

THE EFFECT OF WORKING DISCIPLINE, ORGANIZATIONAL CLIMATE ON PERFORMANCE OF DISTRICT PERSONNEL KEDIRI

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Abstract

Another factor affecting employee performance is job characteristics. Some aspects that can affect employees' feelings about their work include work aspects where the work received does not provide an opportunity to express ideas and abilities, is too boring or too heavy for employees and there is no appropriate feedback on the work. In addition, it is also influenced by the individual aspects of the age factor which is considered to be getting more and more unproductive, and education that affects work performance.

From the t-counts it is known that (X1), Work Discipline (X1) has no significant effect, which is designated with a significance value of more than 0.05 (5%), Organizational Climate Variables (X2) with a significant value of 0.006 more less than 0.05 (%) which means that organizational climate influences the employee performance of Perhutani Kediri Regency has a significant effect on employee performance

Keywords ; Work Discipline, Organizational Climate, Performance

Introduction

Work discipline is one of the aspects that influences workforce performance. Zesbendri and Aryanti (2016), said that discipline is the main capital that affects the level of employee performance. According to Ardana, et al (2015), work discipline is an attitude of respect, respect, obedience, and obedience to applicable regulations, both written and unwritten and able to carry it out and not avoid accepting sanctions. Iriani (2014), added that employee discipline is absolutely necessary so that all activities that are being carried out will run according to a predetermined mechanism. With disciplined work, employees will not take actions that can harm the company.

Another factor affecting employee performance is job characteristics. Some aspects that can affect employees' feelings about their work include work aspects where the work received does not provide an opportunity to express ideas and abilities, is too boring or too heavy for employees and there is no appropriate feedback on the work. In addition, it is also influenced by the individual aspects of the age factor which is considered to be getting more and more unproductive, and education that affects work performance.

Then another component that influences performance is organizational climate. Organizational climate provides environmental forces that can influence organization. A good organizational climate can be seen from the behavior of each person, good relations or cooperation from each of its members, the neat arrangement of the organizational structure and work procedures within the organization. Work ethic provides an overview of one's views and attitudes towards work. This work ethic can be positive or negative so that it can affect the organization (Barkah, 2002). Whereas work discipline is a form of obedience from one's behavior in complying with certain provisions or regulations relating to work, and enforced in an organization (Subekti D., 2013). Work discipline must be owned by everyone so that the life of the organization can be safe, orderly and smooth.

Based Theory

Work Discipline

The attitude of employee work discipline is very important for a company in order to realize a company's goals, this is in accordance with the explanation of Malayu SP Hasibuan (2001) that "Discipline must be enforced in a company organization, because without the support of good employee discipline it is difficult for the company to realize its goals ". With the work discipline of every employee in the company, it will make the company progress. because every employee who is disciplined in doing work can complete the tasks in the company even though it does not produce the perfect job as a whole. But in a certain period of time employees will carry out their work for the better.

Organizational Climate

Climate is a dynamic system concept, the climate is like indoor air which surrounds and influences everything in the room. Climate cannot be touched and seen, but climate can be felt. Organization is a social structure, which is designed to coordinate the activities of two or more people, through a division of labor, and a hierarchy of authority, in order to carry out the achievement of certain general objectives (Winardi, 2014).

An organization has aspects related to the framework and structure that consists of interacting components, there is no organization that remains stable and does not undergo modification, for a certain period of time (Winardi, 2014). In general, an organization has its own overall culture, tradition and method of action in creating its climate, and forever the organization is unique.

The performance

Understanding Employee Performance

Employee performance in other words is human resources, a term that comes from the word Job Performance or Actual Performance, which is a work performance or actual achievement will be achieved by employees. The understanding of performance is explained by Mohammad Pabundu Tika in his book entitled *Organizational Culture and Performance Improvement*, that is: "Performance is the results of job functions (one's activities) or groups within an organization that are influenced by various factors to achieve organizational goals within a certain period of time" (Tika, 2016).

Performance is very closely related to the results of an employee. Understanding of employees according to Musanef in his book entitled *Management of Personnel in Indonesia*, namely: employees are people who work in an organization, in government agencies or in companies or in social businesses by obtaining a certain reward service (Musanef, 1991). Based on this definition, the researcher concludes that employee performance is the result of a person or group based on their tasks and functions in order to achieve the goals of an organization.

So that the parametric statistical techniques can be used in this study, the nominal data obtained will be quantified into ordinal data Methodology

Research and Measurement Variables

The variables in this study refer to the theory of human resource management in general, organizational behavior and industrial psychology as well as the results of research that have been developed by management and psychology experts in earlier periods and studies related to research topics. In general the variables in this study are:

a. Free Variable / Independent Variable (X)

The independent variables in this study include three variables, namely work discipline (X1), job characteristics (X2), and organizational climate (X3).

b. Dependent Variable (Y)

The dependent variable in this study is the Y variable, which is the employee performance variable.

c. Operationalization of Variables

through scoring with a measurement scale. Furthermore, the answer scores for each question item per each respondent are summed and / or averaged for each research variable. For this purpose, each research variable is described based on the indicator indicators which are the details of the components that make up the variable.

In general, the indicators for each of these research variables can be described as follows:

a. Work Discipline

Understanding discipline is an obligation, obedience to the provisions, regulations, relating to the work carried out as an employee, which includes: 1) carrying out official duties as well as possible with full dedication, awareness and responsibility; 2) work honestly, orderly, carefully and passionately 3) obey the provisions of working hours; 4) dress neatly and politely and behave and behave politely towards the community, fellow coworkers, and towards superiors; 5) comply with all applicable regulations and official regulations; 6) obey official orders from the authorities (PPRI No. 30 of 1980: 22).

b. Organizational Climate

Organizational climate of each organization with another organization is certainly different. These different organizational climates can influence the behavior of HR in the organization. HR behavior in the organization varies such as work motivation, work involvement, work commitment, work discipline, job satisfaction, job stress, work attitude, employee morale and conflict behavior. Climate dimensions organizations that affect HR behavior in the organization are generally divided into 2 namely physical and non-physical. As for the physical dimensions such as the physical environment of the workplace and the non-physical dimension consists of

social environment conditions, management system implementation, products, consumers, clients and customers served, conditions physical and psychiatric members of the organization and organizational culture .respell (2014) in his dissertation on organizational climate entitled "OrganizationalClimate, Innovativeness, and Firm Performance: Insearch of a conceptual Framework" that organizational climate has a positive and significant relationship to innovation and company performance.

c. Employee Performance

Employees' achievements are reflected in their success in carrying out their assigned tasks / work in terms of the quantity of work in accordance with established standards, quality of work, and timeliness of completion of the Work

Research result

Results of Multiple Regression Analysis

Variabel	Koefisien Regresi	t test	Sig.
work discipline (X ₁)	0,552	8,464	0,000
Climete (X ₂)	0,265	4,472	0,000
Multiple R = 0,858 R ² = 0,737			
Konstanta : 5,176 Sig = 0,000			
Adjusted R Square = 0,731 F test = 135,646			

Based on the calculation results in table 5.9 above, it can be made a multiple linear regression equation model of the influence of Work Discipline (X1), and Organizational Climate (X2) on Employee Performance Statistical test results show that there is a significant influence between Organizational Climate variables on Work Performance Perhutani KPH Ngawi Regency This is due to the following:

$$Y = 3.453 - 0.251X_1 + 0.498 X_2$$

1. Constant value (b₀) shows the value of Performance (Y) if the Work Discipline variable (X₁), and Organizational Ilkim (X₂) is constant or zero, then the value of Job Satisfaction increases
2. The value of the regression coefficient for the Work Discipline variable Work (X₁) is positive that is equal to - 0.087 meaning that if Work (increases by one unit, then Performance (Y) will decrease by 0.087 units assuming the other independent variables are constant.
3. The regression coefficient value for the Organizational Climate variable (X₃) is positive that is equal to 0.498 meaning that if the Organizational Climate (X₃) rises by one unit, then

Performance (Y) will rise by 0.498 assuming the other independent variables are constant. The coefficient of multiple correlation (R) or Multiple R values from the multiple linear regression equation above is 0.641. Coefficient value of multiple correlations (R) of 0.641 indicates a fairly strong relationship (close) between variables namely Work Discipline (X1), and Organizational Climate (X2) with employee performance (Y).

The multiple determinant coefficient (R^2) value of the multiple linear regression equation above is used to measure how far the model's ability to explain the variation of the dependent variable. The coefficient of multiple determinant values (R^2) of 0.411 shows 41.1% which means; Job Satisfaction namely Work Discipline (X1), and Organizational Climate (X2) of the remaining 59.8% is caused by other factors not included in the study.

Conclusion

Based on the test results using SPSS analysis to test the influence of Work Discipline and Organizational Climate, the following conclusions can be drawn:

1. There is a positive and significant influence of Organizational Climate on Performance.
2. There is an influence of work discipline variable and job characteristics on employee performance i / employee of Perhutani district of Kediri

Suggestion

Based on the conclusions above, the suggestions obtained by the authors of this study are as follows:

Perhutani Kediri Regency needs to know to increase work discipline

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