

Analysis of Work Discipline on Performance Employee at Youth Sports Service and Lhokseumawe City Tourism

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Abstract. This study aims to evaluate the impact of work discipline on employee performance in the Youth, Sports, and Tourism Department of Lhokseumawe City. The research focuses on all employees working in this department. The sampling method used the Slovin method, determining a sample size of 49 individuals. A questionnaire is utilised for data collection, and data analysis is carried out through a quantitative descriptive approach, particularly the Spearman rank correlation test and hypothesis testing. From the research analysis results regarding the impact of work discipline on employee performance in the Youth, Sports, and Tourism Department of Lhokseumawe City, it is evident that the significance value from the Spearman rank correlation analysis is $0.002 < 0.05$.

Furthermore, the T-test results show a significance value of $0.000 < 0.05$. Overall, it can be concluded that there is a significant influence between the work discipline variable (X) and the employee performance variable (Y). This highlights the crucial role of work discipline in influencing employee performance in the environment of the Youth, Sports, and Tourism Department of Lhokseumawe City. The findings provide a basis for developing more effective management strategies to enhance work discipline and employee performance.

Additionally, it is essential to note that these findings can serve as a foundation for developing more effective management strategies to improve work discipline and employee performance. This indicates that effective measures to enhance work discipline can significantly improve employee performance. Organisations can improve efficiency and enhance employee productivity by emphasising strong work discipline. Therefore, this research recommends implementing strategies to improve work discipline in the Youth, Sports, and Tourism Department of Lhokseumawe City. These efforts are expected to have a positive impact on employee performance and enhance the achievement of organisational goals.

Keywords: Discipline; Work; Employee Performance.

INTRODUCTION

The level of global competition is increasing day by day. In the current conditions, every institution is driven to sustain its existence. To survive in a high-stakes competitive environment, an institution requires high-quality human resources with outstanding performance. This is because human resources are a decisive factor in the success of an institution. Considering the significant role and

position of human resources as the workforce in the business activities of an institution, high work discipline is necessary. Organisations must have high-quality and high-performing human resources to maintain competitiveness in today's challenging environment. Human resources play a vital role in determining the success of an institution. It is imperative to uphold high work discipline, recognising the immense significance of

human resources as the workforce in an institution's business activities.

Discipline is an individual's behaviour that aligns with the rules and work procedures established by the organisation, both in written and unwritten forms. Good employee discipline will accelerate the goals of an institution, while an undisciplined workforce hampers the achievement of an institution's objectives.

Work discipline is one of the crucial factors in achieving high work productivity. Every institution has management equipped with clear rules and work regulations to be followed by all employees, from the lower to the upper levels. As an employee, every action and behaviour must comply with the rules set by the organisation.

Discipline is a crucial element for the growth of an organisation, mainly utilised to motivate employees to discipline themselves in carrying out their work, individually and as a group. According to [1], discipline is a management activity that implements organisational standards.

According to [2], performance results from a specific planned work process involving the workforce and the relevant organisation at the right time. In addition, discipline is an educational tool for the workforce to adhere to existing regulations, procedures, and policies, thereby generating good performance.

Effective and efficient coaching is essential for the DISPORA institution in Lhokseumawe, which focuses on youth and sports, particularly addressing sports-related issues. This relates to the coaching, organisation, and coordination in performance improvement and sports science and technology. However, delays are still encountered by the DISPORA in Lhokseumawe when coaching athletes in the city. This also has an impact on the quality of an athlete.

Based on the phenomenon occurring at DISPORA Kota Lhokseumawe, it appears that one of the factors leading to a decline in service quality is the complex human resources issue within DISPORA Kota Lhokseumawe. Specifically, the problem lies in the lack of discipline among employees. Many employees frequently fail to adhere to working hours, entering the office after 08:00 AM and leaving before 05:00 PM. Furthermore, some employees do not comply with the rules and regulations of the institution, resulting in a decline in employee performance.

Therefore, with the decreasing performance of employees, DISPORA must enforce discipline among its staff. This involves adhering to all rules and regulations that serve as guidelines for all employees within the organisation.

The regulations related to discipline include rules regarding arrival and departure times, break times, fundamental rules for performing tasks and interacting with other units, and restrictions on what employees are allowed and not allowed to do during working hours. These regulations prompt the author to delve further into this topic by choosing the title for this research: "Analysis of the Influence of Work Discipline on the Performance of Employees in the Department of Youth and Sports of Lhokseumawe City."

METHOD

This research falls under the category of Mixed Method. Merita states, "mixed method is a research approach that combines qualitative and quantitative approaches with a specific design to address the research objectives."

This research was conducted at the Department of Youth, Sports, and Tourism (DISPORA) in Lhokseumawe. The time frame for the research is estimated to be around February 2023 to March 2023.

The population of this study consists of a portion of the overall male and female employees at the DISPORA in the city of Lhokseumawe. The sample represents a subset of the characteristics possessed by that population, as cited in [3]. The sampling method employed is the solving method, with a sample size of 49 individuals, as detailed below:

$$n = N / (1 + N(e)^2),$$

where N – Sample Size; N – Population Size; E – It is the percentage of error tolerated in the selection of cases using $e = 10\% (0,1)$.

$$N = 95 / (1 + 95(10\%)^2); N = 95 / (1 + 95(0.01)); N = 95 / 1.95; N = 48.71. \text{ Rounded to } 49.$$

The data collection technique involves using a questionnaire and distributing a survey to the respondents. The research instrument contains a statement grid to benchmark the research findings.

Table 1 – Questionnaire Grid

No	Variable	Operational Definition	Indicator
1	Work discipline	An instrument used by managers to communicate with employees so that they are willing to change their behaviour and as an effort to increase awareness and willingness of individuals to comply with all company rules and prevailing social norms [4]	1. Attendance 2. Compliance with Rules 3. Completing tasks well
2	Employee performance	The work results in quality and quantity achieved by an employee's skills in carrying out their tasks by the responsibilities assigned to them [5]	1. Having Ideas and Skills 2. Building Good Working Relationships. 3. Following Work Instructions.

Data Collection Technique using the quantitative descriptive analysis method is as follows:

1. *Spearman Rank Correlation Analysis.* Spearman Rank Correlation tests the influence between variable X and variable Y. The Spearman Rank Correlation test is used when the data obtained is generally in the form of categories or rankings. The Spearman Rank Correlation or rho-spearman coefficient is used when two variables are tested for their relationship, and they have ordinal scales and scores that can be ranked accordingly. The strength of the relationship or influence is called the Spearman rank correlation coefficient. The formula is as follows:

$$r' = \frac{6(\sum d^2)}{n(n^2-1)} \tag{2}$$

where n – Lots of Data; d – Rating Difference; r' – Spearman correlation coefficient [6].

2. *Validity Test.* According to [7], a valid instrument is an instrument that can be used to measure what should be measured. The following is the formula for instrument validation using the

product moment correlation formula with deviation or standard deviation.

3. *Reliability Test.* The author [7] states that a reliable instrument will yield consistent data when used multiple times to measure the same object. The formula for reliability is determined using the Alpha formula.

4. *Hypothesis Testing.* This testing is intended to determine whether there is an influence between work discipline (X) and performance (Y). It can be calculated using statistical testing, namely the t-test.

RESULTS AND DISCUSSION

This study elaborates on the relationship between the Work Discipline (X) variables and Employee Performance (Y) at the Department of Youth, Sports, and Tourism of Lhokseumawe City. The results of this research are as follows:

1. *Reliability Test.* The reliability test results for X (Work Discipline) in Table 2 indicate that variable X has an Alpha coefficient above 0.60, precisely 0.811. Thus, it can be concluded that all the measuring items of variable X (Work Discipline) from the questionnaire are reliable

Table 2 – Reliability Test for X (Work Discipline)

Reliability Statistics	
Cronbach's Alpha	N of Items
.811	25

The reliability test results for Y (Employee Performance) in Table 3 indicate that variable Y has an Alpha coefficient above 0.60, precisely 0.738. Thus, it can be concluded that all the measuring items of variable Y (Performance) from the questionnaire are reliable.

Table 3 – Reliability Test for Y (Employee Performance)

Reliability Statistics	
Cronbach's Alpha	N of Items
.738	25

Validity Testing. Table 4 shows the validity test results regarding work discipline towards employee performance with 25 question items. After

conducting the validity test, three question items were not valid for the work discipline variable. This is because they have values greater than 0.05, while other question items are considered valid as they have Cronbach's alpha values less than 0.05.

Table 4 –Validity Test of Work Discipline Variable

Work Discipline (X)			
Item Number	r Caunt	r table	Status
Item 1	0,345	0,281	Valid
Item 2	0,478	0,281	Valid
Item 3	0,471	0,281	Valid
Item 4	0,313	0,281	Valid
Item 5	0,380	0,281	Valid
Item 6	0,660	0,281	Valid
Item 7	0,628	0,281	Valid
Item 8	0,637	0,281	Valid
Item 9	0,586	0,281	Valid
Item 10	0,481	0,281	Valid
Item 11	0,436	0,281	Valid
Item 12	0,372	0,281	Valid
Item 13	0,643	0,281	Valid
Item 14	0,428	0,281	Valid
Item 15	0,413	0,281	Valid
Item 17	0,373	0,281	Valid
Item 18	0,529	0,281	Valid
Item 19	0,428	0,281	Valid
Item 20	0,553	0,281	Valid
Item 22	0,294	0,281	Valid
Item 24	0,383	0,281	Valid
Item 25	0,359	0,281	Valid

Table 5 presents the results of the validity test regarding employee performance with 25 question items, and it appears that 6 statement items are not valid in the employee performance variable after conducting the validity test. This is because they have values greater than 0.05, while for other question items they are considered valid as they have Cronbach's alpha values less than 0.05.

Table 5 – Validity Test of Employee Performance Variable

Employee Performance (Y)			
No Item	r caunt	r table	Status
Item 1	0,567	0,281	Valid
Item 2	0,369	0,281	Valid
Item 4	0,335	0,281	Valid
Item 5	0,493	0,281	Valid
Item 6	0,409	0,281	Valid

Employee Performance (Y)			
Item 7	0,284	0,281	Valid
Item 8	0,348	0,281	Valid
Item 10	0,392	0,281	Valid
Item 11	0,401	0,281	Valid
Item 12	0,379	0,281	Valid
Item 13	0,507	0,281	Valid
Item 14	0,312	0,281	Valid
Item 15	0,499	0,281	Valid
Item 16	0,543	0,281	Valid
Item 18	0,493	0,281	Valid
Item 19	0,593	0,281	Valid
Item 22	0,418	0,281	Valid
Item 23	0,579	0,281	Valid
Item 25	0,372	0,281	Valid

Partial Test (T-Test). Based on the output results from SPSS 21, the significance value from the coefficients table is 0.000, less than 0.05. Therefore, it can be concluded that the work discipline variable significantly influences the employee performance variable. With a t-value of 3.672, more significant than the t-table value of 2.012, it can be further concluded that variable X significantly affects variable Y.

Table 6 – Partial Test (t-Test)

	Unstandardised Coefficients		Standardised Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	66.087	10.697		6.178	.000
Total	.397	.108	.472	3.672	.001

The Spearman Rank Correlation Test is used to determine the Spearman rank correlation between two factors or, in this case, more appropriately referred to as variables. This study will indicate the rank of the work discipline and employee performance variables. The following are the results of the Spearman Rank Correlation Test calculations using Excel.

$$r_s = \frac{\frac{1}{n} \sum (R_X - \bar{R}_X)(R_Y - \bar{R}_Y)}{\sqrt{\frac{1}{n} \sum (R_X - \bar{R}_X)^2} \sqrt{\frac{1}{n} \sum (R_Y - \bar{R}_Y)^2}} = 0,431$$

$$\frac{1}{n} \sum (R_X - \bar{R}_X) (R_Y - \bar{R}_Y) = 85.89$$

$$\sqrt{\frac{1}{n} \sum (R_X - \bar{R}_X)^2} \sqrt{\frac{1}{n} \sum (R_Y - \bar{R}_Y)^2} = 199.49$$

$$t = \frac{r_s \sqrt{n-2}}{\sqrt{1-r_s^2}} = 3.2704$$

From the manual calculation using Excel, the result of the Spearman rank correlation is 0.431. In addition to the manual calculation, the calculation using SPSS 21 is also provided, with $r_{xy} = 0.431$, $p = 0.002$, where $p < 0.05$. Therefore, it can be concluded that there is a positive and significant relationship between variables X and Y at a significance level of 5%, with a moderately strong correlation.

From the above results, it can be interpreted that the higher the work discipline of employees, which includes punctual attendance, working at scheduled times, providing notice if unable to work, maintaining a professional appearance, not misusing inventory for personal purposes, completing tasks responsibly without procrastination, and ensuring cleanliness and neatness in work results, it will enhance employee performance. This is particularly evident in the Department of Youth, Sports, and Tourism of Lhokseumawe City.

Work discipline is the most crucial operational function of human resource management because the better the work discipline of employees, the higher the level of work achievement they can attain. Conversely, the absence of exemplary work discipline implementation makes achieving optimal results challenging for an institution [8].

Work discipline is essential in maintaining orderliness and smoothly implementing every task. Without high work discipline, an institution cannot succeed. In upholding work discipline, every violation is subjected to punishment. Violations of work discipline include any words or actions by employees that violate the provisions or rules of employee work discipline, whether carried out during or outside working hours. Disciplinary punishment is the penalty imposed on employees for violating the rules of employee work discipline. The level and type of punishment

According to [9], disciplinary punishments are differentiated into 1) Mild punishments, such as verbal reprimands, written reprimands, and written expressions of dissatisfaction; 2) Moderate punishments, including delayed salary increases and

promotions; 3) Severe punishments, encompassing demotion to a lower equivalent rank, dismissal from the position, and honourable dismissal.

CONCLUSIONS

Based on the research analysis results regarding the influence of work discipline on employee performance at the Department of Youth, Sports, and Tourism of Lhokseumawe City, it can be concluded that there is a significant influence between work discipline and employee performance. The T-test results show a significance value of 0.000, less than 0.05, indicating that the work discipline variable significantly affects employee performance. Therefore, it can be concluded that the work discipline variable (X) substantially influences the employee performance variable (Y).

Based on the research results using the Spearman Rank coefficient, which indicates a significance level (sig) or $p = 0.002$, the result is $r_{xy} = 0.431$. With $p = 0.002$, where $p < 0.05$, it can be concluded that there is a positive and significant relationship between variables X and Y at a significance level of 5%, with a moderately strong correlation.

Implications are the consequences or impacts of research findings. The study results regarding whether work discipline significantly influences employee performance at the Department of Youth and Sports in Lhokseumawe City have implications for the Department of Youth and Sports in Lhokseumawe City employees to enhance discipline among employees. The findings of this research illustrate that work discipline has a positive and significant impact on the performance of employees at the Department of Youth and Sports in Lhokseumawe City.

Work discipline holds significant benefits for both the organisation and employees. The work discipline possessed by each employee is cultivated within the workforce, manifesting as compliance with work rules and personal responsibility. The implementation of work discipline is grounded in self-awareness, aiming to create a harmonious condition between aspirations and reality.

Creating a harmonious work environment requires first establishing a balance between the duties and rights of employees. Efforts to improve employee performance through work discipline can include practices such as leaders arriving

early and imposing firm sanctions fairly and without discrimination.

Based on research results and conclusions, the following suggestions can be put forward:

It is recommended by the Department of Youth, Sports, and Tourism of Lhokseumawe City that in enhancing work discipline, there is a need to improve the attendance rate of employees.

Additionally, work hours should be effectively utilised to handle tasks.

It is also recommended for further research to consider adding other variables, such as compensation, the imposition of sanctions, and inherent supervision, in addition to the work discipline variable, to study their impact on performance at the Department of Youth, Sports, and Tourism of Lhokseumawe City.

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