



THE INFLUENCE OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN THE DEPARTMENT OF PUBLIC WORKS AND SPATIAL PLANNING IN CIMAHI CITY

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Abstract

The increase in population has led to land conversion, transportation flows, industrial activities, trade, and physical development in Cimahi City. Along with the very rapid progress of information technology, it will affect the mindset and way of working of humans, primarily to obtain precise and accurate information; one of the data is the Cimahi City Regional Spatial Plan (RTRW) 2012-2032, which was stipulated by Regional Regulation No. 4 of 2013. Technology development has presented a challenge for the Department of Public Works and Spatial Planning (PUPR) in Cimahi City to enhance the performance of its employees. This study aims to determine the effect of work discipline on employee performance at the Department of Public Works and Spatial Planning in Cimahi City. The research employed a quantitative approach and involved a sample of 43 participants. The analysis technique employed statistical methods such as regression testing, correlation analysis, determination, and hypothesis testing. The results of a simple linear regression test for the work discipline variable of 7.052% stated that if employees do not have good work discipline, their performance will still increase by 7.052%. If work discipline is neither good nor bad for the employee's role, then the value of the employee's performance will remain at 7.052%. Based on the results of these calculations, we also obtained a coefficient of determination (R²) of 0.628. This value shows that work discipline influences employee performance at the Department of PUPR of Cimahi City by 62.8%. In comparison, the remaining 32.2% is influenced by other factors, which in this case were not examined.

Keywords: discipline, employees, performance, PUPR, work

Abstrak

Meningginya jumlah masyarakat telah mendorong banyak terjadinya alih fungsi lahan, kenaikan arus transportasi, kegiatan perusahaan, perdagangan serta kemajuan fisik di Kota Cimahi. Bersama dengan perkembangan teknologi informasi yang amat cepat telah berpengaruh pada pola pikir serta metode kegiatan manusia khususnya dalam memperoleh data dengan cara tepat serta cermat, salah satu data itu merupakan Rencana Tata Ruang Wilayah (RTRW) Kota Cimahi Tahun 2012- 2032 yang diresmikan dengan Peraturan Daerah no 4 Tahun 2013. Perihal ini jadi tantangan tertentu untuk Dinas Pekerjaan Umum dan Penataan Ruang (PUPR) Kota Cimahi dalam meningkatkan kemampuan pegawainya. Permasalahan mengenai kinerja pegawai dalam organisasi telah menjadi penting untuk mencapai tujuan organisasi yang diharapkan. Berbagai cara seperti memberikan kompensasi agar termotivasi, membangun budaya kerja, serta menerapkan kedisiplinan telah dilakukan sebagai upaya dalam meningkatkan kinerja pegawai. Riset ini bertujuan untuk mengetahui pengaruh disiplin kerja terhadap kinerja karyawan pada dinas pekerjaan umum serta penataan ruang Kota Cimahi. Prosedur yang dipakai pada riset ini kuantitatif dengan sampel sebesar 43 responden. Metode analisa memakai analisa statistik dengan pengujian regresi, hubungan, pemastian serta percobaan hipotesis. hasil percobaan regresi linear sederhana, buat variabel disiplin kerja sebesar 7, 052% memberitahukan kalau bila karyawan tidak mempunyai disiplin kerja yang baik hingga kemampuan karyawan juga hendak senantiasa alami kenaikan sebesar 7, 052%. Bisa dibalang bila disiplin kegiatan tidak baik tidak pula kurang baik kepada kedudukan karyawannya hingga kemampuan karyawan nilainya hendak tetap sebesar 7, 052%. Bersumber pada hasil kalkulasi itu pula didapat angka koefisien determinasi(R²) sebesar 0, 628. Perihal ini membuktikan kalau Disiplin Kerja memberikan pengaruh pada Kemampuan

Karyawan pada Dinas PUPR Kota Cimahi sebesar 62, 8% sedangkan lebihnya sebesar 32, 2% dipengaruhi oleh faktor- faktor lain yang dalam perihal ini tidak diteliti.

Kata Kunci: disiplin, kerja, kinerja, pegawai, PUPR

I. INTRODUCTION

Cimahi City, an autonomous city established in 2001 based on Law No. 9 of 2001, has an area of 4,036 ha. It is divided into three sub-districts: North Cimahi, Central Cimahi, and Central Cimahi sub-districts. Cimahi is located adjacent to the western part of Bandung City and is part of the Bandung Metropolitan Area. Cimahi is strategically located between Jakarta and Bandung, making it a hub for economic and demographic growth in the region. As of July 2020, the population of Cimahi City was 586,580. The density level of Cimahi City in 2020 was 145.92 people/ha. Regarding demographics, Cimahi City has now developed into one of the most populous cities in West Java.

The increase in the number of people has encouraged many land use changes, transportation flows, company activities, trade, and physical progress in Cimahi City. The rapid development of information technology has influenced the mindset and methods of human activities, primarily to obtain data precisely and carefully. One such data is the 2012–2032 Regional Spatial Plan (RTRW) of Cimahi City, which was formalized through Regional Regulation No. 4 of 2013. Such rapid changes are a challenge for the Department of Public

Works and Spatial Planning (PUPR) of Cimahi City to improve the performance of its employees. The Cimahi City PUPR Department addresses issues faced by all apparatus elements. It aims to achieve its vision and mission by carrying out its main tasks and functions through its secretariat. In order to achieve the vision and mission of the Cimahi City PUPR Department, all stakeholders in Cimahi City must share the same perception and work together dynamically and harmoniously. The Cimahi City Government, a key stakeholder, is dedicated to fulfilling the hopes and dreams of its citizens. They aim to transform the city into a modern, cultured, self-sufficient, thriving, and devout community. To achieve this, the government has established a clear vision and mission statements that inform its approach to governance, progress, and societal obligations.

It is crucial to monitor employee performance, as it is a critical factor in achieving success. Performance is a result that can be measured by the level of ability and effectiveness of an employee in carrying out a profession, assisted by other resources in achieving industrial goals in a general way. Employee performance is a quality that refers to the quality of human resources, such as insight, expertise, and expertise that an

employee has (Dewi, 2019, p. 25). Employee performance is essential for supporting employee happiness, improving the overall work environment, and increasing organizational profits. Many aspects can influence performance, including motivation, leadership, activity area, activity discipline, culture, communication, commitment, position, quality of activity life, training, compensation, and activity happiness. In this research, the discipline aspect is the focus of an important aspect that can influence ability (Gunawan Suci, 2022, p. 455).

Employee discipline is a crucial factor for the success or failure of any institution or industry, along with quality human resources and dedicated individuals striving to improve it. Resources should work together to ensure that the planned activities are executed effectively and efficiently and that progress is shared to achieve the desired outcomes. It is necessary to improve employee discipline to increase their ability to provide better service for the industry. Increasing employee discipline in any industry can lead to higher profits, faster work completion, reduced destruction, minimized absenteeism, and decreased employee turnover (Syarkani, 2017, pp. 365–366).

For an organization, creating quality human resources is a significant goal for the growth of employee performance. In line with that purpose, agencies that have difficulty creating compliance activities in a maximized manner should expect the result

to advance the level of employee performance even further in order to meet the industry's expectations.

The Cimahi City PUPR Department is experiencing decreased employee performance due to high absenteeism rates. Table 1 indicates the tardiness and departure of employees who are not following the regulations. Sometimes, employees arrive late or even leave the office early before working hours are over.

Table 1. Attendance of Cimahi PUPR Department Employees in 2023

Month	Number of Employees Arriving Late	Number of Employees Leaving Early
January	8	14
February	13	17
March	12	10
April	9	13
May	11	10
June	14	15
July	10	17
August	12	16
September	13	10

As a result, the researcher is interested in conducting a study on the impact of work discipline on employee performance at the Cimahi City PUPR Department.

THEORITICAL FRAMEWORK

Employee Performance

Performance is a significant matter and must be observed by all management, both in small and large organizations. The results of activities achieved by the organization or employees are a form of accountability to the organization and the public. The ability to carry out its use does not stand alone. However, employee happiness and reward levels are always related to activities and can be influenced by individual skills and traits (Jayakusumah, 2016, p. 8).

Capacity assessment systematically evaluates activity capacity using input, output, outcome, benefit, and impact indicators. Ability evaluation is a very commonly used procedure for assessing and honoring abilities. Employee ability evaluation helps supervisors communicate expectations more clearly and improve job descriptions. Performance evaluation focuses on how people's or groups' activities can help achieve existing goals (Riadi, 2020).

Performance Discipline

Discipline is crucial in various settings and situations, particularly in organizations and educational institutions. It plays a fundamental role in their development, helping to instill a shared understanding of the institution's values and beliefs so everyone can work towards a common goal. This way, individuals can adapt to the institution's way of working, ensuring that

they can fully embody its beliefs and principles for the betterment of the organization. Besides that, discipline provides excellent benefits for the world of learning so that students like the rules, methods, and policies set by the institution and give birth to students with good attitudes and morals (Herlinda et al., 2021: 6).

Discipline comes from the Latin word *discere*, which means to learn. From this word comes the word *disciplina*, which means teaching or training. Today, the word "discipline" is shifting in meaning in various senses. First, *discipline* is compliance with regulations, subject to supervision and control. Second, it is a form of training to develop oneself so that one can behave in an orderly manner. Obedient behavior can be interpreted as a form of habituation to live with the demands of the environment (Sebayang, 2020: 7).

Previous Researches

Previous research was conducted by Wau, Waoma, and Fau in 2021 titled *Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Di Kantor Camat Somambawa Kabupaten Nias Selatan* (The Effect of Work Discipline on Employee Performance at the Somambawa Sub-District Office, South Nias Regency). The scope of this research was conducted to determine the effect of discipline on employee abilities at the Somambawa Sub-District Office, South Nias Regency. A total of 30 employees were

taken as samples in this study. Data analysis was done with simple linear regression analysis, where the regression form $Y = 13.315 + 0.754X$. This research proves an essential relationship between discipline and the ability of employees of the Somambawa Sub-District Office, South Nias Regency, with a calculated figure of 5.257 in table 1.692. This research concludes that discipline dramatically affects the ability of employees of the Somambawa Sub-District Office, South Nias Regency.

Further, previous research was done by Vidia Aulia in 2020 with the title *Akibat Patuh Kegiatan Serta Kebahagiaan Kegiatan kepada Kemampuan Pegawai Pada Penginapan Banyualit Spa' n Resort Lovina (Effect of Discipline and Job Satisfaction on Employee Ability at Banyualit Spa' n Resort Lovina)*. This research intends to examine the effect of (1) discipline and job satisfaction on employee abilities, (2) discipline on employee abilities, and (3) job satisfaction on employee abilities. The method used in this research is causal-quantitative. Thirty-five employees at Banyualit Spa'n Resort Lovina participated in this research. Data collection was conducted through a questionnaire as the research instrument. Data were analyzed with multiple linear regression to meet classical assumptions. The analysis demonstrated that employee performance is significantly affected by discipline and job satisfaction, which also impact their abilities.

Based on the two studies above, there are similarities and comparisons between the above research and the research to be conducted. The research procedures in both studies utilized a quantitative approach. Meanwhile, the comparison between the previous research and this research is in the research locus and the research subjects and points.

II. METHOD

This study employs quantitative research methods and involves all 43 Cimahi City PUPR Department employees. The primary data for the Cimahi City PUPR Department was collected through employee questionnaires. The data analysis method used in this research is a simple linear regression analysis method. Each statement uses a 5-point Likert scale. A product-moment method is also used to carry out tests on research instruments.

In this study, 43 employees were divided into nine ranks or classes. These ranks were Junior Administrator (1 person), First Class Administrator (1 person), Administrator (3 people), First Class Superintendent (10 people), Superintendent (2 people), First Class Junior Superintendent (4 people), Junior Superintendent (13 people), First Class Supervisor (7 people), Supervisor (1 person), and First-Class Junior Supervisor (1 person).

The total sampling technique was used due to the number of employees at the

Ordinary Professions Bureau and Cimahi City Space Planning, which amounted to 43 people. According to Arikunto (2012: 104) in Sifa (2017), if the population size is less than 100, the sample size should include the entire population. However, if the population size exceeds 100, the sample size should be 10-15% or 20-25% of the total population. For this research, the sample size will be 43, equal to the population. This statement is in line with Sugiyono (2016: 85) in Kosasih (2019), which states that "saturated sampling is a method of sample determination if the entire population body is used as a sample." So, based on this research, the sample was 43 employees of the Cimahi City PUPR Department.

The questionnaire aims to gather primary information on the influence of work discipline on employee performance at the Ordinary Professions Bureau and Cimahi City Space Preparation. The primary information obtained from the questionnaire results is an ordinal scale of the Likert Scale type. The Likert Scale is a research scale used to measure actions and opinions. This scale is utilized to complete questionnaires that require respondents to indicate their level of agreement with a series of statements. This Likert scale ranges from 1 (strongly disagree) to 5 (strongly agree).

This study employs a simple linear regression analysis using the Ordinary Least Squares (OLS) method to determine if there is a relationship between the independent and

dependent variables. According to Sugiyono (2013), this analysis is used by researchers to predict the condition (ups and downs) of the dependent variable if there is an independent variable as a predictor. The encounter obtained from a simple regression is:

$$Y = a + b X$$

y = is the subject of the value in the predicted bound variable

Value = price Y when $X = 0$ (constant value)

b = number direction regression coefficient

X = subject on an independent variable that has a certain value.

Table 2. Operational Work Discipline Variable

Variable	Dimension	No	Indicator
Work Discipline (X)	Time Observance	1	Arrive on time
		2	Effective use of time
		3	Absent
Afandi (2018)	Work Responsibilities	1	Comply with regulations
		2	Work target
		3	Work reports

Table 3. Operational Performance Variable

Variable	Dimension	No	Indicator
Employee Performance (Y) Septiawan (2020)	Output	1	Quantity of work
		2	Quality of work
		1	Initiative in developing ideas
	Work Behaviour	2	Loyalty to the company
		3	Works reports
		1	Carry out work without colleagues' help
	Personal qualities	2	Employee insights on work
		3	Cooperation with colleagues

III. RESULTS AND DISCUSSION

This study employs a discipline questionnaire that Singodimedjo created. There are five dimensions of discipline experienced by employees: time discipline, discipline in rules and attitudes, compliance with organized rules, and compliance with existing norms. Twenty questions related to the five dimensions above must be answered. Meanwhile, employee abilities are measured based on indicators of employee abilities through an ability assessment sheet developed by Kasmir (2016). The indicators to assess employee abilities include quality, quantity, duration, cooperation, and supervision. The indicators in question were then further developed into 26-item statements. The sample group comprises 43

employees from the Cimahi City PUPR Department.

Table 4. Coefficients

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.052	4.079		1.729	.092
	X	.793	.097	.792	8.212	.000

a. Dependent Variable: Y

Based on the table, the linear regression equation is obtained as follows:

$$y = 7.052 + 0.793x$$

The linear regression equation can be explained as 7.052 being a constant number, proving that if there is no work discipline or it is equal to zero, employee performance is 7.052. The coefficient of 0.793 proves that if the number of work disciplines is close to one value, employee performance increases by 0.793.

Table 5. Model Summary Data

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.792 ^a	.628	.618	4.108

a. Predictors: (Constant), X

b. Dependent Variable: Y

Table 5 shows an R² value of 0.628 for the correlation between work discipline and employee performance. Based on the analysis results, as shown in Table 5, the relationship between the two is categorized as vital (>0.600) and has a positive number. So, the bond pattern between work discipline and performance is unidirectional. The

calculation above demonstrates that work discipline (X) accounts for 62.8% of the variance in employee performance. In contrast, the remaining 32.2% (100%-62.8%) was influenced by other factors not included in the study.

The results of this study are consistent with previous research conducted by Prayogi (2019), which shows that employee performance increases with a higher level of discipline. In addition, Fangiziah (2023) stated that when employees have discipline in the form of attendance, quality of work done, and compliance with rules and procedures, their performance can also increase. Work discipline owned by employees is a fundamental aspect that determines their performance. Work discipline can be the initial foundation for employees to demonstrate quality and consistent work, enhance a positive work culture, and contribute to individual and organizational success.

IV. CONCLUSION

Based on the previous discussion and statistical testing, this study concludes that discipline is essential to improving employee performance. In addition, the calculation of the coefficient of determination also shows a result of 0,628. The calculation results prove that the discipline variable can influence the employee performance variable by 62.8%. In comparison, the remaining 32.2% is influenced by other factors, which in this

case are not monitored. Considering the importance of discipline for the organization and its employees, researchers suggest that organizations keep their employees to prevent decline. Organizations should prioritize meeting employees' needs, whether known or unknown.

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