

The Influence of Work Discipline, Gratitude and Workload on Employee Performance at the Secretariat of the General Election Commission (KPU) of Musi Rawas District

Wahyu Hidayat Setiyadi, Mulyadi & Dheo Rimbano

Bina Insan University, Lubuklinggau, Indonesia

Email: 2123050@mhs.univbinainsan.ac.id

Abstract

Every employee in the organization is required to make a positive contribution through good performance, considering that organizational performance depends on the performance of its employees. Every organization, institution or company needs human resources to achieve its goals. Resources are needed to create power, movement, activities, activities and actions in an organization, institution or company. This study used a quantitative approach, data analysis was carried out using SPSS version 24. The sample used in this study was 99 respondents. The results showed that: Employee discipline partially affected the performance of employees at the KPU Secretariat of Musi Rawas Regency, the results of the t test showed that the calculated t value was greater than t table ($2.342 > 1.984$); Gratitude partially affects the performance of the KPU Secretariat staff at Musi Rawas Regency, the t test results show that the calculated t value is greater than t table ($3.653 > 1.984$); Workload partially affects the performance of the KPU Secretariat staff at Musi Rawas Regency, the t test results show that the calculated t value is greater than t table ($2.611 > 1.984$); Furthermore, Work Discipline, Gratitude, and Workload jointly (simultaneously) have a significant effect on the performance of KPU secretariat employees in Musi Rawas Regency, where the calculated f value is greater than f table ($34.312 > 2.696$).

Keywords: work discipline, gratitude, workload, performance.

1. Introduction

Every employee in the organization is required to make a positive contribution through good performance, considering that organizational performance depends on the performance of its employees (Gibson, et all, 1995). Performance is the degree to which employees achieve job requirements efficiently and effectively (Simamora, 2006). Employee performance is work performance, namely the comparison between work results that can be seen in real terms with work standards that have been set by the organization. Then Robbins (2008) defines performance, namely a result achieved by employees in their work according to certain criteria that apply to a job. Every organization, institution or company needs human resources to achieve its goals. Resources are needed to create power, movement, activities, activities and actions in an organization, institution or company. Employees as human resources are the most important asset owned by an organization, institution or company. Human resources are part of an advancement in science, development and technology.

Therefore, in the current era where technology and civilization are very advanced, it demands competent human resources who have high enthusiasm and discipline. Discipline as a form of employee self-control and regular implementation in showing the level of seriousness of employees' work in a company or organization, where employees

who do not comply with regulations not set by the company will receive sanctions. Work discipline as an operative function of human resource management is very important because the better the discipline of a company's employees, the higher the work performance achieved and will create quality employees. Good discipline from employees will also show that the organization can maintain and maintain the loyalty and quality of its employees, from discipline it can also be seen the value of the quality of work from its employees.

The performance of employees at the Musi Rawas Regency KPU Secretariat is certainly supported by many factors, including work discipline, gratitude, workload, and other factors. Work discipline is one of the factors that greatly determines employee performance. In carrying out their work, employees of the Musi Rawas Regency KPU secretariat still have problems related to employee work. From the results of observations it is known that, the work discipline of some employees is still not good.

In their daily lives, some employees are often late when they come to the office, so that more or less affects their performance, then there are still employees who have not been able to manage time during working hours so that work becomes sluggish. Of course this needs to be considered and corrected, because if employees are not disciplined, it will have a negative impact on work results so that it can harm the organization. Furthermore, related to Gratitude, some employees still feel less grateful for their work, so that in carrying out work it is not totality and less than optimal, even though if someone is grateful and enjoys his work, then he will wholeheartedly carry out every task and responsibility given.

Then related to workload, it is known that there are still employees who feel burdened with the tasks and responsibilities given, so they are not able to work optimally even though the tasks and responsibilities given are in accordance with their competence and placement, there are still employees who feel burdened with work that is more than other colleagues, even though the main function is the same. Of course this kind of thing must be a concern, that assigning tasks and responsibilities must be in accordance with their respective duties and functions, when the load is burdened with too much work, then of course it will affect the performance and quality of work. The problems that occur in the end affect the performance of the organization. Where the impact resulting from the problems that occur include work that is not in accordance with the expected goals.

2. Literature Review

Work Discipline. Discipline is the attitude, behavior and actions that are in accordance with company regulations, both written and unwritten. The regulations in question include absenteeism, slow entry, and early return of employees. So this is an employee disciplinary attitude that needs to be addressed properly by the management. Many define discipline as when employees always come and go home on time. That opinion is only one demanded by the organization. Therefore, discipline can be interpreted as behavior that is written or not written. (Hasibuan, 2009). Work discipline is the behavior of an employee in carrying out responsibilities, such as obeying the hours of coming and going home in accordance with predetermined provisions, besides that discipline can also be the responsibility of completing employee work so that it can be maximized and optimal. Work discipline can be defined as an attitude of respect, respect, obedience and adherence

to applicable regulations, both written and unwritten and able to carry them out and not shy away from accepting sanctions if he violates the duties and authority given to him. (Sastrohadiwiryo, 2003).

Gratitude in the Islamic encyclopedia is *asysyukr* which means words, deeds, and attitude of gratitude or *al-hamdu* which means praise. Meanwhile, according to *syara'*, it is an acknowledgment of the blessings bestowed by Allah SWT accompanied by submission to Him and using these blessings according to the will of Allah SWT. According to Imam al-Ghazali, gratitude is knowing that the favors obtained come from Allah SWT, feeling joy because they have received these favors, and using the favors obtained for purposes determined and liked by the giver of favors, namely Allah SWT. (Oktaviana, 2022). Meanwhile, in the concept of western psychology, according to Emmons and McCoullough, gratitude is taken from the Latin *gratia* which is a form of grace (grace), gratefulness. Gratitude according to McCoullough et al is a general tendency to recognize & respond gratefully and gratefully for the roles of kindness and benefits provided by others as well as experiences & positive results one gets. (McCoullough, 2014).

Workload. According to Vanchapo (2020) workload is a process or activity that must be completed by a worker within a certain period of time. If a worker is able to complete and adapt to a given number of tasks, then this does not become a workload. However, if the worker is not successful then the tasks and activities become a workload. Another opinion put forward by Linda (2014) states that workload is an effort that must be made by someone based on a request for the work to be completed. According to Monika (2018) workload is a process carried out by a person in completing the tasks of a job or a group of positions that are carried out under normal circumstances within a certain period of time. Dhanial (2010) concluded that workload is a number of activities in physical and psychological form that require mental abilities and must be completed within a certain period of time.

Performance is a means to improve those who do not do their job well in the organization. Many organizations are trying to achieve the goal of a position that is the best and trusted in their field. For this reason, it really depends on the implementers, namely the employees so that they achieve the goals set by the organization (Oporma et al, 2013). Performance is used for assessing the success or failure of the implementation of activities, programs, policies in accordance with the goals and objectives that have been set in order to realize the mission and vision of the organization. Mangkunegara (2001), defines performance as the result of work in quality and quantity achieved by an employee in the ability to carry out his duties in accordance with the responsibilities given to him. According to Rivai and Sagala (2010) performance is the real behavior displayed by each individual at work as work performance according to his role in the job given to him by the company where he works. Mangkunegara (2011), performance is the result of work in quality and quantity achieved by an employee in carrying out his work in accordance with the responsibilities given to him.

3. Research Method

In this study, researchers used explanatory research that used a quantitative approach. According to Sugiyono (2013), the explanatory research method is a research method that intends to explain the position of the variables studied and the influence between one

variable and another. Based on the type of explanatory level research, this type of research is associative research which aims to determine the relationship between two or more variables through hypothesis testing. (Sugiyono, 2017). In this study, researchers tried to explain the relationship between the variables of work discipline (X1), Gratitude (X2), Workload (X3) and Employee Performance (Y). This research uses a descriptive research method that uses a quantitative approach, with a causal associative design to find and examine the relationship between variables, namely work discipline (X1), Gratitude (X2), workload (X3) and employee performance (Y). The population in the study amounted to 99 employees, consisting of 29 people from the KPU and 70 people from the PPK Secretariat. In this study, the determination of the sample using saturated sampling method, namely the determination of the sample with all members of the population used as a sample. This is often done when the population size is relatively small, so that all members of the population are sampled. Thus, the sample used in this study amounted to 99 respondents.

4. Findings and Discussions

From the data processing that has been done, the partial t test results are obtained as follows.

Table 1. t test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.378	3.465		3.284	.001
	Disiplin	.342	.128	.316	2.342	.009
	Gratitude	.417	.133	.401	2.653	.001
	Beban Kerja	.483	.106	.351	2.611	.003

Based on the table above, the tcount value for the Work Discipline variable (X1) is 2.342, so the tcount value is greater than the ttable value ($2.342 > 1.984$) and the significant value of the Work Discipline variable is less than 0.05, so it can be stated that the Work Discipline variable (X1) partially has a significant effect on performance. Furthermore, the tcount value for the Gratitude variable (X2) is 2.653, so that the tcount value is greater than the ttable value ($2.653 > 1.984$) and the significant value of the Gratitude variable is less than 0.05, so it can be stated that the Gratitude variable (X2) is significantly partial significant effect on performance. Then, the tcount value for the Workload variable (X3) is 2.611, so that the tcount value is greater than the ttable value ($2.611 > 1.984$) and the significant value of the Workload variable is less than 0.05, so it can be stated that the Workload variable (X3) partially has a significant effect on performance.

Table 2. f test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1073.226	2	536.613	34.312	.000 ^b
	Residual	1287.764	97	13.847		
	Total	2360.990	99			
a. Dependent Variable: Kinerja						
b. Predictors: (Constant), Beban Kerja, Gratitude, Disiplin Kerja						

Based on the results of data processing in the table above, the Fcount value is 38.753, with a significance of 0.000. So that $F_{count} > F_{table}$ ($34.312 > 2.696$), thus it can be concluded that H_0 is rejected and H_a is accepted, which means that the Variables of Work Discipline (X1), Gratitude (X2), and Workload (X3) jointly affect performance (Y).

Based on the analysis that has been carried out, the results show that partially Work Discipline (X1) has a significant effect on performance. These results indicate that if each dimension and indicator of work discipline is improved, it will have a positive influence and can improve employee performance. Furthermore, the variable Gratitude (X2) partially has a significant effect on performance, these results indicate that, if each dimension and indicator of Gratitude is increased, it will have a positive influence and can improve employee performance. Then, the Workload variable (X3) partially also has a significant effect on Performance, these results indicate that, if each dimension and Workload indicator is corrected, it will have a positive influence and can improve employee performance.

5. Conclusion

The results showed that: Employee discipline partially affected the performance of employees at the KPU Secretariat of Musi Rawas Regency, the results of the t test showed that the calculated t value was greater than t table ($2.342 > 1.984$); Gratitude partially affects the performance of the KPU Secretariat staff at Musi Rawas Regency, the t test results show that the calculated t value is greater than t table ($3.653 > 1.984$); Workload partially affects the performance of the KPU Secretariat staff at Musi Rawas Regency, the t test results show that the calculated t value is greater than t table ($2.611 > 1.984$); Furthermore, Work Discipline, Gratitude, and Workload jointly (simultaneously) have a significant effect on the performance of KPU secretariat employees in Musi Rawas Regency, where the calculated f value is greater than f table ($34.312 > 2.696$).

References

Achmad S. Ruky. (2001). *Sistem Manajemen Kinerja*. Jakarta: Gramedia

- Dale, Timpe. (1992). *Kinerja*. Jakarta: PT.Gramedia.
- Emmons, R. A. & McCullough, M. E. (2004). *The Psychology of Gratitude*. New. York: Oxford University Press
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Pogram IBM SPSS: Edisi Sembilan*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gibson, et al. (1995). *Organisasi dan Manajemen, Edisi ke empat*. Jakarta: Erlangga,
- Hasibuan, Malayu. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Mangkunegara, A.P. (2012). *Manajemen Sumber Daya Manusia*. Bandung: PT. Remaja Rosdakarya.
- Rivai, Veithzal & Jauvani Sagala. (2011). *Manajemen Sumber Daya Manusia. Untuk Perusahaan Dari Teori ke Praktik*. Jakarta: Rajawali Press
- Robbins, Stephen P. (2008). *Perilaku Organisasi (alih bahasa Drs. Benjamin. Molan), Edisi Bahasa Indonesia*. Klaten: PT Intan Sejati
- Simamora, Henry. (2006). *Manajemen Sumberdaya Manusia*. Yogyakarta: Sekolah. Tinggi Ilmu Ekonomi YKPN.
- Siregar, Syofian. (2017). *Metode Penelitian Kuantitatif: dilengkapi dengan perbandingan perhitungan manual dan SPSS*. Jakarta: Penerbit Kencana
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.
- Sujarweni, V. Wiratna. (2019). *Metodologi Penelitian Bisnis & Ekonomi*. Yogyakarta: Pustaka Baru Press.
- Sutrisno, E. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana,
- Vanchapo, A. R. (2020). *Beban Kerja Dan Stres Kerja*. pertama. ed. Arsalan. Namira. Pasuruan, Jawa Timur: CV. Penerbit Qiara media. Weissgerber.
- Wibowo (2011). *Manajemen Kinerja*. Jakarta: PT. Raja Grafindo Persada. Dessler, 1984
- Wibowo. (2012). *Manajemen Kinerja (Edisi Ke 3)*. Jakarta: Rajawali Pers.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>)