



The Impact Of Work Communication And Discipline On Employee Performance

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Abstract: *The objective of this study is to determine and analyze the effects of the work environment, communication, and discipline on employee performance. The background of this study is the phenomenon of inadequate company facilities, budget constraints, poor communication with colleagues, where employees tend to form separate groups, and the low level of discipline and self-awareness of employees and superiors regarding compliance with regulations. The study is quantitative, and the data was analyzed using multiple linear regression. A sample of 41 employees was taken with the saturated sampling approach. The results showed that work facilities had a good and statistically significant effect on staff performance at PT. Prosperous Administration Development, as well as on work communication and work discipline. Furthermore, the impact of work facilities, communication, and discipline on the performance of PT. Bina Administration Sejahtera staff was also significant.*

Keywords : *Facility s work , Communication i work , Discipline n work , performance a Employee*

Abstrak Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh lingkungan kerja, komunikasi, dan kedisiplinan terhadap kinerja karyawan. Latar belakang penelitian ini adalah fenomena fasilitas perusahaan yang kurang memadai, keterbatasan anggaran, komunikasi yang kurang baik dengan rekan kerja, dimana karyawan cenderung membentuk kelompok tersendiri, dan rendahnya tingkat kedisiplinan dan kesadaran diri karyawan dan atasan terkait kepatuhan terhadap peraturan. Penelitian ini bersifat kuantitatif, dan data dianalisis dengan menggunakan regresi linier berganda. Sampel sebanyak 41 pegawai diambil dengan pendekatan sampling jenuh. Hasil penelitian menunjukkan bahwa fasilitas kerja berpengaruh baik dan signifikan secara statistik terhadap kinerja pegawai di PT. Pembangunan Administrasi Sejahtera, serta komunikasi kerja dan disiplin kerja. Selanjutnya pengaruh fasilitas kerja, komunikasi, dan kedisiplinan terhadap kinerja PT. Staf Bina Administrasi Sejahtera juga signifikan.

Kata Kunci : Fasilitas Kerja , Komunikasi Kerja , Disiplin Kerja , Kinerja Pegawai

INTRODUCTION

A shipping logistics business that serves its clients is PT. Bina Administration Sejahtera. This business has assisted Indonesians in sending items outside of the nation. Companies are continually raising the bar because of the fiercer rivalry in the workplace. When employees are able to serve the community well and help the firm achieve its objectives, which include making a profit while also helping the community, this results in strong performance. Employee performance is typically described as the quantity of work produced by an employee and is used to evaluate employee performance inside a company. Workplace, communication, and work habits are a few factors that have an impact on employee performance.

Because employees, both consciously and unconsciously, tended to establish discrete groups depending on their field of work and infrequently engaged with each other in diverse fields of work, PT. Bina Administration Sejahtera encountered communication issues in this regard. This demonstrates that there is a lack of knowledge regarding the obligations and liabilities of employees. (Hasibuan, 2022) suggests that using communication lines is one way to get over all of this. Consequently, good communication can raise employee work satisfaction. Employees will then be able to maximize their performance in order to accomplish company goals. The five elements of effective work communication include understanding, contentment, influence on attitudes, better connections, and action (Suranto, 2010).

**Table 1. Attendance Data Employees at PT. Prosperous Administration Building on May 6, 2023
Work 08:40-17:00)**

DEPARTMENT INFORMATION	FIRST TIME ZONE		SECOND TIME ZONE	
	On-Duty	Off-duty	On-Duty	Off-duty
marketing			09 : 02	17 : 08 Late
Cashier	08 : 34			17 : 11 No Late
Exporter	07 : 44			17 : 01 No Late
accounting	08 : 02			13 : 50 Go home More
		<u>Beginning</u>		
customers Service			09 : 09	17 : 31 Late
Finance	07 : 41			17 : 19 No Late
taxes	09 : 10 17 : 28 Late			

Source : PT. Bina Prosperous Administration , 2023

According to the aforementioned data, the level of discipline and awareness among employees at the PT. Prosperous Administration Building was low. Matter This is evident from data on employee attendance in One level attendance whereby the more experience change or

decrease like, go home more beginning from set time. According to Sarif et al. (2022), maintaining employee discipline is crucial for achieving good performance. Discipline of a bad employee, on the other hand, will impede an organization's efforts to fulfill its goals. Several indicators of discipline work, including level presence, level vigilance, conformity to standards, regulations, and ethical work, are listed in (Nurjaya, 2022).

RESEARCH REVIEW

(Hasibuan, 2022) implies that there is a single solution to avoid all problems. With usage channel communication, that is. Effective communication can raise contentment. Work employee can improve employee performance and aid a business in achieving its goals. Employee performance can be improved, claim (Riano et al., 2020). Employees have a high sense of loyalty if there is a culture of work that is normative and communication between employees is good in both directions. According to (Riano et al., 2020), an employee's ability to increase performance depends on how well they can interact with their leader or superior. With this information, it can be inferred that efficient communication will make it feasible for employees to perform more effectively at work.

According to Sharif et al (2022), employee discipline is crucial to achieving results and satisfactory performance. Discipline of a bad employee, however, will prevent a corporation from achieving its goals. Employee performance is influenced by elements such as discipline at work, claims Sinambela (2016). With other, let's say, level discipline Work connected to performance that is more acceptable.

Discipline is therefore necessary to evaluate an organization's or business's performance. Since discipline improves employee performance, claims Nurjaya (2021:68). The performance of a disciplined employee will increase, while that of a non-disciplined person would be blocked and slowed down.

Hypothesis

Temporary solutions must have their veracity established, or a theoretically sound summary conclusion may have been drawn from a review of the literature. In respect to the subject of their study This submission includes the following:

H 1: Employee performance at the PT. Prosperous Administration Building is affected by communication work.

H 2: Employee performance and discipline work at the PT. Prosperous Administration Building.

H 3: At PT. Bina Prosperity Administration, communication and discipline work together to influence employee performance.

Framework Analysis

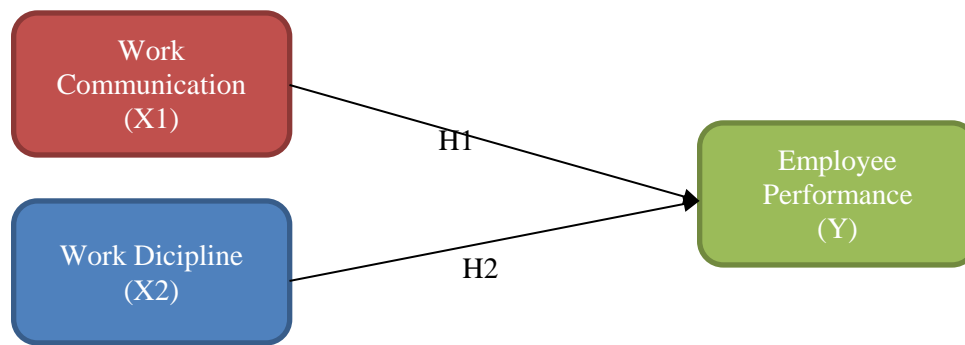


Figure 1. Framework Study

METHOD ANALYSIS

Quantitative approach is based on research This is due to their own regular and clear road. descriptive quantitative type research One of them is this. According to (Arikunto, 2017), study descriptive is descriptive and explanatory utilize method correlation and try determine link between various variable. Studies This will take place at the PT Bina Administration Sejahtera office center, which is situated at Muararajeun 51 Bandung, Studi. Between January and June 2023, this will be completed. (Sugiyono, 2017) defines population as a grouping of materials or individuals having traits and numbers that will be employed in studies to draw intriguing conclusions. 41 individuals from businesses take part in this survey. Study This uses saturated sampling, which denotes that every member of the population was included in the sample, making the final sample size of 41 persons. Data collection methods include surveys, interviews, and study documentation. using regre s i linear double to examine the data.

THE FINDINGS AND DISCUSSION

The results analysis, statistics, and description of my own outcomes are as follows.

Table 2. Results of Descriptive Statistical Analysis

	N	Minimum	Maximum	Mean	Std. Deviation
Work Communication	41	19.00	34.00	29.3333	3.04112
work discipline	41	27.00	43.00	35.0444	4.15033
EMPLOYEE	41	26.00	46.00	35.0222	4.93820
Valid N (listwise)	41				

SPSS Data Processing (2023) as a source

At the facility's average cost Work with a sample of 41 participants, with values between 20 and 37, an average of 28.42, and a standard deviation of 3.81080. Work on discipline with a sample of 41 individuals, with values ranging from \$19.00 to \$34.00, an average of 29.33, and a standard deviation of 3.041112. Work on discipline using a sample of 41 people, with a value range of 27.00 to 43.00, an average of 35.04, and a standard deviation of 4.15033. Employee performance with a sample of 105 people received a score between 26 and 46, an average of 35.02, and a standard deviation of 4.93820.

Test for Validity and Reliability

Results from tests of validity and reliability are shown in the table below.

Table 3. Validity Test Results

Variable	Number Of Statements	The Value Of The Validity Test Results
Work Communication	10	>0,361
Work Discipline	10	>0,361
Employee Performance	10	>0,361

Source : SPSS Data Processing (2023)

All results test validity is valid, Because all statement own mark more of 0.361.

Table 4. Reliability Test Results

Variable	Number Of Statements	The Value Of The Validity Test Results
Work Communication	10	0.865
Work Discipline	10	0.861
Employee Performance	10	0.769

Source : SPSS Data Processing (2023)

Results test in a way that completely satisfies criteria for dependability, as shown by value cronbach alpha > 0.6 in responders.

Classic Assumption Test

Assumptions for the test include normality, multicollinearity, and heteroscedasticity.

Analysis of research data

Analysis of study data based on results This is for model research, coefficient estimation, and the subsequent partial and simultaneous tests.

Scholarly Models

The F and T tests were used to examine whether or not facility work, communication work, and discipline work were connected with performance. Double-regression models used for the test Analysis regre s i linear double is this.

Table 5. Analysis Test Results Multiple Linear Regression

Coefficients						
Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig
	B	Std.Error	Beta			
1 (Constant)	-14.334	8.810	.251		-1.627	.111
work communication	.736	.194	.454		3.792	.000
work discipline	.528	.141	.444		3.748	.001

a. Dependent Variable : Employee Performance

Source : SPSS Data Processing (2023)

For formulating results analysis of multiple linear regression, use the formula below.

Employee Performance -14.344 is equal to 0.325 X1 plus 0.736 X2 plus 0.528 X3.

Following is an explanatory formula.

1. If variable facility work, discipline work, and communication work experience enhancement mark as much once, then performance employee mark will climb to -14,344.

2. If the facility is variable, mark the employee's performance at 0.325 once for the enhancement of work experience.

3. If the communication is variable and there is a one-time improvement to the work experience score, the employee's performance mark is 0.736.

4. If there is varying discipline and work experience enhancement, mark the employee's performance at 0.528.

Identification of Coefficients

Utilizing coefficient determination (R²), one may determine how close the regression line is to real data. Coefficient determination is the process of determining the independent variables in the regression line that best explain the percentage variance of the entire variable dependent Y. Results of the test coefficient determination are shown below.

Table 6. Coefficient Results Determination

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of Estimate
1	.660 ^a	.436	.395	3.84190
a. Predictors: (Constant), Discipline Work , Communication Work				
b. Dependent Variable: Employee Performance				

Source : SPSS Data Processing (2023)

According to the preceding table, the revised r-squared value is 0.395, meaning that the factors linked to facility work, communication in place work, and discipline work account for 39.5% of the contribution made by performance employees. As much as 60.5% of the total is made up of supplementary factors, such as compensation, work satisfaction, and loyalty.

Simultaneous Test of Hypothesis

F test was run to determine How do facilities, communication, and discipline function together? Work is dependent on a variable. The test results, both complete and partial, are listed below.

Table 7. Coefficient Test Results hypothesis Simultaneous

ANOVA ^a						
Model	Sum of Squares	df	MeanSquare	F	Sig.	
1	Regression	467,811	3	155,937	10,565	,000
	residual	605,167	41	14,760		
	Total	1072,978	44			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Discipline Work , Communication Work						

Source : SPSS Data Processing (2023)

Results of the tests in a simultaneous way Show that the calculated F value (10.565) for the second hypothesis is taller than the value in the F table (3.22). This proves that elements like the working environment, communication, and discipline have a positive and significant impact on an employee's performance.

Influence Communication Work Own Positive and Significant Influence _ to Employee Performance with t count (3.792) more tall from t table (2.018) and significance (0.000) above low of 0.05, then results from communication Work own results. According to Afandi (2018), on-site communication work is a process in which sources convey messages to recipients through multiple channels. Effective communication neither benefits good individuals nor system control management. Communication is used as a technique by control management companies to guide, support, monitor, or oversee implementation management companies in order to achieve organizational goals.

Discipline Work is a management tool that may be used to drive employees to improve their behavior and become more conscious (Khairunnis, 2019), who states that the results of the study. This is in line with the theory (Hasibuan, 2022) that suggests that the best way to overcome all obstacles is to establish effective channels of communication that can boost worker morale and productivity and enable the attainment of corporate goals. Fitriano (2022) reveals in a prior study that PT National Super staff members perform better when they interact while working.

Influencing how employee performance is affected by discipline

Findings This demonstrates that discipline work has a significant and beneficial impact on employee performance, with a t count (3.748) larger than expected from a t table (2.018) and a significance (0.000) smaller than expected from a 0.05. Results research This is in line with third hypothesis.

Results of the study This is in line with the viewpoint expressed by Sharif et al. in 2022, according to which an organization can achieve its goals more quickly with exceptional work and more slowly with mediocre effort. Workplace discipline makes sure that no employee will do something that casts suspicion on the company.

CONCLUSIONS

Study This leads to several conclusions: facilities Put in some effort. Communication; good partial influence; significant to employees' performance Put in some effort. Employee performance and discipline are partially impactful positively. Put in some effort. Partial positive and substantial influence on employee performance with t arithmetic (2.102) larger than t table (2.018) and significance (0.042) lower than 0.05. Results of research This potential researcher will advise the organization to increase capacity so that employees may perform better work. Companies can facilitate employee discussion forums and plan outbound activities to improve employee collaboration and foster a more productive work environment. Researchers can include changeable extras like incentives, employ different research methodologies, and explore different subject areas including banking, production, manufacturing, and business other.

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