

THE INFLUENCE OF DISCIPLINE, RESPONSIBILITY, COMMITMENT ON EMPLOYEE PERFORMANCE AT PT. ASIA COCOA

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Abstract

The purpose of this study was to determine the effect of Discipline, Responsibility and Commitment on Employee Performance at PT. Asia Cocoa. The subjects of this study were employees of PT Asia Cocoa with the number of samples to be taken determined by the Slovin formula. The number of employees of PT Asia Cocoa is 43 people. By using the Slovin formula with a 5% margin of error, the results are obtained with a 95% presentation level. Data obtained by a questionnaire system using a Likert scale. The results of this study indicate that based on the results of the analysis in the image above, it is known that the discipline variable (X1) has a composite reliability of $0.905 > 0.600$, then the variable X1 is reliable, then the responsibility variable (X2) gets the composite reliability with the result $0.988 > 0.600$. then the variable X2 is reliable, the commitment variable (X3) gets the composite reliability results $0.877 > 0.600$ then the X3 variable is reliable, and the employee performance variable (Y) with the composite reliability value is $0.971 > 0.600$ then Y is reliable. Discipline variable (X1) produces an original sample value of 0.102 with a P value of $0.674 < 0.05$, so that the variable X1 has a positive and insignificant effect on variable Y employee performance. The responsibility variable (X2) produces an original sample value of 0.800 with a P value of $0.001 < 0.05$, so that the variable X2 has a positive and significant effect on the employee performance variable (Y). The commitment variable (X3) produces an original sample value of 0.113 with a P value of $0.179 < 0.05$, so that the variable X3 has a positive and insignificant effect on the employee performance variable (Y). The amount of influence of Discipline (X1),

Keywords: influence of discipline, responsibility, commitment

1. INTRODUCTION

1.1 Background

Basically, the human resource factor is the most important factor. Therefore, every company must select human resources who have the best competence and high commitment. To meet these qualifications, companies also need to provide further education and training as well as provide experience and motivation, these employees will become mature employees. This human resource management is called human resource management (MSDM). The success of a company is not solely determined by the workforce or human resources who play a role in planning, implementing and controlling the organization concerned, but is largely determined by the utilization of human resources itself. The use of human resources plays an important role and needs to be realized by every individual in an organization or company to seek various ways to maintain work discipline by means of various alternatives and actions to encourage each individual or workforce to be able to increase the workforce. Discipline is a procedure that corrects or punishes subordinates for violating a rule or procedure. Discipline is a form of employee self-control and regular implementation and shows the level of team sincerity in an organization (Simamora, 2006). Discipline of employees in an agency or company plays an important role in addition to the factors of qualified and highly dedicated human resources to be able to develop an agency or company because resources will provide progress in determining the success or failure of a work plan that has been made or that has been planned.

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It is necessary to take a more precise and accurate solution so that it can improve optimal employee performance, especially in the service sector that a company wants to achieve through increasing employee discipline. Discipline is an operative function of HR management. The better the discipline of employees in a company, the higher the work performance achieved. Good discipline reflects the amount of responsibility a person has for the tasks assigned to him. This encourages work passion, morale, and the realization of company goals. Besides that, high discipline can also make a person have high productivity. A person who is healthy and strong usually has good discipline, namely by having regularity in taking care of himself, regularly working, being regular in eating patterns, orderly in sports and orderly in everything. both reflect the amount of responsibility a person has for the tasks assigned to him. A person who is healthy and strong usually has good discipline, namely by having regularity in taking care of himself, regularly working, being regular in eating patterns, orderly in sports and orderly in everything. both reflect the amount of responsibility a person has for the tasks assigned to him. A person who is healthy and strong usually has good discipline, namely by having regularity in taking care of himself, regularly working, being regular in eating patterns, orderly in sports and orderly in everything. both reflect the amount of responsibility a person has for the tasks assigned to him. Responsibility is the obligation to perform all the duties assigned to him as a result of the authority he has received or had. Responsibility arises because of the relationship between superiors and subordinates, where the superior delegates the authority of his work to the subordinates to be done. Responsibility flows from the bottom up, so it is the reverse flow of the commandments. Responsibility in the sense that must bear the burden of the obligations that must be carried out in each individual. Responsibility relates to the quality of being responsible morally, legally and mentally.

Hasibuan (2014: 70) Responsibility is an obligation to carry out all responsibilities / tasks that are assigned as a result of the authority that is received or possessed. Apart from discipline and responsibility, employee commitment has a very important role for the company. If the employee's commitment is very high, then the employee's performance will increase. Organizational commitment includes member pride, member loyalty, and member willingness to the organization. Susanti and Palupiningdyah (2016) suggest that employees have high organizational commitment if they have trust and accept the goals and values of the organization, want to strive towards achieving organizational goals, and have a strong desire to remain as members of the organization. In addition, Haris (2017) states organizational commitment as the trust of employees to accept organizational goals and choose to stay and not leave the organization. Performance in general can be interpreted as a person's success in carrying out a job, good performance is the performance that follows the procedures or procedures according to predetermined standards. According to Sedarmayanti (2010: 176), performance is the result of a person's work, where all these results can be concrete and measurable. Performance that can be objectively assessed and measured will increase employee motivation to be able to work better, but if performance is assessed subjectively and there is no clear measurement it will cause employees to be demotivated and create dissatisfaction at work (Sinambela, 2016: 519).

1.2 Problem Formulation

Based on the background description that has been stated, the problem formulations in this paper are:

1. Does Discipline affect Employee Performance?

2. Does Responsibility affect Employee Performance?
3. Does Commitment affect Employee Performance?
4. Do Discipline, Responsibility, and Commitment affect Employee Performance?

1.3 Purpose of the Problem

Based on the background description that has been stated, the problem formulations in this paper are:

1. To find out whether Discipline affects Employee Performance?
2. To find out whether responsibility has an effect on employee performance?
3. To find out whether commitment has an effect on employee performance?
4. To find out whether Discipline, Responsibility, and Commitment affect Employee Performance?

2. LITERATURE REVIEW

2.1 Discipline

Hasibuan (2007) states that discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Siagian (2008) states that discipline is a management action to encourage organizational members to meet the demands of these various provisions. Discipline is more appropriate when interpreted as an attitude, behavior and actions in accordance with company regulations, both written and unwritten (Nitisemitro, 2006). For example, a company stipulates a rule that every employee should not spit anywhere, if most employees obey, it means that one of the disciplines in the company can be enforced. Work discipline is the most important operational function of human resource management, because the better the employee's work discipline, the higher the work performance they can achieve, whereas if there is no application of good work discipline it will be difficult for the company to achieve optimal results (Hasibuan, 2009). : 193). Work discipline is not only beneficial for achieving company goals, but also for employees because work discipline can encourage employee morale and enthusiasm. According to Sinambela (2016: 332) discipline is also useful for educating employees in complying with and obeying existing regulations, procedures and policies so as to produce good performance. To maintain and improve good discipline is quite difficult because many factors influence it. Sometimes employees' ignorance of existing regulations, procedures, and policies is the biggest cause of disciplinary action. One way to overcome this is by providing orientation programs to employees by explaining in detail the rules, procedures and policies that must be met and explaining the consequences.

2.2 Responsibility

Responsibility is the obligation to carry out all responsibilities / tasks that are assigned as a result of the authority received or having. Yusuf (2017: 79) being responsible for work is something that is very important in the life of a Muslim. Every worker is obliged to be responsible not only to his boss, but more than that to Allah. From the above opinions it can be concluded by the researcher that the responsibility of a job is an obligation that must be carried out in every individual.

Prayogo and Fahmi (2013: 297) there are four indicators of the success of corporate social responsibility as follows;

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- a. In general, the success of social responsibility can be seen from the achievement of the ethical values it contains, namely contributing to upholding social justice, sustainability and equity.
- b. Socially, the success of social responsibility can be seen from the level of corporate social legitimacy in front of its social stakeholders.
- c. In business terms, the success of social responsibility can be seen from the increase in share value due to an increase in the corporate social image.
- d. Technically, the success of social responsibility can be seen from the program achievements of the field technical evaluation results.

2.3 Employee Commitment

(Mekta, 2016) defines organizational commitment as an attitude that reflects employee loyalty to the organization and ongoing processes where organizational members express their concern for the organization. Organizational commitment can grow from an emotional bond with the company which includes moral support, values within the company and a willingness to serve the company. Pamungkas (2014) states organizational commitment is an identification of one's involvement in the organization. to maintain its membership in the organization and is willing to strive for the achievement of organizational goals. Organizational commitment is a situation where an employee sides with a particular organization and its goals and desires to maintain membership in the organization.

According to Arfan Ikhsan Lubis (2011: 105), Organizational Commitment is the level to what extent an employee sides with a particular organization and its goals, and intends to maintain its membership in the organization. Organizational commitment is also a personal value, which sometimes refers to an attitude of loyalty to the company or commitment to the company. Organizational Commitment is often defined individually and relates to that person's involvement in the organization concerned. Employee commitment to the organization is one of the attitudes that reflect the feelings of like or dislike an employee towards the organization where he works. Organizational Commitment is often defined individually and relates to a person's involvement in the organization it shelters. 105) suggests that Organizational Commitment is the extent to which an employee sides with a particular organization and its goals, and intends to maintain its membership in the organization.

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2.4 Employee Performance

A company is formed to achieve a specific goal. A goal is something the company hopes to achieve. The achievement of company goals shows the work results or performance of the company as company performance. According to Pamungkas (2014) performance is the result of work produced by employees or real behavior that is displayed according to their role in the organization. Performance refers to the achievement of the tasks that make up an employee's job. Pamungkas (2014) states that performance can describe how well employees can meet the requirements of a job. Likewise, employee performance is an individual matter because each employee has different abilities in doing their job. According to Sudarmanto (2009) in Angelina, (2015), Successful and effective organizations are organizations with individuals who have good performance in them. An effective or successful organization will be supported by qualified human resources. On the other hand, many organizations fail because of HR performance factors. Subariyanti (2017) argues that there are four dimensions that can be used as benchmarks in assessing performance including quality, quantity, use of time at work (absenteeism, tardiness, effective working hours lost) and being able to work with other people.

3. IMPLEMENTATION METHOD

3.1 Population

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to study and then draw conclusions (Sugiyono, 2013: 80). The population in this study were all employees of PT. Asia Cocoa.

3.2 Sample

The sampling technique in this study using techniques total sampling, that is, all populations were sampled, so that the sample in this study amounted to 76 employees.

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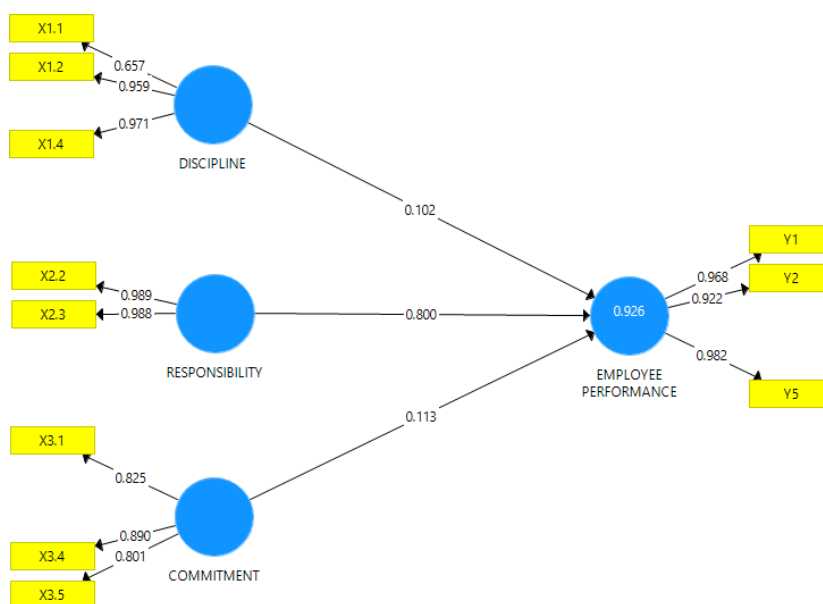
4. RESULTS AND DISCUSSION

Internal consistency analysis is a form of reliability that is used to assess the consistency of results across items on the same test. Internal consistency testing using a composite reliability value with the criteria of a variable is said to be reliable if the composite reliability value is > 0.600 (Rambut, Hult, Ringle, & Sarstedt, 2014).

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
COMMITMENT	0.836	1.106	0.877	0.704
DISCIPLINE	0.838	0.925	0.905	0.765
EMPLOYEE PERFORMANCE	0.955	0.965	0.971	0.917
RESPONSIBILITY	0.976	0.978	0.988	0.977

Source: Data Processing (2021)

Based on the results of the analysis in the image above, it is known that the variable X1 has a composite reliability of $0.905 > 0.600$, then the X1 variable is reliable, then the X2 variable gets the composite reliability with the results of $0.988 > 0.600$. then variable X2 is reliable, variable X3 gets a composite reliability result of $0.877 > 0.600$ then variable X3 is reliable, and variable Y is with a composite reliability value of $0.971 > 0.600$ then Y is reliable.



Hypothesis testing aims to prove the hypothesis of the effect of a variable on other variables directly (without intermediaries). If the path coefficient value is positive, it indicates that an increase in the value of one variable is followed by an increase in the value of another variable. if the path coefficient value is negative, it indicates that an increase in one variable is followed by a decrease in the value of another variable. If the probability value (P-Value) < Alpha (0.05) then Ho is rejected (the influence of a variable with other variables is significant). If the probability value (P-Value) > Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is insignificant).

	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O/...	P Values
COMMITMENT -> EMPLOYEE PERFORMANCE	0.113	0.112	0.084	1.346	0.179
DISCIPLINE -> EMPLOYEE PERFORMANCE	0.102	0.114	0.241	0.421	0.674
RESPONSIBILITY -> EMPLOYEE PERFORMANCE	0.800	0.787	0.233	3.439	0.001

1. Discipline variable (X1) produces an original sample value of 0.102 with a P value of 0.674 <0.05, so that the variable X1 has a positive and insignificant effect on variable Y employee performance.
2. The responsibility variable (X2) produces an original sample value of 0.800 with a P value of 0.001 <0.05, so that the variable X2 has a positive and significant effect on the employee performance variable (Y).
3. The commitment variable (X3) produces the original sample value of 0.113 with a P value of 0.179 <0.05, so that the variable X3 has a positive and insignificant effect on the employee performance variable (Y).

	R Square	R Square Adjusted
EMPLOYEE PERFORMANCE	0.926	0.920

In the table above, the results show that the effect of X1, X2 and X3 on Y is 0.926, meaning that the magnitude of the influence of X1, X2 and X3 on Y is 92.6%.

5. CONCLUSION

1. The direct effect of Discipline (X1) on Employee Performance (Y) has a parameter coefficient of 0.102 (positive), so an increase in the value of Discipline (X1) will be followed by an increase in Employee Performance (Y).) and the P value of Work Motivation (X1) on Employee Performance (Y) is 0.674 <0.005 so it can be said that the effect of Discipline on Employee Performance is insignificant.
2. The direct effect of responsibility (X2) on employee performance (Y) has a parameter coefficient of 0.800 (positive), so that an increase in the value of responsibility (X2) will be followed by an increase in employee performance (Y) and p value of responsibility (X2) on employee performance. (Y) of 0.001 > 0.05, so it can be said that the effect of Responsibility on Employee Performance is significant.
3. The direct effect of Commitment (X3) on Employee Performance (Y) has a parameter coefficient of 0.113 (positive), so that there is an increase in the value of Commitment (X3) which will be followed by an increase in Employee Performance (Y) and P Value of Commitment (X3) on Employee Performance (Y) is 0.179 > 0.05, so it can be said that the effect of commitment to employee performance is insignificant.
4. The magnitude of the influence of Discipline (X1), Responsibility (X2) and Commitment (X3) on Employee Performance (Y) is determined by the value of r^2 , the value of r^2 on work performance (Y) is 0.926 which means the influence of Discipline (X1), Responsibility (X2) and Commitment (X3) to Employee Performance (Y) of 92.6%.

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