

# EMPLOYEE PERFORMANCE IS MEASURED BY WORK DISCIPLINE AND EMPLOYEE LOYALTY

< Muchran BL><sup>1</sup>, <Muchriady Muchran><sup>2</sup>, <M. Hidayat><sup>3</sup>

<sup>1</sup>Universitas Muhammadiyah Makassar, Departement of Management  
Sultan Alauddin Road, Indonesia  
*muchra@unismuh.ac.id*

<sup>2</sup>Universitas Muhammadiyah Makassar, Departement of Management  
Sultan Alauddin Road, Indonesia  
*muchriady@unismuh.ac.id*

<sup>3</sup>Universitas Muhammadiyah Makassar, Departement of Management  
Sultan Alauddin Road, Indonesia  
*hidayat@unismuh.ac.id*

**Abstract:** This study aims to analyze the effect of work discipline and loyalty on employee performance. This study uses a saturated sampling technique. The data of this study were obtained from questionnaires (primary), literature studies, and obtained data directly from related parties according to research objectives. , multiple regression with hypothesis testing, T test (partial). The results showed that work discipline variables on employee performance obtained significant influence, then for employee loyalty variables on employee performance a significant effect was obtained, loyalty variable was the most dominant variable affecting employee performance

**Keywords:** Work discipline, Employee loyalty, Employee performance

## 1. Introduction

Humans are the most important determinant in the times. This must be a consideration why the development of the world today is the result of human thought to meet the needs and needs of human life itself. In the economic and business fields, this relates to the company's needs for changes. . Human resources in a company are employees. Employees are assets that have the biggest contribution to the progress of the company, improper handling by management will achieve the goals of the organization or company. As per company requirements.

Many factors can improve employee performance. One of these factors is work discipline. An employee is required to have high discipline and do according to the rules set. Discipline is the awareness and willingness of someone to obey all company regulations and be aware of their duties and responsibilities.

Discipline that reflects a person's responsibility towards the tasks given to people. This encourages work enthusiasm, enthusiasm for work and the realization of company goals, employees and society.

The role of this work discipline is very challenging to the level of progress of the company. By demonstrating the work discipline that is carried out it will produce employees who are responsible, responsible, time-consuming, effective and efficient.

One indicator that greatly influences employee performance

improvement is none other than employee loyalty. Employee loyalty is a mental attitude that is proposed by employees towards companies, both companies and companies. Employee loyalty is needed by every company, but employee loyalty does not arise by itself, it is agreed to be formed by the company itself. Employees who have high loyalty, because with high loyalty from employees, the company can meet the standards given by the company and can increase productivity work.

Employees to have high loyalty, it requires a high need, ability or individual skills, and a good work environment to be able to facilitate their work. High employee loyalty to the company will not grow if needed and companies that support employees do not support each other. If a company has a company that has low or declining loyalty, the company ponders or introspects the factors that influence it. Because loyal employees will be easy to develop, support for advanced companies, will support company programs, can help and solve problems that exist in the company, collect secret companies, accept criticism to improve the company for the future, convince the leadership, and make it easy to work with coworkers at the company.

Benefits of Research are: 1) The results of this study are expected to be a consideration for companies in developing and making decisions, especially regarding work discipline and employee loyalty, so as to improve employee performance. 2) The results of this study are expected to be used as information material for researchers and other parties who need information about the influence of work discipline and loyalty to employee performance. 3) The results of this

study are expected to add insight or knowledge and mindset of researchers in applying the knowledge gained from lectures by implementing the actual existence or practice

## 2. Based Theory

### 2.1 Work Discipline

Discipline is to obey, respect, appreciate, follow, and obey the rules and norms that apply, both written and unwritten and ready to accept sanctions if they violate the penalty. The following is an understanding of the discipline proposed<sup>1</sup> which argues that work discipline can be interpreted as the implementation of management to strengthen organizational guidelines. Sometimes, the behavior of workers in the organization becomes very disturbing, which results in decreased performance. Unfortunately, discipline is needed in such conditions. In organizations, there are still habits of employees who are slowing down, ignoring safety procedures, not following prescribed instructions, or having problems with their coworkers.

Discipline is interpreted by employees willing to comply with existing regulations, carry out their duties and responsibilities well, and always and go home on time. Discipline is highly treated to provide guidance and counseling for employees in creating good governance in the company.

Discipline must be applied in a company because it will have an impact on employee performance, thus affecting the success and success of the company. Discipline is the key to the success of a company in achieving its goals<sup>2</sup>.

### 2.2 Employee Loyalty

Loyalty comes from the word loyal which means loyal. Employee loyalty is employee loyalty to the company. Employee health is not only physical, but non-physical loyalty which means the mind and attention to the company. Loyalty can be interpreted as loyalty, dedication, and trust given or shown to someone or organization in which there is a sense of love and responsibility to try to provide the best service and behavior<sup>3</sup>.

First loyalty to the company as an attitude, namely the extent to which an employee identifies a workplace indicated by the desire to work and try his best and secondly, loyalty to the company as a behavior that is a process employees make sure decisions not to leave the company if they make a mistake<sup>4</sup>.

Loyalty is one of the elements used in the assessment of employees that includes loyalty to workers, positions, and organizations<sup>2</sup>.

The higher employee loyalty in a company, the easier it will be to improve performance and achieve the goals set by the company<sup>5</sup>.

The implementation of employee work activities will not be separated from loyalty, so that employees carry out their work properly, employees carry out their duties with a sense of pleasure in carrying out their duties and work.

### 2.3 Employee Performance

Definition of Performance is the level of success of employees in completing their work. Performance is not an individual characteristic, such as talent or ability, but is the result of the manifestation of the ability of the talent itself. Performance is a manifestation of ability in the form of real work.

The notion of performance is the result of work in quality and quantity that is achieved by an employee in carrying out his duties according to the responsibilities given to him<sup>6</sup>.

The size of the performance should be able to provide evidence of the desired results that have been achieved or not and the extent to which the work holders have achieved these results. So that it becomes the basis for providing feedback information that will be used to monitor them themselves.

Based on the understanding of the performance of some experts, it can be concluded that employee performance is the result of the level of achievement of tasks and responsibilities given to employees that are measured through quality and quantity within a certain range.

## 3. Research Model

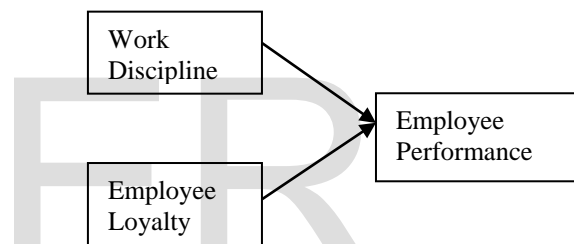


Figure 1. Research Model

Based on the description of the background of the framework proposed in this study, the authors propose the following hypothesis:

H1 It is assumed that work discipline and employee loyalty have a positive and significant effect on employee performance.

H2 It is assumed that dominant employee loyalty affects employee performance.

## 4. Research Method

This research is quantitative because the measurement of research variables in the form of numbers can do analysis in the form of statistics. The approach of this research is through several stages, namely collecting data through distributing questionnaires, analyzing data, and testing hypotheses.

The research instrument was used to measure the variables studied by scoring. The measurement of this research variable was carried out using a questionnaire distributed to respondents. In measuring respondents' answers, filling out questionnaires in work discipline variables, loyalty and performance was measured using the Likers Scale.

A good research instrument must meet the requirements, namely valid and reliable. To find out the validity and

reliability of the questionnaire, it is necessary to test the questionnaire by using validity test and reliability test. Because this validity and reliability aims to test whether the questionnaire distributed is valid and reliable, this study will conduct both of these tests on research instruments (questionnaires).

The multiple linear regression formulas used are as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Where

- Y = Employee performance
- X1 = Work discipline
- X2 = Employee loyalty
- a = Constant value
- b1 b2 = regression coefficient
- e = Standard error

### 5. Result

This test is used to determine whether each of the independent variables, namely work discipline and individual loyalty affect the dependent variable, which is employee performance. If the value of t count > t-table. Also if the level is different if <(0.05), it can be said that the individual variable has a positive and significant effect on the bound triabel test variable. Results can be seen from the table as follows.

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. |
|----------------|-----------------------------|------------|---------------------------|-------|------|
|                | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)   | 4,842                       | 3,203      |                           | 1,511 | ,139 |
| Disiplin kerja | ,180                        | ,077       | ,279                      | 2,321 | ,026 |
| Loyalitas      | ,710                        | ,145       | ,587                      | 4,889 | ,000 |

Figure 2. Coefficients

Based on the results in the above table about the T test, it can be seen the effect of each work discipline variable and employee loyalty can be seen from the direction of the sign and significant level (probability). If the level of significance is smaller than 0.05 and t-count is greater than t -table it can be said that these variables are individually influential and significant.

### 6. Discussion

The results of the study show that independent variables, namely work discipline and loyalty are variables that influence the dependent variable, namely employee performance. Discussion of the effect of work discipline, loyalty to employee performance will then be discussed as follows.

#### 6.1 Effect of Work Discipline on Employee Performance

From the results of regression calculations obtained by the work discipline regression coefficient of 0.180, other than that 0.026 <0.05 so that it can be said that the work discipline variables have a significant effect on employee performance, this is in accordance with the theory which says discipline is the most important HRM operative function because because of the better discipline of employees, the higher the performance and work

performance that can be achieved<sup>7</sup>. Work discipline can improve employees to be more productive and encourage greater compliance and responsibility to the company. This supports the previous research<sup>8</sup>, entitled the influence of work discipline and leadership on employee performance at PT. Nusantara Card universe Branch Makassar, found that work discipline had a positive and significant effect partially on employee performance. So that the work discipline variables in this study are considered in accordance with previous research

#### 6.2 The Effect of Loyalty on Employee Performance

Based on the results of the regression calculation obtained the regression coefficient for employee loyalty of 0.710 besides 0.000 <0.05. So that it can be concluded that employee loyalty has a positive and significant effect on employee performance. This is in accordance with the statement that the higher employee loyalty in the company, the easier it will be to improve performance and achieve goals set by the company<sup>9</sup>.

This research is also in line with the research conducted<sup>10</sup> which examines employee loyalty to holy companies, where the results of the study suggest that employee loyalty has a positive positive effect on employee performance, so that employee loyalty variables in this study are consistent with previous research .

### 7. Conclusion

This study aims to determine the influence of work discipline and loyalty on employee performance and to find out which variables are more dominantly influencing employee performance. From the formulation of the problem proposed, based on the analysis of the data that has been carried out and the discussion that has been put forward, the following conclusions are obtained.

1. Based on the results of research managed from SPSS using the T test (partial) it can be concluded that work discipline and loyalty have a positive effect on employee performance
2. Employee loyalty has a more dominant influence on employee performance. This is obtained from the results of the regression calculation obtained by the coefficient value for employee loyalty of 0.710 other than that 0.000 <0.05

### References

- [1] Ardana, I Komang.,Mujiati, Ni Wayan, dan Utama, I WayanMudiarta. 2016. Manajemen Sumber Daya Manusia. Cetakan pertama. Yogyakarta: Graha Ilmu.
- [2] Fahmi, Irham. 2015. Manajemen Kinerja Teori dan Aplikasi. Bandung: Alfabeta
- [3] Fathoni, Abdurrahmat. 2014. Manajemen Sumber Daya Manusia. Cetakan Pertama. Jakarta: PT. AsdiMahasatya.
- [4] Ghozali, Imam. 2016. Ekonometrika Teori, Konsep dan Aplikasi dengan SPSS 17. Semarang: Badan Penerbit Universitas Diponegoro.
- [5] Muchran, M., Hasanuddin, B., & Rahmatia, P. U. (2017). The Taxi Driver’s Income in Makassar: the

Number of Transport Trips and the Working Hour Pattern. *International Journal of Contemporary Research and Review*, 8(10).

- [6] Muchran, B. L., & Muchran, M. (2017). The Influence of Transformational Leadership Style to Performance of Islamic Bank Bank with Work Motivation as a Mediating Variable. *Review of European Studies*, 9(2), 262..
- [7] Hasibuan, S.P. Malayu. 2014. *Manajemen Sumber Daya Manusia Edisi Revisi*. Cetakan Kedelapan belas. Jakarta: PT Bumi Aksara.
- [8] Kurniadi, Dede Hasan. 2014. *Kemampuan Manajerial Pimpinan dalam Memotivasi dan Mendisiplinkan Karyawan dikaitkan dengan Produktivitas Kerjanya*. Bandung: PPs IKIP
- [9] Kusumo, B.C.S. 2016. *Hubungan Antara Persepsi Terhadap Iklim Organisasi dan Kepuasan Imbalan Kerja Dengan Loyalitas Kerja Pada Karyawan*. Surakarta: Fakultas Psikologi Universitas Muhammadiyah Surakarta.
- [10] Mangkunagara, A. A. Anwar Prabu. 2013. *Manajemen Sumber Daya Manusia Perusahaan*. Cetakan Kesebelas. Bandung: PT Remaja Rosdakarya.

## Author Profile



**Muchran BL**, is a lecturerin regional Kopertis IX who was employed at the University of Muhammadiyah Makassar since 1987. Works in the management department. He has had several researches published in national and international journals and published some books.



**Muchriadi Muchran**, active as a musician and a lecturer at the University of Muhammadiyah Makassar since 2017 in management. He has had several researches published in national and international journals



**M. Hidayat**, active as a lecturer at the University of Muhammadiyah Makassar since 2017 in management. He currently holds the position of department secretary in management. He has had several researches published in national and international journals