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The Influence Of Work Discipline And Organizational Commitment On Employee Performance At PT Nawakara Arta Kencana

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Abstract

This research explains the influence of work discipline and organizational commitment on employee performance at PT Nawakara Arta Kencana. The method used in this research is a case study of PT Nawakara Arta Kencana employees. Questionnaires were given to 30 employees from management level to staff level as respondents. The data analysis technique used is Multiple Linear Regression Analysis. The research results show that work discipline has a significant effect on employee performance, and organizational commitment has a significant effect on employee performance. Work discipline and organizational commitment simultaneously influence employee performance.

Keywords:Work Discipline, Organizational Commitment, Performance.

INTRODUCTION

The work environment is one of the factors that employees will always face when working. A good work environment will have a positive effect on employees which will impact the employee's work performance and productivity. Likewise, if the environment where employees work is not comfortable, then employee work performance and productivity will experience stagnation or even decline, and this will impact the company's own income.Employees are assets that must be looked after by companies, as stated by Djamin (2015) in developed countries, employees and leaders of companies/agencies

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are considered important assets, some even consider them more important than money and goods. Therefore, in developed countries, employees and company/agency leaders strive to protect employees, pay attention to wages and salaries, occupational safety, occupational health, which in Indonesia is known as occupational safety and health (K3) and social security. .

PT. Nawakara Arta Kencana is one of the sister companies of the Nawakara Group which concentrates on escort services and securing money and valuables. The company has more than 400 employees spread across several cities in Indonesia.PT Nawakara Perkasa Nusantara was founded on November 9 1996 by a group of 9th class graduates of the National Police Academy. It is a privately owned company that offers a wide range of security services and is a form of security organization that serves the public. Security services are required to provide integrity and integrated services that include security efforts. To create good quality service in the world of security, human resources have a major role. Apart from achieving organizational goals, human resources are also expected to help overcome new challenges that currently exist. Facing all these challenges requires potential, skills, knowledge and abilities to support effective service realization.

Organizations must be able to create situations and conditions that encourage and enable employees to develop abilities and skills optimally, especially in terms of performance. According to Mangkunegara (2009) "Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Or it can be said that performance is a result achieved by a person in carrying out tasks based on skill, experience and seriousness as well as time according to predetermined standards and criteria." The relationship between work discipline and employee performance is very important in an organization. Work Discipline is a force that develops within an employee's body and causes employees to adapt voluntarily and to regulatory decisions, and to high values of work and behavior, Hamali (2016). Apart from work discipline, organizational commitment also influences employee performance. According to Luthans (2009) (in Wibowo, 2013) "Organizational Commitment is a strong desire to remain as a member of a particular organization, the desire to try hard in accordance with the organization's wishes and certain beliefs as well as acceptance of the organization's values and goals." The next influencing factor is job satisfaction. According to Robbins (in Wibowo, 2013) "Job satisfaction is a general attitude towards a person's work, which shows the difference

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between the amount of appreciation a worker receives and the amount the worker believes they should receive."

Organizational culture is one of the factors that influences employee performance. Organizational culture involves the habits that apply to a company (Sunarso, 2009). These habits can be seen from the habit of working hard or taking it easy, work solidarity or togetherness, and discipline. Lack of cooperation between employees in completing tasks assigned by the leadership, lack of awareness of employees to be willing to do work that is not their job for the smooth operation of the company, as well as lack of awareness of irregularities that have occurred in the company.

The implementation of job duties can also give rise to the possibility of problems in organizational culture. The lack of guidance and socialization regarding the existing culture means that the culture is not fully supported and implemented by employees, so this can be one of the factors causing problems in organizational culture (Hendri Dunana, 2020).

Employee quality is an important factor in performance, value, time and teamwork to achieve the goals expected by the company. Performance can be assessed and measured if each individual or group member has a code of ethics set by an organization. Therefore, in the absence of proportional goals and expected targets, it is impossible to identify individual jobs or organizational functions without clear signs of success. Apart from project support, another factor that can influence performance is the relationship between performance. Conflict is an important and beneficial element in organizational life. Work-life interactions are an inevitable part of the change process. Albert (2011) argues that there is a relationship between work and disasters. Albert said that conflict is good or encouraging if all parties discuss it and use peaceful talks to find a solution (Hendri Dunan, 2022).

LITERATURE REVIEW

Work Discipline

Organizational commitment also influences employee performance. According to Luthans (2009) (in Wibowo, 2013) Organizational Commitment is a strong desire to remain a member of a particular organization, the desire to try hard in accordance with the organization's desires and certain beliefs as well as acceptance of the organization's values and goals. The impact of good commitment is to create employees with high commitment who remain with the organization because they know the organization and

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are bound to remain members of the organization in achieving organizational goals. This can certainly improve employee performance.

Organizational Commitment

Organizational commitment also influences employee performance. According to Luthans (2009) (in Wibowo, 2013) Organizational Commitment is a strong desire to remain a member of a particular organization, the desire to try hard in accordance with the organization's desires and certain beliefs as well as acceptance of the organization's values and goals. The impact of good commitment is to create employees with high commitment who remain with the organization because they know the organization and are bound to remain members of the organization in achieving organizational goals. This can certainly improve employee performance

Job satisfaction

According to Robbins (in Wibowo, 2013) Job Satisfaction is a general attitude towards a person's work, which shows the difference between the amount of appreciation a worker receives and the amount the worker believes they should receive. The impact of job satisfaction is that it can increase production and reduce costs through improving employee attitudes and behavior.

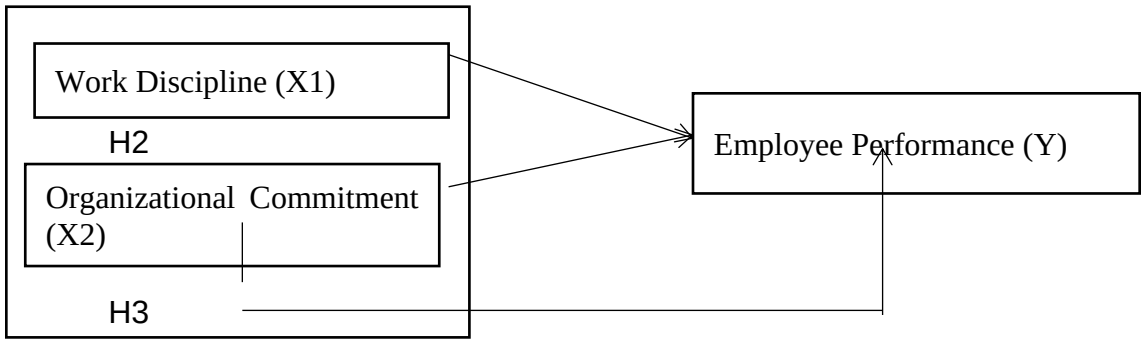
Performance

According to Mangkunegara (2009) Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Or it can be said that performance is a result achieved by a person in carrying out tasks based on skills, experience, seriousness and time according to previously established standards and criteria.

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Framework of Thought



Hypothesis

H1: The work discipline variable has a positive and significant effect on employee performance at PT Nawakara Arta Kencana

H2: The organizational commitment variable has a positive and significant effect on employee performance at PT Nawakara Arta Kencana

H3: The variables of work discipline and organizational commitment have a positive and significant effect on employee performance at PT Nawakara Arta Kencana

RESEARCH METHODS

This research aims to determine the influence of work discipline and organizational commitment on employee performance at PT Nawakara Arta Kencana using a quantitative analysis method based on multiple regression, where quantitative research is defined as research that focuses on analyzing numerical data (quantities) obtained through the method.

survey using a questionnaire distributed to PT Nawakara Arta Kencana employees. Questionnaires were distributed to 30 PT Nawakara Arta Kencana people from management level to staff level. The analysis used is Multiple Linear Regression Analysis.Multiple linear regression analysis or testing is used in this research to determine the relationship between two or more variables which can be used to predict the influence of the independent variable on the dependent variable. The t test is needed to show the effect of each independent variable on the dependent variable which is assumed to be constant. The F test is used to determine the effect of all independent variables on the dependent variable. By looking at the coefficient of determination (R2), you can see how much influence these variables have on each other. Based on the coefficient of

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determination (R2), the accuracy of multiple linear regression analysis shows that there is a large influence on the contribution of the independent and dependent variables.

RESULTS AND DISCUSSION

Validity test

a. Work Discipline Variables

The test criteria are if rcount > rtable with a significance of 5% then the tool is declared valid. If rcount < rtable then the tool is declared invalid. The following is a table of questionnaire validity test results from 30 respondents from the work discipline variable question with a total of 10 questions and analyzed using the Product Moment Correlations formula with the help of the SPSS v.24 application, the following data were obtained:

Table 1 Work Discipline Validity Test Results Using SPSS 24

No	Rcount	Table	Information
1	,443*	,3494	Valid
2	,408		Valid
3	,528**		Valid
4	,451*		Valid
5	,412*		Valid
6	,320		Valid
7	,361		Valid
8	,398		Valid
9	,433		Valid
10	,373*		Valid

Based on the table above, the results of calculating the validity of the 10 work discipline questionnaire items with 30 respondents where α = 0.05 and rtable = 0.3494, then all question items are said to be valid because they meet the requirements for a value of rcount > rtable.

b. Organizational Commitment

The test criteria are if rcount > rtable with a significance of 5% then the tool is declared valid. If rcount < rtable then the tool is declared invalid. The following is a table

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of questionnaire validity test results from 30 respondents from the organizational commitment variable question with a total of 10 questions and analyzed using the Product Moment Correlations formula with the help of the SPSS v.24 application, the following data were obtained:

Table 2 Results of the Validity Test of Organizational Commitment Using SPSS 24

No	Rcount	Table	Information
1	,359	,3494	Valid
2	,442		Valid
3	,521**		Valid
4	,392		Valid
5	,492**		Valid
6	,448		Valid
7	,380		Valid
8	,402		Valid
9	.406*		Valid
10	,412		Valid

Based on the table above, the results of calculating the validity of the 10 items of the organizational commitment questionnaire with 30 respondents where α = 0.05 and rtable = 0.3494, then all question items are said to be valid because they meet the requirements for a value of rcount > rtable.

c. Employee performance

The test criteria are if rcount > rtable with a significance of 5% then the tool is declared valid. If rcount < rtable then the tool is declared invalid. The following is a table of questionnaire validity test results from 30 respondents from employee performance variable questions with a total of 10 questions and analyzed using the Product Moment Correlations formula with the help of the SPSS v.24 application. The data obtained are as follows:

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Table 3 Employee Performance Validity Test Results Using SPSS 24

No	Rcount	Table	Information
1	,438	,3494	Valid
2	,379*		Valid
3	,379		Valid
4	,431		Valid
5	,395*		Valid
6	,489**		Valid
7	,440		Valid
8	,457		Valid
9	,493**		Valid
10	,529**		Valid

Based on the table above, the results of calculating the validity of 10 employee performance questionnaire items with 30 respondents where α = 0.05 and rtable = 0.3494, then all question items are said to be valid because they meet the requirements for a value of rcount > r table.

Reliability Test

a. Work Discipline

The basis for decision making in a reliability test is that if the Cronbach's Alpha value is > 0.60 then the questionnaire or questionnaire is declared reliable or consistent, while if the Cronbach's Alpha value is < 0.60 then the questionnaire or questionnaire is declared unreliable. The questionnaire reliability test using Cronbach Alpha with the SPSS application can be seen in the following table:

Table 4 Cronbach's Alpha Reliability Test for Work Discipline Variables

Reliability Statistics	
Cronbach's Alpha	N of Items
,064	10

Based on the results of the reliability test using the SPSS application that the researchers carried out, all showed a value for the work discipline variable of 0.064 and

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produced a Cronbach Alpha value > 0.6. So, it can be concluded that the work discipline questionnaire in this research is reliable. Thus, the research questionnaire that the researcher compiled is worthy of being used as a research instrument.

b. Organizational Commitment

The basis for decision making in a reliability test is that if the Cronbach's Alpha value is > 0.60 then the questionnaire or questionnaire is declared reliable or consistent, while if the Cronbach's Alpha value is < 0.60 then the questionnaire or questionnaire is declared unreliable. The questionnaire reliability test using Cronbach Alpha with the SPSS application can be seen in the following table:

Table 5 Cronbach's Alpha Reliability Test Results for Organizational Commitment Variables

Reliability Statistics	
Cronbach's Alphaa	N of Items
,067	10

Based on the results of the reliability test using the SPSS application that the researchers carried out, all showed a value for the organizational commitment variable of 0.067 and produced a Cronbach Alpha value > 0.6. So, it can be concluded that the organizational commitment questionnaire in this research is reliable. Thus, the research questionnaire that the researcher compiled is worthy of being used as a research instrument.

c. Employee performance

The basis for decision making in a reliability test is that if the Cronbach's Alpha value is > 0.60 then the questionnaire or questionnaire is declared reliable or consistent, while if the Cronbach's Alpha value is < 0.60 then the questionnaire or questionnaire is declared unreliable. The questionnaire reliability test using Cronbach Alpha with the SPSS application can be seen in the following table:

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Table 6 Cronbach's Alpha Reliability Test Results for Employee Performance Variables

Reliability Statistics	
Cronbach's Alpha	N of Items
,669	10

Based on the results of the reliability test using the SPSS application that the researchers carried out, all showed a value for the employee performance variable of 0.669 and produced a Cronbach Alpha value > 0.6. So, it can be concluded that the employee performance questionnaire in this research is reliable. Thus, the research questionnaire that the researcher compiled is worthy of being used as a research instrument.

1. Normality test

The normality test is used to determine whether the data used is normally distributed or not. In testing, data is said to be normally distributed if:

1) If sig > 0.05 then the data is normally distributed
2) If sig < 0.05 then the data is not normally distributed.

The data from the normality test results using SPSS 24 can be seen in the table below:

Table 7 Kolmogorof Smirnov Normality Test Results Using SPSS 24

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		30
Normal Parameters, b	Mean	,0000000
	Std. Deviation	2.84514792
Most Extreme Differences	Absolute	,096
	Positive	,096
	Negative	-,089
Statistical Tests		,096
Asymp. Sig. (2-tailed)		,200c,d

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a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

In testing, data is said to be normally distributed if the significance value is more than 0.05 (sig > 0.05). From the data analysis calculations above, the Asymp value is obtained. Sig = 0.200. It can be concluded that the above instruments have a normal distribution.

2. Multicollinearity Test

The multicollinearity test is used to determine the existence of a perfect linear relationship between several or all of the variables that explain the regression model. In testing, data is said to pass the multicollinearity test if:

a. If the tolerance value is > 0.10 or the VIF value is < 10 then it passes the multicollinearity test.
b. If the tolerance value is <0.10 or the VIF value is > 10 then it does not pass the multicollinearity test.

The data from the multicollinearity test using SPSS 24 can be seen in the table below:

Table 8 Multicollinearity Test Results Using SPSS 24

Coefficientsa			
Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	,926	1,079
	X2	,926	1,079
a. Dependent Variable: Y			

Based on the resultsIn the multicollinearity test above, it can be understood that all variables have a tolerance value of 0.926 and a VIF value of 1.079. Based on this value, it can be concluded that the data does not contain symptoms of multicollinearity or

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has passed the multicollinearity test, and meets the requirements for a tolerance value > 0.10 or a VIF value < 10.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residuals of one observation to another. If the variance of the residual from one observation to another is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity.

In testing, data is said to pass the heteroscedasticity test if:

a. If the sig value is > 0.05, then it passes the heteroscedasticity test.
b. If the sig value is <0.05, then it does not pass the heteroscedasticity test.

The data on the results of the heteroscedasticity test using SPSS 24 can be seen in the table below:

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Table 9Heteroscedasticity Test Results Using SPSS 24

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,555	9,293		,705	,487
	X1	,047	,142	,065	-,329	,745
	X2	,066	,150	,087	-,438	,665
a. Dependent Variable: ABS_RES						

Based on the resultsheteroscedasticity test above, it can be understood that all variables have a sig value > 0.05. Based on this value, it can be concluded that the data does not contain symptoms of heteroscedasticity or passes the heteroscedasticity test, and meets the requirements for a sig value > 0.05.

4. Multiple Linear Regression Test Analysis

In this research, the data analysis technique used is multiple linear regression analysis. This method is used to see the influence of the independent variable participation, work discipline and organizational commitment on the social dependent variable of employee performance. The following are the results of the multiple linear regression analysis equation analyzed using SPSS 24:

Table 10 Multiple Linear Regression Test Results Using SPSS 24

Coefficientsa

Model		Unstandardized Coefficients
		B
1	(Constant)	6,555
	X1	,047
	X2	,066

a. Dependent Variable: ABS_RES

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$$Y = a + ß_1X1 + ß2X2$$

The equation:

1. The constant value is 6.555. This number is a constant number which means that if employees have work discipline and organizational commitment (x1 and x2) then employee performance (y) will increase by 65.55%.
2. The work discipline regression coefficient value (x1) is 0.047. This figure means that for every 1% increase in the level of work discipline (x1), employee performance (y) will increase by 4.7%. Likewise, if the work discipline coefficient value (x1) decreases by 1%, then employee performance (y) will also decrease by 4.7%.
3. The regression coefficient value of organizational commitment (x2) is 0.066. This figure means that for every 1% increase in the level of organizational commitment (x2), employee performance (y) will increase by 6.6%. Likewise, if the value of the organizational commitment coefficient (x2) decreases by 1%, then employee performance (y) will also decrease by 6.6%.

5. Hypothesis Test Results

a. Determination Correlation Test Results (R2)

The coefficient of determination test (R2) is carried out to determine and predict how big or important the influence contribution provided by the independent variables together is on the dependent variable. The results of the determination test (R2) in this research can be seen in the following table:

Table 11 Coefficient of Determination Test Results (R2) Using SPSS 24

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,094a	,009	,365	1.96739
a. Predictors: (Constant), X2, X1				

Based on the table above, it can be understood that the Adj R Square value is 0.065 or 46.5%. The coefficient of determination value shows that the work discipline variable (X1), Organizational Commitment (X2), is able to explain the employee

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performance variable (y) by 36.5%, while the remaining 63.5% is explained by other factors.

b. Simultaneous F Test Results

The F test is used to see whether there is feasibility or a simultaneous influence between the independent variable and the dependent variable used in a study. The requirements for the F Test are as follows:

1. If the value of Fcount > Ftable or sig < α, then there is a significant influence between variables x and y.
2. If the value of Fcount < Ftable or sig > α, then there is no significant influence between variables x and y.

The results of the F test in this research can be seen in the following table:

Table 12 F Test Results Using SPSS 24

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,925	2	,463	4,120	,000b
	Residual	104,507	27	3,871		
	Total	105,432	29			
a. Dependent Variable: ABS_RES						
b. Predictors: (Constant), X2, X1						

Based on the data above, it can be understood that the Fcount value is 4.120 > the Ftable value for 30 samples is 3.354 and the sig value is 0.000 < the rtable value is 0.05, so Ho in this study is rejected and Ha in this study is accepted. With the conclusion that work discipline and organizational commitment influence employee performance at PT Nawakarya Arta Kencana.

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c. T test

The T test is carried out using samples selected randomly from the two groups or categories you want to test. Through this testing, analysts can find out whether the same process or treatment produces the same results in both groups, or different ones. The conditions for the T test are as follows:

1. If the value of Tcount > Ttable or sig < α, then Ho is rejected and Ha is accepted.
2. If the value of Tcount < Ttable or sig > α, then Ho is accepted and Ha is rejected.

The results of the F test in this research can be seen in the following table:

Table 13 T Test Results Using SPSS 24

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,555	9,293		3,705	,047
	X1	-,047	,142	,065	3,329	,045
	X2	,066	,150	,087	3,438	,045
a. Dependent Variable: ABS_RES						

Based on the data above, it can be understood that:

- MarkTcount of the work discipline variable (X1) is 3.705 > Ttable 2.048 and the sig value is 0.047 < 0.05, so Ha in this study is accepted and Ho is rejected. With the conclusion that work discipline influences employee performance at PT Nawakarya Arta Kencana.
- MarkThe tcount of the organizational commitment variable (X2) is 3.329 > Ttable 2.048 and the sig value is 0.045 < 0.05, so Ha in this study is accepted and Ho is rejected. With the conclusion that organizational commitment influences employee performance at PT Nawakarya Arta Kencana.

DISCUSSION

1) Influencework disciplineon employee performance

Hypothetical test results show that employee performance is influenced bywork discipline. Disciplined employees tend to be more trustworthy, have good attendance levels, complete tasks on time, and follow company procedures well. This directly

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contributes to their productivity and quality of work, as well as strengthening a good work culture within the organization. And this strengthens the researchThe influence of the work environment, work discipline and motivation on the performance of Lumajang Regency Regional Drinking Water Company (PDAM) employees with significant results on the work discipline variable (Hidayat and Taufiq, 2012

2) The influence of organizational commitment on employee performance

Hypothetical test results show that employee performance is influenced by organizational commitment. This shows that high organizational commitment can have a positive influence on employee performance. Employees who feel connected and committed to an organization's goals, values, and culture tend to be more motivated, productive, and dedicated to their work. This can lead to improved quality of work, better employee retention, and achievement of overall organizational goals.. And it is empoweringMany studies have shown the relationship between the variables of work discipline, organizational commitment and job satisfaction with employee performance, one of which is the influence of competency, job satisfaction and organizational commitment on the performance of Southeast Minahasa Regency Inspectorate employees with significant results on the variables of competency, job satisfaction and organizational commitment. (Pandaleke, 2016). And the influence of organizational commitment, motivation, capability and job satisfaction on the performance of Lumajang Regency Inspectorate employees with significant results on the variables of organizational commitment, motivation, capability and job satisfaction (Respatiningsih and Sudirjo, 2015). However, they do not pay much attention to validating similar connections in the context of security service companies.

CONCLUSION

Based on the research results, it can be concluded that all hypotheses are accepted andwork discipline and organizational commitmenthas a significant influence on employee performance at PT Nawakara Arta Kencana

1. With the dominance of the t-count, the results show that the organizational commitment variable has the greatest influence on employee performance of 3.329, which means that organizational commitment must be given great attention to create good employee performance, and apart from work discipline it has a t-count of 3.705.

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2. Apart from that, based on the results of the F test, it was found that all independent variables had an influence on the dependent variable.
3. And also bBased on the results of calculations and analysis of the influence of work discipline, organizational commitment on employee performance at PT Nawakarya Arta Kencana, it can be concluded that testing the coefficient of determination (R2) shows that the variables of work discipline and organizational commitment can influence employee performance at PT Nawakarya Arta Kencana by 36.5%, while the remaining 63.5% is explained by other factors.

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