

The Influence of Supervision and Work Discipline on Employee Performance at PT. Lutvindo Wijaya Perkasa Pekanbaru

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ABSTRACT

This study aims to determine and analyze the effect of supervision and work discipline on the performance of employees of PT. Lutvindo Wijaya Perkasa Pekanbaru. The research method used is quantitative. The sample of this study was 57 respondents, using data collection techniques using questionnaires. The data obtained was analyzed through linear regression analysis with the SPSS program. The results showed: (1) There is a significant influence of supervision on the employee performance of PT Lutvindo Wijaya Perkasa Pekanbaru. Obtained t-count value of $8.242 > t\text{-table } 1.673$ with a significant $0.000 < 0.05$. The results of simple linear regression analysis show that if supervision increases by 0.820, it will increase employee performance by 4.544 constantly. (2) There is a significant influence of work discipline on the performance of employees of PT. Lutvindo Wijaya Perkasa Pekanbaru. Obtained a t-count value of $7.818 > t\text{ table } 1.673$ with a significant $0.000 < 0.05$. The results of simple linear regression analysis show that if work discipline increases by 0.801, it will increase employee performance by 4.010 constantly. (3)

INTRODUCTION

In current industrial developments, the role of human resources in every organization is very necessary to create quality human resources by developing their potential to be able to compete and create innovations, because human resources play an important role in all business activities. According to Hasibuan (2003), human resources means comprehensive expertise, obtained from the thinking power and physical abilities of each person in doing the job, and the nature of the work they do is still closely related to the job, such as heredity and environment, while their job performance is driven by a desire to achieve their desires.

In carrying out its activities to achieve the desired goals, a company needs good management, especially human resource management, because human resources are the main capital in planning, directing, and mobilizing the factors that exist in a company, so human resources become one of the determining factors for success in carrying out activities to achieve common goals, but only by relying on individual efforts the organizational goals will not be achieved superiorly, by improving quality it is hoped that employees can work actively and professionally so that the performance achieved is expected to be more satisfactory according to work standards set by the company.

Activities carried out in the company need supervision that will direct employees to be able to carry out work by company standards. Supervision according to Robbert J. Mockler in Handoko (2013) explains that supervision is a systematic effort to set implementation standards with planning objectives, design a feedback information system, compare real activities with previously established standards, determine and measure deviations, and take necessary corrective actions to ensure that all company resources are used effectively and efficiently in achieving company goals.

Supervision is an activity carried out by the leader, to know whether the progress of the work and the results of the work are by the plan. Supervision that is not optimal can cause employees to act as they please, even committing violations. Meanwhile, maximum supervision can cause a job to run smoothly and produce good work.

The effect of supervision on employee performance has been proven through previous research by Harwina (2022) whose results show that supervision has a significant effect on employee performance. Research conducted by Hudiyani, Jayusman, and Rabiah (2019) shows that supervision has a significant effect on employee performance. This means that if supervision in a company can be carried out well, it can improve employee performance. Apart from supervising employees, it is important to also apply work discipline to employees.

Discipline shows a condition or attitude of respect in an employee that reflects the extent of a person's responsibility for the tasks assigned to him. Work discipline is often a benchmark for determining the seriousness of employees' work in a business. According to Rivai (2013), work discipline is a tool that managers use to communicate with employees so that they are willing to change their behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations.

Work discipline influences employee performance because employee performance is a determining factor in the success and success of a business in achieving a goal and as a benchmark in business. The influence of work discipline on employee performance has been studied by previous researchers, namely Windarti, Listini, and Purnamasari (2022), who show that work discipline has a positive and significant effect on employee performance. Apart from that, research conducted by Abdullah, Husain, and Bahri (2023) also shows that work discipline has a significant positive influence on employee performance.

In carrying out its activities, companies will try to achieve predetermined goals, the success of activities or activities within the company to achieve goals does not only depend on the technology used or the infrastructure they have, but also the role of human resources in the company, namely employees, is very important to To achieve the goals set by the company, there must be good performance from the company's employees.

Performance is the implementation of plans that have been prepared by the company. Performance implementation is carried out by human resources who have competence, motivation, and interests. How an organization values and treats its human resources will influence its attitudes and behavior in carrying out its performance Wibowo (2007). Good employee performance can help the company improve company performance, and can also help achieve company goals. Target data and production realization obtained from PT. Lutvindo Wijaya Perkasa Pekanbaru in 2018-2022 by comparing the amount of production realization with the targets set by the company. In 2018, the percentage of production targets and realization at PT. Lutvindo Wijaya Perkasa Pekanbaru reached 94%, then in 2019 it increased to 96%, and in the following 3 years, it experienced a decline. The highest decline occurred in 2022, with a percentage of 89%. It can be seen that the target and realization of asphalt and concrete production for 5 years have fluctuated.

PT. Lutvindo Wijaya Perkasa Pekanbaru always increases its production targets every year, and production realization figures also always increase. However, the realization percentage has not reached the company's desired target. With additional employees every year, employees should be able to realize the targets the company wants to achieve. The reality is that every year employees have not been able to exceed the results of the targets set by the company.

LITERATURE REVIEW

Supervision

Preliminary processing is a process that needs to be taken into account in carrying out an organizational process to formalize asphalt that has already been processed and carried out as long as it should not. In general, recruitment is a process for assessing the suitability of employees and members of various organizations in various regions in various areas to prevent malmanagement with programs that have been implemented previously (Bangun, 2012). According to Handoko (2013), Implementation is the process of ensuring organizational goals and objectives are achieved. Furthermore, Herujito (2001)

considers alkalization (controlling) as an element of the fourth function of malmanagement, namely dealing with the localization of the deposits that occur.

Work Discipline

Discipline comes from the term "disciple" which means learning. Discipline is a natural way to train and shape someone to do something better. Discipline is a process that can develop a person's personality to develop an objective sense of organizational goals through the development of organizational structures Tsauri (2013). According to Hasibuan (2005), work discipline results in annoyance in a person's willingness to violate all corporate regulations and social norms that occur. Discipline is daily, always on the way home, carrying out work on the way back, and obeying the normal course of action. The company's discipline is recalculated if the majority of cases result in valid regulations.

Employee Performance

According to Fahmi (2017), the overall performance obtained by an organization is profit-oriented and non-profit-oriented oriented which is achieved during the current period. Furthermore, according to Rivai (2013), performance is the operational behavior displayed by each person as well as the work performance achieved by the company by the company's performance.

Based on the description that has been presented previously, it can be used as an illustration of the framework of thought. The purpose of this framework of thinking is to find a basis so that problems can be resolved. In this research, the problem-solving framework can be described as follows:

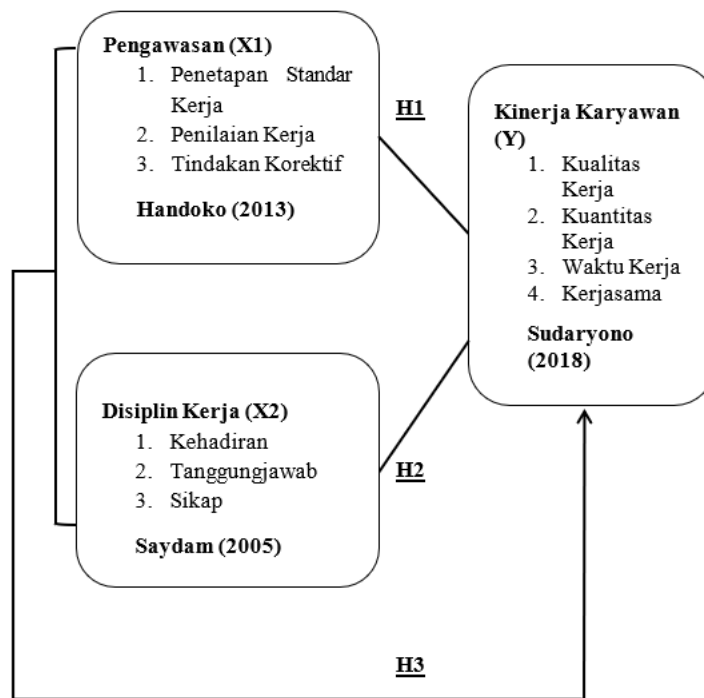


Figure 1. Framework of Thinking

Based on the framework of thought above, the following formulation is made and used as a hypothesis:

H1: It is suspected that supervision has a significant influence on employee performance at PT. Lutvindo Wijaya Perkasa Pekanbaru.

H2: It is suspected that work discipline has a significant influence on employee performance at PT. Wijaya Perkasa Pekanbaru.

H3: It is suspected that Work Supervision and Discipline has a significant influence on Employee Performance at PT. Wijaya Perkasa Pekanbaru.

METHODOLOGY

This type of research is quantitative research. The population in this study were all employees of PT. Lutvindo Wijaya Perkasa Pekanbaru in 2023 as many as 130 people. The informant in this research was HRD PT. Lutvindo Wijaya Perkasa Pekanbaru. To determine the sample size, researchers used the Slovin formula, so that the sample in this study was 56.52 and to make calculations easier, the sample size was rounded up to 57 respondents. Researchers used data collection techniques by distributing questionnaires.

RESEARCH RESULT

Validity Test

Testing the validity of the instrument using SPSS 25 software, the validity value can be seen in the corrected item-total correlation column. If the corrected item-total correlation figure obtained is greater than the critical figure (> 0.260) then the instrument is said to be valid (Ghozali, 2011). The results of the validity test are as follows:

Table 1. Validity Test

Variable	Item	count	table	Information
Supervision (X1)	Statement 1	.542	.260	Valid
	Statement 2	.455	.260	Valid
	Statement 3	.656	.260	Valid
	Statement 4	.772	.260	Valid
	Statement 5	.651	.260	Valid
	Statement 6	.572	.260	Valid
Work Discipline (X2)	Statement 1	.306	.260	Valid
	Statement 2	.604	.260	Valid
	Statement 3	.598	.260	Valid
	Statement 4	.644	.260	Valid
	Statement 5	.749	.260	Valid
	Statement 6	.541	.260	Valid
	Statement 1	.602	.260	Valid
	Statement 2	.590	.260	Valid
	Statement 3	.823	.260	Valid
	Statement 4	.825	.260	Valid
	Statement 5	.876	.260	Valid

	Statement 6	.626	.260	Valid
	Statement 7	.819	.260	Valid
	Statement 8	.621	.260	Valid

Source: Data Output SPSS, 2024

Based on Table 1 above, it is known that the 6 statement items in the monitoring variable (X1) have corrected item-total correlation values greater than the table (>0.260) so they are declared completely valid. A total of 6 statement items on the work discipline variable (X2) have corrected item-total correlation values greater than the table (> 0.260) so they are declared completely valid. A total of 8 statement items on the employee performance variable (Y) have corrected item-total correlation values greater than the table (> 0.260) so they are declared completely valid.

Reliability Test

The data reliability test was carried out by looking at the Cronbach's Alpha value. If Cronbach's alpha value is greater than 0.60 (Ghozali, 2011) then the research variable indicators can be declared reliable. The reliability test results of the indicators for all variables can be seen in the following table:

Table 2. Reliability Test

No	Variable	Combach's Alpha	Mark Decree	Information
1.	Supervision	0,638	0,60	Reliable
2.	Work Discipline	0,638	0,60	Reliable
3.	Employee performance	0,889	0,60	Reliable

Source: Data Output SPSS, 2024

Based on Table 2 above, it is known that all performance, supervision, and work discipline variable indicators have Cronbach's alpha values greater than the reliable limit (> 0.60) so all indicators used to measure each variable are declared reliable.

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Partial Test Results (t)

The t-test was used to test the significance of seeing the influence of the independent variable on the dependent variable several partially. This test is carried out by looking at a significance level of 0.05 plus 5%, if the probability is significant >0.05 then H0 is accepted and rejected. The t-table value with a significant taraf of 0.05 plus 5% in this research is known by the following call:

$$(df - 2 \text{ or } 57 - 2 = 55)$$

$$t_{table} = 1,673$$

Table 3. Results of the t-test of Employee on the performance of Employee

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.544	2.268		2.240	.057
	ADMINISTRATION	.820	.099	.743	8.242	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Output SPSS, 2024

From the 3rd table, it is known that the t-calculation test is used to test the hypothesis that the value has a significant influence on the value of the data (X1) on the performance of the value (Y), which is 8.242. Thus, count = 8.242 > table = 1.673 in the significance value of the initial calculation of 0.000 < 0.05. With this, the H1 digital signal that signals the launch process has a significant effect on digital signal performance at PT. Lutvindo Wijaya Perkasa Pekanbaru are accepted.

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Partial Test Results (t)

The t-test is used to test significance in seeing the overall influence of independent variables on dependent variables in a partial manner. This test is carried out by looking at a significance level of 0.05 plus 5%, if the probability is significant >0.05 then H0 is accepted and rejected. The t-table value with a significant talralf of 0.05 plus 5% in this research is known by the following call:

$$(df - 2 \text{ or } 57 - 2 = 55)$$

$$\text{table} = 1,673$$

Table 4. Partial Test Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.010	1.952		2.055	.045
	WORK DISCIPLINE	.801	.102	.725	7.818	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Output SPSS, 2024

From Table 4 it is known that the t-calculation test is used to test the hypothesis that there is a significant influence of work discipline value (X1) on work performance (Y), which is 7.818. Thus, count = 7.818 > table = 1.673 in the significance value of work discipline is 0.000 < 0.05. In this case, the H2 dialectical that is the one that talks about how work discipline has a significant influence on the operational performance of PT. Lutvindo Wijaya Perkasa are accepted.

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Simultaneous Test Results (F Test)

The actual F test shows that all of the independent variables that are simulated in the model have a partial global influence on the dependent variables. This test was carried out by seeing a significant level of >0.05 while H0 was accepted and rejected. The Ftable value with a significant is of 0.05 plus 5% in this research is known by the following calls:

$$df1 = k = 2$$

$$df2 = n - k - 1$$

$$= 57 - 2 - 1$$

$$= 54$$

$$F_{table} = 3,17$$

The results of the F test in this research can be seen in the following table:

Table 5. Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	479.660	2	239.830	77.061	.000 ^b
	Residual	168.059	54	3.112		
	Total	647.719	56			
a. Dependent Variable: EMPLOYEE PERFORMANCE						
b. Predictors: (Constant), WORK DISCIPLINE, ADMINISTRATION						

Source: Data Output SPSS, 2024

Based on Table 5, it is known that the value of Fcount > Ftable is 77.061 > 3.17 with a significance value of 0.000 < 0.05. Accordingly, the H3 dialectical process, which interferes with the process of processing work discipline, has a significant influence on PT's internal work performance. Lutvindo Wijalyal Perkasa Pekanbaru are accepted. The greater the quality of leadership in work discipline, the greater the quality of work performance.

DISCUSSION

Analysis of the Influence of the Employee Performance of PT. Lutvindo Wijaya Perkasa Pekanbaru

Preliminary processing can be measured through three indicators, namely, industrial safety, work assessment, and employee correction

(Handoko, 2013). Testing the validity of the instrument using SPSS 25 software, the value of the valid data is seen in the corrected item-total correlation column. If the corrected item-total correlation obtained is greater than the critical correlation (> 0.26), then the instrument is calculated as valid (Ghozali, 2011). Based on the theory used, all research instruments are considered valid and reliable.

The results of the research that has been carried out are related to PT. Lutvindo Wijaya Perkasa Pekanbaru is included in the reverse category. In other words, the company has already carried out the internal processing of Employee, such as carrying out direct internal processing by going down to the operational area to carry out the internal processing of Employee in the course of its work, this shows that PT. Lutvindo Wijaya Perkasa Pekanbaru already has a back-to-back sales process.

Based on the results of the global regression test, the t-test results are significant results from the results of the data analysis (X1) regarding the performance of the results (Y), the t-test results have a value of $\text{count} > \text{total value}$ $8.242 > 1.673$ with a significance of $0.000 < 0.05$. With this, the H1 digital signal that signals the launch process has a significant effect on PT's digital signal performance. Lutvindo Wijaya Perkasa Pekanbaru are accepted.

Initialization also influences the operational performance of an organization to improve operational performance and then improves the company's operational performance through performance evaluation. According to Mangkunegara (2009), the relationship between processing and sales performance is based on evaluating work methods to obtain effective and efficient performance.

The results of this research also support previous research, namely Harianto in Saputra (2020) which shows that processing has a significant influence on employee performance, with the result that the reverse processing of a company's operational activities increases Employee's performance and encourages employee. In the beginning, it started working more actively and then finished the tasks.

Analysis of the Influence of Work Discipline on Employee Performance PT. Lutvindo Wijaya Perkasa Pekanbaru

Work discipline is measured through three indicators, namely determining attendance, responsibilities and attitudes (Saydam, 2005). Testing the validity of the instrument using SPSS 25 software, the value of the valid data is seen in the corrected item-total correlation column. If the corrected item-total correlation obtained is greater than the critical correlation (> 0.26), then the instrument is calculated as valid (Ghozali, 2011). Based on the theory used, all research instruments are considered valid and reliable.

The results of the research that has been carried out are related to the work discipline of PT. Lutvindo Wijaya Perkasa Pekanbaru entered the reverse category. The signal is that the Employee has implemented work discipline and carried out his duties in his responsibilities. Like walking around the clock, going home at a predetermined time, having to pay for the company's traffic,

traffic users, and work traffic, while leaving and returning. So that the implementation of smooth work discipline continues to be considered.

Based on the global regression test and the t-test, there are significant results regarding the value of work discipline (X2) regarding personal performance (Y), from the results of the t-test, the value of work discipline has a value of count > total value $7.818 > 1.673$ with a significance of $0.000 < 0.05$. In this case, the H2 dialectical that is the one that talks about how work discipline has a significant influence on the operational performance of PT. Lutvindo Wijaya Perkasa Pekanbaru are accepted.

According to Sudaryono (2018), high discipline will have a large impact on the continuity of the company's sustainability for the future, and its sales objectives have already been planned, and it is also very effective and efficient, whereas, on the other hand, the level of discipline is very low, which is the most important discipline. In employees then will the performance is getting worse and worse employee will has bad alcohol for future consumption.

The results of this research also support previous research (Akob et al., 2021) which revealed that work discipline has a significant influence on personal performance. The higher your work discipline, the higher your performance will be, so it will be easier for your company to achieve its goals.

Analysis of the Influence of Work Discipline on the Employee Performance of PT. Lutvindo Wijaya Perkasa Pekanbaru

Based on the results of the simultaneous global regression test, the F test shows that the results are significant in terms of work discipline in terms of work performance, the results of the F test show that Fcount is 77.061, which is greater than the Ftable of 3.17 with a significance of $0.000 < 0.05$ in terms of the initial data and (X1) in Job Discipline (X2) also has a significant influence on Employee Performance (Y), which means that the increase in performance in the implementation of work discipline also increases PT's overall performance. Lutvindo Wijaya Perkasa Pekanbaru.

The inter relationship between operational performance in work discipline and operational performance can be seen in the Handoko study (2013), which is used to ensure operational performance to ensure legal compliance. The accident was by the plans that had been previously set. Where will it be signaling affects the performance of Gawai with higher traffic flow. According to Hasibuan (2005) explains how work discipline is a social annoyance in a person's willingness to accept all legal regulations in the social norms that are taking place. Dimalnal work discipline also influences Ka performance employee with traffic flow, the higher the work discipline, the higher the Kalryalwaln performance, and the higher that can work performance is signaled.

The results of this research also support previous research, namely (Rusmayanti & Musadad, 2022), which has consistently concluded that there is a significant influence of control in work discipline on performance, the higher the level of control in a person's work discipline has a significant increase in overall performance. Because the return process in work discipline is high, it will also increase the quality of the work performance.

CONCLUSIONS AND RECOMMENDATIONS

According to the partial and simultaneous analysis that has been carried out in research, it shows that:

- a. Partially, it can be seen that the supervision variable has a significant influence on employee performance. So the hypothesis in this research can be accepted. The better the supervision, the better the employee's performance will be.
- b. Partially, it can be seen that the work discipline variable has a significant influence on employee performance. So the hypothesis in this research can be accepted. The better the implementation of work discipline, the better employee performance will be.
- c. Simultaneously, supervision and work discipline have a significant influence on employee performance at PT. Lutvindo Wijaya Perkasa Pekanbaru. So the hypothesis in this research can be accepted.

ADVANCED RESEARCH

Future researchers should further develop the variables produced by employees by using different data analyses and adding several other variables so that they can produce even better results.

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