = 0.641$ is the magnitude of the regression coefficient of the discipline independent variable (X1), which means that each increase (addition) to the discipline variable (X1) will increase the performance dependent variable (Y) by 0.641. If the discipline variable (X1) has a tendency to increase, employee performance will increase. Then the results of the correlation coefficient of the discipline variable (X) and performance (Y) have a coefficient value of 0.799 in the coefficient interval of 0.000-1.000 which means the influence between the discipline variable (X1) and the performance variable (Y) showed a strong influence and a positive correlation value meaning that the correlation or relationship of the influence of discipline (X1) on performance (Y) is unidirectional. While the t test explains that the discipline variable (X1) on performance shows a t-count value = 7.517 greater than the t-table value of 2.036 with a significant level = $0.000 < (a) 0.05$, this shows that H_a is accepted and partially the discipline variable has a significant influence on performance. This research is in line with previous research by Ali Wairooy, This study aims to examine and analyze the effect of work discipline and compensation on employee performance at PT. Pertamina (Persero), Tbk. Marketing Region VII Makassar. The results of this study indicate that work discipline has a positive and significant effect on employee performance. The positive can be seen from the regression coefficient of 0.264 and it is significant which is seen from the significance (0.029) which is smaller than the required significance level of 5% (0.05). The reason is that previous research examined the same variable as work discipline on performance and after the data analysis test was carried out both supported the existence of a positive and significant effect between work discipline on performance.

The Effect of Communication on Performance. The results of the normality test for the value of the Communication variable (X2) were $0.776 > 0.05$. So it can be concluded that the residual value is normally distributed. The Linearity test results obtained a Linearity value of $0.000 < 0.05$ and a Deviation from Linearity value of $0.110 > 0.05$, so it can be concluded that there was a relationship between the communication variable (X2) and

performance (Y). Then the results of a simple linear regression, obtained a value of $b = 1.012$ while a constant value (a) = 24.355 from the SPSS output results, this value is entered into the simple linear regression equation as follows: $Y = a + bX_2$. Performance = 24.355 + 1.012 Communication $a = 24.355$ was a constant number which means that if the independent variable, namely communication X_2 , is equal to zero, then the magnitude of the performance variable Y was 24.355. In other words, if the independent variable (communication) is considered zero, it means that the magnitude of the affected variable (performance) was 24.355. $bX_1 = 1.012$ was the magnitude of the regression coefficient of the independent variable communication (X_2), which means that each increase (addition) of the communication variable (X_2) will increase the performance dependent variable (Y) by 1.012. If the communication variable (X_2) has a tendency to increase, employee performance will increase. Then the results of the correlation coefficient test of the communication variable (X_2) and performance (Y) have a coefficient value of 0.808 in the coefficient interval of 0.000-1.000 which means the influence between the communication variable (X_2) and the performance variable (Y) showed a very strong influence and the value positive correlation means that the correlation or relationship of the influence of communication (X_2) on performance (Y) is unidirectional. The results of the t-test for the communication variable (X_2) on performance show that the t-count = 7.756 is greater than the t-table value of 2.036 with a significant level = 0.000 < (α) 0.05, this showed that H_a was accepted and partially the communication variable has a significant effect on performance. This research is in line with previous research by Vivi Nila Sari, this study pays attention to the level of performance of employees of PT. Adira Dinamika Multifinance Tbk Bukittinggi Branch. The results of this study are that the communication variable has a significant probability value of 0.000 < 0.05 which means it was significant. While t-count was 6,562 > from t-table 1.995 means significant, this means that H_a was accepted and H_0 4 is rejected. This means that communication partially affects employee performance. The reason is that the research has the same variable between communications on performance and after the data analysis test is carried out, it has the same positive and significant effect between communications on performance.

The Effect of Discipline and Communication on Performance. From the recapitulation of the multiple linear regression results above, the regression equation for estimating the dependent variable using all independent variables is as follows: $Y = 27.608 + 0.501X_1 + 0.567X_2$. The multiple linear regression test results show that this: Value (constant) shows a value of 27.608 means that if the value of the independent variable (discipline and communication) was zero then the value of the dependent variable (performance) is 27.608 in this case if the independent variable increases or was affected in one unit, then the independent variable will increase or be fulfilled. The regression coefficient value of the discipline variable (X_1) on the performance variable (Y) is $b_1 = 0.501$, meaning that if discipline (X_1) increases by one unit, then the performance will increase by 0.501. The regression coefficient value of the communication variable (X_2) on performance (Y) is $b_2 = 0.567$ meaning that if communication (X_2) increases by one unit, then the performance will increase by 0.567. Furthermore, the results of the test for the coefficient of determination can be concluded based on the determination value $R = 0.897$ indicating a strong influence between discipline and communication on performance. While the coefficient of determination R^2 (R Square) is 0.897 (89.7%) meaning that discipline (X_1)

and communication (X2) together contribute to performance (Y) and after adjusting the value was $100 - 89.7\% = 10,3\%$ is influenced by other variables not included in this study such as work environment variables, organizational culture, competence, motivation and so on. Then the simultaneous test (F test) found that the F-count value obtained was $63.538 > F\text{-table} = 3.28$ and the significance level simultaneously sig F was 0.000. This showed that together (simultaneously) the independent variables of the study (discipline and communication) have a significant influence on the dependent variable (performance). This research is in line with relevant research by Gita Theresia Ambarita with the title Effects of Work Discipline and Communication on Employee Performance at the Office of the National Defense Agency (BPN) in Pematangsiantar City. The results of the study can be concluded that work discipline and communication have a positive and significant effect on employee performance simultaneously and partially. The final reason for the research was the same variables, namely work discipline and communication on performance and after the data analysis test is carried out, they have the same simultaneous effect between work discipline and communication on employee performance.

5. Conclusion

Based on the results of the research that has been described above, it can be concluded as follows: There was a positive and significant influence between work discipline on employee performance, this showed that H_a was accepted and partially the discipline variable has a significant influence on employee performance. There was a positive and significant influence between communication on employee performance, this shows that H_a was accepted and partially the communication variable has a significant influence on employee performance. There was a positive and significant influence between work discipline and communication on employee performance; this indicated that together the discipline and communication variables have a significant influence on performance variables.

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