

Implementation of Work Discipline at PT Sumisho Global Logistic in Karawang City

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Abstract

The purpose of this study is to determine the effects of workload, work discipline, and work motivation on the performance of PT Sumisho Global Logistic's sales department personnel in Karawang City, including sales manager supervisors, sales supervisors, managers, and sales officers. In this study, saturated sampling is employed. 101 participants in the study completed the questionnaire, making up the sample. This study used quantitative methods. Descriptive statistical tests, including the validity and reliability test, the influence test (specifically, the multiple linear regression test and the coefficient of determination test), the hypotheses (specifically, the t test and f test), and classic assumptions (such as normality, multicollinearity, and heteroscedasticity) are used in PT Sumisho Global Logistics to analyse data quality. Workload, discipline, and motivation are factors that affect how well corporate sales department staff perform.

Keyword : Employee Performance, Work Discipline, Workload, Motivation

Introduction

Managing the poor quality of human resources is one of the issues that businesses are currently facing. If a business wishes to fulfil its vision and mission, human resources might play a role. A corporation will struggle to accomplish its objectives if it lacks intelligent human resources. It goes without saying that every business wants to choose top-notch employees to help it fulfil its vision, mission, and objectives. (Fachrial, 2015)

According to Yusuf (2020), one of the most important factors in achieving the best performance is human resource management. This is because, in addition to addressing issues related to skills and expertise, HRM must also foster employee behaviour that will enable it to support the achievement of organisational HRM performance, particularly among workers or employees who put in a lot of effort to work hard and meet company objectives. But managing an organisation also involves managing human resources. As system managers, human resources are essential to an organization's success.

The workload of employees is one of the elements that can affect their performance. Workload, according to research, is defined as duties given to employees that they must finish by a specific time using their current abilities and potential for work (Fachrial, 2020). Workload is therefore defined as the average frequency of work activities over a specific time period. The sales target data at PT. Sumisho Global Logistics is viewed as fluctuating monthly, which adds to the workload of the staff.

Workplace discipline is another element that may have an impact on raising employee performance. (Susniwati, 2020) Kurhayadi (2020) defines work discipline as an attitude of behaviour and acts that are in compliance with written and unwritten organisational regulations. PT. Sumisho Global Logistic examined data regarding staff attendance. The high percentage of employee tardiness and absenteeism indicates that the company's workforce is still unruly.

Methods

Quantitative research is one kind of research that is being used in this study. The whole workforce of PT's sales department served as the study's respondents. PT. Sumisho Global Logistic has 101 respondents when it comes to the number of employees throughout the period of January 2023 to July 2023. The software used for data analysis is SPSS Version 25. Non-probability sampling is the sample method used in this study. In order to gather data for this study, the author employed a questionnaire. The scale that will be employed in this study is the Likert scale. Each item on the list has a score, which inadvertently makes it possible to gauge how someone or a group of individuals feels about the statement.

Table Data on employee positions at PT Sumisho Global Logistic for the period January 2023 to July 2023

No.	Sales Department Position	Amount
1	Sales Manager Supervisor	4
2	Sales Supervisor	15
3	Sesco	25
4	Sales	53
Total Sales Department Employees		101

Results And Discussion

Table Reliability Test Results

Variable	Reliability Statistics	
	Cronbach's Alpha	N of Items
Workload (X ₁)	0,732	5
Work Discipline (X ₂)	0,738	8
Employee Performance (Y)	0,748	12

Based on Table, the results of reliability testing on the workload variable can be seen that Cronbach's Alpha on the workload variable has a value of more than 0.5, namely 0.732, the work discipline variable has a value of more than 0.5, namely 0.738, the motivation variable work has a value of more than 0.5, namely 0.721, and the employee performance variable has a value of more than 0.5, namely 0.748, providing evidence that the instruments for workload, work discipline, work motivation and employee performance are considered reliable or meet the established criteria .

Hypothesis testing

T Test Results (Partial Test)

Table Partial Test Results (T Test)

Unstandardized Coefficients			Standardized Coefficients		t	Sig.
Model	B	Std. Error	Beta			
1	(Constant)	8,444	3,123		2,704	,008
	Workload	,532	,257	,302	2,348	,021
	Work Discipline	,245	,121	,180	2,030	,045
a. Dependent Variable: Employee Performance						

Based on Table above, the results of the T (Partial) test of the variables Work Load (X1), Work Discipline (X2) and Work Motivation (X3) on Employee Performance (Y) can be explained as follows:

1. Workload (X1) with tcount 2.348 > ttable 1.783 (df = n - k = 101 - 4 = 104) and a sign of $0.021 < 0.05$, it can be concluded that partially the Workload indicator (X1) has a positive and significant effect on Employee Performance (Y).

2. Work Discipline (X2) with tcount 2.030 > ttable 1.783 (df = n - k = 101 - 4 = 104) and the sign is $0.045 < 0.05$, it can be concluded that partially Work Discipline (X2) has a positive and significant effect on Performance Employee (Y)

F Test Results (Simultaneous Test)

Table F Test Results (Simultaneous Test)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5118,285	3	1705,075	55,171	,000 ^b
	Residual	3157,578	104	30,352		
	Total	8275,753	107			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Motivasi Kerja, Work Discipline, Workload

Based on the results of data processing using SPSS in Table above, it was found that workload, work discipline and work motivation produced a f count of $55.171 > f$ table 2.57 with a sign value of $0.000 < 0.05$. Thus, it can be concluded that workload, work discipline, and work motivation, all three together have a positive and significant influence on employee performance.

The Effect of Workload on Employee Performance

The results of the t test obtained a t value of $2.348 > t$ table 1.783 and $0.021 < 0.05$ which states that the workload variable has a positive and significant influence on

employee performance at PT Sumisho Global Logistic.

From the results of the t test, a tcount value of 2.030 was obtained which was greater than ttable 1.783 and a significance value (sig) of 0.045 which was smaller than 0.05. This shows that the work discipline variable has a positive and significant influence on employee performance at PT Sumisho Global Logistic.

The Influence of Work Motivation on Employee Performance

From the results of the t test, it was found that the t value was 2.714, which exceeded the t table value of 1.783 with a significance (sig) of 0.000 which was smaller than 0.05. These findings indicate that the work motivation variable has a positive and significant influence on employee performance at PT Sumisho Global Logistic.

Conclusion

Based on the research obtained and all the explanations that have been described, it is then concluded as follows:

1. Workload has a positive and significant effect on employee performance at PT Sumisho Global Logistic.
2. Work discipline has a positive and significant effect on employee performance at PT Sumisho Global Logistic.
3. Work Motivation has a positive and significant effect on Employee Performance at PT Sumisho Global Logistic.
4. Workload, work discipline and work motivation simultaneously have a significant positive effect on employee performance at PT Sumisho Global Logistic.

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