



Discipline Value in The Governance of Work Environment

Isniar Budiarti^{1*}

Department of Management, Faculty of Economics & Business
Universitas Komputer Indonesia, Jalan Dipati Ukur 102-106, Bandung, INDONESIA
isniar.budiarti@email.unikom.ac.id

Hadi Purnomo²

Department of Management, Faculty of Economics & Business
Universitas Komputer Indonesia, Jalan Dipati Ukur 102-106, Bandung, INDONESIA
hadi.purnomo@email.unikom.ac.id

Nawal³

Department of Management, Faculty of Economics & Business
Universitas Komputer Indonesia, Jalan Dipati Ukur 102-106, Bandung, INDONESIA
nawal.21220269@mahasiswa.unikom.ac.id

ABSTRACT

This study aims to determine how much influence work discipline has on the work productivity of one of the Regional Secretariats in Ciamis. This study used 57 samples of respondents at one of the Regional Secretariats in Ciamis. The sampling method used in this study is a nonprobability sampling technique with data collection through questionnaires, interviews, and observations. The method used in the study was simple linear regression analysis which was then processed with SPSS 27 for Windows software. The results obtained work discipline has a positive and significant effect on work productivity in one of the Regional Secretariat of Ciamis. So that each employee has responsibility for meeting work targets and also complying with established regulations, good and solid cooperation between employees affects work productivity at the Regional Secretariat of Ciamis.

Keywords: Work Discipline, Work Productivity, Work Environment

1. INTRODUCTION

Human resources are a collection of people who have the expertise, knowledge, and skills needed to achieve organizational or company goals. Human resources also include personal traits such as attitudes, motivations, and values that can influence the functioning of an organization or corporation (Mathis, 2018). The effectiveness and excellence of the organization are highly dependent on the quality of its human resources. The availability of high-quality human resources in an organization will show better performance capabilities and work productivity. Employees as the key to every activity of a government organization is a unique asset because in its management

© The Author(s) 2024

L. Warlina and S. Luckyardi (eds.), *Proceedings of the International Conference on Business, Economics, Social Sciences, and Humanities - Economics, Business and Management Track (ICOBEST-EBM 2024)*, Advances in Economics, Business and Management Research 291,
https://doi.org/10.2991/978-94-6463-465-5_10

many factors affect it, of course, it is difficult to predict will affect the productivity of each employee.

The government sector is a part of the economy that consists of various government agencies or institutions that are responsible for regulating and managing state policies, programs, and budgets. The government sector has an important role in facilitating economic growth, protecting public interests, promoting social welfare, and improving people's quality of life.

Government Regulation Number 23 of 2014 concerning Regional Government, which has been amended several times most recently by Law Number 9 of 2015 through the decision of the Ciamis Regent Number 800/Kpts.19/DPMD/2022. This law regulates the authority, organization, and governance of regional governments, including the Regional Secretariat.

Work productivity is the ability to create goods or services using various resources and abilities possessed by each employee (Kustini & Sari, 2020). All organizations/agencies want their employees to have high productivity as well as one of the Regional Secretariats in Ciamis. But in reality, employee productivity in one of the Regional Secretariats in Ciamis has not been able to reach the desired target.

Discipline among staff in the Regional Secretariats in Ciamis can help employees adjust to voluntary decisions, restrictions, and workplace principles. In a restricted meaning, typically linked with punishment. Discipline involves more than just penalizing employees (Sutrisno, 2017). According to the Government Regulation of the Republic of Indonesia Number 53 Year 2010 on Discipline of Civil Servants, discipline refers to the ability of civil servants to comply with their obligations and avoid violating legislation or regulations. Therefore, discipline can increase productivity.

Productivity is the efficient use of tools and work procedures that ultimately contribute to the same goal. In other words, productivity at work is the ratio between work output and the time required to produce a work product from a worker. Work productivity refers to the relationship between input and output (Devita et al., 2019). Ten factors affect productivity, including employee skills and abilities, leadership abilities, compensation, work discipline, relationships with coworkers, employee health and safety, work environment, education and work experience, employee maintenance, and work motivation (Agustini, 2019). In employee productivity, many factors can help increase employee productivity.

Employees who are not obedient to working hours and who are not serious about carrying out their duties exhibit a low level of awareness of their duties and responsibilities in carrying out their work, which is one of the challenges faced in increasing employee productivity (Uwewengo et al., 2023). Work discipline can be characterized as employees' awareness and willingness to follow the company's norms and standards. Work discipline is also related to work productivity, to increase productivity requires good work discipline, work discipline is a process where we must obey the rules that apply in an organization.

Employees need to have work discipline because what the company wants to achieve will be difficult to achieve without it. Employees must understand that having good work discipline will result in benefits for the company and the employees themselves (Dhyan et al., 2020). If employees are more disciplined, they have a higher level of performance, and conversely, if employees lack discipline, it will hinder and slow down the achievement of company goals (Kartika, 2021). Work discipline will help employees achieve organizational goals. Discipline is one of the keys to success.

Employees' responsibility to fulfill their responsibilities and come to work on time determines the success of an organization. However, based on observations, there are still many employees who arrive late, leave the office during working hours, procrastinate in completing office tasks, and communicate poorly with leaders. These factors can have an impact on one's productivity at work, as individual characteristics also affect productivity. The phenomenon of work discipline in one of the Regional Secretariats in Ciamis there are still some employees who have not respected the laws of working hours and employees who have not maximized in enhancing the quality or quality of their job, which has an impact on work productivity. From the results of research conducted by Setiawan Muhammad Dedi, Bakri, Ilyas, 2022 work discipline has a significant and positive effect on work productivity. Indicates that the better work discipline, the better work productivity will be (Setiawan 2022). Prioritize a consequence for employees who have violated to increase work productivity so that targets will be quickly achieved (Azwar et al., 2021). Work discipline can run well if employees obey the rules set by the company (Simartama, 2022). Poor employee work attitude, one of the factors leading to lower work productivity is that some employees are irresponsible and take no initiative in their work (Sutrisno et al., 2023). However, there is still little literature that discusses work discipline and productivity indicators so they have different answers, relatively few respondents, this research does not show the effect of each indicator so readers are still doubtful about the arguments presented by the author. Researchers conducted further research related to the same problems as previous researchers, the novelty that researchers will make is to increase the number of respondents, researchers will analyze each indicator per variable so that later the research results obtained will show argumentation.

The Regional Secretariat should consistently provide education and training to its workers to improve skills and attitudes. This will make it easier for workers to complete tasks on schedule and within budget, which in turn will increase the productivity and profitability of the company. This study seeks to assess the extent to which discipline influences employee productivity.

Based on the above problems, a question arises how much work discipline affect work productivity. Therefore, the author made this journal to provide insight to readers about how Work Discipline Affects the Work Productivity of One Regional Secretariat in Ciamis.

2. METHODOLOGY

The author puts forward two variables that will be studied. this research was conducted at one of the Regional Secretariats of Ciamis. this type of research uses descriptive verification analysis methods with a quantitative approach.

Primary data and secondary data are the data sources used, through interviews and questionnaires with structured questions to obtain accurate information, for secondary data it comes from literature studies, literature books, previous research journals and relevant internet media so that this secondary data can help complete primary data that has been obtained. Operational measurements use Likert scale measurement instrument, data analysis is tested using linear regression. The population in this study was determined as 57 samples using the Slovin formula.

According to Pandi Afandi work discipline can be evaluated using several dimensions, namely time observance and responsibility (Afandi, 2018). Furthermore,

according to Agustini five indicators can measure work productivity, namely, quality, honesty, initiative, attendance, cooperation, and time utilization (Agustini, 2019).

3. DISCUSSION

3.1. Validity Test

The validity test in research is needed to see the extent to which the questionnaire used can produce valid data using Pearson correlation analysis. The reference for decision-making in determining whether a questionnaire is valid is if $r_{\text{value}} > r_{\text{table}}$. The r_{table} value in this study is 0.266 so that if the value > 0.266 , the questionnaire is declared valid. The estimated r value for each question in the Regional Secretariat Ciamis questionnaire exceeds the r table. Thus, all question items were deemed valid.

3.2. Reability Test

The reliability test determines the extent to which the questionnaire can yield consistent replies using Cronbach alpha analysis greater than or equal to 0.70. The reliability test conditions are $\alpha > 0.70$ (indicating that it is reliable). Reability test the results state the alpha value of discipline is $0.792 > 0.70$ and productivity with an alpha value of $0.782 > 0.70$, meaning that this measuring instrument is declared reliable.

3.3. Classical Assumption Test

3.3.1. Normality Test

The residual data obtained is subjected to a normality test to ascertain its distribution. Graph analysis and statistical analysis are the two methods used to determine whether or not the residuals in the normality test are normally distributed.

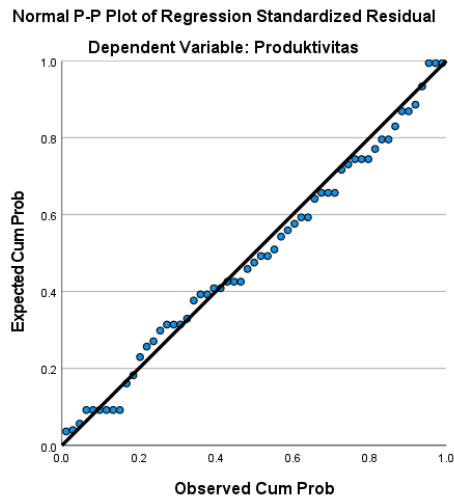


Figure 1: Graphic Probability-Plot

The graphic in Figure 2 above demonstrates that the distribution follows the direction of the line around the diagonal line, implying that the data is normally distributed.

3.4. Simple Linear Regression Test

Simple regression analysis is a method for determining the impact of work discipline on variable productivity. Based on the findings of the analysis, the simple linear regression model is provided below (Table 1).

Table 1: T test results

		<u>Coefficients^a</u>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	.734	.276		2.657	.010
	Work Discipline	.789	.096	.743	8.228	.000

a. Dependent Variable: Productivity

Source: The data is processed by author (2024)

Table 2 contains a simple linear regression equation. The outcome of the linear regression equation can be read as follows: The constant coefficient is positive (0.734), meaning that the increase in employee work discipline will further increase employee work productivity. The discipline regression coefficient is positive, namely 0.789, this suggests that for every 1 unit improvement in work discipline, employee work productivity increases by 0.789, provided all other variables remain constant.

According to the Partial Test Results above, the t-value is 2.657 and the t-table value is 1.673. The t-value > t-table (2.657 > 1.673) indicates that the hypothesis is accepted, and for the coefficient (8.228 > 1.673), both Ho is rejected and H1 is accepted, suggesting that the constant and regression coefficient are statistically significant.

3.5. Coefficient of Determination

The coefficient of determination measures the suitability or accuracy of the link between the estimated value or regression line and the sample data. The coefficient of determination can also be used to describe how work discipline influences productivity.

Table 2: F test results

		<u>ANOVA^a</u>				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.185	1	14.185	67.705	.000 ^b
	Residual	11.523	55	.210		
	Total	25.708	56			

a. Dependent Variable: Productivity

b. Predictors: (Constant), Discipline

Source: The data is processed by author (2024)

Based on Table 3 a F test results with the probability approach, the table above shows sig.=0.00, in the condition of a significant level of $0.00 < 0.05$; then H_0 is rejected (H_1 is accepted), in the sense that there is an influence of work discipline variables on work productivity.

3.6. Coefficient of Determination Test (Adjust R Square)

Table 3: Determination test results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.743 ^a	.552	.544	.45773

a. Predictors: (Constant), Work Discipline

According to Table 4, the adjusted coefficient of determination, or R Square number, is 0.552, or 55.2%, based on the coefficient of determination analysis in the preceding table. Work discipline improves productivity by 55.2%; other factors unrelated to work discipline account for the remaining 44.8%.

3.7. Hypothesis Testing

Based on data processing, the influence between variables is obtained as shown in Table 5 below.

Table 4: Hypothesis testing

Hypothesis	T-Value	T-table	R ²	Conclusion
Work Discipline → Work Productivity	8.228	1.673	0.552	H1-Accepted (significant)

Based on Table 5 the above table's coefficient of determination analysis results, it show that work discipline has a positive and significant effect on work productivity in one of the Regional Secretariats of Ciamis. The following figure is a recapitulation of each indicator of work discipline on work productivity (Figure 2).

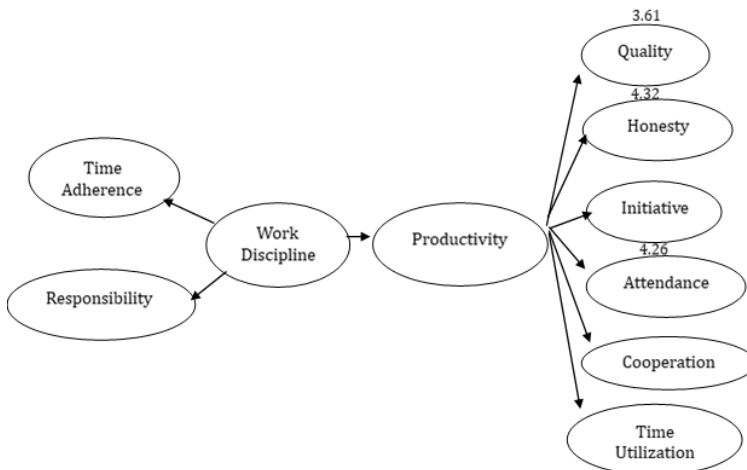


Figure 2: Recapitulation of Indicators

Based on Figure 2 The effect produced by work discipline on productivity is 55.2% while the remaining 44.8 is the influence of other variables outside of work discipline. The average value of the work discipline variable in the first indicator, namely time observance, is 4.02, this value falls into the “high” category because it is in the interval 3.41-4.20, which means that employees feel that time observance has been done well. Furthermore, the responsibility indicator with an average of 4.08 is included in the “high” category because employees feel responsible for carrying out their duties.

The work productivity variable, the highest average value is the cooperation indicator with a value of 4.49, which is included in the “very high” category in the interval 4.21-5.00, which means that employees feel they have high cooperation. The lowest indicator is time utilization with an average value of 1.45 which is included in the “very low” category in the interval 1.00-1.80. That each employee has his responsibility in meeting work targets and also complying with established regulations, as well as good and solid cooperation between employees to affect work productivity at the Regional Secretariat of Ciamis. The establishment of a work environment and work discipline, it is envisaged that unit employees will increase their work performance or performance inside the institution (Kharisma et al., 2024).

The influence of discipline on employee performance is one of the important causes to support company productivity Thus, employees will work enthusiastically to produce quality goods and services (Kalia et al., 2023). Based on this research that work productivity will increase from the current condition if work discipline can be improved, it is in accordance with what is stated that employee work discipline is a factor that can be used to predict employee work productivity in the future. Based on this research work productivity will increase from the current condition if work discipline can be improved. This theory is in line with the results of research conducted by (Firmansyah, 2020) that work discipline is very influential on employee work productivity because a person's attitude and behavior depend on his willingness to work hard and the determination to achieve the desired goals. What can be considered in achieving high performance is employee discipline. A person who succeeds or achieves is usually those who have high discipline. A healthy and strong person usually has regularity in taking care of himself because the main characteristics of discipline are order and order.

4. CONCLUSION AND RECOMMENDATION

The results of the research that has been done based on the t-test show that work discipline has a positive and significant effect on work productivity in one of the Regional Secretariats of Ciamis. So it can be concluded that if work discipline is good, it will affect productivity. Conversely, if work discipline in productivity is bad, it will affect productivity which will also decrease. So that each employee has responsibility for meeting work targets and also complying with established regulations, good and solid cooperation between employees affects work productivity at the Regional Secretariat of Ciamis.

ACKNOWLEDGMENTS

The author express gratitude and appreciation to the Rector of UNIKOM and his staff who have provided the opportunity for this research; The entire leadership of the Regional Secretariat of West Java Province who have given permission to the author to conduct research in Ciamis, West Java; All chairman and vice chairman of the Ciamis

Regional Secretariat who have helped and provided support to the author in collecting data so that this research can be completed.

REFERENCES

- Afandi P. (2018). *Concept & Indicator Human Resources Management For Management Research*. Zanafa Publishing.
- Agustini, F. (2019). *Human Resource Management Strategy*. UISU Press.
- Azwar, A., Rajindra, R., & Mutmainnah, M. (2021). Influence of Work Motivation and Work Discipline on Employee Work Productivity at PT. Surya Setia Prosperity Hammer. *International Journal of Health, Economics, and Social Sciences (IJHESS)*, 3(4), 242-249. <https://doi.org/10.56338/ijhess.v3i4.1895>
- Devita, B., Wardani, P., & Riyanto, S. (2019). The Influence of Motivation, Discipline and Work Environment on the Performance of the Inspectorate of Government Internal Supervisory Apparatus Bekasi District. In *International Journal of Innovative Science and Research Technology*, 4(5). www.ijisrt.com956
- Dhyan Parashakti, R., Ekhsan, M., & Dian Nusantara, U. (2020). The Effect of Discipline and Motivation on Employee Performance in PT Samsung Elektronik Indonesia. *Journal Of Research In Business Economics and Education*, 2(3). <https://doi.org/10.52909/jbemk.v1i1.27>
- Firmansyah, D. (2020). The Influence Of Discipline On Employee Productivity In The Social Department Of BIMA District. *DIMENSI*, 9(2), 202–216. <https://doi.org/10.33373/dms.v9i2.2532>
- Kalia, P., Singla, M., & Kaushal, R. (2023). Human resource management practices and employee retention in the Indian textile industry. *International Journal of Productivity and Performance Management*, 73(11), 96–121. <https://doi.org/10.1108/IJPPM-01-2022-0057>
- Kartika Wuri Handayani, T. (2021). Effect Of Work Motivation, Work Discipline and Perfection Of Organizational Support On Employee Performance In Manyaran Sub-District Office. *Business and Accounting Research (IJEBAR) Peer Reviewed-International Journal*, 5. <https://doi.org/10.29040/ijebar.v5i4.2596>
- Kharisma, Y., Kharista, M., Hakim, Y., & Sadarrudin, M. A. P. (2024). The Influence of Work Environment and Work Discipline on the Performance of the Regional Police Force in Samarinda City. *Indonesian Interdisciplinary Journal of Sharia Economics (IJSE)*, 7(2), 3151-3168. <https://doi.org/10.31538/ijse.v7i2.4919>
- Kustini, E., & Sari, N. (2020). Pengaruh Pelatihan Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Bumen Redja Abadi – BSD. *Jurnal Ilmiah, Manajemen Sumber Daya Manusia*, 3(3), 303–311. <https://doi.org/10.32493/JJSDM.v3i3.4868>

- Mathis, & John H. Jackson. (2018). *Human Resource Management* (16th Edition). Cengage Learning.
- Setiawan Muhammad Dedi, M. Bakri, & Ilyas. (2022). Pengaruh Disiplin Kerja Dan Fasilitas Kerja Terhadap Produktivitas Kerja Karyawan Pada Kantor Dinas Pekerjaan Umum Dan Penataan Ruang Kota Banda Aceh. *Serambi Konstruktivias*, 4(2), 109–115. <https://doi.org/10.32672/konstruktivis.v4i2.4643>
- Simarmata, N., Sir, Z. M. E., & Pristiyono, P. (2022). The Influence of Work Discipline, Work Environment, and Work Productivity, on Employee Performance at the Youth and Sports Office, Culture and Tourism of Labuhanbatu Regency. *Quantitative Economics and Management Studies*, 3(3), 394-401. <https://doi.org/10.35877/454RI.qems953>
- Sutrisno, E. (2017). *Manajemen Sumber Daya Manusia*. Kencana Prenada Media Group.
- Sutrisno, S., Karyono, K., & Sawir, M. (2023). Analysis of Work Attitudes and Work Discipline on Work Productivity. *Jurnal Ekonomi*, 12(01), 54–58. Retrieved from <https://ejournal.seaninstitute.or.id/index.php/Ekonomi/article/view/1064>
- Uwewengo, S., Rahman Pakaya, A., & Machmud, R. (2023). The Effect of Work Discipline on Employee Productivity in the Office of Manpower, Cooperatives and SMEs Gorontalo City. *JAMBURA*, 5(3). <https://doi.org/10.37479/jimb.v5i3.18237>

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

