The Influence of Work Discipline on Employee Performance at the Rengas Ciputat Timur Village Office, South Tangerang City

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Abstract

This study, conducted by **Rio Pratama**, This study aims to examine the effect of work discipline on employee performance at the Rengas Village Office, Ciputat Timur Subdistrict, South Tangerang City. Employing a quantitative approach with simple linear regression analysis, the study involved the total population of 27 employees using a total sampling technique. Data were collected via questionnaires and analyzed using t-tests, F-tests, and the coefficient of determination (R^2). The regression equation derived is: $Y = 17.569 + 0.615X$, which indicates that every one-unit increase in work discipline leads to a 0.615-unit increase in employee performance. The t-test results showed a t-value of 5.885, exceeding the critical value of 1.706, with $p = 0.000$ (< 0.05), signifying that work discipline has a significant partial effect. The F-test yielded an F-value of 34.635, which is greater than the critical value of 3.37, with $p = 0.000$ (< 0.05), confirming that work discipline has a significant simultaneous effect on performance. The coefficient of determination ($R^2 = 0.581$) indicates that work discipline accounts for 58.1% of the variance in employee performance, while the remaining 41.9% is explained by other variables outside this study. In conclusion, the findings suggest that improving work discipline is an effective strategy for enhancing employee performance.

Keywords : Work Discipline, Employee Performance, t-test, F-test, Simple Linear Regression, Coefficient of Determination

1. Introduction

Work discipline is a crucial factor that significantly influences employee performance within organizations, including government offices like the village office. Employees with high discipline tend to show responsibility, punctuality, and efficiency in completing tasks (Amin, Sutrisno, & Zuraida, 2022). However, the reality at the Rengas Ciputat Timur Village Office shows that employee discipline is still suboptimal, evident from frequent lateness, early departures, and low initiative (Farisi, Nugroho, & Anam, 2020). Employee performance in the village office directly affects the quality of public services. As a frontline government unit, the Rengas Ciputat Timur Office bears great responsibility to provide fast, precise, and professional service. Yet, public complaints about slow service, unresponsive staff, and absenteeism indicate issues related to employee discipline and its impact on performance. Disciplinary regulations often lack effective enforcement due to weak supervision and inconsistent sanctions. A permissive work culture toward discipline violations worsens the situation, compounded by insufficient training, leadership examples, and

absence of structured evaluation systems.Good work discipline is believed to improve productivity, accuracy, and public service quality. Therefore, it is important to examine how discipline influences employee performance at Rengas Ciputat Timur Village Office. This study fills a gap in research on the relationship between work discipline and performance at the village government level, offering insights for policy-making (Fitria & Pahlevi, 2021).

Work discipline reflects employee compliance with regulations, timeliness, and commitment. At the village level, discipline is vital to maintaining institutional credibility and ensuring efficient public service. However, inconsistent discipline negatively impacts service quality.The Rengas Ciputat Timur Office provides essential public services, including administrative documents and social assistance. Employee tardiness or absence disrupts service delivery and can damage the office's public image. Common issues such as late arrivals, early departures, and skipping morning briefings remain prevalent, raising concerns that weak disciplinary enforcement may normalize these behaviors, thus hindering overall performance improvement. Discipline also relates closely to employee motivation and satisfaction. Employees with low motivation often exhibit indiscipline, while those who feel valued tend to uphold discipline. Hence, management practices involving fair rewards and sanctions are key to fostering discipline.

Leadership plays a critical role in shaping a discipline culture. Leaders' examples in punctuality, work ethic, and responsibility influence subordinate behavior. Permissive leadership undermines collective discipline efforts and must be addressed. Internal supervision systems at the village office often lack effectiveness, with poor reporting mechanisms and daily monitoring, allowing violations to go unnoticed or accepted. Discipline ensures internal order and safeguards public service rights. Although government regulations on civil servant discipline exist, such as PP No. 94/2021, their implementation at the village level is often ineffective due to lack of socialization and follow-up, limiting the rules to mere administrative formalities Faced with increasing and complex public service demands, the village office must transform into a professional, adaptive institution by fostering a disciplined and responsible work culture. Research on discipline's impact on employee performance is essential for improving public service quality through internal evaluation Local studies focusing on Ciputat Timur and Rengas Village are scarce, despite unique social and bureaucratic characteristics requiring context-specific strategies to improve work quality. This study aims to provide concrete insights on employee discipline and its effect on performance.

Therefore, investigating how work discipline affects employee performance at the Rengas Ciputat Timur Village Office is crucial. The results will aid village leadership in policy formulation and provide references for regional government programs to enhance civil servant quality. Based on these reasons, the author chooses the title "The Influence of Work Discipline on Employee Performance at the Rengas Ciputat Timur Village Office." The study aims to deepen understanding of discipline's

role in improving employee effectiveness and efficiency and contribute positively to human resource management in village governance.

2. Literature Review

Work discipline refers to the level of employee compliance with applicable rules while carrying out their duties, as well as the willingness to accept sanctions if violated (Putri & Sukirno, 2020). Ondi et al. (2023) emphasize that work discipline includes the attitudes, behaviors, and actions of employees in performing their tasks in accordance with both written and unwritten rules. Work discipline is the respect, behavior, and compliance of employees towards all company rules (Shafiyah Amalia Amin et al., 2022). Sutrisno (in Farisi et al., 2020) defines work discipline as a condition where individuals obey, comply with, and respect all written and unwritten rules and are ready to accept sanctions if violated. According to Sutrisno in Nugraha, C. A., & Sari, F. P. (2020), discipline is a person's behavior that aligns with the existing regulations and work procedures or discipline is the attitude, behavior, and actions consistent with the organization's rules, whether written or unwritten.

According to Katiandagho et al., cited in Siagian, M. (2018), discipline is an attitude of respecting, valuing, complying with, and obeying applicable regulations, both written and unwritten, and the readiness to accept sanctions if one violates assigned duties and authority. From the definitions provided by the experts, it can be concluded that work discipline is obeying company regulations and

maintaining appropriate attitudes and behaviors. Ferius Hetlan Muhyadin (2019), although prior to 2020 but cited in recent literature, states that work discipline is the ability to work regularly, diligently, and according to the rules without violations. The main objectives of work discipline are to ensure employees comply with rules, maintain organizational continuity, improve productivity, and uphold work norms.

Hasibuan (2013, cited 2023) describes work discipline as an attitude of respecting, valuing, complying with regulations, and being able to accept sanctions if violated. Work discipline involves attitudes, behaviors, and actions consistent with established written or unwritten rules. Nurjaya et al. (2021) add that discipline is a mental attitude to obey written or unwritten norms based on truth and benefits. Salam, Manap Rifai & Ali (2021) conclude that work discipline is determined by self-awareness, motivation, and a conducive environment. Fitria & Pahlevi (2021) show through a study during the pandemic that work discipline significantly affects productivity, including timeliness and task completion.
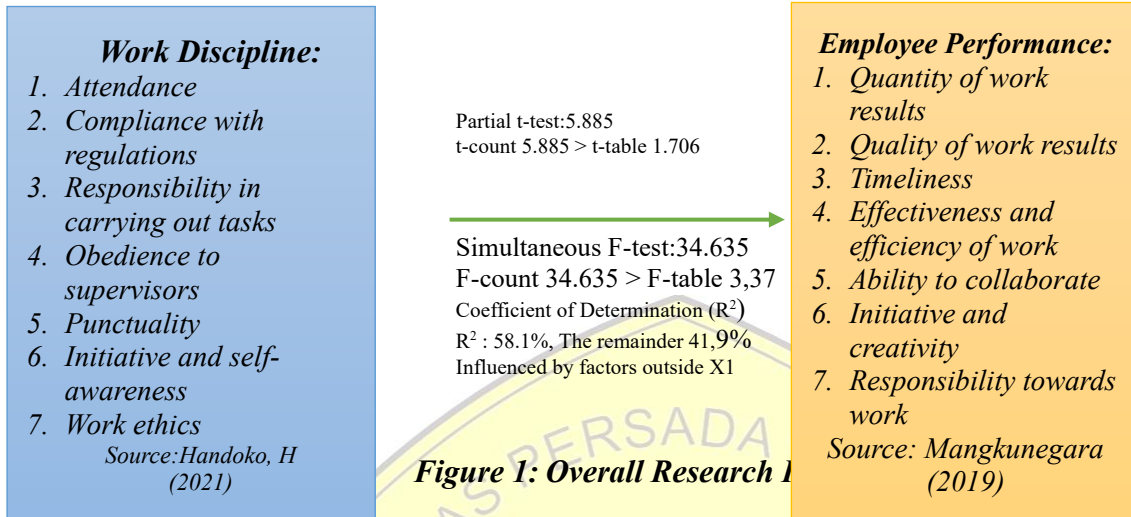
3. Research Methodology

The normality test aims to examine whether the residual data (the difference between actual and predicted values) is normally distributed. This test is carried out using the Kolmogorov-Smirnov (K-S) test and visually assessed through a Normal P-P Plot or residual histogram. The decision criteria for the K-S test are that if the significance value (Sig.) is greater than 0.05, the data is considered normally distributed; if it is less than

0.05, the data is not normal. The heteroscedasticity test is conducted to determine whether there is inequality in the variance of residuals across all predictor values, distinguishing between homoscedasticity and heteroscedasticity. This test can be performed by examining a scatterplot of residuals against predicted values of Y, and optionally by using the Glejser test. If the points on the scatterplot are randomly dispersed without any distinct pattern, it can be concluded that heteroscedasticity is not present.

The autocorrelation test assesses whether serial correlation exists, meaning that residual values at one time or observation are influenced by the residuals from previous observations. This test uses the Durbin-Watson statistic, where a value close to 2 indicates no autocorrelation, while values below 1.5 or above 2.5 suggest the presence of autocorrelation. To ensure the accuracy of the data collection instrument, validity and reliability tests are performed. The validity test measures the extent to which questionnaire items accurately reflect what they intend to measure, using Pearson Product Moment correlation between each item's score and the total variable score. An instrument is considered valid if the calculated correlation coefficient (r count) exceeds the table value (with $\alpha = 0.05$ and based on sample size), or if the significance level (Sig.) is less than 0.05. The reliability test evaluates the internal consistency of the questionnaire, typically measured by Cronbach's Alpha. An instrument is deemed reliable if its Cronbach's Alpha is at least 0.60, though some sources recommend 0.70 or higher for good reliability.

In this study, data analysis is conducted using SPSS software, with hypothesis testing performed using the t-test to determine the effect of independent variables on the dependent variable. The Pearson correlation test is used to identify the strength and direction of the relationship between work discipline (X) and employee performance (Y). A positive correlation indicates that increases in work discipline correspond with increases in employee performance. Simple linear regression analysis is applied to quantify the influence of work discipline on employee performance. The regression model used follows the equation $Y = a + bX$, where Y represents employee performance, X denotes work discipline, a is the constant, and b is the regression coefficient. To determine whether the independent variable significantly influences the dependent variable individually, a partial t-test is conducted. A significance value (Sig.) below 0.05 indicates a statistically significant effect. Lastly, the coefficient of determination (R^2) measures how well the independent variable explains the variation in the dependent variable. The value of R^2 ranges from 0 to 1, or 0% to 100% when expressed as a percentage, with a higher value indicating a better fit of the regression model in explaining the relationship between the variables.

Work Discipline:
1. Attendance
2. Compliance with regulations
3. Responsibility in carrying out tasks
4. Obedience to supervisors
5. Punctuality
6. Initiative and self-awareness
7. Work ethics
       Source: Handoko, H (2021)

Partial t-test: 5.885
t-count 5.885 > t-table 1.706

Simultaneous F-test: 34.635
F-count 34.635 > F-table 3,37
Coefficient of Determination (R^2)
R^2 : 58.1%, The remainder 41,9%
Influenced by factors outside X1

Employee Performance:
1. Quantity of work results
2. Quality of work results
3. Timeliness
4. Effectiveness and efficiency of work
5. Ability to collaborate
6. Initiative and creativity
7. Responsibility towards work
    Source: Mangkunegara (2019)

Figure 1: Overall Research

3. Results and Discussion

Table 1. Simple Linear Regression

Model	Unstandardized Coefficients		Unstandardized Coefficients	T	Sig
	B	Std.Error	Beta		
(Constant)	17.569	4.571		3.844	0.001
Work Discipline (X1)	0.615	0.104	0.762	5.885	0.000

a. Dependent Variable: Employee Performance

Based on Table 1, the simple linear regression analysis between Work Discipline (X1) and Employee Performance (Y) shows a constant value of 17.569 and a regression coefficient of 0.615. This forms the regression equation: $Y = 17.569 + 0.615X$ This means that for every one-unit increase in Work Discipline, Employee Performance increases by 0.615 units, assuming other factors remain constant. The significance value (Sig.) for Work Discipline is 0.000, which is less than 0.05, indicating a significant effect. Additionally, the t-count value of 5.885 is much higher than the typical t-table value, further confirming the significance. Therefore, Work Discipline has a positive and significant influence on Employee Performance. Based on the partial t-test results in Table 4.10, the Work Discipline variable (X1) has a t-count of 5.885 with a significance value of 0.000, which is below the 0.05 threshold. This indicates a significant effect of Work Discipline on Employee Performance. Therefore, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_1) is accepted. This means that higher work discipline leads to better employee performance.

Table 2. Simultaneous F-test

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	358.147	1	358.147	34.635	.000[b]
Residual	258.519	25	10.341		
Total	616.667	26			

a. Dependent Variable: Employee Performance
b. Predictors (Constant): Work Discipline

Based on the results of the simultaneous F-test presented in Table 2, the F-count value is 34.635 with a significance value (Sig.) of 0.000. This significance level is much lower than the established threshold of 0.05. This indicates that the regression model used in this study is statistically significant.

Therefore, it can be concluded that the Work Discipline variable has a significant simultaneous effect on Employee Performance. In other words, Work Discipline plays an important role in explaining the variation in Employee Performance within the context of this study.

Table 3. Coefficient of Determination (R^2)

Model	R	R Square	Adjusted R Square	Std.Error of the Estimate
1	0.762[a]	0.581	0.564	3.216

a. Dependent Variable: Employee Performance
b. Predictors (Constant): Work Discipline

Based on the analysis results shown in Table 3, the coefficient of determination (R Square) is 0.581 or 58.1%. This indicates that the work discipline variable (X1) explains 58.1% of the variation in employee performance (Y) at the Rengas Ciputat Timur Urban Village Office. Meanwhile, the remaining 41.9% is explained by other variables not examined in this study, such as motivation, work environment, leadership, or other external factors. The Adjusted R Square value of 0.564 indicates that, after adjusting for the number of samples and variables used, the model still has a reasonably good explanatory power. Therefore, it can be concluded that work discipline contributes significantly to influencing employee performance, although it is not the only factor involved.

4. Conclusion

Based on the results of the research, it can be concluded that work discipline has a positive and significant effect on employee performance at the Rengas Ciputat Timur Urban Village Office. The simple linear regression analysis showed a regression coefficient of 0.615 with a significance value of 0.000, indicating that higher levels of discipline are associated with improved employee performance. This conclusion is further supported by the t-test result of 5.885 (greater than the t-table value of 1.706), and an F-test value of 34.635 (greater than the F-table value of 3.37), both of which confirm the statistical significance of the model. Furthermore, the coefficient of determination (R^2) of 0.581 suggests that 58.1% of the variance in employee performance is explained by work discipline, while the

remaining 41.9% is influenced by other factors not examined in this study, such as motivation, leadership, workload, or the work environment. These findings align with existing theories and previous research, confirming that discipline particularly in terms of attendance, adherence to rules, responsibility, and punctuality plays a crucial role in enhancing work quality and efficiency.

The practical implication is that improving work discipline should be a strategic priority for human resource management, especially within public service institutions. The village office should implement clear and consistent disciplinary systems, strengthen internal supervision, and foster a culture of accountability and professionalism. Additionally, employee development programs should integrate training on work ethics, time management, and procedural compliance to further support performance improvement. Ultimately, instilling strong work discipline will contribute to more effective, responsive, and high-quality public service delivery.

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