

## Analysis of Work Discipline and Work Competence on Employee Performance at PT. Parkland World Indonesia

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### Abstract

This study aims to determine how much influence the work discipline and work competence have on employee performance in the department development department of PT. Parkland World Indonesia Serang. This study uses a quantitative approach using a survey method with a saturated sample whose population is sampled as all 40 respondents. The analysis technique used is multiple linear regression analysis, correlations, T-test, F test, and coefficient of determination. The study work discipline variables and work competence have a significant partial effect on employee performance. Evidenced by the magnitude of the work discipline regression coefficient of 0.546 and work competence of 0.518 with a significant value of 0,000 (0,000 < 0.05). Simultaneously a significant effect on employee performance, evidenced by  $T_{count} > T_{table}$  or  $35,071 > 3,250$ . Partially the comparison of t-count and t-table shows the work discipline variable  $T_{count} > T_{table}$  or  $4,478 > 2,026$  and the work competency variable  $T_{count} > T_{table}$  or  $4,848 > 2,026$ . The coefficient of determination obtained by 65.5% of employee performance, the remaining 34.5% is influenced by other variables that are not meticulous such as motivation, leadership style, and others.

**Keywords:** Work discipline, Work Competence, Employee Performance.

**JEL Classification:** M10, M20

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## I. Introduction

The era of globalization is marked by the rapid development of all business activities. Such dynamic environmental changes have forced various companies to carry out their vision, mission, and adaptation strategies in the company's structure, culture, and systems. Changes that occur due to advances in technology and information, companies must dare to change processes that require training and development to anticipate future needs. In a company's operating system, the potential of Human Resources is essentially one of the capital and plays a most crucial role in achieving company goals. Therefore, companies need to manage Human Resources as well as possible. Likewise, facing today's competition, companies must have quality human resources.

The most influential factor in human resources is performance. The performance of employees who produce products of good quality and quantity following the standards will earn the public's trust. Employee performance results from work in quality and quantity achieved by an employee carrying out his duties by the responsibilities given to him (Mangkunegara, 2016). Managing human resources in a company is not easy because it involves various parties, namely employees, leaders, and the system itself. According to company needs, several ways can be taken to create good human resource performance: providing clear and organized work instructions and creating awareness of the existence of discipline and high competence that will affect employee performance.

Work discipline is essential for a company because, in a disciplined atmosphere, the company will be able to carry out its work programs to achieve the goals that have been set. Employees who are disciplined and orderly obey all applicable norms and regulations will increase efficiency, effectiveness, and productivity. Work discipline is a management action to encourage employees to comply with the demands of various provisions. Discipline is a force that develops within the employee's body and causes employees to conform voluntarily to decisions, regulations, and high values of work and behaviour (Sutrisno, 2016). Discipline is also defined as a system that contains policies, rules, procedures that regulate behaviour both individually and in groups in the organizational strategy.

Competence is the primary variable that must be owned by an employee in carrying out his work. With the competence that has been owned, it can help employees complete work according to predetermined targets. Competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. (Wibowo, 2014).

Competence is not new in the discourse of human resource management and organizational psychology. Competence commensurate with skills, knowledge, and highly educated. Some perceive that it is commensurate with feasible (feasible), reliable (reliable), suitable, trustworthy, and intelligent. But until now, there are still many companies that employ or place someone to work with a job desk who is not a competent person in this field. Even Human Resource Development (HRD) is commonly referred to as "Personal," which accepts new employees for certain positions, not according to the background or competence of the person, but only with needs. Private companies also face competition in the business world. All private

companies in Indonesia are facing a global market that affects performance, and this can be a problem that can be experienced by every company, including private companies engaged in footwear (shoes) or footwear. One of the private companies experiencing quite complex problems is PT. Parkland World Indonesia Serang branch.

PT. Parkland World Indonesia, known by the acronym PWI, is a company in a limited liability company. This company is engaged in footwear (shoes) and has a total land area of 170,893 M2. PT. Parkland World Indonesia produces sports shoes with one leading buyer (Adidas) and two additional buyers (New Balance and Reebok). This company is located in Serang Regency, one of the leading company centres of all branches of PT. Parkland World Indonesia, located in Indonesia and an extension of this company, produces Reebok and Adidas brand shoes. From year to year, the company has experienced significant development. This is indicated by the increasing number of products made, the increasingly diverse shoe designs, the addition of workers, and most importantly, the construction of a factory with this increasingly modern technology.

PT. Parkland World Indonesia Serang branch has 3 SAMPLE departments, namely Development Center Running, Non-Core Development, and Reebok Development. Development is the process of improving employees' technical, theoretical, conceptual, and moral skills through education and training to suit current and future job needs. The Development Department is one of the most critical divisions in this company for the future. Development and very high creativity determine this company deserves to be the best shoe production company globally with many competitors in manufacturing footwear. Development determines how many production orders come from consumers by making shoes with various best designs to attract many enthusiasts.

Low work discipline can be seen and the phenomenon that appears at PT. Parkland World Indonesia Serang branch includes a lack of employee understanding of the existing regulations, giving rise to different perceptions that can lead to a lack of awareness of employees to comply with applicable regulations in the company and lack a sense of responsibility. Unstable working conditions will cause absenteeism or absenteeism resulting in decreased employee performance and violations that often occur. Employees are delayed in entering office hours and checking back home before office hours.

**Table 1.** Recapitulation of employee attendance at the Development Department PT. Parkland World Indonesia Serang Branch in 2020

Period	Month	Number of employees	Alpha	Permit	Late	Leave
Jan-Dec 2020	January	40	2	0	5	15
	February	40	1	1	2	18
	March	40	2	0	2	19
	April	40	1	0	4	20

Source: SCAN OUT Attendance Department Development

Based on the table above, it can be seen that there are still many undisciplined employees, such as employees who do not attend without explanation and are late. The

high absenteeism of late employees will reduce working hours to complete work programs and company activities.

## II. Literature Review

The term performance comes from job performance or actual performance (work achievement or achievement achieved by someone). The definition of performance is the quality and quantity of work performed by an employee in carrying out his duties following his responsibilities (Mangkunegara, 2016). Performance is the output produced by employees with the given tasks and responsibilities.

Edison (2016) argues performance results from a process that refers to and is measured over a certain period based on predetermined provisions or agreements. Thus, performance is the result of the referring process and the measured approach over a predetermined time.

According to Singodimedjo in Sutrisno (2016), discipline is an attitude of willingness and willingness to obey and obey the norms of the regulations that apply around him. So, discipline shows one's self-awareness of the rules and regulations of the organization.

According to Terry in Sutrisno (2016), discipline is an employee driving tool. For each job to run smoothly, it must be endeavoured to have good discipline. Terry disagrees if discipline is only associated with unpleasant things (punishment) because punishment is the final tool for disciplining. So, discipline is one of the most important things for a company to run smoothly, and realize that someone must be aware of discipline but don't get punished.

Spencer and Spencer in Sutrisno (2016) say competence underlies the characteristics of an individual associated with the results obtained in a job. The essential elements of competence mean that ability is chronic as part of a person's personality and can be predicted in a job task. Competence is something that bases the characteristics of a person related to a person's abilities and personality.

Boulter, Dalziel, and Hill in Sutrisno (2016) argue that competence is a person's primary characteristic to provide superior performance in specific jobs, roles, or situations. Skills are things people can do well. So competence is in the form of outstanding skills or the image shown by someone in public.

Human resources can survive because they have managerial competence, namely the ability to formulate the company's vision and strategy and obtain and direct other resources to realize the vision and implement the company's strategy.

### III. Methodology

The method used in this study uses a survey method with a quantitative approach. This study intends to explain the variables' position and the relationship between one variable and another. The population in this study were all employees who were in the PT. Parkland World Indonesia Serang in the Reebok Development Department, there is a set population of 40 people. At the same time, the sample in this study amounted to 40 people, with the sampling method using a saturated sample. This study uses two data collection methods, namely primary data and secondary data. Primary data was collected using a questionnaire. Using a Likert scale, secondary data was taken from existing data at the research site through the library and observation studio. To set the style, type Equation in the style box. But this style only sets the tab stop position. To put the equation in the right place, press the tab button one time. And to type the equation number, press the tab button once again from the right side of the equation.

### IV. Results and Discussion

#### 4.1. Results

Testing the hypothesis in this study using SPSS version 25.0 and can be seen in the table below:

**Table 2.** T-Test Result

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.840	7.541		.377	.709
	Disiplin Kerja	.546	.122	.468	4.478	.000
	Kompetensi Kerja	.518	.107	.506	4.848	.000

a. Dependent Variable: Kinerja Karyawan

Source: SPSS

**Table 3.** F Test Result

		ANOVA				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	540.162	2	270.081	35.071	.000 <sup>b</sup>
	Residual	284.938	37	7.701		
	Total	825.100	39			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompetensi Kerja, Disiplin kerja

Source: SPSS

## 4.2. Discussion

This research has been carried out as well as possible and has used the proceeds of the scientific method. The research discussion is as follows:

T-test (partial) Work Discipline (X1) on employee performance (Y). It is found that  $t$  count  $>$   $t$  table,  $4,478 > 2,026$ , then  $H_0$  is rejected and  $H_a$  is accepted, which means that there is an influence of Work Discipline (X1) on employee performance (Y) Department Development PT. Parkland World Indonesia Serang. The results of this study are in line with the research of Jeine K. Turangan (2016), Hustia, A., Hendro, O., & Herlangga, T. (2021).

T-test (partial) Work Competence (X2) on employee performance (Y). It is obtained that  $t$  count  $>$   $t$  table,  $4,848 > 2,026$  then  $H_0$  is rejected, and  $H_a$  is accepted, meaning that there is an influence of the Work Competency variable (X2) on the Performance variable (Y) of the Development department of PT. Parkland World Indonesia Serang. The results of this study are in line with the research of Wiwin Setianingsih, Mukthar Abdul Kader (2018), Hustia, A., Hendro, O., & Herlangga, T. (2021).

F Test for Work Discipline (X1) and Work Competence (X2) on employee performance (Y). If  $F$  count  $>$   $F$  table,  $35,071 > 3,250$ , then  $H_0$  is rejected, and  $H_a$  is accepted, which means that Work Discipline (X1) and Work Competence (X2) affect employee performance (Y) Department Development PT. Parkland World Indonesia Serang. The multiple correlation values are 0.809, while the multiple regression value is 2.860, the coefficient of determination is 65.5%, which means that Work Discipline (X1) and Work Competence (X2) have an effect of 65.5% on employee performance (Y), while the remaining 34,5% influenced by other variables not examined. The results of this study are in line with the research of Astriyani (2019)

## V. Conclusion

Based on the analysis and discussion results, we can draw the following conclusions: Work Discipline affects the performance of the Development Department employees at PT. Parkland World Indonesia Serang. The Work Competence variable has an effect on the Development Department Performance variable at PT. Parkland World Indonesia Serang. Then Work Discipline and Work Competence affect employee performance.

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