

The Influence of Work Discipline on the Work Productivity of Tahu SME (Small and Medium Enterprise) Employees, Gadingrejo District, Pringsewu Regency

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ABSTRACT

The current study aims to investigate in depth the relationship between employee work discipline and work productivity levels in the Tofu MSMEs of Gadingrejo sub-district, Pringsewu district. A quantitative approach was chosen as the research method, with data collected directly from employees through questionnaires and observations, covering a total population of 30 employees. The data collected was then analyzed using multiple linear regression models. The results of the analysis reveal that the effect of work discipline on the work productivity of tofu UMKM employees, the work discipline variable has a significant effect on employee work productivity. It is hoped that the findings of this study can contribute to improving work discipline in Tofu MSMEs in Gadingrejo District, Pringsewu Regency towards work productivity in employees, by further considering the shortcomings of developing employee performance. Of course it helps Tofu MSMEs improve Employee Productivity and Work Discipline that has been higher than before.

INTRODUCTION

Because it is the main capital of an office, employees are the most important human resources for a company (Sari et al., 2020). All companies want their workers to be involved in as many organizations as possible. Thus, workers can provide excellent work performance in the form of high productivity so as to help the company realize predetermined goals. Developing companies are expected to be able to produce high productivity, because the performance of an organization is largely determined by the productivity of its offices (Aditya & Ali, 2020). Organizations must maximize the work productivity of their employees because human resources or labor have the greatest contribution in efforts to boost. Human resources or workforce has the greatest contribution in efforts to boost organizational productivity (Uwewengo & Machmud, 2023).

The ability of a company to compete with other businesses increases as the quality of its workforce increases (Christian & Farida, 2015). In order to produce a competent and highly competitive workforce, agencies must carefully consider every aspect of human resource development programs. Employees are valuable assets that require good care and nurturing (Tarigan et al., 2022). Performance can also be improved by discipline. MSMEs are aware that to increase employee productivity in Gadingrejo Sub-district, Pringsewu Regency, a disciplined mindset and mentality are needed. The most important aspect of HR management is work discipline, which is closely related to resource management in an organization. In essence, all employees understand that work discipline is the secret to success that must be applied and carried out by everyone. The reason is, having strong work discipline will smooth the workflow and maximize output in the company. The government, especially the UMKM Worker of Gadingrejo District, Pringsewu Regency, must change the rules that affect employee compliance to indirectly enforce this discipline.

Employee work discipline is considered a key factor that can affect productivity in these MSMEs. Work discipline includes aspects such as adherence to work schedules, good attendance, and commitment to assigned tasks. Therefore, this study aims to investigate in depth the relationship between employees' work discipline and their productivity levels in tofu-making MSMEs in Gadingrejo sub-district. With a better understanding of the factors that influence employee productivity, it is hoped that these MSMEs can identify areas for improvement and implement more effective strategies to improve their overall performance. The most important aspect of HR management is work discipline, which is closely related to resource management in an organization. In essence, all employees understand that work discipline is the secret to success that must be applied and carried out by everyone. The reason is, having strong work discipline will smooth the workflow and maximize output in the company. The government, especially the UMKM Workers of Gadingrejo District, Pringsewu Regency, must change the rules that affect employee compliance to enforce this discipline indirectly.

Tofu-making MSMEs in Gadingrejo sub-district, Pringsewu district, play a significant role in the local economy by providing employment and contributing to the production of local foods that are important to the local community. However, like other MSMEs, they face various challenges,

including improving work productivity to remain competitive in an increasingly tight market. Employee work discipline is considered a key factor that can affect productivity within these MSMEs. Work discipline includes aspects such as adherence to work schedules, Work discipline includes aspects such as adherence to work schedules, good attendance, and commitment to assigned tasks. Therefore, this study aims to investigate in depth the relationship between employees' work discipline and their productivity levels in tofu-making MSMEs in Gadingrejo sub-district. With a better understanding of the factors that influence employee productivity, it is hoped that these MSMEs can identify areas for improvement and implement more effective strategies to improve their overall performance.

LITERATURE REVIEW

Work Discipline

Work discipline is the attitude of respect, talent, and adherence to the rules and regulations that apply, whether written or written, as well as the ability to keep the rules and regulations in place and not to take anything away from the organization in violation of the authority and authority, according to Salstrohalrdiwiryo (2002) given a paldalnya. The following measures of discipline are used to measure: the level of honor, the level of authority, the level of respect for the rules and regulations, and the ethicality of work. Work discipline is the process of developing a person's rationality in upholding and realizing the goals of the organization objectively through the observance of the organization's policy paldal (Halsibualn, 2016). Discipline is an important prerequisite for an employee to prove that he or she is capable of managing the responsibilities given to him or her by the head of the company and other stakeholders. In order to increase productivity in the workplace by practicing discipline (Salleh & Utomo, 2018). In a narrower sense of the word, discipline means the action taken by the supervisor to reverse the behavior of the supervisor, according to Sialgialn (in Sutrisno, 2016). Discipline gals who are neglected in the traffic environment:

1. High level of pegalwali's concern for the goals of the organization.
2. High level of initialism, semalngalt, and excitement towards the work of the organization.
3. Qualitative ralsal alkuntalbilital in the staff to carry out the tasks according to the reversal of kemalmpualn.
4. Cultivate a sense of belonging in the alntalral palal pegalwali.
5. Increased productivity and work efficiency of the total staff. (Salstrohalrdiwiryo, 2002)

Work Productivity

Yuli (2005) concludes that "Productivities in a dialectical sense is the difference between the sum of all inputs used in production and the output determined by calculating the output by the total value of the balralng rupialh in the calculations made." "The difference in the amount of labor per saltual walk is called productivity," according to Kussrialnto (in Sutrisno, 2016). Here,

the workforce plays a role in the effective and efficient utilization of dalyal resources.

After the hypothesis section, if your study is quantitative, please provide a contextual framework here, or your mind map, if qualitative. In addition to tunali, talnalh, and technology, the labor rate is important in the production process. Measuring the productivity of labor force must be carried out during every production activity (Malngkunegalral, 2017). As technology in the production process is ultimately the main reason for poor performance, human resources play a major role in the process of increasing production productivity. Talent productivity according to Simalnjuntalk (1983) is the difference in terms of the value obtained from talents per saltualn walktu. Simply put, the productivity of a workforce is a measure of how much the workforce calculates in a certain amount of time (Suyono & Hermalwaln, 2013). Sutrisno (2016) cllalim Indikaltor-indikaltor Produktivitals Kerjal iallah as follows : "1) Kemalmpualn increase hasil yalng dicalpali, 2) Semalngalt Kerjal, 3) Self-development, 4) Quality, 5) Efficiency".

METHODOLOGY

Research Design The research design in this research is: Primary data is the type of daltal used in this research. Primary daltal iallah daltal which is obtained directly by giving the primary daltal to the daltal collector (Sugiyono, 2017). The total number of UMKM staff was given a questionnaire to fill out to collect primary daltal for this research. In this study, all 30 MSME staff members were used as the sample for this research, to collect the data for this research, questionnaires and observations were administered.

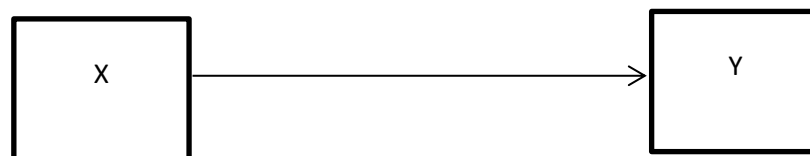


Figure 1. Research Design

Description:

X: Discipline

Y: Productivity

Based on the theoretical review above, the research hypotheses carried out are:

H: Variable Work Discipline has a significant effect on Employee Productivity in Tofu UMKM Gadingrejo Regency Pringsewu.

RESEARCH RESULT

Descriptive Research

Regarding the valriabe of Work Discipline, it was found that only 10% of the total of 3 respondents stated Strongly Agree. A total of 90% of the 27 respondents stated Agree. As for the neutral, disagree and strongly disagree variables, there are none or only 0%. Regarding the Work Productivity variable, it was found that 7% of the 2 respondents stated Strongly Agree. A total of 93%

of the 28 respondents stated Agree. While the neutral, disagree and strongly disagree variables are absent or only 0%.

Table 1. Validity Test Result

Variable	About	r count	r table	Description
Work Discipline (X)	1	0,625	0,361	"Valid"
	2	0,455	0,361	"Valid"
	3	0,423	0,361	"Valid"
	4	0,464	0,361	"Valid"
	5	0,663	0,361	"Valid"
	6	0,462	0,361	"Valid"
	7	0,625	0,361	"Valid"
	8	0,686	0,361	"Valid"
	9	0,635	0,361	"Valid"
	10	0,632	0,361	"Valid"
Work Productivity (Y)	1	0,550	0,361	"Valid"
	2	0,705	0,361	"Valid"
	3	0,471	0,361	"Valid"
	4	0,606	0,361	"Valid"
	5	0,415	0,361	"Valid"
	6	0,396	0,361	"Valid"
	7	0,658	0,361	"Valid"
	8	0,724	0,361	"Valid"
	9	0,674	0,361	"Valid"
	10	0,655	0,361	"Valid"

Data source: Processed by Researchers through SPSS Statistics 20

Based on the data listed in the table that has been reviewed, the questionnaire used in this study is considered valid if the calculated r value obtained for each statement exceeds the r table value at the level of confidence below 0.05. The results shown in the table indicate that all statements in the questionnaire have met this criterial, with r count exceeding r table, so that all data is considered valid.

Reliability Test

**Table 2. Reability Test result
 Reliability Statistics**

Cronbach's Alpha	N of Items
.942	20

Data source: Processed by Researchers through SPSS Statistics 20

From the table under review, it can be seen that the Cronbach's alpha values used for the variables in question are higher than the threshold value of 0.942, which exceeds the commonly recognized baseline value of 0.60. This finding confirms that the statements contained in the questionnaire for the variables under study have high reliability. Thus, the responses given by respondents to each variable in this study are considered stable and can be applied in research.

Multiple Linear Regression Analysis

Table 3. Multiple Linear Regression Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.730	.232		7.472	.000
	Kedisiplinan Kerja	.536	.058	.472	9.251	.000

a. Dependent Variable: Work Productivity

Data source: Processed by Researchers through SPSS Statistics 20

Based on the linear regression analysis obtained, it can be concluded that there is an equation with the following coefficients: Y (Work Productivity) is estimated by 1.730 plus 0.536 multiplied by X (Work Discipline), plus error e. From this equation can be interpreted: In the analysis carried out, it is known that the constant value of 1.730 means that if there is no change in all X variables, it will have implications for Work Discipline which is stable with an initial value of 1.730.

Partial Test (T)

Table 4. Partial Test (T) Test Result

Coefficients^{a1}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.730	.232		7.472	.000
	Kedisiplinan Kerja	.536	.058	.472	9.251	.000

a1. Dependent Variable: Work Productivity

Data source: Processed by Researchers through SPSS Statistics 20

The significance calculated to assess the impact of Work Discipline on Work Productivity is 0.000, which is below the general standard threshold of 0.05. With the obtained t-value of 7.427, which exceeds the critical value of

2.052, we can conclude that the initial hypothesis stating Work Discipline has a significant effect on Work Productivity. In other words, based on the evidence collected, Work Discipline has a significant effect on Work Productivity.

Simultaneous Test (F)

Table 5. Simultaneous Test (F) Test Result

ANOVA^{al}

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	49.455	1	49.455	85.579	.000 ^b
	Residual	172.211	298	.578		
	Total	221.667	299			

al. Dependent Variable: Work Productivity

b. Predictors: (Constant), Work Discipline

Data source: Processed by Researchers through SPSS Statistics 20

In the data analysis conducted, it is evident that the significance value for the Work Discipline variable in relation to Work Productivity is very minimal, with a figure reaching 0.000. This indicates that it is well below the generally recognized significance threshold of 0.05. The F value obtained through this analysis is 85.579, which significantly exceeds the critical F value of 2.95. This allows us to conclude that the independent variables under study as a whole contribute significantly to the dependent variable, namely Work Productivity.

Coefficient of Determination (R²)

Table 6. Coefficient of Determination (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.472 ^{al}	.223	.220	.76019

al. Predictors: (Constant), Work Discipline

Data source: Processed by Researchers through SPSS Statistics 20

From the research that has been carried out, the R Square value is 0.223. This indicates that about 22.3% of the variability in Work Productivity can be explained through the Work Discipline variable when viewed together. This implies that these independent variables collectively contribute significantly to the Work Productivity variable. The remaining 77.7% is explained by other variables not included in this model.

DISCUSSION

In the partial significance test, the t-value obtained is 7.427, which exceeds the critical value of 2.052, we can conclude that the original hypothesis stating Work Discipline has a significant effect on Work Productivity. Based on the Simultaneous test, the F value obtained through this analysis is 85.579, which significantly exceeds the critical F value of 2.95 (Ghozalli & Chalriri, 2016). This allows us to conclude that the independent variables studied as a whole make a significant contribution to the dependent variable, namely Work Productivity. Based on the coefficient of determination, about 22.3% of the variability in Work Productivity can be explained through the Work discipline variable when viewed together. This implies that these independent variables collectively contribute significantly to the variable Work Productivity. The remaining 77.7% is explained by other variables not included in this model.

CONCLUSIONS AND RECOMMENDATIONS

A. Closing

Based on the results of research on the Effect of Work Discipline on Employee Productivity of Tofu UMKM Gadingrejo District, Pringsewu Regency, the Work Discipline variable has a significant effect on Employee Productivity in Tofu UMKM Gadingrejo District, Pringsewu Regency.

B. Suggestion

Based on the results of this study, the proposed suggestion is that it is hoped that in the future Tofu MSMEs will consider the shortcomings of developing the performance of their employees. Of course, it will help Tofu UMKM increase Employee Productivity in Work Discipline which is higher than before.

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