Influence Of Discipline On Employee Performance In Regional Disaster Management Agency Kota Sungai Penuh

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Abstract: This study aims to determine the effect of discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh City, to know the amount of influence discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh City. This type of research is quantitative research to see the influence between independent variables (independent) with dependent variable (dependent). In this study the researcher wanted to see the effect of discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh City. The results of this study are: obtained Ha value received on the significance and α $(0.05) > 0.05$ (significicacy) means there is a significant effect of discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh City. then the better the discipline the better the performance of employees. The influence of discipline on the performance of employees At the Regional Disaster Management Agency in kota Sungai Penuh city City is influenced by factors other than discipline.

Keywords: Discipline, Employee Performance

Conflict of Interest Disclosures:
The authors declare that they have no significant competing financial, professional or personal interests that might have influenced the performance or presentation of the work described in this manuscript.

Introduction

Civil Servants (PNS) have an important role in providing services to the community. Implementation of these tasks and functions increasingly heavier along with the increasing desire of the community to get better service. Improving services should be balanced with the increased service quality of service providers, in addition to be balanced with the completeness of facilities and infrastructure that support service operations, because between the desire, main tasks and functions, and infrastructure must be balanced.

Discipline in work is also very important for employees. Therefore, discipline must be instilled continuously to employees. Continuous planting causes such discipline to be a habit for employees. People who succeed in their respective fields, generally have high discipline. Conversely people who fail, generally undisciplined. Indeed this disciplinary issue is of concern to every human being. Discipline has a very important role in directing human life to achieve its ideals and success in work, because without any discipline then someone does not have a benchmark about what is good and bad in his behavior.

Theoretically the definitions of discipline usually contain desire, expectation, need, goal, goal, drive and incentive. Thus a motive is a psychological state that encourages, activates and moves and that motive that moves and distributes the behavior, attitudes and actions of someone who is always associated with the achievement of goals, (Siagian, 1995: 142). Encouragement of a person to work is influenced by the needs that must be met and the level of different needs of each employee, so that there can be differences in discipline in achievement.

The above conditions cause problems for the leadership to motivate employees to always enforce discipline for employees in order to carry out the work to the fullest.

Demikan also need to create a condition that can provide satisfaction needs of employees, given that the employee's work discipline is not optimally implemented. Therefore, it is necessary to know how the influence of discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh City.

It is important to note the basic attitudes of employees to themselves, their competence, their current work and their description of the opportunities that can be achieved within the new organizational structure.

But it can not be denied also that changes in the new organizational structure can lead to stress and anxiety because it faces something different from before.

Based on Government Regulation (PP) No. 53/2010 on Civil Servants Discipline (PNS) stated that what is meant by:

Civil Servant Discipline is the ability of civil servants to comply with obligations and to avoid prohibitions stipulated in legislation and / or regulation of service which, if not adhered or violated, is punishable by discipline.

Civil Servants, hereinafter abbreviated as civil servants are civil servants and civil servants.

The penalty of discipline is the punishment imposed on civil servants for violating the rules of civil servants discipline. Civil Service Development Officers, Provincial Human Resources Development Officers, and District / Municipal Personnel Officers are referred to in the laws and regulations governing the appointment, transfer and dismissal of civil servants.

Based on the description above, the authors are interested and motivated to examine more in depth about the discipline of existing employees at the Regional Disaster Management Agency of Sungai Penuh River, which at the same time the author made the research thesis with the title "The Influence of Discipline on Employee Performance on Regional Disaster Management Agency of Sungai Penuh" .

Method

In this research, the researcher uses quantitative approach, according to Sugiyono (2007: 7-80) quantitative method due to research data in the form of numbers and analysis using statistics, and quantitative method can be interpreted as research method based on positivism philosophy, population or specific sample, data collection using research instrument, data analysis is quantitative / statistic, with the aim to test the hypothesis that has been set.

quantitative analysis is needed to illustrate the results of the study. Furthermore, to strengthen the existence of a correlation of the variable then the researcher performs the analysis of the answers of questionnaires that are distributed to the respondents by using the percentage of data calculation in the form of answers to the questionnaire is what is used as the basis for researchers in drawing conclusions.

To determine the number of samples from the research subjects of the Municipal Disaster Management Agency of Sungai Penuh River, the researchers used a sample of saturated or total sampling, ie all the population of 29 civil servants were all sampled.

Results and Discussion

1. The Influence of Discipline on Performance

In the dissemination of the questionnaire this study was given to all employees at the Regional Disaster Management Agency of Sungai Penuh City. To know the effect of discipline on Employee Performance, then used Simple Linear Regression formula. Can be seen in the table below:

Table 3.1 Result of Simple Regression Equation Analysis, Discipline (X) on Performance (Y)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	38.351	5.853		6.552	.000
	p.disiplin	.333	.124	.460	2.691	.012

a. Dependent Variable: performance

Based on table 3.1 obtained from the processing and computerization by using SPSS program version 17 then obtained a simple regression equation as follows:

$$Y = 38.351 + 0.333 X$$

The above regression equation can be explained as follows:

Coefficient of regression regression on the performance of Disaster Management Agency of Kota Sungai Penuh is positive, it means the better the level of discipline, hence there is a higher tendency of performance. If the discipline score is increased one-unit, then the average performance score will increase by 0.333 units.

Kostanta 38,351 states that if there is no increase in the value of the discipline variable then the performance is 38.351 units.

b. Coefficient Determinant

This analysis is used to know the percentage of contribution of independent variable to dependent variable. This coefficient shows how much percentage of variables are able to explain the dependent variable.

Table 3.2 Result of Simple Regression Equation Analysis, Discipline (X) on Performance (Y) Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.460a	.211	.182	4.112

2. Predictors: (Constant), p.disciplines

Source: SPSS data calculation results version 17.00

From result of computerized data processing by using program of SPSS version 17. Based on analysis table 3.2 there is R square (Determination) is 0,211 (is squaring of correlation coefficient 0,460) R square can be called coefficient of determination which in this case mean 21.1% contribution of discipline variable to performance , while the rest of 78.9% can be explained by other causes. This means that discipline affects the performance of 21.1% while the rest of 78.9% influenced by factors other than discipline.

Conclusion

Based on the results and research objectives on the influence of discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh Town, it can be concluded as follows:

1. From the results of the research, the value of Ha is received on the significance and α (0.05)> 0.05 (significacy) means there is a significant effect of discipline on the performance of employees at the Regional Disaster Management Agency of Sungai Penuh City. Then t-count is 2,691, whereas t - table is 2.052, so it can be concluded t - >> from t - table or 2.691> 2.052 then the null hypothesis is rejected and alternative hypothesis accepted means there is a significant influence between discipline on employee performance, the better discipline then the better the performance of employees.

2. The constant of 38,351 states that if there is no increase in the value of the discipline variable (X), then the employee performance value (Y) is 0.333, the regression coefficient of 0.333 states that each addition of one score is the discipline value will give the score increase of 0.333.

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