

The Influence Of Work Discipline and Job Training On Employee Work Productivity At The Petukangan Utara District Office

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Article Info	ABSTRACT
Keywords: Work Discipline, Job Training, Work Productivity	Human resources play a strategic role in determining the success and achievement of company goals. In efforts to realize these objectives, the role of human resources will continue to be optimized to improve their performance for the organization's or company's sustainability. This occurs because the advancement of science and technology still requires human resources to operate, including at the Petukangan Utara Sub-District Office. This research was conducted to determine the influence of work discipline and job training on employee productivity. The analysis tool used was SPSS Statistics 25.0. In this study, 40 respondents were used as research samples, and the research sampling technique used a saturated sampling technique, with a questionnaire used as the data collection tool. This research employed a quantitative approach. The results show that work discipline and job training, both partially and simultaneously, significantly influence employee productivity. The determination test indicates that work discipline and job training influence employee productivity by 83.4%, while other unexamined variables influence the rest.
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INTRODUCTION

To ensure the smoothness and quality of all services sub-district level institutions provide, discipline and job training are essential to enhance human resource productivity. Adapting to ever-evolving technological developments necessitates adequate training facilities for existing human resources in each sub-district institution. In order to provide maximum service to the community, improvements in discipline and job training, including human resources in the Petukangan Utara sub-district, are necessary. Human resources play a strategic role in determining the success and achievement of company goals. To achieve these goals, optimizing human resources will continue to be prioritized to enhance their performance for the organization's or company's continuity[1].

Work discipline is crucial for increasing work productivity, as it significantly influences an individual's performance within a company[2]. When employees adhere to company regulations and demonstrate high discipline, it fosters a conducive atmosphere that positively impacts company activities[3]. Maintaining work discipline is vital to

organizational progress [4]. Training provides employees with knowledge and skills, contributing to high company performance [5]. Job training serves as a vehicle for enhancing human resources in the era of globalization, equipping them with skills beyond the current education system in a relatively short time, focusing on practical applications to increase work productivity[6]

Work productivity represents the ratio of work results to the time required to produce products, both services and goods, by a worker. Additionally, work productivity reflects the relationship between inputs and outputs in a productive system[7]. Work discipline demonstrates employee respect for organizational norms and regulations. According to Keith Davis, discipline is management action to enforce organizational standards. It is interpreted as implementing management to strengthen organizational guidelines[8].

Companies require productive, creative, and agile human resources for business success. Employee personnel are integral to a company's success, and organizing training sessions to improve their skills is essential. Training is crucial for achieving effectiveness and efficiency in employee performance [9]. Continuous training for staff members is essential to ensure organizations or agencies employ skilled employees capable of effectively performing their duties to achieve organizational goals. Training enhances employee knowledge and skills[10]. Training is an exercise or activity aimed at improving an employee's talent, expertise, skills, and quality, ultimately enhancing short-term performance in a specific job or position by expanding the employee's knowledge and skills[11]. According to Gary Dessler[12], training teaches new or existing employees the basic skills needed to carry out their jobs.

Productivity issues are crucial in contemporary society, as productivity can improve human welfare. The importance of work productivity encompasses various aspects, including labour productivity, organizational productivity, and marketing productivity. In general, productivity concerns the relationship between output and input. Many argue that more excellent production increases productivity [13]. As Labour defined by Yusuf[14], labour productivity involves comparing achieved results with the labour market per unit of time, serving as a benchmark for resource utilization efficiency by comparing the amount produced with each resource used[15]. According to Tuhardi, work productivity is a mental attitude characterized by constant improvement, believing that individuals can perform better today than yesterday and tomorrow better than today. Therefore, the main component of productivity lies in a mindset that embraces continuous improvement and advancement[13].

METHOD

This research employs an explanatory approach with a quantitative methodology to elucidate the causal relationship between the independent and dependent variables. Explanatory research involves testing hypotheses based on developed theories to explain the relationship between variables, utilizing quantitative data analysis methods [16]. Questionnaire data was distributed to individual Other Service Provider Workers (PJLP) and Public Infrastructure and Facilities Handling Officers (PPSU) at the Petukangan Utara

Subdistrict Office, with 40 workers comprising the study population. The sample consisted of 40 respondents selected from the total population, and therefore, a saturated sampling technique was applied. For populations with fewer than 100 respondents, saturated sampling can be utilized as a method [17]. Data analysis techniques in this research involve (a) validity testing to assess the validity of research data, (b) reliability testing to evaluate the consistency of research data, (c) normality testing to ascertain whether the data exhibits a normal distribution, and (d) hypothesis testing to determine the existence of a significant relationship between the independent and dependent variables.

RESULT AND DISCUSSION

Reliability Test

Reliability tests are conducted to assess instrument consistency and ensure consistency when measurements are repeated. This value indicates the instrument's consistency in measuring the same symptom. If the calculated r-value is greater than the critical r-value, the instrument is considered reliable. Alternatively, comparing it with the cutoff point value of 0.3, the instrument is deemed reliable if $r > 0.3$; otherwise, it is considered unreliable.

Table 1. Reliability Test

Variable	Cronbach's Alpha	Information
Work Discipline	0.905	Reliable
Work training	0.854	Reliable
Work productivity	0.866	Reliable

Source: processed by the author, 2023

The results of the reliability test show that the Cronbach alpha for each calculated r variable is greater than the r table, which is 0.304 and it can be said that each variable is reliable.

Hypothesis testing

Table 2. T test
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,403	3,219		1,057	,297
	Work Discipline	,827	,189	,475	4,377	,000
	Work Training	,665	,147	,491	4,528	,000

a. Dependent Variable: Work Productivity

Source: processed by the author, 2023

Testing the t test, the calculated t value was $4.377 > t$ table 1.684 and the significant value of work discipline on employee work productivity was $0.000 < 0.05$. So it can be concluded that H_0 is rejected and H_1 is accepted, meaning that it can be concluded that work discipline has a significant effect on the work productivity of employees at the

Petukangan Utara District Office. This research shows that solid work discipline can maintain order, increase focus, and reduce distractions in the workplace, thereby naturally increasing productivity. Furthermore, direct observations confirm that more disciplined employees have better performance and higher productivity. This is reflected in regular work patterns, schedule adherence, and improved work quality. In addition, this research is based on previous research in human resource management and industrial psychology, which has shown a positive relationship between work discipline and productivity. These findings provide a solid empirical basis to support the relationship between work discipline and productivity. Furthermore, the statistical analysis results show a significant relationship between work discipline and productivity, with a significance value far below the cited level. This confirms that the relationship between these two variables does not occur by chance and has significant practical implications. Thus, continuing to encourage and increase work discipline in the workplace is essential to increasing employee productivity at the Petukangan Utara District Office.

The t test obtained a calculated t value of $4.528 > t \text{ table } 1.684$ and the significant value of job training on employee work productivity was determined from the t test results of $0.000 < 0.05$. So it can be concluded that H_0 is rejected and H_1 is accepted, meaning that it can be concluded that job training has a significant effect on the work productivity of employees at the Petukangan Utara District Office. Based on theoretical consistency, empirical experience, previous research findings, and statistical analysis, job training significantly impacts employee work productivity. Human resource management theory emphasizes the importance of job training in improving employee performance and productivity by providing opportunities for them to develop the skills and knowledge necessary to carry out their duties. Experience in the field also shows that employees who undergo job training tend to have better performance and higher productivity. Findings from previous research consistently show a positive relationship between job training and work productivity, which is supported by the statistical analysis results showing a significant relationship between these two variables. Therefore, increasing investment in job training to support increased employee work productivity is essential.

Table 3. F test
ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	892,461	2	446.231	93.207	,000b
Residual	177.139	37	4,788		
Total	1069,600	39			

Source: processed by the author, 2023

Based on the results of the F test in the table above, the significance value of the f test is $0.000 < 0.05$, and the calculated f value is greater than the f table, namely $93.207 > 3.23$. So, it can be concluded that work discipline and work training simultaneously or simultaneously influence the work productivity of employees at the Petukangan Utara District Office.

Table 4. Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.913a	.834	.825	2,188

a. Predictors: (Constant), Job Training, Job Discipline

Source: processed by the author, 2023

The results of the coefficient of determination (R²) test, for an R square value of 0.834, the correlation coefficient value "R²" is squared, namely $0.913 \times 0.913 = 0.834$. The amount of R square is $0.834 = 83.4\%$. The variables of work discipline and work training have a relationship of 83.4% to work productivity. Meanwhile, the rest is influenced by other variables that were not studied.

CONCLUSION

The work discipline variable significantly affects work productivity. Similarly, the job training variable also significantly affects work productivity. Additionally, work productivity is simultaneously influenced by work discipline and job training variables. Therefore, it has been established that discipline and job training for workers in the North Petukangan Village environment positively impact work productivity. This research can serve as a foundation for future studies to compare benchmarks with other variables that may influence increased work productivity for workers, particularly in North Petukangan Village.

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