

THE INFLUENCE OF DISCIPLINE AND ALLOWANCE GRANTING ON PERFORMANCE OFFICERS ON RANTAUPRAPAT REGIONAL HOSPITAL, LABUHANBATU REGENCY

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Abstract

This study aims to analyze the influence of discipline and provision of performance based allowance employee at Rantauprapat Regional Hospital Regency Labuhanbatu. Data collection techniques were conducted by interview, questionnaire. Data analysis used in this study using *SPSS (Statistical Product Software Solution)*. Data analysis techniques in this study were descriptive analysis, multiple linear regression analysis, hypothesis testing using partial significant test (t-test), simultaneous significant test (f-test) and determination coefficient test (R^2). The results of this study indicate that partially (t-test) discipline has a positive and significant effect on performance employee with a calculated t of (3,395). giving allowance has a positive and significant impact on performance employees with a calculated t of (4.571). Simultaneously, discipline and provision of allowances together have a positive and significant effect on performance employees with a calculated F of 50,551. Through testing the coefficient of determination (R Square) of 0.897 or 89.7 % which shows that the performance employees are defined by discipline and reward. The remaining 10.3 % of the allowance is explained by other variables not included in this study.

Keywords: Discipline, giving allowance, performance employee.

INTRODUCTION

Labuhanbatu District Hospital is one of the hospitals Sick General in Rantauprapat. Civil servants are every citizen of the Republic of Indonesia who has met the specified requirements, appointed by an authorized official and assigned duties in a state office, or assigned other state duties, and paid based on applicable laws and regulations (Law of the Republic of Indonesia Number 43 of 1999 concerning the Principles of Civil Service).

With the current payroll system, the majority of civil servants in Indonesia will find it difficult to support the fulfillment of basic daily needs every month, even in the simple living category. This payroll system is believed to be one of the causes of corruption.

The problem that needs attention in an effort to improve performance at Rantauprapat Regional Hospital, Labuhanbatu Regency is work discipline. Related to discipline to maintain and improve good discipline is difficult, because many factors influence it. These factors include

goals and abilities, leadership examples, rewards (salary and welfare), justice, inherent supervision, legal sanctions, firmness (regulations), and human relations.

Every organization that wants to continue to grow must pay attention to the resource factors it has. Therefore, the utilization of human resources must be treated well so that they can work effectively, efficiently and have high performance. This is because humans play an important role in achieving organizational goals. According to Davis (2012) "Discipline is a management action to provide enthusiasm for the implementation of organizational standards, this is training that leads to efforts to justify and involve knowledge, attitudes and behavior of employees so that there is a willingness in employees to move towards better cooperation and achievement". In addition to discipline, another factor that can affect employee performance is incentives. Incentives are something given or awarded by an organization to a person/work group that shows good achievement/performance outside of general wage provisions (Moorehead & Griffin 2000). Incentives as something given or awarded by an organization to a person/work group that shows good achievement/performance outside of general wage provisions. This study examines Employees/staff at Rantauprapat Regional Hospital, Labuhanbatu Regency obtained from respondents, with work discipline and provision of performance allowances . Based on reason said , the author will do study with title Influence Discipline and Giving Allowance To Performance Employee at Rantauprapat Regional Hospital Regency Labuhanbatu .

Formulation of the problem

- 1) Does Discipline Influence Employee Performance at Rantauprapat Regional Hospital ? Regency Labuhanbatu?
- 2) Does the provision of allowances affect employee performance at Rantauprapat Regional Hospital ? Regency Labuhanbatu?
- 3) Do discipline and performance allowances affect employee performance at Rantauprapat Regional Hospital ? Regency Labuhanbatu

Research purposes

1. To determine the influence of discipline on employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu
2. To determine the effect of providing performance allowances on employee performance at Rantauprapat Regional Hospital Labuhanbatu Regency

3. To determine the influence of discipline and performance allowances on employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu

Discipline is a condition or attitude of respect that exists in every employee / staff towards the rules and regulations of the company. Thus, if the rules or regulations in the company or organization are ignored, or often violated, then the employee has poor discipline. Conversely, if employees / staff obey the provisions of the company / organization, it shows a good condition of discipline. According to Melayu Hasibuan (2012:193) Discipline is "A person's awareness and willingness to obey all company/organizational regulations and applicable social norms."

According to Rivai (2011:825) that: "Work discipline is a tool used by managers to communicate with employees so that they are willing to change their behavior and as an effort to increase awareness and willingness of a person to comply with all company regulations." In addition, according to Edy Sutrisno (2016:89), discipline is "A person's behavior that is in accordance with existing regulations and work procedures or discipline is an attitude, behavior, and actions that are in accordance with the regulations of the organization, both written and unwritten."

From several definitions of work discipline put forward by several experts, it can be concluded that work discipline is an attitude of awareness, willingness and readiness of a person to comply with and obey the rules and social norms that apply in the surrounding environment.

Forms of Work Discipline

According to Anwar Prabu Mangkunegara (2011:129), the forms of work discipline are:

a) Preventive discipline

It is an effort to motivate employees to follow and comply with work guidelines and rules outlined by the company.

b) Corrective discipline .

It is an effort to mobilize employees in a regulation and direct to continue to comply with regulations in accordance with the guidelines applicable to the company.

c) Progressive discipline

It is an activity that provides heavier penalties for repeated violations.

Work Discipline Indicators

According to Singodimejo in Sutrisno (2011:94) it is as follows:

1. Obey the rules of time

Judging from the work start time, go home time, and break time which are on time according to the rules in force in the company.

2. Comply with company regulations

Basic rules about how to dress and behave at work.

3. Comply with the rules of conduct at work

Demonstrated by ways of carrying out work in accordance with position, duties and responsibilities as well as ways of relating to other work units.

4. Comply with other company regulations

Rules about what employees in the company can and cannot do.

Performance Allowance

Performance-based Performance Allowance is a payment system that links rewards to work performance. The conclusion of the concept is that someone who performs well will receive higher rewards and vice versa. This means that the higher the performance achieved by employees, the higher the rewards. Thus, if this system can be implemented effectively, it will have a positive impact on the organization / agency because it will be able to improve employee performance and job satisfaction.

According to Rivai and Sagala (2013: 767) the definition of incentives (performance allowances) is interpreted as a form of direct reward paid to employees because their performance exceeds the specified standards. This system is another form of direct wages outside of wages and salaries which are fixed compensation called a performance-based compensation system (*pay for performance plan*).

Definition of Performance Allowances PermenPAN-RB No. 63 of 2011 concerning Guidelines for Arranging the Civil Servant Performance Allowance System, explains that performance allowances are a function of the success of implementing bureaucratic reform based on the performance achieved by an individual employee. The performance of an individual employee must be in line with the performance achieved by his/her agency.

In the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 63 of 2011 concerning Guidelines for Arranging the Civil Servant Performance Allowance System, the provision of performance allowances to civil servants is based on:

a. Level of achievement of implementation of bureaucratic reform of agencies

- b. Job grades and classes
- c. Job value price index
- d. Balancing factor
- e. Provincial regional performance allowance index

According to Singodimedjo (Sutrisno, 2014:183), compensation can be given in various forms, such as in the form of giving money, giving materials and facilities and in the form of giving career opportunities. Direct money can be in the form of salary, allowances and incentives. Salary is compensation given to an employee periodically (usually once a month). Allowances are compensation given by the organization to its employees, because the employee is considered to have participated participate well in achieving organizational goals .

Performance

Employee performance is a comparison of the employee's actual work results with the work standards set by the company. The definition of performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given. Performance is the result obtained by an organization, whether the organization is *profit-oriented* or *non-profit-oriented*, which is produced during a period of time.

Explaining that performance improvement is something that is desired by both employers and employees. Employers want good employee performance for the sake of improving work results and company profits. On the other hand, employees are interested in self-development and job promotion.

In general, it can be said that good employee performance aims to improve performance. Therefore, improvements to the work system are carried out by every component in the agency. For this purpose, a good performance management system will be needed. Performance also means the results achieved by a person, both quantity and quality in an organization according to the responsibilities given to him. Employee performance is a comparison of the employee's actual work results with the work standards set by the company.

Performance Assessment Factors

There are five factors in performance assessment, namely:

- 1) Job performance, including: accuracy, precision, skill, and output acceptance.
- 2) Quantity of work, including: output volume and contribution.
- 3) Leadership required includes: needing advice, direction or improvement.

4) Discipline, including: attendance, sanctions, documents, regulations, trustworthiness/reliability and punctuality.

5) Communication, including: relations between employees and leaders, communication media.

Hypothesis

1. Discipline has a positive and significant influence on employee performance at Rantauprapat Regional Hospital , Labuhanbatu Regency.

2. The provision of partial performance allowances has a positive and significant effect on employee performance at Rantauprapat Regional Hospital, Labuhanbatu Regency.

3. Discipline and provision of Performance Allowances simultaneously have a positive and significant effect on employee performance at Rantauprapat Regional Hospital, Labuhanbatu Regency.

METHODOLOGY

Multiple Linear Regression Analysis

The data analysis method used in this study is by collecting, processing, classifying and interpreting research data, so that a clear picture is obtained regarding the object being studied using Multiple Linear Regression Analysis. According to Situmorang and Lufti (2014: 166), multiple linear regression analysis is intended to determine the linear relationship between several independent variables, namely Work stress (X_1), and workload (X_2) with the dependent variable, namely performance. Employee(Y).

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information:

Y = Performance employee

a = Constant

b_1 - b_2 = Regression Coefficient

X_1 = discipline

X_2 = giving allowance

Hypothesis Testing

The hypothesis test used in this study is a partial significance test (t test) and a simultaneous test (f test). According to Situmorang and Lufti (2014: 172), namely:

Partial Significance Test (t-Test)

To test whether the proposed hypothesis is accepted or rejected, the t statistic (t test) is used. This test is conducted to determine how much influence the independent variable has, namely discipline (X_1), the provision of allowance (X_2) partially on the dependent variable, namely performance employee (Y). The test form is as follows:

- a) $H_0 : b_1 = b_2 = 0$, meaning that partially there is no positive influence from the independent variables, namely discipline (X_1), provision of allowance (X_2) partially on the dependent variable, namely performance employee (Y).
- b) $H_a : b_1 \neq b_2 \neq 0$, meaning that partially there is a positive influence from the independent variables, namely discipline (X_1), provision of allowance (X_2) partially on the dependent variable, namely performance employee (Y).

With the following decision-making criteria:

- a) If $t_{\text{count}} < t_{\text{table}}$, then H_0 is accepted or H_a is rejected.
- b) If $t_{\text{count}} > t_{\text{table}}$ then H_0 is rejected or H_a is accepted.

If the significance level is below 0.05 then H_0 is rejected and H_a is accepted.

Simultaneous Significance Test (F-Test)

To test whether the proposed hypothesis is accepted or rejected, the F statistic (F test) is used. The F test aims to determine the simultaneous or joint influence of the independent variables, namely discipline (X_1), provision of allowance (X_2) on the dependent variable, namely performance employee (Y). The formulation of the hypothesis is:

- a) $H_0 : b_1 = b_2 = 0$, meaning that there is no significant influence of the independent variables *together* on the dependent variable.
- b) $H_a : b_1 \neq b_2 \neq 0$, meaning that there is a significant influence of the independent variables *together* on the dependent variable.

With the following decision making criteria:

- a) If $F_{\text{count}} < F_{\text{table}}$, then H_0 is accepted or H_a is rejected.
- b) If $F_{\text{count}} > F_{\text{table}}$, then H_0 is rejected or H_a is accepted.

If the significance level is below 0.05 then H_0 is rejected and H_a is accepted.

DISCUSSION

Hypothesis Testing

t-test

1. Discipline Variable Test Results (X_1)

In the Coefficients column, the discipline variable (X) tcount (3.395) > ttable (1.703) which means Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or the significant value of 0.000 < 0.05. Thus, it can be concluded that the discipline variable (X1) has a positive and significant effect on employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu .

2. the Giving Variable allowance (X2)

In the Coefficients column the variable is given allowance (X2) t count (3.782) > t table (1.703) which means Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or the significant value of 0.000 < 0.05. Thus it can be concluded that the variable of giving allowances (X2) have a positive and significant effect on employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu .

F Test

Based on F test results F value calculation is 50,551 with level significance 0.000. Then discipline and giving allowance influential positive and significant , can seen from sig value more small from alpha value (0.000 < 0.05). Determine criteria taking decision if F count < F table , then H0 is accepted or Ha is rejected . If F count > F table , then H0 is rejected. or Ha accepted With level significance below 0.05 then H0 is rejected and Ha is accepted .

Coefficient Test Determination

Based on test results *R Square* of 0.897 means 89.7 % of employee performance factors at Rantauprapat Regional Hospital Regency Labuhanbatu is explained by discipline work and giving allowances . While the remaining 10.3 % can be explained by other factors not examined in this study.

CONCLUSION AND SUGGESTIONS

Conclusion

1. Discipline influences employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu?
2. provision of allowances affects employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu?

3. Discipline and provision of allowances have an impact on employee performance at Rantauprapat Regional Hospital Regency Labuhanbatu

Suggestion

From the research results it can be seen that Discipline has an effect on employee performance. For Rantauprapat Regional Hospital Regency Labuhanbatu . should implement and improve discipline to all employees/staff. By giving warnings or strict sanctions to employees/staff who skip work, improve compliance with working hours, attendance, and carry out tasks on time and correctly and optimize supervision so that work discipline is maintained, because discipline can affect employee/staff performance .

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