
The Influence of Intensity and Work Discipline on Employee Performance (A Studi At the Berlian Makmur Jaya Consumer Cooperative)

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ABSTRACT

This study aims to determine the effect of incentives and work discipline on performance in the Berlian Makmur Jaya Consumer Cooperative. The population in the study were all employees at the Koperasi Konsumen Berlian Makmur Jaya Cianjur. The samples taken were 42 people. Data collection techniques are interviews, documentation studies and Questionnaires. The data used the Classical Assumption Test method, Multiple Linear Regression, t test (partial test), f test (simultaneous test), and the coefficient of determination with the help of IBM Statistic SPSS 22 software. Based on the research results, the value of F_{table} was obtained with a significance level of 5% or 0.05 obtained F_{table} of 3.232. F_{count} is 38.691 with a significance of 0.000 below 0.05, this shows F_{count} (38.691) > F_{table} (3.232), then if $F_{count} > F_{table}$, then H_0 is rejected and H_a is accepted. This means that the incentive and work discipline variables simultaneously influence the employee performance variables at the Koperasi Konsumen Berlian Makmur Jaya Cianjur. Meanwhile, the value of the coefficient of determination is 0.665, this means that employee performance can be explained by incentives and work discipline variables of 66.5% while the remaining 33.5% is explained by other variables not examined in this study. The biggest influence on employee performance is the incentive variable. This is because the regression coefficient, incentives (1.171) is greater than work discipline (0.089).

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1. INTRODUCTION

The Berlian Makmur Jaya Cianjur Consumer Cooperative is a Consumer Cooperative and a Savings and Loans Cooperative, besides that the main task of the Berlian Makmur Jaya Consumer Cooperative is to carry out activities for members in the context of providing goods or services needed by its members, and providing a place to carry out or organize savings services and at the same time provide credit for members. According to (Chaniago, 2019) the definition of a cooperative is an association consisting of people or legal entities, which gives freedom to members to enter and exit, by working together in a familial manner to run a business to improve the welfare of its members. Employee performance is basically the result of employee work over a certain period, these thoughts are compared to tasks or goals that have been mutually agreed. Of course, in the assessment

Keep in mind the various circumstances and considerations that affect such performance. Performance has a big contribution to the progress of the company. Performance is a worker's ability to accept workers' goals. The level of goal achievement and the interaction between goals in the ability to work. With this definition, it can be said that employees play an important role in carrying out all agency activities in order to grow and develop. Organizations need human resource factors that have the potential of both leaders and employees in task patterns and supervision. Employee performance will be optimal if integrated with cooperative components, whether it is superiors or employees. Thus, the role of employees is very dominant in shaping employees into qualified human beings, without reducing or eliminating other roles and functions, employee performance as the implementation of duties and obligations as educators is one of the factors that play an important role in the success of the company (Suharsaputra, 2018).

Based on the results of surveys and interviews at the Koperasi Berlian Makmur Jaya company regarding employee performance stated that, employees do work accurately and rarely make mistakes 40%, employees do work according to the standards of the company 40%, employees perform orderly in bookkeeping administration matters 40%. This needs to be considered by the company, one of the important factors that can affect the performance of both employees and the company is through incentives, work discipline and employee performance.

In addition, data was obtained that the achievement of the target has not been maximized from the results of the work plan that has been made, therefore it can be seen from one of the smallest realized targets in May 2022 Financing (Drop) only realized 72%, in November 2022 Financing (Drop) only realized 79%, while in December 2022 Financing (Drop) only realized 80%. Then it can also be seen from the percentage of Storting (Str) in May 2022 which was realized only 78%, and Storting (Str) in April which was realized only 81%. And Congestion can also be seen in November 2022 Congestion (Mc) only realized 50%, December Congestion (Mc) only realized 68% and finally there was October Congestion (Mc) only realized 74%.

According to (Hasibuan, 2018: 117) suggests that, "Incentives are additional remuneration given to certain employees whose achievements are above standard achievements. This incentive is a tool used by supporters of the fair principle in providing compensation". Therefore, incentives can be in the form of material, semi-material and non-material, this needs to be considered in its implementation because incentives concern aspects of employee life as humans. While the provision of incentive wages is intended to provide different wages based on employee work performance which aims to encourage employees to do more optimal work, one of which is to show company goals or company targets optimally.

In addition, problems were found from Work Discipline in terms of work attendance, compliance with work regulations and compliance with work standards. It is known that the work discipline of employees at the Berlian Makmur Jaya Consumer Cooperative shows that the level of absenteeism without information and late employees is quite high, which can be seen in the column without information in December 2022, and late employees can be seen in May 2022. It can be concluded from all employees who lack discipline in the column of late employees, then there is still a lack of discipline and a sense of obedience to the rules made by the company.

According to (Hambali, 2018) Discipline is a force that develops in the body of employees and causes employees to adjust voluntarily to regulatory decisions, and high values of work and behavior. Therefore, companies need to pay attention and regulate the existence of employees as an effort to improve good discipline.

Therefore, if viewed from the background above, there are several problems that occur in the Berlian Makmur Jaya Consumer Cooperative, including the low ability of employee performance in carrying out tasks, the achievement of targets has not been maximized because employees are less competent in terms of their personality background in carrying out or responsibilities at work, and low employee work discipline is indicated by the still many employees who lack discipline towards Regulations that have been set by the company, in this case will hinder the achievement of the work of a company.

2. METHOD

In the implementation of this research using a quantitative approach. This research is included in descriptive and associative research, because there are variables to be studied and present a structured picture of the facts and relationships between the variables to be studied, namely the influence of variables Effect of Incentives and Work Discipline on Employee Performance. The population in this study amounted to 42 employees. Determination of the sample using proportionate stratified random sampling technique, so that the number of samples was determined as many as 42 respondents. Data collection in this study used field observations, questionnaires, and literature studies. Data analysis techniques use multiple linear regression tests, correlation tests, t tests, F tests, and determination tests.

3. RESULTS AND DISCUSSION

Based on the results of the study, the average score of the incentive variable was obtained from 8 (eight) points of statements submitted that respondents who expressed strong agreement with the submitted statements amounted to 39.2%, who expressed agreement by 51.2%, who expressed neutral by 7.8%, who expressed disagreement by 1.9%, and expressed strong disagreement by 0%. Based on the total score weight, the incentive variable at the Berlian Makmur Jaya Cianjur Consumer Cooperative is classified as good, with a total score of 1391. When viewed in the Scale Range Table, it appears that the incentive variable included in the range 1142.4 – 1410.2 is in the Good category. This shows that the incentives given to employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative are generally in line with employee expectations. The highest score is on the performance indicator with the sub-indicator The incentive system in this way immediately promises the amount of incentive obtained. This shows that the Berlian Makmur Jaya Cianjur Consumer Cooperative has incentive arrangements that are directly given based on the performance that has been produced. Meanwhile, the lowest score is on the length of work indicator with sub-indicators The amount of incentive is determined on the basis of the length of time employees complete a job. This shows that the Berlian Makmur Jaya Cianjur Consumer Cooperative has not fully implemented incentives based on the time of completion of work.

Meanwhile, based on the results of the study, the average score of employee discipline variables was obtained from 10 (ten) points of statements submitted that respondents who expressed strong agreement with the statements submitted were 35.1%, who expressed agreement by 57.1%, who stated neutral by 7.4%, who expressed disapproval by 0.5%, and expressed strong disagreement by 0%. Based on the total score weight, employee discipline variables at the Berlian Makmur Jaya Cianjur Consumer Cooperative are classified as good, with a total score of 1752. When viewed in the Scale Range Table above, it appears that the variable of employee work discipline included in the range 1428 – 1763 is in the Good category. This shows that overall the employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative implement the regulations optimally. The highest score is on the workplace attendance indicator with the meeting attendance rate sub-indicator. This shows that employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative are always present in carrying out meetings held by the company. Meanwhile, the lowest score is on the high alert level indicator with the sub-indicator Be careful at work. This shows that employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative have not been fully careful at work.

Based on the results of the study, the weight of the average score of employee performance variables from 10 (ten) items of statements submitted was that respondents who expressed strong agreement with the submitted statements were 32.5%, who expressed agreement by 58.6%, who expressed neutral by 6.2%, who expressed disapproval by 2.7%, and expressed strong disapproval by 0.1%. Based on the weight of the total variable score of employee performance at the Berlian Makmur Jaya Cianjur Consumer Cooperative is classified as good, with a total score of 1707. When viewed in the Scale Range Table, it appears that employee performance variables, employees included in the range 1428 – 1763 are in the Good category. This shows that overall employee performance consisting of quantity, quality, punctuality, and effectiveness can be said to be optimal. The highest score is on the quantity indicator with the Initiative sub-indicator in the completion of work. This shows that employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative have the initiative in carrying out their duties and completing the work given optimally. Meanwhile, the lowest score is on the effectiveness indicator with the sub-indicator Effectiveness of problem solving. This shows that employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative have not been fully effective in solving every work problem that occurs.

Analysis of research results regarding incentives and work discipline had a significant effect on employee performance at the Berlian Makmur Jaya Cianjur Consumer Cooperative was analyzed using quantitative methods. Quantitative analysis is used to prove associative hypotheses proposed using multiple regression analysis models.

When presenting results in a table or figure, do not repeat all those contents in the text. Present only the summary of the text. Describe only new and important aspects of the study. Do not repeat all information from results section or any section above. Present limitations of the study. Write the issues that are new or unsolved, for future research. This section consists of the information on What/How the presented data were produced, no raw data should be present in the article. The produced data are presented in tables, or figures with an explanation of what is the result/findings from the work.

3.1. Univariate

Table 1. Coefficientsa Multiple Line Regression Test Results

	Unstandardized Coefficients	Standardized Coefficients			
					Correlations

Model		B	Std. Error	Beta	t	Sig.	Zero-order	Partial	Part
1	(Constant)	1.885	6.454		2.292	.002			
	INSENTIF	1.171	.134	.810	8.737	.000	.812	.814	.810
	DISIPLIN KERJA	.089	.115	.072	2.779	.041	.095	.124	.072

a. Dependent Variable: EMPLOYEE PERFORMANCE

It can be known that the results of regression analysis obtained regression coefficients, namely X1 of 1.171, X2 of 0.089, with a constant of 1.885 so that the regression equation model obtained is $Y = 1.885 + 1.171X_1 + 0.089X_2 + e$

So that multiple linear regression models can be used to predict employee performance affected by incentives (X1) and work discipline (X2). The biggest influence on employee performance is the incentive variable. This is because the regression coefficient, incentive (1.171) is greater than that of work discipline (0.089).

The value of t count the incentive variable is 8.737, then t calculate (7.737) > t table (2.021). With a significant 0.000. Meanwhile, t count the work discipline variable of 2.779, then t count (2.779) > t table (2.021). With a significant 0.041. Based on the results of the analysis, it shows that the variables of incentive (X1) and work discipline (X2), have a calculated t value > t table so that H0 is rejected and Ha is accepted. This means that the variables of incentives (X1) and work discipline (X2), partially affect employee performance variables at the Berlian Makmur Jaya Cianjur Consumer Cooperative.

Table 2. F Test Results ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	656.683	2	328.342	38.691	.000 ^b
	Residual	330.960	39	8.486		
	Total	987.643	41			

b. Dependent Variable: EMPLOYEE PERFORMANCE

c. Predictors: WORK DISCIPLINE, INTENSIVE

Based on the table above, the F value of the table with a significance level of 5% or 0.05 obtained F table of 3.232. From table 4.20 above obtained F count of 38.691 with significance 0.000 below 0.05, this shows F count (38.691) > F table (3.232), then $F_{\text{calculate}} > F_{\text{table}}$, then H0 is rejected and Ha is accepted. This means that the variables of incentives and work discipline, together (simultaneously) affect employee performance variables at the Berlian Makmur Jaya Cianjur Consumer Cooperative.

The coefficient of determination has a function to explain the extent of the ability of the independent variable (incentives and work discipline) to the dependent variable (employee performance).

3.2. Bivariat

Table 3. Test Results of Coefficient of Determination (R²)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.815 ^a	.665	.648	2.913	.665	38.691	2	39	.000

a. Prédicteurs : DISCIPLINE DE TRAVAIL INTENSIF

b. Variable dépendante : RENDEMENT DE L'EMPLOYÉ

From the table above, it is known that the value of the coefficient of determination is 0.665, this means that employee performance can be explained by incentive and work discipline variables of 66.5% while the remaining 33.5% is explained by other variables that were not studied in this study.

4. CONCLUSION

1. The incentives given to employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative are generally in line with employee expectations.
2. Overall, employees of the Berlian Makmur Jaya Cianjur Consumer Cooperative carry out regulations optimally.
3. Overall employee performance consisting of Quantity, Quality, Punctuality, and Effectiveness can be said to be optimal.
4. The incentive variable (X1) partially affects the employee performance variable at the Berlian Makmur Jaya Cianjur Consumer Cooperative. The work discipline variable (X2), partially affects the employee performance variable at the Berlian Makmur Jaya Cianjur Consumer Cooperative.
5. The variables of incentives and work discipline, together (simultaneously) affect employee performance variables at the Berlian Makmur Jaya Cianjur Consumer Cooperative.
6. The biggest influence on employee performance is the incentive variable. This is because the regression coefficient, incentive (1.171) is greater than that of work discipline (0.089).

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