

## ANALYSIS OF WORK ATTITUDES AND WORK DISCIPLINE ON WORK PRODUCTIVITY

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### ABSTRACT

The goal of this study is to analyze and calculate the effect of work attitude and work discipline factors on work productivity. PT. Pos Indonesia Bandung City Branch was used as the population in this study, with a total sample of 49 personnel, utilizing a non-probability sampling technique or a saturated sample. The researchers employed a quantitative technique, as well as descriptive and associative methodologies. Multiple correlation analysis, multiple linear regression analysis, coefficient of determination test, partial hypothesis testing (t test), and the F test are all utilized in the analysis. According to the research findings, the work attitude variable has a significant positive effect on the work productivity variable, whereas the work discipline variable has a significant positive effect on the work productivity variable. According to the F test results, work attitude and work discipline variables both have a substantial influence on work production variables.

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### 1. INTRODUCTION

Human resource management is an important asset that must be properly cared for. Humans have a dynamic role in organizational operations to attain organizational goals. The primary purpose of human resource management is to prepare and produce quality human resources (Ilham et al., 2021). The caliber of a company's workforce has a significant impact on its performance. As a result, human resource management is required to optimally develop the company's people resources (Pratiwi et al., 2020).

Work productivity is used to assess the results of the quality of the company's resources in a certain work, as well as the level of compliance with the needs of human resources. Some companies or organizations are aiming to increase job productivity.

Employees, too, have difficulties. Employee job productivity may occasionally diminish, causing a company to suffer (Yulianti et al., 2022)

Job attitude is the most influential factor in enhancing employee work productivity. Because high or low levels of employee work attitudes play a significant role in employees' ability to perform more effectively and take responsibility for their work. Employees' dependency on others while working can be detrimental to the business, because the corporation wants to boost performance and productivity inside the company while also fostering a healthy work attitude. The work results of each person in the company symbolize a firm's performance; these work results will have an impact on overall organizational productivity (Pitriyani & Halim, 2020).

Work discipline must be prioritized by the organization in order to boost productivity. Employees who have high work ethics will carry out their responsibilities properly and efficiently. The most important thing that an employee must keep is discipline in order to demonstrate to the corporation that he is capable of carrying out the responsibilities that have been allocated to him. Job discipline can boost work productivity (Saleh & Utomo, 2018). As a result, if a company implements work discipline as a tool for managers to engage with employees in order for them to adjust behavior in order to increase awareness and willingness to comply with all applicable corporate rules, the discipline is successful. It has already been established.

Researchers conducted their investigation at PT. Indonesian Post, a company that provides courier services, logistics, and financial activities. This corporation has several branch offices around Indonesia, including one in Bandung called PT. Pos Indonesia Bandung City Branch, which is located at Jl. A. Yani No. 42, Bandung City, West Java.

Based on first observations, it is evident that there are concerns with work productivity. This is evidenced by a considerable drop in attendance, quality of work, and quantity of work. This outcome represented only 89.5% of the company's goal. Because of poor employee work attitudes, the cause of the visible reduction in work productivity is that some employees are irresponsible and do not take initiative at work. Personnel who are not disciplined in adhering to set regulations, such as inadequate time management, also contribute to decreased job productivity.

Employee productivity is influenced by work attitude, according to research (Muhtar et al., 2020). An employee is considered good at work if he or she also has a good work attitude. Employees' work attitudes can influence their continued employment in a company.

According to research (Ariani et al., 2020), work discipline has a significant impact on work productivity since it increases effectiveness in accomplishing organizational goals. Job discipline has a favorable and significant effect on job productivity; thus, the more work discipline employees have, the more productive they are.

## 2. LITERATURE REVIEW

### 2.1. Definisi Attitude toward Work

Work attitude is defined as a propensity of thoughts and feelings of contentment or dissatisfaction with the work of everything that will be done, and the outcomes are proportional to the effort performed (Eirsyah et al., 2019). There are various, according to (Sya'baniah et al., 2019), work attitude has three dimensions: cognitive (beliefs or beliefs), affective (feelings), and attitudes (behaviors or actions).

### 2.2. Work Discipline

Discipline is the attitude of complying with corporate rules and regulations that exists inside employees that enables employees to comply with company rules and regulations (Prasetyo & Marlina, 2019). Good discipline indicates the size of a person's sense of responsibility for the prescribed duty. According to (Wijania, 2017), the elements of work discipline are effective use of time, conformity to specified regulations, and duties in work and assignments.

### 2.3. Productivity At Work

Work productivity is defined as the effective and efficient use of human resources, the correctness or adequacy of labor methods or procedures relative to the tools and time available to fulfill goals (Akbar et al., 2018). According to Ariani et al., 2020, there are three elements of job productivity: efficiency, effectiveness, and quality.

### 2.4. Framework

The framework for thinking theoretically explains the relationship between the variables to be researched. The purpose of this study is to assess the impact of work attitude and discipline on job productivity. Management is used as a big theory by researchers, while human resources is used as the medium range theory in this study. The applied theory employed by researchers is work attitude, and the dimensions that researchers use, as indicated in research (Ahad et al., 2021), are cognitive, emotional, and attitude. The applied theory that researchers use for the second independent variable is work discipline, and the dimensions that researchers use as revealed in research (Wijania, 2017) state that the dimensions of work discipline are as follows: effective use of time, adherence to established regulations, responsibility responsible for work and assignments. Meanwhile, the researchers employed the work productivity variable as the dependent variable. The aspects of productivity chosen by the researchers were as outlined (Ariani et al., 2020): efficiency, effectiveness, and quality.

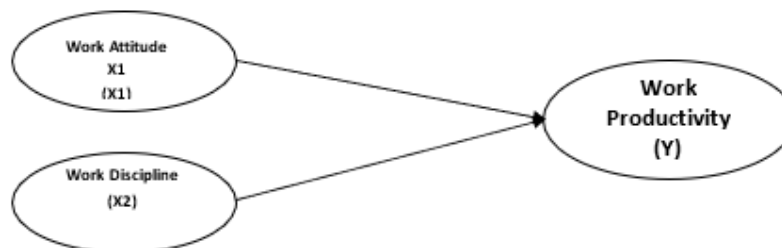


Figure 1. Research Model

- H1: There is an influence of work attitude on work productivity  
 H2: There is an influence of work discipline on work productivity

### 3. METHOD

This study was conducted on employees of PT Pos Indonesia Bandung City Branch, and the sample was determined using a non-probability sampling technique by creating questionnaires that were distributed to 49 respondents via Google form. Researchers used a quantitative approach to collect data, employing multiple linear regression data analysis techniques.

### 4. RESULT AND DISCUSSION

#### 4.1. Multiple Correlation Coefficient

The results of calculating the multiple correlation coefficient can be seen in the following table:

Table 1. Calculation results of multiple correlation coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.871 <sup>a</sup>	.759	.748	1.45651

Based on the results of the calculation of the multiple correlation coefficient, a value of 0.871 is obtained which has a very strong correlation level, where the value is included in the 0.80 – 1.000 category. This means that there is a relationship between the variables Work Attitude and Work Discipline on Work Productivity with a higher level of relationship. Very strong.

#### 4.2. Uji Simultan F

Tabel 2. Hasil Uji F

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	306.904	2	153.452	72.334	.000 <sup>b</sup>
	Residual	97.586	46	2.121		
	Total	404.490	48			

- a. Dependent Variable: Work Productivity  
 b. Predictors: (Constant), Work Discipline, Work Attitude

Based on SPSS calculations, it can be seen that the results of the test obtained F count for the variable Work Attitude (X1), Work Discipline (X2) is 72.334. Furthermore, the calculated F value is compared with the table F value. Based on dk quantifier = k and dk denominator = (n-k-1) and the error level is set at 5% or 0.05. So dk quantifier = 2, and dk denominator = 49-2-1 = 46 so that the value of F table = 3.20 is obtained. Therefore it can be concluded that there is a significant influence between the variables X1, X2 and Y. The results of testing the hypothesis are:

F count > F table 72.334 > 3.20

Based on the results of this test, it shows that the influence of work attitude and work discipline variables simultaneously has a simultaneous effect on work productivity.

#### 4.3. Multiple Linear Regression Analysis

Multiple linear regression calculations were carried out using the SPSS 25 software. The results of the calculations can be seen in the following table:

Table 3. Multiple Linear Regression Calculation

Model	Standardized Coefficients	B	Std. Error	Beta	t	Sig.
1	(Constant)	-.284	1.304		-.218	.828
	Work attitude	.397	.075	.617	5.270	.000
	Work Discipline	.234	.092	.299	2.553	.014

$$Y^* = -0,284 + 0,397 X1 + 0,234 X2$$

From the multiple linear regression equation above, it can be interpreted:

- 1) The negative constant value indicates that without the addition of work attitude and work discipline variables, the work productivity variable decreases by -0.284.
- 2) If work attitude has increased or increased by one (1) unit assuming the work discipline variable, productivity will increase by 0.397.
- 3) 3. If work discipline increases or increases by one (1) unit, assuming the variable work attitude remains constant, productivity will increase or increase by 0.234.

#### 4.4. Uji Parsial (Uji t)

Table 4. Partial Test Results (T Test)

Model	Standardized Coefficients	B	Std. Error	Beta	t	Sig.
1	(Constant)	-.284	1.304		-.218	.828
	Work attitude	.397	.075	.617	5.270	.000
	Work Discipline	.234	.092	.299	2.553	.014

##### a. Dependent Variable: Work Productivity

From the results of the t-test calculation above, it can be seen that the t-count value of Work Attitude (X1) on Work Productivity (Y) is obtained at 5.270 which is greater than the t-table value of 1.677 and the significance value obtained is  $0.000 < 0.05$ , then H1 is accepted H0 is rejected or in other words it can be said that there is a positive and significant influence on work attitude (X1) on work productivity (Y).

Then the t-count results for the two variables of Work Discipline (X2) on Work Productivity (Y) obtain a t-count value of 2.553 which is greater than the t-table value of 1.677 and the significance value obtained is  $0.014 < 0.05$ , then H1 is accepted H0 is rejected or in other words it can be said that there is a positive and significant influence on Work Discipline (X2) on Work Productivity (Y).

#### 4.5. The Influence of Work Attitude (X1) on Work Productivity (Y) in Employees of PT Pos Indonesia, Bandung City Branch

Based on the results of testing the hypothesis, it can be seen that this test produces a calculated T value of 5.270 while for a T table of 1.677. Then T count is  $5.270 > T$  table is 1.677, so it can be said that there is a positive and significant influence between the work attitude variable (X1) on the work productivity variable (Y) received by employees of PT Pos Indonesia, Bandung City Branch. The results of this study support the results of research conducted by Eirsyah et al., (2019) saying that effective work attitudes have a positive and significant effect on employee work productivity.

#### 4.6. The Effect of Work Discipline (X2) on Work Productivity (Y) in Employees of PT Pos Indonesia, Bandung City Branch

From the results of hypothesis testing it can be seen that this test produces a calculated T value of 2.553 while for a T table of 1.677. Then T count is  $2.553 > T$  table is 1.677, so it can be said that there is a positive and significant influence between the work discipline variable (X2) on the work productivity variable (Y) received by employees of PT Pos Indonesia, Bandung City Branch. The results of this test are in line with the results of previous research conducted by Ariani et al., (2020) which stated that work discipline can have a significant positive effect on work productivity.

## 5. CONCLUSION

The researchers can draw the following conclusions based on their research findings, data analysis techniques, and discussions with employees at PT Pos Indonesia Bandung City Branch about work attitudes and work discipline: Work attitude has a positive and significant influence on work productivity, according to the test results. As a result, the higher the work productivity, the better the work attitude. Preliminary testing results show a positive and significant relationship between work discipline and work productivity. As a result, the higher the level of work discipline, the higher the level of work productivity.

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