



Efforts Of Application Of Work Discipline In Improving Employee Performance At The State Court Of Karawang 1b

¹Nurul Maulidia, ²Sungkono, ³Maman Mulya Karnama

^{1,2,3}Buana Perjuangan University Karawang, Jalan Ronggo Waluyo Sirnabaya, Puseurjaya, Karawang, West Java 41361, Indonesia

ARTICLE INFO

Keywords:

Discipline,
Performance,
Civil Service,
Karawang District Court 1 B

ABSTRACT

Employees are an important factor in every organization both to achieve goals effectively and efficiently. In achieving the success of the agency, it requires good and optimal performance. The purpose of this paper is to find out how the performance of employees of the Karawang District Court 1B. The District Court of Karawang 1 B is an accredited official body or agency, and implements a court system in the form of examining, adjudicating, and deciding cases. The District Court is a judicial institution within the general judiciary which is domiciled in the district or city capital. There are so many various cases handled by the Karawang District Court, ranging from cases of application for change of name, heirs and so on. That the performance of employees at the Karawang District Court 1B is in a good and satisfactory condition, because the average employee performance achievement obtained is close to the expected achievement target value.

E-mail:

mn18.nurulmaulidia@mhs.ubpkarawang.ac.id
sungkono@ubpkarawang.ac.id
maman.mulya@ubp.karawang.ac.id

Copyright © 2022 Enrichment : Journal of Management. All rights reserved

1. Introduction

This era of globalization requires humans to develop themselves in developing technology-based innovation and science and contribute to solving problems in institutions. Employees are an important factor in every organization both to achieve goals effectively and efficiently. Human resource management includes a series of integrated decisions related to employment that affect the effectiveness of employees and the organization. Human resources are a very important factor for the organization in an agency. In particular, it is an important factor when managing, organizing, in utilizing existing aspects of an organization to achieve certain goals. Because the progress or decline of an organization in an agency is determined from the quality of Human Resources (HR) accompanied by competitiveness, (Rona Gah & Sham, 2022) and have a strong mentality and personality (Rona Gah & Sham, 2022). Human resources are also not only about quality but also how to manage them. To understand it all, it is necessary to go through the human resource approach as part of science that focuses attention on humans. Quality human resources can have a good and maximum impact on the agency's performance, human resources play a very important role. Human resources are considered as the main factor for the success of the institution.

Discipline is an attitude, behavior and regulatory action that is in accordance with organizational decisions in written form or not (Dharmawan et al., 2022). Good discipline does not always mean that employees are just on time, but when they strengthen their inner skills so that they voluntarily accept

and obey each other's rules, decisions, values, and behaviors.(Sri Herliyani et al., 2021)discipline is the driving force for employees to do their jobs optimally, discipline is very important for the development of disciplined human resources(Syamsibar, 2021).

In achieving the objectives, the success of the institution requires good and optimal performance. Performance is the result of work achieved in quality by carrying out its duties based on the responsibilities delegated,(Scientific et al., 2022). Performance can also be interpreted as the result of work that has been achieved by someone based on the provisions that apply to a group,statement endorsed by (Wibawanto et al., 2021). To determine a person's performance can be seen from the abilities he has. In determining performance, it can be seen from several factors as supporters of its success, this statement is supported bystatement endorsed by (Nurjaya et al., 2021). In determining whether employee performance is good, moderate or bad, it is necessary to identify problems, look for the causal factors, and find effective solutions to overcome them. Poor employee performance can be seen from the results of unsatisfactory performance of the agency. Problems related to performance in the form of, ability, training, motivation, distraction and isolation, the statement is supported by(Wibowo et al., 2021). Employee performance can be interpreted by the ability of employees to carry out the tasks that are their responsibility(Triastuti et al., 2022).

The Karawang District Court 1B isaccredited official bodies and institutions, and implement the court system, namely examining, adjudicating, and deciding cases. The District Court is a judicial institution within the general judiciary which is domiciled in the district and city capitals. There are so many cases handled by the Karawang 1 B District Court, ranging from cases of application for change of name, heirs, and so on. After the issuance of Law no. 1 of 1969 Dated March 11, 1969 regarding the Establishment of the Karawang District Court.

Given that the agency has the task of being the Court for the settlement of Cases at the First Level based on the applicable laws and regulations, the performance of employees at the Karawang 1B District Court should have good and optimal performance to carry out their duties as case judges. Therefore, based on the background that has been described, the author gives the title of this report with the title Efforts to Improve Work Discipline in Improving the Performance of Karawang District Court Employees 1 B. Human Resources, human resource management, namely, organize, plan development and supervision forhuman resource activities, development,maintenance, appreciation,integration, procurement, anddisposalto achieve personal goals,organization,and agencies.(Becker et al., 2017). Human resources are an agency resource,the most important,cause center of allprocess to achieve the vision and mission of the agency, the statement is supported by(Armansyah et al., 2020).Human resources are the determinants of an agency organization. The progress of the agency does not only depend on the quantity but also on the quality of human resources and employees.This statement is supported by (Heliyani & Hardi, 2021).

Discipline, work discipline is a type of effort to improve the knowledge, attitudes, and behavior of employees so that they can work voluntarily and cooperatively with colleagues and can achieve results.(Triastuti et al., 2022). Discipline is an important part of employees so that they can have a good impact on improving employees(Wibawanto et al., 2021). Work discipline is an attitude of willingness and willingness of an employee to be obedient and obedient to the rules and regulations that apply around him(Syamsibar, 2021)

Performance, employee performance is the result of work in quality and quantity achieved by an employee when carrying out his duties based on the responsibilities delegated to him, Mangkunegara(Heliyani & Hardi, 2021). Employee performance is a result of work that has been produced by an employee to achieve the goals to be achieved(As of et al., 2022). Performance is the result of an employee's work carried out for a certain period(Rona Gah & Sham, 2022).

2. Method

This study applies a qualitative descriptive method, supported by literature studies that have been obtained and documents and portfolios of activity results.Qualitative descriptive methods are carried out as observations to examine real social activity events in determining someone by explaining, and

understanding their experience in understanding social reality so that someone can solve their own problems.(Nurmalasari & Erdiantoro, 2020).This observation was carried out at the Karawang 1 B District Court office with the address JL. General Ahmad Yani Bypass, Karawang Regency. The research was conducted in order to determine the performance of the employees of the Karawang 1B District Court.

The method used is a qualitative method. Qualitative methods explain an object phenomenon, or social setting contains an important part of the analysis of natural reality and to show the results of existing reports.Furthermore, this method uses data collection from secondary sources. Secondary data is supporting data in research. Secondary data comes from supporting documents, articles, notes, or documentation of a research that has been done, so that it becomes a material consideration in a study. According to(Sihombing, 2017).Qualitative methods also use data collection techniques carried out by triangulation (combined). Triangulation isteknik used in testingauthenticitydata(checkdata validity) withuse somethingother than data for purposescheckingor as a comparisondata

3. Results And Discussion

3.1 Observation Results

Work discipline is one of the factors that affect employee performance. Based on the results of observations and interviews with the leadership of the Karawang 1B District Court, the employee's work discipline is in good condition. However, there are still some employees who still commit acts of disciplinary violations that make the assessment of employee performance low, including:

- a. There are still employees who are not present without explanation.
- b. Forgot to fill in attendance so it is considered absent.
- c. Be late for work.
- d. Do other activities while the job is in progress.
- e. Get home from work early.

To overcome this, the leadership of the Karawang 1B District Court needs to make several efforts to maintain employee discipline:

- a. Provide direction and warning to employees who are not present
- b. Conduct briefings to employees to fill out the attendance list.
- c. Coordinate with local government organizations to propose digital attendance through the application to make it easier for employees to take attendance.
- d. Carry out stricter supervision of employees.

It is undeniable that work discipline has an important role in evaluating employee performance. Good work discipline will produce good performance as well. Performance is a form of effort from an organization to achieve the goals of an agency's success that makes it a quality and accredited institution. Based on the results of observations that have been made to the leadership of the Karawang District Court 1B that the performance of employees at the Karawang District Court 1B is in very good condition.

Table 1.
Employee Performance Appraiser

Performance Goals	Rating Range	Category	Year			Average	Information
			2019	2020	2021		
Service Orientation	50-60	Very less	87.77	88.98	90.55	89.10	Well
Integrity			90.55	92.65	88.76	90.65	Very good
Commitment	60-70	Not enough	89.85	90.87	92.65	91.12	Very good
Discipline	70-80	Pretty good	85.55	88.92	90.87	88.45	Well
Cooperation	80-90	Well	90.77	92.65	93.77	92.40	Very good
Leadership	90-100	Very good	87.82	90.76	92	90.19	Very good
Total Annual Value			88.72	90.81	91.43	90.32	Very good

Source: Karawang District Court 1 B

Based on the employee performance data in the table above, it can be seen that the performance of employees at the Karawang 1B District Court in the 2019-2021 range is in the very good category with an average score of 90.32, because the average employee performance achievement in obtained is in the very good category. When viewed based on the total annual value, employee performance achievements have increased by 1. In 2019, the total value of employee performance achievements scored 88.72, in 2020 the score was 90.81 and in 2021 the score was 91.43 . So that it can be said that the performance of employees at the Karawang District Court 1B is optimal because the value obtained by employees is very good.

3.2 Discussion

Employee performance appraisal at the Karawang District Court 1B is measured using the indicators that have been set by the Karawang Regency Regional Government as follows:

a. Service Orientation

Service orientation is defined as organizational activities designed to create and provide excellent service (service excellence). In 2019 service orientation on employee performance indicators reached a value of 87.77, in 2020 it reached 88.98. Then in 2021, it will reach 90.55. It is known that the value of service orientation has increased by about 1 per year with an average value of 89.10.

b. Integrity

Integrity is a person's self-image in an organization that can be seen from daily behavior and actions. In 2019 integrity in employee performance indicators reached a value of 90.55, in 2020 it reached 92.65. Then in 2021, it will reach 88.76. It is known that the value of integrity has decreased by about 1 per year with an average value of 90.65.

c. Commitment

Commitment is a condition in which a person has an attachment to something. Commitment occurs in relationships, organization, family, and work. In 2019 the commitment to employee performance indicators reached a value of 90.77, in 2020 it reached 92.65. Then in 2021, it will reach 92.65. It is known that the commitment value has increased by about 1 per year with an average value of 91.12.

d. Discipline

Discipline is a person's awareness to be willing and able to control themselves and comply with agreed rules or values, relating to the rules and norms that apply to oneself and in the social environment. In 2019 discipline on employee performance indicators reached a value of 85.55, in 2020 it reached 88.92. Then in 2021, it will reach 90.87. It is known that the value of discipline has increased by about 1 per year with an average value of 88.85.

e. Cooperation

Cooperation means activities carried out by several people (agencies) to achieve common goals. In 2019 cooperation on employee performance indicators reached a value of 85.55, in 2020 it reached 88.92. Then in 2021, it will reach 93.77. It is known that the value of cooperation has increased by about 1 per year with an average value of 92.40.

f. Leadership

Leadership is the process by which one person can direct, guide and influence the behavior and work of others towards certain goals in certain situations. In 2019 leadership on employee performance indicators reached a value of 87.82, in 2020 it reached 90.76. Then in 2021, it reached 92. It is known that the value of leadership has increased by about 1 per year with an average value of 90.19.

In addition to looking at the results of the performance targets described above, based on the results of the field analysis that the author has done, the performance of the Karawang 1B District Court Employees can be said to be quite optimal, because employees have carried out work in accordance with the main tasks and functions that have been set.

g. Barriers to the Implementation of Work Discipline at the Karawang District Court 1 B

As we know that work discipline is important in employee performance. Work discipline has the role of efforts to improve employee performance discipline. Good discipline will create outstanding performance. But behind it all, of course there are obstacles.

Apart from the performance of employees who are considered optimal, the authors also still find problems in the performance of the Karawang 1B District Court Employees that must be handled further by the leadership. For example, the inaccuracy of the time when entering working hours, for example entering work at 08.00 to 08.30. These problems must be overcome and resolved so that the performance of employees at the Karawang 1B District Court reaches the expected target so that the Karawang 1B District Court becomes an accredited and quality institution.

h. Efforts to Implement Work Discipline Karawang District Court 1 B

In the application of work discipline at the Karawang 1 B District Court, of course there are problems and obstacles that cause the performance of employees to be less than optimal. Therefore, efforts are needed to overcome problems and obstacles in the performance of employees of the Karawang 1 B District Court, the efforts made are:

- a. Provide direction and warning to employees who are not present
- b. Conduct briefings to employees to fill out the attendance list.
- c. Coordinate with local government organizations to propose digital attendance through the application to make it easier for employees to take attendance.
- d. Carry out stricter supervision of employees.

4. Conclusion

Based on the results of the study, it can be concluded that human resources play a very important role. Human resources are considered as the main factor in the success of the agency, because human resources as part of the science that focuses attention on humans. To achieve the goals of the success of the institution, it requires good and optimal performance. Performance is the embodiment of work carried out by employees which is usually used as a basis for assessing employees or organizations. Therefore, the institution must be further improved so that it becomes an accredited State Court. The solution that the Karawang District Court 1B has to do is to be more disciplined when it comes to working hours and give sanctions for those who are late.

References

- Armansyah, A., Azis, I., & Rossanty, NPE (2020). The Effect of Compensation and Work Discipline on Employee Performance at the Palu Branch of Health BPJS Office. *Tadulako University Journal of Management Science (JIMUT)*, 4(3), 235–244. <https://doi.org/10.22487/jimut.v4i3.126>
- Becker, FG, Cleary, M., Team, RM, Holtermann, H., The, D., Agenda, N., Science, P., Sk, SK, Hinnebusch, R., Hinnebusch A, R., Rabinovich, I., Olmert, Y., Uld, DQGLQ, Ri, WKHU, Lq, V., Frxqwu, WKH, Zklfk, E., Edvhg, L. V, Wkh, RQ, (2017). Nos, 7(1), 37–72. https://www.researchgate.net/publication/269107473_What_is_governance/link/548173090cf22525dcb61443/download%0Ahttp://www.econ.upf.edu/~reynal/Civilwars_12December2010.pdf%0Ahttps://think-asia.org/handle/11540/8282%0Ahttps://www.jstor.org/stable/41857625
- Dharmawan, GB, Qothrunada, DT, Communication, PJ, Climatology, S., & South, K. (2022). The effect of transformational leadership on the productivity of government employees' performance is mediated by discipline as a regulator.
- Heliyani, H., & Hardi, D. (2021). The Effect of Placement, Career Development and Self-Actualization on Employee Performance at Bapelitbang Fifty Cities Regency. *Journal of Economics*, 24(2), 70–87. <https://doi.org/10.47896/je.v24i2.460>
- Scientific, J., Sumber, M., Human, D., Palopo, UM, Palopo, K., Work, K., & Employees, K. (2022). Scientific

- Journal, Human Resource Management. 5(3), 629–638.
- Nurjaya, N., Affandi, A., Ilham, D., Jasmani, J., & Sunarsi, D. (2021). The Influence of Human Resource Competence and the Ability to Utilize Technology on the Performance of Village Apparatus at the Village Head's Office in Gunungkidul Regency, Yogyakarta. *JENIUS (Scientific Journal of Human Resource Management)*, 4(3), 332. <https://doi.org/10.32493/jjsdm.v4i3.10460>
- Nurmalasari, Y., & Erdiantoro, R. (2020). Career Planning And Decisions: A Crucial Concept In Career Counseling Services. *Quanta*, 4(1), 44–51. <https://doi.org/10.22460/q.v1i1p1-10.497>
- Pada, P., Tata, P., Negara, U., & Lampung, B. (2022). *JOURNAL OF ACCOUNTING AND FINANCE*. 27. <https://doi.org/10.23960/jak.v27i1.299>
- Rona Gah, DZ, & Sham, AH (2022). The Influence of Compensation and Competence on the Performance of South Sulawesi High Prosecutor's Employees. *Economics and Digital Business Review*, 3(1), 61–71. <https://doi.org/10.37531/ecotal.v3i1.118>
- Sihombing, R. (2017). Research Methods Research Methods. In *Qualitative Research Methods (Issue 17)*.
- Sri Herliyani et al., 2021. Analysis of the Application of Work Discipline in an Effort to Improve Employee Performance at PT.Samudera Indonesia Banjar Masin.Epritis, University of Kalimantan. 1, 1–9.*
- Syamsibar, H. (2021). The Influence of Discipline, Satisfaction and Work Relationships on the Performance of Employees of the Investment Service and One Stop Service, East Luwu Regency. 6(2), 286–297.
- Triastuti, Y., Sapitri, ED, Budiningsih, S., & Primadhita, Y. (2022). Performance of Cileungsi District Office Employees (the Role of Compensation and Work Discipline on the Performance of Cileungsi District Office Employees). *Journal of Entrepreneurial Management*, 18(02), 99–107.
- Wibawanto, YT, Razak, M., & Hidayat, M. (2021). The Influence of Discipline, Motivation and Work Culture on the Performance of State Civil Apparatus at the Department of Industry and Trade of West Papua Province. *Journal of Applied Management and Business Research (JAMBiR)*, 1(1), 39–46.
- Wibowo, AS, Correctional, PI, Human, S., & Correctional, L. (2021). The Graduate Program of Galuh University Master of Management Studies Program INFLUENCE OF HUMAN RESOURCES DEVELOPMENT ON EMPLOYEE PERFORMANCE IN CLASS II CORPORATE INSTITUTIONS A. 5(3).