

## **The Effect of Work Discipline and Work Ability On Employee Performance at PT. PLN (Persero) Rayon Medan Selatan**

**Rini Astuti**

Email: [riniastuti@umsu.ac.id](mailto:riniastuti@umsu.ac.id)

*Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Sumatera Utara*

### **ABSTRACT**

*The purpose of this research is to find out and analyze the effect of work discipline on employee performance, to find out and analyze the effect of work ability on employee performance and to find out and analyze the effect of work discipline and work ability on employee performance at PT. PLN (Persero) Rayon South Medan. In this research on approach used through an associative approach. The sample used in this research is saturated sampling technique, where the entire population is sampled. The data collection techniques used in the research are questionnaires and data analysis teaches using SPSS (Statistical Package For The Social Sciences). to test the three hypotheses advanced in the research. research shous that the effect of work discipline and work ability on employee performance.*

**Keywords :** *Work Discipline, Work Ability, Employee Performance.*

### **INTRODUCTION**

Companies need potential human resource factors, both leaders and employees in the pattern of tasks and supervision which are the determinants of achieving company goals. In order for management activities to run well, it is necessary to have cooperation between all existing human resources in the company, both leaders and employees so that employee performance will increase. Therefore, in today's era where technology and civilization are very advanced, it demands competent human resources who have high enthusiasm and discipline in carrying out their roles and functions for both individual and organizational goals.

In the world of work, companies must be able to improve employee performance, so that they can create quality output or work results. To create quality output or work results, employees or human resources are needed who are able to work optimally and have high abilities. In today's era of technological advances, employees are expected to be able to operate work equipment properly in order to achieve the expected performance. The factors that affect performance consist of internal factors and external factors. Internal factors include intellectual ability, work discipline, job satisfaction and employee motivation. While external factors include leadership style, work environment, compensation, and management system in the company. (Busro: 2018, p. 95).

Performance is a person's success in carrying out tasks, the purpose of performance as a benchmark to evaluate the extent to which the employee gives his ability to the company. If the employee's performance is good, the company's performance is likely to be good too. The low performance of employees can have a big impact on the company. This is due to the lack of optimal responsibilities for his work (Astuti & Prayogi: 2018). Performance can be interpreted as a willingness from individuals or groups of individuals to be able to carry out their duties and complete them according to their responsibilities and as expected (Raihanah Daulay & Manaf:

2017, p. 115). Therefore, employee performance must be further improved through work discipline and good work skills.

To get the expected performance, every company needs to apply discipline to every employee involved in it, because without good work discipline it is impossible to create a good work process, so the company must pay more attention and be firm to the discipline of its employees, this is to create a good work process that can realize the company's goals. Work discipline is an attitude of willingness and willingness of a person to know and obey the norms of the regulations that apply around him. (Sutrisno : 2009, p. 86)

Good discipline reflects one's sense of responsibility for the tasks assigned to employees. Because with the development of an organization or company and the higher the technology used by the company, it causes frequent changes and the wider the work that will be carried out by the workforce, so discipline needs to be held so that the goals of the organization/company can be achieved. So if this can be overcome then the level of employee performance will be higher. (Tanjung: 2015). In addition to work discipline, ability can also affect employee performance. Ability is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time (Mangkunegara: 2017, p. 94). Therefore, poor capabilities can lead to sub-optimal performance. So the company's support for the capabilities of employees is very important in order to achieve optimal performance.

PT. PLN (Persero) Rayon South Medan is a state-owned company that regulates all aspects of electricity in the South Medan area. Based on preliminary research that the author did, the performance of employees at PT. PLN (Persero) Rayon South Medan is still not optimal, where there are still employees who do not reach the target time set by the company in terms of installing MCB. MCB (Miniature Circuit Breaker) is a component in home electrical installations that has a very important role. This component functions as a protection system in electrical installations in the event of overload and short circuit (short circuit). Then it was found that field employees did not use equipment that was in accordance with company standards. Like employees who do not use safety helmets when climbing towers.

However, it is important for the safety of employees. In addition, there are obstacles between field employees, where there are still employees who are less able to operate technological devices or do not understand their work equipment. This causes problems when employees report work results, so that employee performance decreases. Based on the explanation above, the authors are interested in conducting a study related to the influence of discipline and work ability on the performance of employees of PT. PLN (Persero) Region South Medan. So the title of this research is "The Influence of Work Discipline and Work Ability on Employee Performance at PT. PLN (Persero) Rayon South Medan".

## **LITERATURE REVIEW**

### **Work Discipline**

Good discipline reflects the magnitude of a person's responsibility for the tasks assigned to him. This encourages work enthusiasm, morale, and the realization of the goals of the company, employees, and society. Therefore every manager always tries to make his subordinates have good discipline, a manager is said to be effective in his leadership, if his subordinates have good discipline. To maintain and improve good discipline is a difficult thing,

because only factors that influence it. Discipline tends to be interpreted as punishment in a narrow sense, but actually discipline has a broader meaning than punishment. Sutrisno (2009, p. 86) discipline is an attitude of willingness and willingness of a person to know and obey the norms of the regulations that apply around him. Hasibuan (2016, p. 193) provides a definition of discipline as a person's awareness and willingness to obey all company regulations and applicable social norms. Meanwhile (Handoko: 2014, p. 208) says: "Discipline is a management activity to implement organizational standards".

### **Work Ability**

An employee must have good work skills in order to help achieve company goals. (Hasibuan: 2016, p. 94) argues that work ability is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time. Gibson (2003, p. 53) also argues that ability is an innate or learned trait that enables a person to complete work. Then, (Soelaiman: 2007, p. 112) states that ability is an inborn or learned trait that allows a person to complete his work, both mentally and physically. From the expert opinion above, it can be concluded that ability is a natural trait possessed by a person in the form of skills, abilities and intelligence of a person in carrying out work or carrying out their duties well.

### **Employee Performance**

One of the factors that affect the level of success of the organization is the performance of its employees, with good work carried out by employees will have an impact on the company. Performance is a description of an activity program or policy of achievement in realizing the goals, and missions of an organization (moehariono level: 2012, p. 95). While in view (Samsuddin: 2018, p. 75) employee performance is the level of success of employees in carrying out their duties and responsibilities. Sinambela (2018, p. 483) states that performance is the willingness of a person or group to carry out an activity and perfect it according to their responsibilities with the expected results. Performance is basically the result or level of success of an individual or group of people from the overall implementation of tasks during a certain period compared to various possibilities, such as work standards, targets, goals, or criteria that have been determined and mutually agreed upon (Mubarak: 2017, p. 77 ).

The opinion (Fahmi: 2017, p. 176) states that performance is the result obtained by an organization, whether the organization is profit-oriented and non-profit-oriented, which is produced over a period of time. The performance of an employee or employee is basically the result of an employee's work during a certain period compared to various possibilities, for example standards, targets, goals, or criteria that have been determined in advance and have been mutually agreed upon (Shaleh: 2018, p. 57). It can be concluded that performance is the result of final work both in quality and quantity obtained by employees while carrying out work in accordance with the responsibilities that have been given by the company. In addition, performance can also be interpreted as a result and effort of an employee achieved by the ability and actions in certain situations within a company.

### **METHODS**

The research approach used in this study is an associative and quantitative approach. The

associative approach aims to determine the effect of one variable on another variable. The data collected is presented in the form of quantitative data, namely testing and analyzing data by calculating numbers and then drawing conclusions from the test (Sugiyono: 2012, p. 55). The population in this study were all field employees at PT. PLN (Persero) Rayon South Medan, amounting to 44 people. The sample used in this study is the saturated sampling method, which is where the entire population is sampled.

Data collection technique is a way of collecting data or information in a study. The method of data collection in this study was carried out through interviews and questionnaire. Interviews are direct dialogues between researchers and research respondents (Juliandi et al., 2015, p. 69) Researchers conduct questions and answers to research samples at PT. PLN (Persero) Region South Medan. In this study, the questionnaire as a research instrument that makes statement items to obtain information regarding the research variables X and Y. The worksheets given to respondents who become the research sample are employees of PT. PLN (Persero) Region South Medan given a score according to each measurement scale.

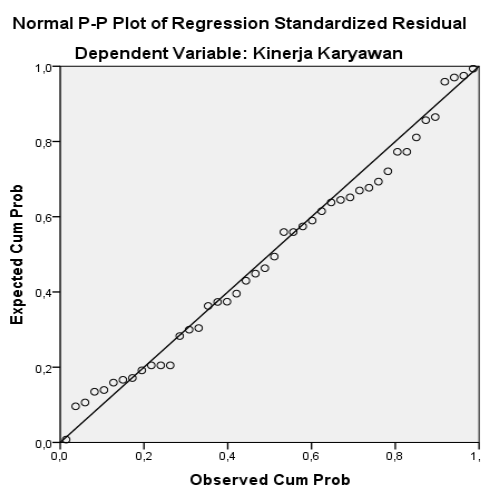
## RESULTS AND DISCUSSION

### Results

#### Normality Test Result

The normality test aims to find out in the regression model, the confounding or residual variables have a normal distribution. The normality test used to test whether the distribution is normal or not is by graphical analysis. One way to see the normalization of residuals is to look at the histogram graph that compares the observation data with a distribution that is close to a normal distribution. A more reliable method is to look normally. The normal distribution will form a straight diagonal line, and plotting the residual data will be compared with the diagonal line. The following are the test result PP-Plots.

**Figure 1. P-Plot Normality Test Results**



Based on the figure 1 normal probability plot above, it can be seen that the data depiction shows a good pattern and the data spreads around the diagonal line and follows the direction of the diagonal line, then the normal probability plot graph is normally distributed.

### Multicollinearity Test

Multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). Multicollinearity testing is done by looking at the VIF between the independent variables. The following are the results of the multicollinearity test:

**Table 1. Multicollinearity Test Results Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
	B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1 (Constant)	20,168	5,298		3,806	,000		
X1	,394	,158	,432	2,488	,017	,530	1,885
X2	,159	,139	,198	1,141	,260	,530	1,885

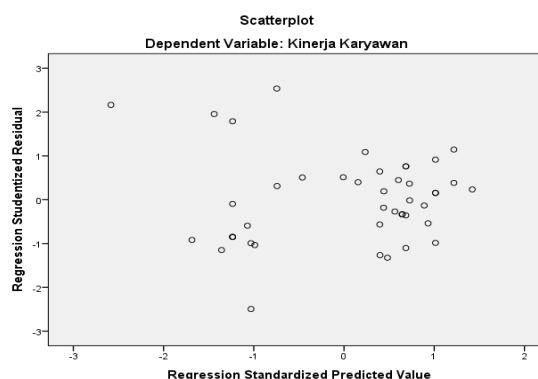
a. Dependent Variable: Y

In table 1 the following conclusions can be drawn:

1. Work Discipline (X1) with a tolerance value of 0.530 which is greater than 0.10 and a VIF value of 1.885 which is smaller than 10.
2. Workability (X2) with a tolerance value of 0.530 greater than 0.10 and a VIF value of 1.885 less than 10.
3. Because the tolerance value obtained for each variable is greater than 0.10 and the VIF value obtained for each variable is less than 10, it means that the competency variable data and work placement are free from multicollinearity symptoms.

### Heteroscedasticity Test

Heteroscedasticity test was carried out using graph analysis. A good regression model is one with homoscedasticity or no heteroscedasticity. The results of the heteroscedasticity test analysis using a scatterplot graph are shown in the following figure:



**Figure 2. Scatterplot Heteroscedasticity Test Results**

In Figure 2 the scatterplot graph can be seen that the results of the scatterplot graph show that the data is randomly distributed and does not form a certain pattern. The data is spread both above and below the number 0 on the Y axis. This indicates that there is no heteroscedasticity.

**Table 2 Regression Coefficient Test Result**  
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,168	5,298		3,806	,000
	X1	,394	,158	,432	2,488	,017
	X2	,159	,139	,198	1,141	,260

a. Dependent Variable: Y

Based on table 2 above, the multiple linear regression equation model is obtained as follows:

$$Y = 20,168 + 0,394 X_1 + 0,159 X_2 + e$$

Where :

1. The constant value is 20.168 if the work discipline variable (X1), work ability (X2) is considered zero, then the employee performance (Y) in the company is 20.168.
2. The value of the work discipline coefficient (X1) of 0.394 states that if work discipline increases by 100%, then the performance of employees (Y) will increase by 39.4%.
3. The coefficient of work ability (X2) of 0.159 states that if the level of work ability increases by 100%, then the performance of employees (Y) will increase by 15.9%.

## Hypothesis testing

### Partial Test (t test)

The t test is used to determine the effect of the independent variable on the dependent variable partially. The results of the test with the t test are as follows:

**Table 3. Partial Test Results (T-Test)**  
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,168	5,298		3,806	,000
	X1	,394	,158	,432	2,488	,017
	X2	,159	,139	,198	1,141	,260

a. Dependent Variable: Y

From table 3 it can be seen that the results of the partial statistical test are as follows:

1. Work discipline (X1) obtained tcount of 2.488 with a significant value of 0.017 while table of 1.68 with a significant value of 0.05. In conclusion, tcount 2.488 > ttable 1.68



with a significant value of  $0.017 < 0.05$  then  $H_0$  is rejected, which means that partially the work discipline variable (X1) has a positive and significant effect on employee performance (Y). This shows that work discipline has an effect on employee performance at PT. PLN (Persero) Region South Medan.

2. Workability (X2) obtained tcount of 1.141 with a significant value of 0.260 while ttable of 1.68 with a significant value of 0.05. The conclusion is tcount  $1.141 < t_{table} 1.68$  with a significant value of  $0.260 > 0.05$  then  $H_0$  is accepted which means that partially the work ability variable (X2) does not have a significant effect on employee performance (Y). This shows that work ability has no effect on employee performance at PT. PLN (Persero) Region South Medan.

### F test (Simultaneous)

The F-test is used to test whether the independent variables jointly affect the dependent variable. The following are the results of simultaneous hypothesis testing as follows:

**Table 4. Simultaneous Test Results (Test F)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	160,162	2	80,081	10,729	,000 <sup>b</sup>
	Residual	306,020	41	7,464		
	Total	466,182	43			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

In table 4 the F-test obtained the Fcount value of 10.729 with a significant value of 0.000 in Ftable with a confidence level of 0.95 with a significance of 0.05, with a Ftable value of 3.21, then obtained Fcount  $10.729 > F_{table} 3.21$  with a value of 3.21 significant  $0.000 < 0.05$  which indicates that the variables of work discipline (X1), work ability (X2) simultaneously affect employee performance (Y) at PT. PLN (Persero) South Medan Region.

### Coefficient of Determination

The coefficient of determination ( $R^2$ ) is a number that indicates the degree or ability of the distribution of the independent variable (X) in explaining and explaining the dependent variable (Y). The greater the coefficient of determination is zero and one ( $0 < R^2 < 1$ ). The following is the value of the coefficient of determination ( $R^2$ ):

**Table 5. Coefficient of Determination**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,586 <sup>a</sup>	,344	,312	2,732

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Based on table 4 above, it can be seen that the R Square value is 0.344, indicating that the correlation or relationship between work discipline and work ability on employee performance has a relationship level, namely:

$$D = R^2 \times 100 \%$$

$$D = 0,344 \times 100 \%$$

$$D = 34,4\%$$

This means that 34.4% of employee performance is influenced by work discipline and work ability. While the remaining 65.6% is influenced by other variables not examined in this study, such as organizational culture, motivation and other variables.

In Table 4.13 above, the level of relationship between the dependent variable, namely employee performance (Y) and the independent variable, namely work discipline (X1) and work ability (X2) together show an R value of 0.344 or 34.4% with the relationship level is low as can be seen in table 5 below:

**Table 6. Correlation Coefficient Interpretation**

Interval Koefisien	correlationship level
0,80 – 1,000	Very Strong
0,60 – 0,799	Strong
0,40 – 0,599	Normal
0,20 – 0,399	Weak
0,00 – 0,199	Very Weak

## DISCUSSION

### The Effect of Work Discipline on Employee Performance

From the results of the statistical test of work discipline (X1), it has a positive and significant effect on employee performance (Y) at PT. PLN (Persero) Region South Medan. Due to the results of  $t_{count} 2.488 > t_{table} 1.68$  with a significant value of  $0.017 < 0.05$ ,  $H_0$  is rejected.  $H_a$  is accepted. Based on multiple regression values, having a coefficient of 0.394 proves that work discipline has a positive effect on employee performance, this indicates that if work discipline increases, employee performance also increases. Work discipline has a significant effect on employee performance because it has a probability value of 0.017 ( $\text{sig } 0.017 < 0.05$ ) this shows work discipline has a significant effect on employee performance. (Kasmir: 2018, p. 189) argues that the factors that affect employee performance are abilities and expertise, knowledge, work design, personality, work motivation, leadership, organizational culture, job satisfaction, and work discipline.

This is in line with research (Jufrizen, 2016); (Faustyna & Jumani : 2015); (Arda, 2017); (Jufrizen, 2018); (Arif et al., 2019); (Yusnandar et al., 2020); (J. S. Hasibuan & Silvya, 2019); (Arianty, 2016); (J. S. Hasibuan & Handayani, 2017); (Prayogi & Nursidin, 2019); (Nasution & Lesmana, 2018); with the results of research that work discipline has a positive and significant influence on employee performance. From the explanation above, it can be concluded that work discipline has a positive and significant effect on employee performance. With good work discipline, it will certainly create good performance as well.



### **The Influence of Work Ability on Employee Performance**

From the results of the statistical test of work ability (X2) does not have a positive and significant effect on employee performance (Y) at PT. PLN (Persero) Region South Medan. Due to the results of  $t_{count} 1.141 < t_{table} 1.68$  with a significant value of  $0.260 > 0.05$ ,  $H_0$  is accepted,  $H_a$  is rejected. Based on the multiple regression value, having a coefficient of 0.159 proves that work ability has no effect on employee performance. (Soelaiman: 2007, p. 112) argues that work ability is an inborn or learned trait that enables a person to complete his work, both mentally and physically. Work ability does not have a significant effect on employee performance because it has a probability value of 0.260 ( $\text{sig } 0.260 > 0.05$ ) this shows work ability has no significant effect on employee performance. This is in line with research (Sekartini, 2016) with the results of research that the workability variable partially does not have a significant effect on employee performance. This means that there is no direct influence of work ability on employee performance.

### **The Influence of Work Discipline and Work Ability on Employee Performance**

Simultaneous testing shows that the variables of work discipline (X1), and work ability (X2) have a significant effect on employee performance (Y) at PT. PLN (Persero) Region South Medan. Due to the results of  $F_{count} 10.729 > F_{table} 3.21$  with a significant value of  $0.000 < 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted. To see how much influence work discipline (X1), work ability (X2) together on Employee Performance (Y), a determination coefficient test of 0.344 or equal to 34.4%, the remaining 65.6% is influenced by variables others that were not investigated in this study. Based on the test results show that the effect of work discipline on employee performance has a value of 2.488 while the effect of work ability on employee performance has a value of 1.141, then the effect of work discipline and work ability together has an  $F_{count}$  of 10,729. This shows that work discipline and work ability must be carried out together. And the results of previous research by (Paruru et al.: 2016) which states that work discipline and work ability together have a significant effect on employee performance.

### **CONCLUSION**

Based on the data obtained in this study regarding the effect of work discipline and work ability on employee performance at PT. PLN (Persero) Region South Medan. Respondents in this study found 44 employees, then analyzed, the keys are as follows:

1. Work Discipline has a significant effect on employee performance at PT. PLN (Persero) Region South Medan.
2. Workability has no effect and is not significant on the performance of employees at PT. PLN (Persero) South Medan Region.

Simultaneously Work Discipline and Work Ability have a significant effect on Employee Performance at PT. PLN (Persero) South Medan Region.

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