

## THE EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF THE OFFICE OF THE REGIONAL LIBRARY AND ARCHIVES OF GOWA REGENCY

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### Abstract

The purpose of this study was to determine how much influence work discipline has on the performance of employees of the Regional Library and Archives Office of Gowa Regency. The population of this study were all employees of the Regional Library and Archives Office of Gowa Regency. While the sampling method used is the slovin method, so that the number of samples is determined as many as 30 people. To obtain the required data, the data collection methods used are observation, questionnaires and interviews. While the analysis method used is quantitative descriptive analysis, simple regression analysis and hypothesis testing. Based on the results of the research analysis on the effect of work discipline on employee performance at the Office of the Regional Library and Archives of Gowa Regency, this can be seen from the t test which shows that there is a positive effect of work discipline on the performance of employees of the regional library and archives office of Gowa Regency at  $0.003 < 0.005$  and the value of T Count.  $0.005$  and the T Count value of  $3.325 > \text{the T Table value of } 2.052$ , the t test shows that there is a positive effect of work discipline on employee performance at the library and archives office of the Gowa Regency area of  $0.000 < 0.05$  and the T Count value of  $4.963 > \text{the T Table value of } 2.052$ . Sedangkan from the results of the coefficient of determination ( $R^2$ ). Based on the results of the above analysis, it shows that performance and work discipline are able to explain the achievement variable, amounting to 53.9% while the rest can be explained by other variables not examined.

**Keywords:** Work Discipline and Employee Performance

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## INTRODUCTION

An agency is required to have a disciplined view and attitude to increase the work productivity of an employee, work discipline is the most important human resource management function and is closely related to resource management for an agency. Basically, every employee realises that work discipline is the key to success that must be applied and must be carried out by each individual because good work discipline will provide smoothness in carrying out work and will also achieve maximum work results in the organisation.

According to Sinungan's statement (2003) "discipline drives productivity or discipline is an important means to achieve productivity". In this condition, the actions that must be taken by the agency in minimising the costs of training and practice, must also be able to improve quality, for example from the internal aspect of the agency itself, including improving the quality of employees, namely work discipline.

To achieve the objectives of the agency, an attitude of employee work discipline is needed so that the work productivity of each employee can be increased, which in turn will increase the overall work productivity of employees as well, the work discipline of these employees will maintain their mental attitude and character to increasingly realise or understand the duties and responsibilities in their work. As for all agency efforts in taking employee work discipline measures, it will ultimately lead to an increase in employee work productivity.

This is also the case at the Library and Archives Service of Gowa Regency where there is still a lack of employee discipline. This can be seen, for example, in the high level of absenteeism, regulatory records and negligence, which in turn will reduce the level of employee productivity. Many actions of employees who are absent will reflect the high and low level of employee work discipline. Every agency will encounter problems regarding its workforce, leaving their work or not being at their workplace. Low absenteeism will have a direct impact on the resulting productivity. Discipline in an agency is needed, because this affects the effectiveness of work and efficiency towards organisational goals. The definition of work discipline itself according to (Nitisemito 2005), "discipline is more appropriate if it is defined as an attitude, behaviour and changes in accordance with the rules of the organisation, whether written or not". Siagian's opinion, explains that "Discipline is a management action to encourage agency members to fulfil the guidance of various provisions. (Siagian 2007). Discipline is a management activity to carry out established organisational standards". (Handoko, 2005). Work productivity is also influenced by the level of employee presence in the workplace is also influenced by the level of employee presence in the workplace or employee absenteeism. Productivity is unlikely to be achieved optimally if the level of employee attendance is very low, because employees do not come to work, optimally will not spend products / services as expected.

## RESEARCH METHODS

The location used as the object of this research is the regional library and archives office of Gowa Regency. This research design starts from a quantitative problem and limits the problems in the formulation of the problem stated in the question sentence, then the research uses theory to answer it. (Sugiyono, 2014).

Stating that the design must be specific, clear and detailed determined steadily from the start, being a step-by-step guide, the research design relates between variable X and variable Y, the research consists of 3 variables, namely independent variables (X) independent variables of supervision and work discipline, variable (Y) employee performance.

In this sampling technique the author uses purposive sampling technique. Sugiyono (2011), explains that: purposive sampling is a sampling technique with certain considerations. From the above understanding in order to facilitate research, the authors determine the properties and characteristics used in this study. So the sample in the study was a saturated sample, all the population was sampled, namely 30 employees at the Regional Library and Library Service of Gowa Regency.

## RESULTS AND DISCUSSION

Based on the results of statistical testing, it can be seen that partially or individually and simultaneously the entire dependent variable, namely work performance and work discipline, has an effect on employee performance at the East Manggarai Regional Library and Archives Office. The explanation of each variable is as follows.

### 1. The Effect of Work Performance on Work Discipline

The test results show that the motivation variable ( $X_1$ ) partially affects the employee work performance variable (Y). these results show a significant value (0.003). These results also show that with the motivation of each employee of the library and archives office of Gowa Regency, it will affect the improvement of employee performance. Because by providing work motivation to each employee, the work enthusiasm of employees will appear, feeling that they will be more noticed by their leaders. That way the leaders are also expected to pay attention to their employees, but previously the leaders must also be able to motivate themselves, so that in the future the leaders can motivate their employees.

Likewise from an employee, not only the enthusiasm to work when motivated. A good employee, must be able to work with high motivation, employees must also be able to generate, improve and maintain self-motivation must have both, if they want to have good work performance. Because the influence of good motivation for each employee will be able to improve work performance that can be achieved.

## **2. The Effect of Work Discipline on Work Performance**

The test results show that the work discipline variable (X1) can partially affect the employee work performance variable (Y). these results show a significant value (0.000). These results also show that with the discipline of each employee at the library and archives office of Gowa Regency, it will affect the improvement of employee work performance. This means that if employee work discipline increases, it will affect the achievement of work performance that can be achieved by each employee at the regional library and archives office of Gowa Regency. Because the work discipline of employees when carrying out their work will help the organisation in providing good public services and completing tasks on time. However, it is clear that employee discipline is still needed, especially in terms of attendance at the office and completion of each field, so that there is no delay in the work report. So the role of the leader in terms of improving employee work discipline is needed, especially how a leader can establish a good relationship with his employees, so that the leader can foster and improve employee work discipline so that employee work performance can be maximised, where employee work discipline will affect the achievements achieved, so that it will increase the performance achievement of each employee of the library and archives office of Gowa Regency.

Likewise, employees must be able to show their discipline at work. A good employee must be able to comply with the rules that apply in the organisation. Employees must also be able to manage time while working, especially in terms of completing work report responsibilities. So regardless of the role of the leader at the library and archives office of Gowa Regency, in directing and disciplining employees, and employees must also be able to comply with the rules that apply without the presence of the leader.

## **3. Work Performance and Work Discipline Jointly Affect Employee Job Achievement**

From the results of the F test, it shows that the calculated F value is 12.309, this value is greater than the F table, which is 3.35 or  $F_{count} 12.309 > F_{table} 3.35$  with a probability of 0.000. Because the probability value is much smaller than 0.05, then work performance and work discipline together affect employee performance. This is felt by employees of the library and archives office of Gowa Regency, that work motivation and work discipline affect employee performance.

## **SKILLS**

Based on the results of research in which work performance and work discipline partially and simultaneously can affect employee performance at the library and archives office of Gowa Regency, from the partial test results the more dominant variable affects employee performance at the library and archives office of Gowa Regency work performance:

1. The t test shows that there is a positive effect of work discipline on the work performance of employees of the regional library and archives office of Gowa Regency of  $0.003 < 0.005$  and the T Count value of  $3.325 > T$  Table value.
2. The t test shows that there is a positive effect of work discipline on employee performance at the Office of the Library and Regional Archives of Gowa Regency at  $0.000 < 0.05$  and the value of  $T_{hitung} 4.963 > T$  Table value 2.052. From the results of the coefficient of determination ( $R^2$ )
3. Indicates that work motivation and work discipline are able to explain the achievement variable, by 53.9% while the rest can be explained by other variables not examined.

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