THE IMPACT OF WORKPLACE DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. PHARMA HEALTH CARE

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Abstract

The purpose of this study is to investigate and analyses how employee performance is impacted by workplace rules, rewards, and job characteristics. PT. Pharma HealthCare was the site of this study. In this study, there were 501 employees in the population and 92 participants in the sample. The method of sampling employs a non-probability sampling strategy. Utilizing a questionnaire gathering method to gather data from primary sources. The IBM SPSS 25 programmer was the analytical instrument employed. The findings demonstrated that, in contrast to incentives, which had no influence on employee performance, work discipline and job features had a considerable beneficial impact on employee performance.

Keywords: *Work Discipline, Incentive, Job Characteristics, Employee Performance*

1. INTRODUCTION

Performance is also the result of employee work required by the industry to its goals, so performance is always related to its goals and achievements. According to Wibowo (2010:7) performance is also about doing work and the results achieved from the work. In a company or organization of course has a goal to be achieved, in the short term to prepare the plaining that is needed in the next two to three years so that the production needs go smoothly and in the long term to make the industry the main reference in the pharmaceutical industry known with quality products and easily accessible by consumers. To this, a good company or organization performance is required. The performance of the company is closely related to the performance of employees. If the performance of employees is good, it will have a positive impact on the company's performance.

Adapula the factors that influence employee performance consisting of: ability, incentive, capacity, help, environment, validity and evaluation (Notoatmodjo, 2002). These factors become some of the driving factors for performing well and improving its performance. Do not

forget that companies or industries should also pay attention to the characteristics of work in improving employee performance. Because in the level of the characteristics of the work that is arranged as well as possible and in line with the work of the employee, then the worker will feel comfortable and the work he does. Results achieved by the employee or performance can be seen from the goals and achievements obtained by the employees themselves. Beyond the set goals, in accordance with the goals or even not in conformity with those goals. If this can be met, then employees will produce good performance and can meet the desires and goals already set by the industry.

The first factor of work discipline is the observance and compliance of employees with the rules already established and enforced. Discipline can be applied from an early age so that when you plunge into the world of work you are already accustomed to the rules set on the industry and it is not too difficult to get used to the discipline in work. Therefore, work discipline can be understood as implementation to consolidate organizational guidelines. (Mangkunegara, 2011:129). Based on the results of research conducted by Ariyati and Samosir (2019) shows that work discipline has a positive and significant impact on employee performance. And research from Chrisnanto and Riyanto (2020) shows that discipline has a positive impact on employee performance. While the results of research conducted by Suriani et al., (2018) show that discipline is ineffective and insignificant. On the variable of work discipline each employee must be further improved and modified to be better to improve employee performance.

The second factor is the incentive that can be said as a form of payment related to performance and the distribution of benefits to employees due to increased productivity or cost savings. (Chrisnanto dan Riyanto, 2020). Based on the results of research conducted by Yuliyanti et al., (2017) showed that incentives have a significant positive impact on employee performance. As well as research conducted by Widhianingrum (2018) showed that incentives have a significant impact on employee performance. Rumondor's study (2021) showed that incentives have an insignificant and negative impact on employee performance. An incentive variable is an additional reward other than salary or salary for being able to work better or above the standards established by the industry or company.

Adapula characteristics of work that can create conditions that can arouse the work spirit for the performance of employees. The characteristics of work can create a favorable working atmosphere and job satisfaction on the performance in doing its work. Luthans (2008) describes

the characteristics of work as an approach in designing work that shows the way of work that is described by indicators that are variations in skills in performing tasks or facing problems in tasks that are performed, the identity of tasks which explains the content of activities on the job, significance, autonomy and feedback in work either within a division or outside the division. Based on the results of research conducted by Syaiful (2018) and Nurtjahjono et al., (2020) showed that job characteristics have a positive and significant impact on employee performance. The results of Puspika (2019) show that the characteristics of work have a negative and significant impact on employee performance.

2. RESEARCH METHOD

The population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be used as learning and conclusions (Sugiyono, 2017). Or it can simply be that the population is the entire object used as research. The population studied by employees of PT. Pharma Health CareJl. SukamajuNo. 1, City of Depok, West Java, 50185. With a total of 501 employees.

The sample is part of the number and characteristics possessed bythe population itself (Sugiyono, 2017). The technique in taking this sample is non-probability sampling. Non-probability sampling is a technique that takes samples that do not provide equal opportunities or opportunities for each element or population to be selected as samples (Sugiyono, 2017). The number of samples in this study using the formula from Green (1921) is 50+8n, where n is the number of variables. And in this study using as many as 4 variables. So the calculation is as follows:

Number of samples $= 50 + 8(n)$

$= 50 + 8(4)$

$= 82$

So on to researchThis study used 82 respondents, but to avoid data shortages in data collection, this study decided to take a sample of 100 respondents in this study. The analytical tool used is multiple linear regression with the help of the IBM SPSS 26 program. In this study using multiple linear regression analysis in order to find out howthe effect of the variables of Work Discipline (X1), Incentives (X2) and Job Characteristics (X3) on Employee Performance (Y) at

PT. Pharma Health CareJl. SukamajuNo. 1, City of Depok. In this multiple linear regression analysis using the following formula:

Y= a+ β1X1 + β2X2 + β3X3 + e

Information:

Y   = Job satisfaction

A   = constant β1.β2.β3   = Regression Coefficient ε   = Errors

X1   = Job Placement Variables

X2   = Work Facility Variable

X3   = Leadership Style Variables

3. RESULT AND DISCUSSION

This study was conducted on the staff of PT. Pharma Health Kota Depok, West Java, 50185. Number of employees. Pharma Health Care City Depok has 501 employees. The number of questionnaires when distributed amounts to 100 respondents. Pharma Health Care. The number of questionnaires that will be returned but not filled is 1 questionnaire, while the number of Questionnaire returned and will be processed is 92 questionnaries.

Testing model

The model test in this study is using the F test and determination coefficient test. (Adj R2). The F test aims to determine whether all the variables included in the model test on the study are eligible for further analysis. (Ghozali, 2018). The determination coefficient test is used to measure how far the model's ability in describing variable variation is bound. (Ghozali, 2018). The test results can be seen in Table 1 as follows:

Table 1.Test Models

Independent Variable	Dependent Variable	F	Sig	*Adjusted R Square*
Work Discipline (X1)	Employee Performance (Y)	30,576	0.000	0.464a
Incentive (X2)				
Job Characteristics (X3)				

Source: primary data processed by SPSS 25, 2023

Based on Table 3, it shows that the F value is 30,576 with a significant value of 0,000 < 0,05. This means that the regression model on this study can be said to be valid or fit. Table 3 shows that the Adjusted R Square value was 0.475 meaning that the employee performance variable could be explained by the work discipline, incentive, and job characteristics variables of 47.5%, while the remaining 52.5% was explained with other factors outside the model not examined in this study.

Dual linear regression analysis and t-test

Double linear regression analysis is a lineary regression model by associating more than one free variable. The results of the double linear regression analysis can be seen in Table 2 as follows:

Table2.Multiple Linear Regression Analysis and t Test

Independent Variable	Dependent Variable	Betas	Sig	Information
Work Discipline (X1)	Employee Performance (Y)	0.241	0.007	Accepted
Incentive (X2)		0.112	0.288	Rejected
Job Characteristics (X3)		0.454	0.000	Accepted

Source: primary data processed by SPSS 25, 2023

Based on table 2, the regression equation can be compiled as follows:

$Y = 0.241 X1 + 0.112 X2 + 0.454 X3 + e$

The t test aims to show the great influence of one independent variable individually in explaining the variation of independent variables. (Ghozali, 2018). The t test can be seen in Table 4.

Based on table 4, it is shown that on the work discipline variable shows a beta coefficient value of 0.241 with a significance value of 0,007 and 0.05. It can be concluded that the work discipline has a significant positive impact on employee performance, so the first hypothesis (H1) that states that the working discipline significantly positively affects employee performances, **is accepted**.

Based on 4, it is shown that on the incentive variable shows a beta coefficient value of 0.112 with a significance value of 0,288 > 0, 05. It can be concluded that incentives have no

effect on employee performance, so the second hypothesis (H2) that the incentive has a positive effect on employees performance, **is rejected**.

Based on Table 4, it is shown that on the variable characteristics of work shows a beta coefficient value of 0.454 with a significance value of 0,000 and 0.05. It can be concluded that the characteristics of the work have a significant positive impact on the performance of the employee, so the third hypothesis (H3) which states that the work characteristics have a substantial positive effect on employee performance, **is accepted.**

Working discipline has a significant positive impact on employee performance
This is due to the employee in PT. Pharma Health CareCity Depok has adhered to the applicable code of ethics and is prepared to be sanctioned when committing violations. Discipline must be enforced so that the performance or members of the organization can easily optimal results. Working discipline can also affect the performance of employees in PT. Pharma Health CareCity Depok because employees always maintain decency in behavior and come and go home to work according to the rules laid down. The findings support research conducted by Ariyati and Samosir (2019) and Chrisnanto and Riyanto (2020) that stated that work discipline has a significant positive impact on employee performance.

Incentives do not affect employee performance.
Incentives cannot affect employee performance in PT. Pharma Health CareA large Depok city is likely due to its implementation of incentives in groups or parts. If, in the three-month assessment period, the group or part does not meet the set objectives or standards, then that group or section does not Obtain incentive rights in the form of money or material needs. The results of this study support the study conducted by Rumondor (2021) which showed that incentives did not affect employee performance.

Work Characteristics Have Significant Positive Impact on Employee Performance
This is due to the employee in PT. Pharma Health CareCity Depok is required to complete the work on time and get feedback when the effectiveness of the work can be achieved. In addition, this is due to the work done by employees in PT. Pharma Health CareCity Depok requires a high level of effectiveness and the tasks performed have significance to be done well. The results of

this study support research conducted by Syaiful (2018) and Nurtjahjono et al., (2020) stating that job characteristics have a significant positive impact on employee performance.

CONCLUSION

Based on the tests and analyses that have been carried out, the results show that work discipline has a significant positive impact on employee performance. This means that if the work discipline increases, the performance of employees will increase. Incentives do not affect employee performance. This means that if the incentive increases, the performance of employees will neither decrease nor increase. The characteristics of work have a significant positive impact on the performance of employees. This means that if the characteristics of work increase, then the performance of employees will increase.

On this research has a limitation that is to obtain research data only using a closed questionnaire, so it can not reveal or dig deeper about the perception of employees about the work discipline applied to PT. Pharma Health CareCity Depok, about the characteristics of work and incentives given by PT. Pharma Health Care.

The advice given is that the leader of the company needs to pay more attention to the characteristics of the work so that the performance of employees can be improved. Such efforts can be done by giving feedback to employees, being required to complete work on time, and improving the effectiveness of work. Corporate leaders also need to pay more attention to the work discipline so that the performance of employees can be improved. This can be done by increasing compliance with applicable code of ethics, imposing sanctions when committing violations, and insisting on all employees to always come and go home to work in accordance with the established rules. In addition, corporate leaders need to pay more attention to incentives so that employee performance can also be improved. Such efforts can be done by providing sufficient facilities to employees in performing work, providing special equipment needed in the work environment, and giving bonuses to employees who have done the work well.

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