The Effect of Discipline and Training on Employee Performance at PT. BCA Finance in Jakarta

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ABSTRACT

This study aims to determine the effect of discipline and training on employee performance at PT. BCA Finance in Jakarta. The method used is explanatory research with analysis techniques using statistical analysis with regression testing, correlation, determination, and hypothesis testing. This study's results find that the discipline and training on employee performance at PT. BCA significantly affects employee performance by 47.3%; hypothesis testing is obtained t count> t table or (8.683> 1.989). Training has a significant effect on employee performance by 43.6%; hypothesis testing is obtained t count> t table or (8,054> 1,989). Discipline and training simultaneously have a significant effect on employee performance with the regression equation Y = 8.758 + 0.404X1 + 0.373X2, and the contribution of the effect is 56.1%, hypothesis testing obtained F count> F table or (52.947> 2.710).

Keywords: Discipline, Training, Employee Performance.

INTRODUCTION

Nowadays, the growth rate of car use mobility is increasing along with the better means of transportation. One of the finance companies that cover car sales is PT. BCA Finance, with the initial name established, was PT. Central Sari Metropolitan Leasing Corporation in 1981 and the shareholder composition was owned by PT. Bank Central Asia, The Long Term Credit Bank of Japan, and Japan Leasing Corporation. Currently, the focus is on commercial financings, such as financing production machines, heavy equipment, and transportation. In 2001, it changed its name to PT. Central Sari Finance (CSF), with PT. Bank Central Asia as the majority shareholder, is financing vehicles, especially four-wheeled vehicles.

With PT. BCA Finance, like a car financing company, consumers will have flexibility in calculations and payment capabilities tailored to consumer conditions. It is proven by the financing system that is being implemented can boost sales from time to time. The growth of the motorcycle market in Indonesia is increasing from year to year. The car industry is required to adjust its products according to the needs and desires of consumers. This data can be seen from data from AISI (Indonesian Car Industry Association). The high-speed growth of the business environment demands the role of human resources in competitive advantage; this also means that companies must increase the work they have achieved now to obtain better work results in the future. One of the most influential factors in human resources is the training factor. One aspect that is also able to achieve company

success is also related to employee work discipline. The discipline is related to obeying the rules of working time, obeying the company's rules. Also, obeying the rules of norms and other laws, and obeying the behavior in carrying out work.

According to Hasibuan (2013), states that "Coaching is awareness of one's willingness to obey all company regulations and applicable norms." Therefore, if the work environment is all training, an employee will participate in training, but if the company's work environment is not training, an employee will not participate in training. Thus, it is tough for a work environment that is not trained but wants to apply employee coaching because the work environment will be a role model for employees. Therefore, job training can be seen as something of great benefit, both for the company's benefit and for the employees; for companies, job training will ensure the maintenance of order and the smooth execution of tasks so that optimal results are obtained. As for employees, a pleasant working atmosphere will be obtained to increase morale in carrying out their work. Thus, employees can carry out their duties with full awareness and develop their energy and mind.

According to Mangkunegara (2016) states that "Training (training) is a short-term educational process that uses systematic and organized procedures, non-managerial employees learn technical knowledge and skills for a limited purpose." The more employees who are allowed to take part in training can improve company performance. In general, it can be said that the employee's performance is good. The success of the company in managing and empowering human resources, which are company assets, can increase the company's income so that the company can survive amidst the onslaught of competition with other similar companies; the key to the company's success, in this case, cannot be separated from the human factor as a variable that has a considerable influence determine whether the company progresses or not. Based on the description above, the authors are interested in taking the title: "The Effect of Discipline and Training on Employee Performance at PT. BCA Finance."

1. Discipline

According to Sutrisno (2016) defines "Discipline is a person's behavior by the rules, existing work procedures or attitudes and behavior and actions by the rules of the organization, both written and unwritten." In this study, the indicators used include: obedience to the rules of time, obey the rules of the organization, obey the rules of behavior at work, obey other rules.

2. Training

According to Gomes (2017), training attempts to improve work performance in a particular job, his responsibility. Ideally, training should be designed to achieve organizational goals while simultaneously realizing individual workers' goals. Training is often considered the most common activity, and leaders support training because, through training, workers will become more skilled and therefore more productive even though these benefits must be accounted for by the time spent while workers are being trained.

3. Employee performance

According to Mangkunegara (2016: 75), the definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to him

METHOD

The population in this study amounted to 86 respondents PT. BCAFinance in Jakarta. This study's sampling technique was a saturated sample, where all members of the population were sampled. Thus the sample in this study amounted to 86 respondents. The type of research used is associative, where the aim is to determine the effect of the independent variable on the dependent variable either partially or simultaneously. The data analyses used instrument tests, classical assumption tests,

regression, coefficient of determination, and hypothesis testing.

RESULT and DICUSSION

1. Descriptive Analysis

This test is used to determine the minimum and maximum score, the mean score, and each variable's standard deviation. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Discipline (X1)	86	32	47	38.23	3,931
Training (X2)	86	30	46	38.06	3,562
Employee Performance (Y)	86	31	47	38.40	3,512
Valid N (listwise)	86				

Discipline obtained minimum variance 32, maximum variance 47, mean score 38.23, and standard deviation 3,931. The training obtained a minimum variance of 30. and a maximum variance of 46 with a mean score of 38.06 with a standard deviation of 3.931. Employee performance obtained a minimum variance of 31 and a maximum variance of 47 with a mean score of 38.40 with a standard deviation of 3.512.

2. Verification Analysis.

This analysis aims to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Multiple Linear Regression Test Results
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,758	2,919		3,000	.004
	Discipline (X1)	.404	.083	.452	4,857	.000
	Training (X2)	.373	.092	.378	4,068	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation Y = 8.758 + 0.404X1 + 0.373X2 is obtained. From this equation, it is explained as follows:

1) A constant of 8,758 means an employee performance value of 8,758 points if there is no discipline and training.
2) The discipline regression coefficient is 0.404; this number is positive, meaning that every time there is an increase in the discipline of 0.404, the employee's performance will also increase by 0.404 points.
3) The training regression coefficient is 0.373; this figure is positive, meaning that every time there is an increase in training of 0.373, the employee's performance will also increase by 0.373 points.

b. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent variable and the dependent variable either partially or simultaneously. The test results are as follows:

Table 3. Results of Testing the Correlation Coefficient of Discipline on Employee Performance.

Correlations[b]

		Discipline (X1)	Employee Performance (Y)
Discipline (X1)	Pearson Correlation	1	.688 **
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.688 **	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.688 means that discipline has a strong relationship with employee performance.

Table 4. Results of Training Correlation Coefficient Testing on Employee Performance.

Correlations[b]

		Training (X2)	Employee Performance (Y)
Training (X2)	Pearson Correlation	1	.660 **
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.660 **	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.660 means that training has a strong relationship with employee performance.

Table 5. Results of the Simultaneous Correlation of Discipline and Training Coefficient on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.749a	.561	.550	2,356

a. Predictors: (Constant), Training (X2), Discipline (X1)

The test results obtained a correlation value of 0.749 means that discipline and training simultaneously have a strong relationship with employee performance.

c. Analysis of the coefficient of determination

The coefficient of determination is intended to determine the independent variable's influence on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6. The Results of Testing the Discipline Determination Coefficient on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.688a	.473	.467	2,565

a. Predictors: (Constant), Discipline (X1)

Based on the test results, a determination value of 0.473 means that discipline has an influence contribution of 47.3% on employee performance.

Table 7. Results of Testing the Training Determination Coefficient on Employee Performance.
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.660a	.436	.429	2,654

a. Predictors: (Constant), Training (X2)

Based on the test results, it was found that the value of determination was 0.436, meaning that training had an influential contribution of 43.6% on employee performance.

Table 8. Results of Testing the Coefficient of Determination of Discipline and Training on Employee Performance.
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.749a	.561	.550	2,356

a. Predictors: (Constant), Training (X2), Discipline (X1)

Based on the test results, it was found that the determination value was 0.561, meaning that the simultaneous discipline and training had an influential contribution of 56.1% on employee performance, while other factors influenced the remaining 43.9%.

d. Hypothesis testing
Partial hypothesis test (t-test)
Hypothesis testing with the t-test is used to determine which partial hypothesis is accepted.

The first hypothesis: There is a significant influence between discipline on employee performance.

Table 9.Discipline Hypothesis Test Results on Employee Performance.
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,900	2,720		5,478	.000
	Discipline (X1)	.615	.071	.688	8,683	.000

a. Dependent Variable: Employee Performance (Y)

Based on the table above's test results, the value of t count> t table or (8,683> 1,989) is obtained; thus, the first hypothesis proposed a significant influence between discipline on employee performance is accepted.

Table 10. Hypothesis Test Results on Training on Employee Performance.
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13,627	3,089		4,412	.000

Training (X2)	.651	.081	.660	8054	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t count> t table or (8,054> 1,989) is obtained; thus, the second hypothesis proposed that there is a significant effect between training on employee performance is accepted.

Simultaneous Hypothesis Test (Test F)

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted. The third hypothesis There is a significant influence between discipline and training on employee performance.

Table 11. Results of Discipline and Training Hypothesis Testing on Employee Performance. ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	587,823	2	293,912	52,947	.000b
	Residual	460,735	83	5,551		
	Total	1048,558	85			

Based on the test results in the table above, it is obtained that the value of F count> F table or (52.947> 2.710); thus, the third hypothesis proposed that there is a significant effect between discipline and training on employee performance is accepted.

Discussion of Research Results

1. The Effect of Discipline on Employee Performance

Discipline has a significant effect on employee performance with a correlation of 0.688 or has a strong relationship with an influential contribution of 47.3%. Hypothesis testing obtained the value of t count> t table or (8,683> 1,989). Thus, the first hypothesis proposed that a significant effect between discipline on employee performance is accepted.

2. Effect of Training on Employee Performance

Training has a significant effect on employee performance with a correlation of 0.660 or has a strong relationship with an influential contribution of 43.6%. Hypothesis testing obtained the value of t count> t table or (8,054> 1,989). Thus, the second hypothesis proposed that a significant

effect between training on employee performance is accepted.

3. The Effect of Discipline and Training on Employee Performance

Discipline and training significantly affect employee performance with the regression equation Y = 8.758 + 0.404X1 + 0.373X2, the correlation value is 0.749 or has a strong relationship with the contribution of the influence of 56.1% while other factors influence the remaining 43.9%. Hypothesis testing obtained the value of F count> F table or (52,947> 2,710). Thus, the third hypothesis proposed that there is a significant effect between discipline and training on employee performance is accepted.

CONCLUSION

a. Discipline has a significant effect on employee performance with an influence contribution of 47.3%. Hypothesis test obtained t value> t table or (8,683> 1,989).
b. Training has a significant effect on employee performance with an influence contribution of 43.6%. Hypothesis test obtained t value> t table or (8,054> 1,989).

c. Discipline and training significantly affect employee performance with 56.1%, while other factors influence the remaining 43.9%. Hypothesis testing obtained the value of F count> F table or (52,947> 2,710).

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