



## Effect Of Work Ability and Discipline on Employee Performance (Study at PT. Binuang Mitra Bersama)

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### Abstract

The need for ability or skill and discipline in a company is needed for now where all things about performance create new values carried by the current wave of technology and global media. The purpose of this study is to find out an overview of the ability and work discipline on employee performance, in addition to knowing the influence of ability and work discipline partially and simultaneously on employee performance. The study used the Explanatory Research method with a quantitative approach and data collection techniques through questionnaires. The sample used was 40 permanent employees at the company. Analysis of the data used is descriptive analysis method and inferential analysis by paying attention to the classical assumption test and multiple linear analysis. The results showed that workability and work discipline affected employee performance. Meanwhile, based on the calculation of the coefficient of termination ( $r^2$ ) Ability and Work Discipline affect employee performance by 85.4%, and the remaining 14.6% is influenced by other factors. From the statistical calculation of the Analysis of Variance Test (ANOVA) it is known that  $F_{count} = 108.285$  compared to  $F_{0.05;35} = 3.23$  then  $F_{count} > F_{0.05;35}$ , so it can be stated that Ability and Work Discipline have a significant effect on Employee Performance and Simultaneously, WorkAbility has a more dominant effect than Work Discipline on Employee Performance.

**Keywords:** WorkAbility, Discipline, Employee Performance.

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### INTRODUCTION

Change management is a systematic process of applying the knowledge, tools, and resources needed by the organization to shift from the current state to the desired state, namely towards better performance and to manage individuals who will be affected by the change process. 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. Improved employee performance will bring progress for the company to be able to survive in an unstable competitive business environment. Therefore, efforts to improve employee performance are the most serious management challenges because success in achieving the goals and survival of the company depends on the quality of the performance of the human resources in it.



This research is focused on the performance of employees of PT. Binuang Mitra Bersama is a company engaged in coal mining, because this company is still new, the ability and discipline of employee performance are still lacking, therefore the company is trying to improve it. Workability relates to knowledge, talents, interests, and experience to complete tasks that are by the work they occupy. The company management must be able to develop the ability of each employee to suit the needs of the company, because of the ability to show the potential of an employee is doing his job. unwritten rules. The discipline of employees can be carried out by setting rules that must be obeyed by employees. Good performance is optimal performance, namely performance that is by organizational standards and supports the achievement of organizational goals.

From the above phenomenon, the problem that will be studied in this research is to test the extent to which the efforts are carried out or carried out by PT. Binuang Mitra Bersama in improving the performance of its employees, because the ability and discipline of work in employee performance are very influential for the smooth production and targets you want. achieved.

Good performance is optimal performance, namely performance that is by organizational standards and supports the achievement of organizational goals. Increasing employee performance will bring progress for the agency (organization) to be able to survive in an unstable competition. Employee performance is influenced by several factors, both related to the workforce itself and those related to the company or organization environment. identify factors that affect performance, among others, are the ability and work discipline.

These aspects can be a trigger for employees in influencing optimal work productivity. The appraisal should provide an accurate picture of the employee's work performance. For this purpose, assessment systems must be job-related, practical, have standards, and use a variety of reliable measures.

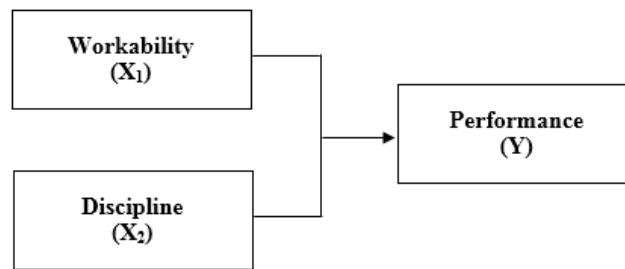
### **Formulation of the problem**

Based on the above background, several formulations of the problems werw obtained, namely:

1. Does the ability to work partially have a significant effect on the performance of employees at the company PT. Binuang Mitra Bersama?
2. Does work discipline partially have a significant effect on employee performance at the company PT. Binuang Mitra Bersama?
3. Does the ability and work discipline simultaneously have a significant effect on the performance of employees at the company PT. Binuang Mitra Bersama?

### **Hypothesis**

Based on the description of the problem formulation above, it can be formulated a research paradigm regarding the ability and work discipline that affect employee performance is stated in the following figure:



It can be formulated provisional conjectures or hypotheses as follows:

1. There is a partial effect of work ability on employee performance at PT. Binuang Mitra Bersama.
2. There is a partial effect of work discipline on employee performance at PT. Binuang Mitra Bersama.
3. There is a simultaneous influence between the variables of work ability and work discipline on employee performance at PT. Binuang Mitra Bersama.

## LITERATURE REVIEW

### Previous Research

No.	Research / Title	Similarities	Difference
1.	Romansyah (2013) Title 'Pengaruh Kemampuan dan Disiplin kerja terhadap Kinerja karyawan panti asuhan anak Tunas Bangsa Pati'	<ul style="list-style-type: none"> <li>• Quantitative Analyst Method</li> </ul>	<ul style="list-style-type: none"> <li>• research period 2013</li> <li>• Place/ research site</li> </ul>
2.	Aulia Hani Rahmawati, Djamhur Hamid dan Hamidah Nayati Utami ( 2013 ), Title 'Pengaruh disiplin kerja dan kemampuan kerja terhadap prestasi kerja karyawan ( studi pada pegawai kantor pusat pt.pelabuhan indonesia III (persero) surabaya )'	<ul style="list-style-type: none"> <li>• Quantitative Analyst Method</li> <li>• Process Variables</li> </ul>	<ul style="list-style-type: none"> <li>• research period 2013</li> <li>• Place/ research site</li> </ul>
3.	kiki Rindy Arini, M.Djudi Mukzam, dan Ika Ruhana (2015) Title 'Pengaruh kemampuan kerja dan motivasi kerja terhadap kinerja karyawan ( studi pada karyawan pt.perkebunan nusantara x (pabrik gula) dijombang baru)	<ul style="list-style-type: none"> <li>• Quantitative Analyst Method</li> </ul>	<ul style="list-style-type: none"> <li>• Research period 2015</li> <li>• Place/ research site.</li> <li>• 1 variable product (work motivation)</li> </ul>
4.	Zainal (2016) Title 'Pengaruh Kemampuan kerja, Pengalaman kerja dan Disiplin kerja terhadap Kinerja karyawan negeri sipil (pns) pada kantor kecamatan bahodopi kabupaten morowali	<ul style="list-style-type: none"> <li>• Quantitative Analyst Method f</li> <li>• Process Variables Workability and discipline</li> </ul>	<ul style="list-style-type: none"> <li>• Research period 2016</li> <li>• Place/ research site</li> </ul>



5	F. A Sanjaya (2021) Title Dampak Budaya Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus: PT Kaltrabu Indah Tour & Travel Banjarmasin)	<ul style="list-style-type: none"> <li>• Quantitative Analyst Method</li> <li>• Variable work discipline</li> </ul>	<ul style="list-style-type: none"> <li>• Research period 2016</li> <li>• Place/ research site</li> <li>• 1 variabel produk (Budaya Kerja)</li> </ul>
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### Ability

Robbins (2008:57) explains that "Ability is an individual's capacity in carrying out his job duties". Handoko (2001:117) explains "the ability to be a determining factor for the success of the personnel department to maintain effective human resources". Individuals who are not able to solve the problems they face will be considered not serious in doing work. The conclusion is that individuals can do their jobs according to their abilities and the type of work assigned to them.

Ability is also seen from knowledge and skills, meaning that someone with adequate education for his position and skilled in doing daily work, will be easier for him to achieve the expected performance. Therefore, a person needs to be placed in a job that matches his expertise. So, workability is an individual's capacity to carry out various tasks in a particular job. There are two kinds of abilities, namely intellectual abilities needed to carry out mental activities and physical abilities that require stamina, dexterity, and others.

### Factors Affecting Ability

According to Michael Zwell in Wibowo (2007:102) revealed that there are several factors that can affect the ability of an employee, namely as follows:

1. Beliefs and Values
2. Skills
3. Experience
4. Personality characteristics
5. Motivation
6. Emotional issues

### Work Discipline

A leader or an employee must have good discipline, because good discipline is a reflection of the sense of responsibility they have in carrying out the assigned tasks. Siagian (2007: 305) suggests that:

Discipline is a management action to encourage members of the organization to fulfill the benefits of various company/organizational provisions. In other words, employee discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees so that these employees voluntarily try to work cooperatively with other employees and improve their work performance.

So it can be concluded that work discipline is a condition that requires employees to obey and carry out orders or disciplinary regulations imposed by the company, both written regulations and oral regulations.

### Factors Affecting Discipline



In a study conducted by F.A Sanjaya (2021) researchers used the indicators proposed by Hasibuan (2006) namely; the indicators of work discipline are as follows:

1. Always present on time,
2. Always prioritize the percentage of attendance,
3. Have work skills in their field of work,
4. Have high morale,
5. Have a good attitude,
6. Dress neatly,
7. Use office supplies with care,
8. Follow the work method determined by the company,
9. Have a high sense of responsibility

### **Employee performance**

Understanding The word performance (performance) in the context of the task, the same as work performance. According to Mangkunegara (2005:67) performance is the implementation of employee responsibilities with the achievement of work results in accordance with the quality and quantity that exists within the company. While Rivai (2008:14) defines that performance is an assessment of a person (employee) during a certain period, the assessment can be in the form of an assessment of the results of carrying out tasks, fulfilling work targets and this has been mutually agreed upon.

Performance or better known as work appearance or performance implies an ability that can be achieved by personnel as a requirement for their work. Thus performance can be described through the level of success in achieving organizational goals.

### **Factors Affecting Employee Performance**

According to (Robbins, 2006:260): to measure employee performance individually there are six indicators, namely:

1. Quality. The quality of work is measured by employees' perceptions of the quality of the work produced and the perfection of tasks on the skills and abilities of employees.
2. Quantity. Represents the resulting quantity expressed in terms such as number of units, number of completed activity cycles.
3. Punctuality. It is the level of activity completed at the beginning of the stated time, from the point of view of coordinating with the output results and maximizing the time available for other activities.
4. Effectiveness. Is the level of use of organizational resources (manpower, money, technology, raw materials) is maximized with the aim of increasing the results of each unit in the use of resources.
5. Independence. This is the level of an employee who will be able to carry out his work functions. Work commitment. Is a level where employees have a commitment to work with the agency and employee responsibilities to the office.



## RESEARCH METHODS

### Types of research

The type of research used in this research is explanatory research with a quantitative approach. This study uses a quantitative approach (survey method). The survey method is a method that takes data samples from one population and uses a questionnaire as the main data collection tool (Sugiyono 2012). By combining the two approaches, it is hoped that efforts to understand the ability, work discipline and their influence on employee performance can be carried out more comprehensively.

### Research sites

This research was conducted in the company PT.Binuang Mitra Bersama office address Site Jl. Pelda Bunawar RT. 04 Desa Pualam Sari Transad Binuang Kec. Binuang Kab. Tapin Kalimantan Selatan Indonesia 71183. Dan Kantor Port di Desa Keladan Kec.CLU Kab.Tapin.

### Population and Sample

#### Population

According to Sugiyono (2013) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions. The population in this study were all employees at the company PT. Binuang Mitra Bersama totaling 40 people.

#### Sample

The sample is part of the population whose characteristics are to be investigated and are considered to be representative of the entire population. The samples used in this study were employees of PT. Binuang Mitra Bersama. The sample collection technique used the saturated sample method, where the total population was made into one sample, therefore the number of samples in this study amounted to 40 people.

### Teknik Pengumpulan Data

Prosedur yang digunakan dalam mengumpulkan data adalah : Kuesioner, Wawancara, Observasi dan Studi Kepustakaan.

### Data Collection Technique

The procedures used in processing the data are: Validity and Reliability Test, Classical Assumption Test, Normality Test, Multicollinearity Test, Heteroscedasticity Test, Autocorrelation Test, Linearity Test, Regression Analysis Techniques, Multiple Linear Regression and Hypothesis Testing

## RESULTS AND DISCUSSION

Research on the effect of ability and work discipline on employee performance (this study was conducted at PT. Binuang Mitra Bersama in Binuang,



Tapin district). with a sample size of 40 respondents, carried out in stages. The initial stage of the data was analyzed descriptively (quantitatively and qualitatively) by calculating the portion of each independent variable, then logistic regression statistical analysis was carried out using the SPSS for windows version 19 computer program.

Based on the distribution of variables according to gender from 40 research respondents, most of the respondents were 39 men (97%) and 1 woman (3%).

Based on the distribution of variables according to the age of 40 research respondents. Most respondents aged 20-30 years as many as 28 people (70%), 31-40 years as many as 9 people (22%), 41-50 years 3 people (8%) and 51-60 years as many as 0 people (0%) .

Based on the distribution of variables according to the type of education of the 40 research respondents, 24 respondents (60%) had high school education, 4 respondents (10%) still had a DIII educational background and for S1 there were 12 respondents (30%).

From the results of statistical test analysis to determine the effect of ability and work discipline on the performance of PT. Binuang Mitra Bersama employees, the following results are obtained:

### **1. Ability**

The results of the t test to determine the effect of partial work ability on employees of PT. Binuang Mitra Bersama can be obtained. The results of the t test are known to have an effect of 14,896 with a significant level of  $0.000 < 0.05$ . So it can be concluded that  $H_a$  is accepted, meaning that there is an influence on the performance of PT. Binuang Mitra Bersama employees. Therefore PT. Binuang Mitra Bersama must further improve the work ability of employees by means of training or training and in the initial recruitment of employees because it is also very influential to get employees who really have expertise in work.

The results of this study empirically strengthen previous research which states that indicators of ability and work discipline simultaneously affect job performance. Romansyah (2013) Title 'The Influence of Ability and Work Discipline on the Performance of Employees of the Tunas Bangsa Pati Children's Orphanage'

### **2. Work Discipline**

The results of the t test to determine the partial effect of work discipline on employees of PT. Binuang Mitra Bersama can be obtained. The test results from the t test are known to have an effect of 8.949 with a significant level of  $0.000 < 0.05$ . So it can be concluded that  $H_a$  is accepted meaning that there is an influence of work discipline on the performance of PT. Binuang Mitra Bersama employees.

The results of this study empirically strengthen previous research which states that the indicators from this study indicate that work ability, work experience and work discipline simultaneously affect performance. Zainal's research (2016) Title 'The Influence of Work Ability, Work Experience and Work Discipline on the Performance of Civil Servants (PNS) at the Bahodopi District Office, Morowali Regency.



### 3. Performance

The results of the F test to determine the effect of ability and work discipline simultaneously or together on the performance of employees of PT. Binuang Mitra Bersama obtained  $F_{count} = 108.285$  while the F value in the distribution table  $F = 3.23$ , because  $F_{count} > F_{table}$  and  $H_0$  rejected,  $F_{count} > F_{table} = 108.285 > 3.23$  and  $H_0$  is rejected. This means that the ability and discipline to work together (simultaneously) have a significant effect on the performance of employees of PT. Binuang Mitra Bersama.

The results of this study empirically strengthen previous research which states that the indicators of the results of this study indicate that Ability and Work Motivation have a significant effect on employee performance. Research by Kiki Rindy Arini, M.Djudi Mukzam, and Ika Ruhana (2015), and F.A Sanjaya (2021) Title 'The influence of workability and work motivation on employee performance (study on employees of pt. perkebunan nusantara x (sugar factory) in Jombang Baru) and the Impact of Work Culture and Work Discipline on Employee Performance (Case Study: PT Kaltrabu Indah Tour & Travel Banjarmasin).

## CONCLUSION AND SUGGESTION

Based on the results of hypothesis testing and discussions that have been carried out are as follows:

1. Partially the effect of workability on employee performance at PT. Binuang Mitra Bersama Tapin Regency based on the calculation of the correlation ( $r$ ) of 0.924, it can be stated that the relationship between workability and employee performance is positive, meaning that the better the workability, the more employee performance will be, while based on the calculation of the termination coefficient ( $r^2$ ) that the ability Work affects employee performance by 85.4% while the remaining 14.6% is influenced by other factors.
2. Partially the effect of work discipline on employee performance at PT. PT. Binuang Mitra Bersama Tapin Regency based on the calculation of the correlation ( $r$ ) of 0.683, it can be stated that the relationship between Work Discipline and Employee Performance is positive, meaning that the better the Work Discipline, the higher the employee's performance, while based on the calculation of the coefficient of termination ( $r^2$ ) that Work Discipline affects employee performance by 67.8% while the remaining 32.2% is influenced by other factors,
3. Simultaneously, Ability and Work Discipline on Employee Performance of PT. Binuang Mitra Bersama Tapin Regency based on the calculation of the correlation coefficient ( $r$ ) of 0.924, it can be stated that the relationship between Ability and Work Discipline on Employee Performance is quite strong positive, meaning that the more Capability and Discipline are improved. Work will further improve the performance of employees of PT. Binuang Mitra Bersama Tapin Regency.





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