THE EFFECT OF WORK DISCIPLINE AND TEAM WORK ON EMPLOYEE PERFORMANCE (CASE STUDY AT PT. BAHASA TECHNOLOGY SOLUTIONS)

PENGARUH DISIPLIN KERJA DAN KERJA TIM TEERHADAP KINERJA KARYAWAN (STUDI KASUS PT. BAHASA TECHNOLOGY SOLUTIONS)

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Abstract: Human resource is a critical factor that affects the performance of the employees. Without employees an organization or a company can not run their mission and also vision. To improve the employee performance in an organization, they should enforce discipline of the employees and also team work. This research aims to analyze the effect of work discipline and team work on employee performance at PT. Bahasa Technology Solutions. The type of this research is a quantitative research. Multiple Regression Analysis was used in this research. The population observed all the employees at PT. Bahasa Technology Solutions, so the sample of this research is the same as the population, which are 30 respondents. This research result shows that the independent variable work discipline has no significant effect on employee performance and team work has significant effect on employee performance.

Keywords: Work Discipline, Team Work, Employee Performance, Multiple Linear Regression

Abstrak: *Sumber daya manusia merupakan faktor penting yang mempengaruhi kinerja karyawan. Tanpa karyawan, sebuah organisasi atau perusahaan tidak dapat menjalankan misi dan visi mereka. Untuk meningkatkan kinerja karyawan dalam sebuah organisasi, mereka harus menerapkan disiplin karyawan dan juga kerja tim. Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan kerja tim terhadap kinerja karyawan pada PT. Bahasa Technology Solutions. Jenis penelitian ini adalah penelitian kuantitatif. Analisis Regresi Berganda digunakan dalam penelitian ini. Populasi mengamati semua karyawan di PT. Bahasa Technology Solutions, sehingga sampel penelitian ini sama dengan populasi, yaitu 30 responden. Hasil penelitian ini menunjukkan bahwa variabel bebas disiplin kerja tidak berpengaruh signifikan terhadap kinerja karyawan dan kerja tim berpengaruh signifikan terhadap kinerja karyawan.*

Kata kunci: Disiplin Kerja, Kerja Tim, Kinerja Karyawan, Regresi Linear Berganda

INTRODUCTION

Research Background

In every company or an organization, either small or large, human resource is the tool to achieve its goals. A company that has human resource management possibly could increase the creativity and the good behavior of each employee. The successful organization understands the importance of human resources as a critical factor directly affects and contributes on the performance of employee. Human resource refers to the management of employees in the company or an organization to improve the performance of employees to achieve goals of the company.

Employees are the important resources for the organization, because it has the talent, energy, and creativity that needed by the organization to achieve its objectives. To improve the employee performance in an organization, they should enforce discipline of the employees. The discipline of an employee shown by getting the higher of their performance, and it can be seen from the level of employees craft to carry out their responsibility as an employee in a company or an organization in their workplace.

On the other hand, to maintain and build a good performance of the employees, it can be done by team working. Team building, planning events and activities have the potential to bring the employee to a strong sense of direction, workable plans and solutions, a powerful feeling of belonging with and on the team and clear strategic customer-focused values.

Team work could mean as the ability to work together towards a common vision. Teamwork is a fuel that allows common people to attain uncommon results. A team is a formal group of members who interact at a high level and work together intensely to achieve a common group goal. Teams could enable individuals to empower themselves and to increase benefits from cooperative work engaged on as a group. Getting together with others also can allow individuals to better understand the importance of teamwork and how the organization operate as well as promote the culture of teamwork success.

Therefore based on the description above, it is necessary to conduct this research entitled: The Effect of Work Discipline and Team Work on Employee Performance (Case Study at PT. Bahasa Technology Solutions)

Research Objectives

The purpose of this research is to analyze the effect of work discipline and team work on employee performance at PT. Bahasa Techonology Solutions by using Multiple Linear Regression.

THEORETICAL FRAMEWORK

Human Resource Management

The human resources development is very vital to any organization ranging from small to large scale enterprise since it is well known that no business can exist entirely without human being. (Okoye, P.V.C., Ezejiofor and Raymond A., 2013). The purpose and activities of human resource management, among others, is to improve the productive contribution of people or against labor organization in a way that strategically responsible, ethical and social. (Dahlia, R., 2015).

Work Discipline

Discipline can be defined when employees come and leave promptly the time, doing all the good work, comply with all company regulations and social norms prevailing. The only tool or a means of discipline management to achieve the goal is how to organize the employees in order to maintain discipline employees and how to increase it to achieve the success of the company. (Dahlia, R., 2015).

Team Work

Teamwork is the process of working collaboratively with a group of people in order to achieve a goal. The external factors of teamwork are the political, economic, social and technological factors that affect teamwork whiles the internal factors of teamwork constitute leadership style, diversity (culture, talent and personalities) communication, cohesiveness etc. which affects teamwork (Adjirackor, T., 2016, Aluy *et al, 2017*).

Employee Performance

An organization consists of people who perform actions that should be in sync with the strategic goals of the organization. In theory, if the people within the organization are performing optimally based on the organizational goals, the organization should be a successful one. In theory and in practice, it is essential that employee performance be optimized to ensure organizational success (Apalia, E. A., 2017).

Previous Research

Ifeyinwa, Stella (2014) which is "*The Effects of Teamwork On Employees' Performance: A Study of Selected Firms In Anambra State Nigeria*". The descriptive survey design was adopted for the study. The sample size of 204 was determined using Taro Yemani's formula for determining sample size. Major findings showed that there is a positive and strong relationship between teamwork, rewards and recognition of employees, team trust, Espirit de corps and employees' performance in an organization. The study recommended that policies that support teamwork in organizations should be promoted.
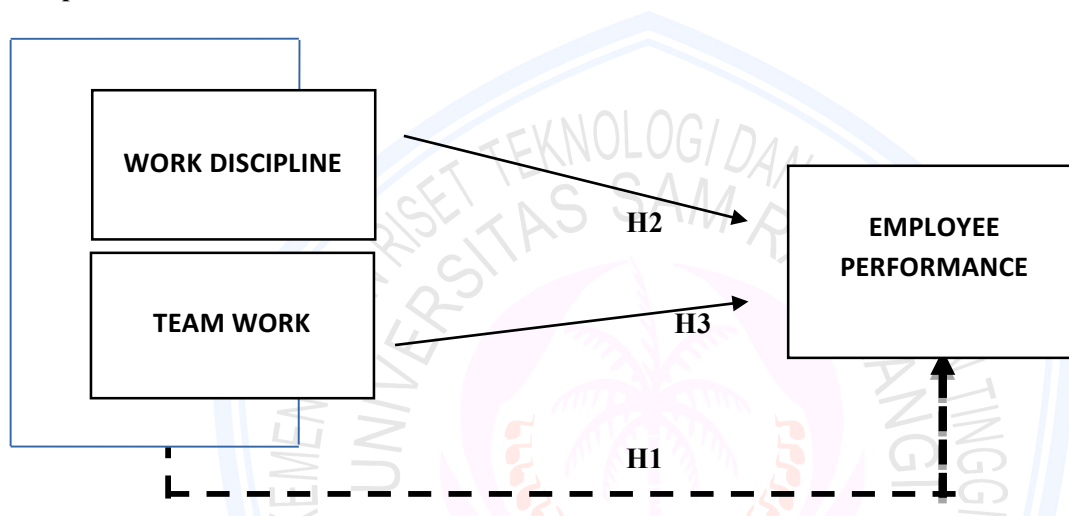
Conceptual Framework

Figure 1. Conceptual Framework
Source: Data Processed, 2016

H2, H3 ——————→ Partially

H1 — — — — — → Simultaneously

Research Hypothesis
The hypothesis of this research are:
H0 : There is no significant effect of safety and health and office facilities on employee performance simultaneously.
H1 : There is significant effect of safety and health and office facilities on employee performance simultaneously.
H2 : There is a significant effect of safety and health on employee performance partially.
H3 : There is a significant effect of office facilities on employee performance partially.

RESEARCH METHOD
Type of Research

The type of research is causal with quantitative as the method of the research.

Place and Time of Research

The place of this research will be conducted in Manado. The research started from August to September 2016 at PT. Bahasa Technology Solutions.

Research Procedures
- The researcher make list of question for questionnaire based on indicators
- The researcher distribute the questionnaire to the population, which is all the employee at PT. Bahasa Technology Solutions
- The researcher collect the questionnaire if the population already fullfill the queastionnaire.
- Then the researcher input the data from questionnaire and this procedure called data tabulation
- Next procedure is the researcher input the data to SPSS program. This procedure called data processing
- The last procedure is data analysis. The researcher analyse the data that already done processing from SPSS program, if there is a significant effect from variables X_1 (Work Discipline), X_2 (Team Work) on variable Y (Employee Performance), case study at PT. Bahasa Technology Solutions. The researcher will find out from the result if the Work Discipline and Team Work simultaneously and significantly influence on Employee Performance and if the Work Discipline and Team Work either partially and significantly influence on Employee Performance

Population and Sample
According to Sekaran and Bougie (2010), population is "*the entire group of people, events, or things which a researcher desire to research*". The population of this research are all the employees in company Bahasa Technology Solutions, in total 30 people. This research use with saturated sampling method, whereas the sample are all the population. The samples of this research will be taken from employees at PT. Bahasa Technology Solutions with total 30 employees.

Data Collection Method
Data collection technique used in this study is questionnaire. Measurement scale used is the Likert Scale.

Operational Definition of Research Variable
-Work Discipline.
Work Discipline is an attitude and behavior of employees to comply with applicable regulations and adjust the oraganisasi to be based on self-awareness (Thaief, I and Baharuddin, A., 2015).
-Team Work.
Team work is the ability to work together towards a common vision (Adjirackor, T., 2016).
-Employee Performance.
In theory and in practice, it is essential that employee performance be optimized to ensure organizational success (Apalia, E. A., 2017).

Data Analysis Method

Validity and Reliabiliy
To analyze the validity of questionnaire, Pearson Product Moment was used. An instrument measure is valid if the instrument measure what ought to be measured. If probabiility of correlation is less than 0.05 (5%) then the research instrument is considered valid. Reliability test is established by testing for both consisency and stability of the answer of questions. The reliability test in this research used Alpha Cronbach. If Alpha is less han 0.6 then it is unreliable.

Multiple Linear Regression
The analysis used in this study is the multiple linear regression analysis. Linear Regression is a statistical method used to form a model of the relationship between the dependent variable (the dependent; responses, Y) with one or more independent variables (independent, predictor, x). If the number of variable are only one, it is known as simple linear regression, whereas if there is more than one independent variable, called linear regression.

Regression analysis has at least three functions, namely for the purpose of data or description of the phenomenon being studied cases, for control purposes, as well as prediction purposes.

Regression is able to describe the phenomenon of data through the creation of a numerical model of relationship. Also regression can be used to control things that are observed through the use of regression models obtained. In addition, the regression model also be used to make predictions for the dependent variable. Predictions on the concept of regression should only be done in the data range of the independent variable used to form the regression model.

Multiple regressions are used to express the effect of independent variables and the dependent variable. The formula of linear regression (multiple linear regressions) in general as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Description:

Y	=	Dependent Variable (Employee Performance)
X₁	=	Work Discipline
X₂	=	Team Work
α	=	Constant
β₁& β₂	=	The Regression Coefficient of Each Variable
e	=	Error

RESULT AND DISCUSSION

Validity and Reliability Result

From the result, it can be seen that value of correlation index for relationship among variable independents (Work Discipline and Team Work) with variable dependent (Employee Performance) most of all are greater than 0.3 and below the significant level of 5% (0.05) because there is only one in the work discipline that shows the correlation index is not greater than 0.3. Therefore, the data is considered as valid. The value of Cronbach's Alpha of 3 items used in this research is work discipline (X1) is 0.737, team work (X2) is 0.808, and employee performance (Y) is 0.813. The data is considered as reliable since the value of Cronbach's Alpha is above the minimum value which is 0.6.

Testing of Classical Assumption

Multiple linear regression models should meet some basic assumptions as seen below:

Table 1. Result of Multicollinearity Test

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.880	4.417		.199	.844		
	Total.x1	.301	.194	.236	1.554	.132	.875	1.143
	Total.x2	.682	.182	.570	3.754	.001	.875	1.143

a. Dependent Variable: Total.y

Source : Data Processed, 2016

Based on result above, the symptoms of multicollinearity do not occur, because VIF value of work discipline is 1.143 and VIF value of team work is 1.143, or both of those variables have VIF value <10. It means that there is no connection between the independent variables. thus, the assumption that there is no multicollinearity is met (free of multicollinearity)
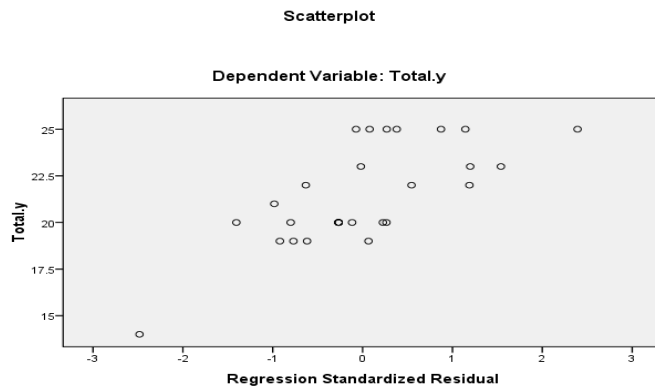
Heterocedasticity Test

Figure 2. Result of Heterocedasticity Test
Source : Data Processed, 2016

Figure 2 shows that the dots are spreading above and below zero point. This proves that there is no heteroscedasticity in this regression.
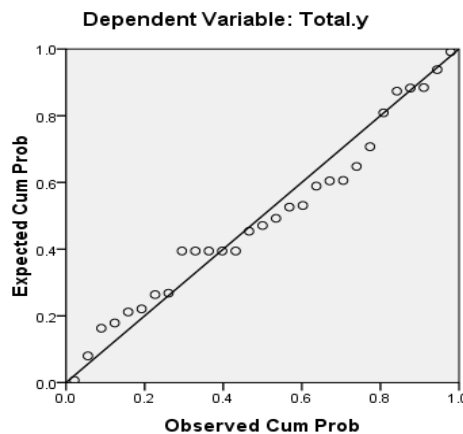
Normality Test

Figure 3. Result of Normality Test
Source: Data Processed, 2016

Figure 3 shows that the dots or points are spread around and following the diagonal line. This proves that the regression model of the effect of work discipline and team work on employee at PT. Bahasa Technology Solutions fulfills the normality assumption.

Testing the goodness of fit: Coefficient of Correlation (R) and Coefficient of Determination (R²)
Goodness of fit will determine whether the model is good fit or not. The correlation coefficient is used to measure the effect of work discipline and team work on employee performance at PT. Bahasa Technology Solutions.

Table 4. Results of Coefficient of Correlation (R) and Coefficient of Determination (R²)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.690[a]	.476	.435	1.993	1.869

a. Predictors: (Constant), Total.x2, Total.x1

b. Dependent Variable: Total.y

Source : Data Processed, 2016

Based on table 4, correlation (R) is equal to 0.690. It is indicating that the correlation of work discipline and team work on employee performance at PT. Bahasa Technology Solutions have a strong positive relationship.

The coefficient determination (R^2) measures how well the regression line represent the data. The value of coefficient of determination is between 0 and 1. The coefficient determination of 0.476 shows that the work discipline (X1) and team work (X2) are able to explain the employee performance (Y) for 47.6%, while 52.4% is explained by other causes.

Hypothesis Test
Table 5. Simultaneous Test (F-test Output)

ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	93.752	2	46.876	11.801	.000[a]
	Residual	103.282	26	3.972		
	Total	197.034	28			

a. Predictors: (Constant), Total.x2, Total.x1

b. Dependent Variable: Total.y

Source: Data processed, 2016

By using the significance level of 0.05 (α = 0.05) and the degree of freedom (df) of 2;30, the F_{table} from F distribution table is $F_{2;30;0.05}$ = 3.32, while the value of F_{count} from the table 4.7 is 11.801. The result is $F_{count} > F_{table}$ = 11.801 > 3.32. The table shows also the significance value is 0.000 < 0.05. It means that overall influence of X1 and X2 on Y is very significant. Therefore H_o is rejected and H_1 is accepted. In other words, the independent variables simultaneously influence the dependent variable very significantly.

Table 6. T-test Result

Variable	T_{count}	T_{table}	Description
Work Discipline (X1)	1.554	2.042	Rejected
Team Work (X2)	3.754	2.042	Accepted

Source: Data Processed, 2016

From the table above, T_{count} for each independent variable, which for Work Discipline (X1), T_{count} = 1.554 and T_{table} = 2.042 which T_{count} < T_{table} 2.042. Therefore, H_o is accepted and H_1 rejected, that means Work Discipline (X1) does not significantly influence Employee Performance (Y). Also from the table above, T_{count} for each independent variable, which for Team Work (X2) T_{count} = 3.754 and T_{table} = 2.042 which T_{count} > T_{table} 2.042. Therefore, H_o is rejected and H_1 accepted, that means Team Work (X2) significantly influences Employee Performance (Y).

Discussion

Work Discipline and Employee Performance

The result of multiple regression analysis shows that Work Discipline (X1) does not significantly influences Employee Performance (Y). In this research it is represented by the Attendance, Obedience on Working Standards, Adherence to The rules, and Work Ethic.

Work Discipline (X1) has no significant influence on Employee Performance, it can be seen at table 4.8, the value of t_{count} (1.554) is smaller than the value of t_{table} (2.042) and based on the coefficient result in Multiple Linear Regression Analysis, the significant of Work Discipline is 0.132 which larger than 0.05, so the Work Discipline (X2) has no significant influence on Employee Performance (Y). This result is supported by previous research conducted by Muhammad Arsyad (2014) which is there is a significant effect Work Discipline on Employee Performance. Based on the research of questionnaire, the respondents mostly agree that Work Discipline affect the Employee Performance.

Team Work and Employee Performance

The result of multiple regression analysis shows that Team Work (X2) significantly influences Employee Performance (Y). In this research it is represented by Cooperates and Collaborates, Flexibility, Contributes to The Team, and Organizes Effective Teams.

Team Work (X2) has a positive influence on Employee Performance, it can be seen at the table 4.8, the value of t_{count} (3.754) is bigger than the value of t_{table} (2.042) and based on the coefficient result in Multiple Linear Regression Analysis, the significant of Team Work (X2) is 0.001 which less than 0.05, so the Team Work (X2) has a significant influence on Employee Performance (Y). This result is supported by previous research conducted by Walid Al Salman and Zubair Hassan (2016) which is there is a significant effect Team Work on Employee Performance. Based on the research of questionnaire, the respondents mostly agree that Team Work affect the Employee Performance.

CONCLUSION AND RECOMMENDATION

Conclusions

The conclusions drawn from this research are as follows:
1. Based on F-Test result, by using the significant value of 0.05, the calculated value of F_{count} is greater than the F_{table} (11.801 > 3.32). It means Work Discipline and Team Work simultaneously and significantly influence influence Employee Performance at PT. Bahasa Technology Solutions.
2. T-Test result shows that T_{count} of Work Discipline (X_1) is 1.554 with the level of significance of 0.030. If the value of T_{count} = 1.554 < $t_α$ (0.05) = 2.042, it means Work Discipline partially and not significantly influence Employee Performance at PT. Bahasa Technology Solutions.
3. T-Test result shows that T_{count} of Team Work (X_2) is 3.754 with the level of significance of 0.030. If the value of T_{count} = 3.754 < $t_α$ (0.05) = 2.042, it means Team Work partially and significantly influence Employee Performance at PT. Bahasa Technology Solutions.

Recommendations

Some recommendations are considered important to address those results. They are as follows:
1. The management of PT. Bahasa Technology Solutions may consider about the importance of work discipline and team work, because according to the result of this research, work discipline has not significantly influence to the performance of employee but team work has significantly influence to the performance of employee.
2. Team work has significantly influence to the performance of employee at PT. Bahasa Technology Solutions. So the management of PT. Bahasa Technology Solutions may consider about the team work of

employees, such as the promotion and appreciation also for their work. Provide some promotions might be a good planning for the future, so employees can not be stress working under the task that has given to them and always maintain the good relationship in the team so the employees could reach the goals by aligned on team's purpose.

3.   Work discipline has not significantly influence to the performance of employee at PT. Bahasa Technology Solutions. It proves that work discipline is not the only one factor that influence the employee performance at PT. Bahasa Technology Solutions. So it will give an advantage to the company to better fully attention for the employee's team work.

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