

The Effect of Work Discipline on the Performance of Village Officials in Kadungora District

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Abstract:

Background: The level of discipline and performance of village officials in Kadungora District, Garut Regency, Karangmulya Village, Talagasari Village, and Kadungora Village is still said to be low due to the lack of attendance levels, both the presence of village officials every working day and the presence of village officials in every activity in the village and lack of obedience to work regulations.

Materials and Methods: The method in this research used descriptive quantitative to determine the village officials work discipline and performance in Kadungora District, Garut Regency. The number of samples was 33 respondents. The analysis technique used simple regression testing with the help of the SPSS 23 analysis tool.

Results: The results showed that the work discipline of the village officials was still lacking in terms of attendance and adherence to work regulations, while work discipline was said to be good in obedience to work standards, high vigilance, and ethical work. Then the performance of the village officials can be said to be lacking in terms of quality, while the performance of the village officials can be said to be good in quantity, knowledge, reliability, presence, and cooperation.

Conclusion: The results prove that the work discipline variable influences the performance of village officials in Kadungora District, Garut Regency, by 87%, while the remaining 13% is influenced and explained by other variables such as leadership, motivation, and reward.

Key Word: Work Discipline, Performance, Village Officials.

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I. Introduction

Human resources are the most important thing to explore and build to get competent human resources in an organization[1]. An organization will continue to strive to improve its employee's performance by doing various things because employee's performance can lead the organization to the goals it wants to achieve[2][3]. Employee's performance is crucial in obtaining or providing knowledge to employees in the organization regarding productivity in doing a job [4]. Therefore, every employee must have good performance so that the results of his work are in line with expectations[5]. In addition, in an organization, discipline is also essential because it can encourage and train employees to comply with applicable rules or policies[6]; in the end, discipline can create good performance, so discipline must be instilled in an organization because if it is not supported by employee discipline, then the goal will not be easy to achieve[2]. In other words, referring to [7] that work discipline can have an influence on one's performance. Good discipline also can prove an employee's responsibility in carrying out his duties[3]. Therefore, employee discipline must be continuously improved so that its performance does not always decrease and can impact organizational productivity.[1]

Concerning the performance of the village officials, there is the performance of the village officials in the Kadungora Subdistrict, Garut Regency, namely in Karangmulya Village, Talagasari Village, and Kadungora Village which is still less than the target to be achieved, which is 90% to 100%. Apart from assessing the performance of the village officials, there is a phenomenon of problems regarding the discipline of village officials in Kadungora District, Garut Regency. Namely, in the three villages where there are still village officials who arrive late to work, the use of fingerprint attendance has not been effective, and one village does not have manual attendance. The number of absences of the officials cannot be seen, and there are still village officials who leave permission during working hours for personal reasons and then return to the village when working hours expire.

Based on several phenomena of existing problems, further studies are needed that are in line with the purpose of this study, namely to determine the Effect of Work Discipline on the Performance of Village

Officials in Kadungora District, Garut Regency. Research on work discipline and its effect on performance has been done quite a lot by previous researchers, but no one has discussed it in three village locations as we did.

II. Material And Methods

This study uses descriptive quantitative research methods. Based on the unit of analysis, this study took the individual unit of analysis, namely the village officials. In this study, the researcher did not intervene with the data. In addition, from the time of the research, this research is cross-sectional because it is only carried out at a specific time. According to the data sources, researchers used primary data sources in the form of observations, interviews, and questionnaires. For secondary data sources, the information is taken from books, journals, and data archives related to work discipline and village official's performance. There are two variables in this study, including the independent variable and the dependent variable. The independent variable (X) in this study is work discipline. Refers to Rivai & Mukti [8] that there are five components of work discipline, including attendance, compliance with work regulations, adherence to work standards, a high level of vigilance and ethical work. Meanwhile the dependent variable (Y) in this study is the performance of the village official, referring to Indrasari [9] that there are six dimensions of employee performance, namely quality, quantity, knowledge, reliability, attendance and cooperation.

The locations of this research are the Karangmulya Village Office, Talagasari Village, and Kadungora Village, Kadungora District, Garut Regency. There are 33 village officials in three villages in Kadungora District, Garut Regency, for the total population. Researchers used a non-probability sampling technique. Sampling was carried out using the saturated sample technique. So the sample used is 33 respondents. The statistical test used is the Statistical Product and Service Solutions (SPSS) version 23 application. The data analysis technique was carried out through several stages, namely:

1. Validity and reliability test
2. Descriptive Analysis
3. Classical Assumption Test
4. Simple Regression Analysis
5. Partial Test (T Test)
6. Coefficient of Determination (R^2)

III. Result

A. Work Discipline of Village Officials in Kadungora District, Garut Regency

There are several dimensions to measure the level of discipline of village officials in Kadungora District, Garut Regency, which consists of attendance, obedience to work regulations, adherence to work standards, high level of vigilance, and ethical work. Regarding attendance, village officials still arrive late to work and leave early because they have finished their work. This phenomenon is, of course, related to the obedience of the village officials to the work regulations, namely regarding the rules of working days and hours, so it can be said that the village officials are still not fully obedient to the work regulations, but when viewed from the observance of other rules such as how to dress, it is said to be good. The level of vigilance and ethical work can be said to be good for the dimensions of obedience to work standards.

B. Performance of Village Officials in Kadungora District, Garut Regency

There are several dimensions to assess and measure the performance of village officials in Kadungora District: quality, quantity, knowledge, reliability, presence, and cooperation. In terms of quality, it can be seen from its human resources that village officials have different educational statuses, so their knowledge and experience are different, causing a lack of quality for village and village officials. In terms of quantity, the three villages are already doing well, although they have not yet reached the planned target. In terms of knowledge, reliability, and cooperation of the village officials, it can be said to be good, but the presence of the village officials in every activity in the village sometimes experiences delays even though they continue to attend these activities.

C. Validity and Reliability Test Results

There are results from the validity test are as follows:

Table 1: Validity Test Results

Variable	Items	Robserve	Rcritical	Note.
Work Discipline (X)	X1	0.73	0.34	Valid
	X2	0.80	0.34	Valid
	X3	0.66	0.34	Valid
	X4	0.92	0.34	Valid
	X5	0.94	0.34	Valid

Variable	Items	Robserve	Rcritical	Note.
	X6	0.95	0.34	Valid
	X7	0.91	0.34	Valid
	X8	0.89	0.34	Valid
	X9	0.90	0.34	Valid
	X10	0.86	0.34	Valid
	X11	0.86	0.34	Valid
	X12	0.86	0.34	Valid
Village Officials Performance (Y)	Y1	0.79	0.34	Valid
	Y2	0.90	0.34	Valid
	Y3	0.93	0.34	Valid
	Y4	0.93	0.34	Valid
	Y5	0.83	0.34	Valid
	Y6	0.83	0.34	Valid
	Y7	0.75	0.34	Valid
	Y8	0.90	0.34	Valid
	Y9	0.83	0.34	Valid
	Y10	0.86	0.34	Valid
	Y11	0.89	0.34	Valid
	Y12	0.81	0.34	Valid
	Y13	0.78	0.34	Valid
	Y14	0.78	0.34	Valid
	Y15	0.88	0.34	Valid
	Y16	0.81	0.34	Valid
	Y17	0.73	0.34	Valid
Y18	0.88	0.34	Valid	

Source: Researcher

Based on the table above, it can be seen that the value of $r_{observed} > r_{critical}$ (0.34) means that all data tests are declared valid. The results of the reliability test are as follows:

Table 2 Reliability Test Results

Variable	Cronbach's Alpha	Cronbach's Alpha Standard	Note
Work Discipline (X)	0.97	0.6	Reliable
Village Officials Performance (Y)	0.98	0.6	Reliable

Source: Researcher

Based on the table above, it can be seen that the value of Cronbach's Alpha is > 0.6 , so the measuring instrument used in this study is reliable.

D. Model's Goodness of Fit Test Results

The result of the Goodness of Fit Test of the model is that the significance value (0.000) is higher than the error rate value (0.05). Therefore, the estimated regression model is feasible to use.

E. Regression Coefficient Test Results (T-Test)

The results of this test concluded that the value of $T_{observed}$ (14,500) is more than the value of $T_{critical}$ (2,039), meaning that work discipline affects the performance of village officials in Kadungora District, Garut Regency. In addition, this test can be seen from the Coefficients table resulting from the calculation of SPSS Version 23, namely the significance value (0.000) < 0.05 , meaning that the work discipline variable affects the performance variable of the village officials in Kadungora District, Garut Regency.

F. Coefficient of Determination Test Results (R²)

The results of this test obtained the value of R Square (Coefficient of Determination) of 0.871 (87%). It was revealed that the percentage of work discipline's influence on village officials' performance in Kadungora District, Garut Regency was 87%, while the rest was influenced and explained by other variables. However, based on the findings in the field, there are several factors that have a tendency to improve employee performance, including 1) leadership variables; this is in line with the research of Abdelwahed et al [6], 2) the motivation variable is in line with the research of Amini et al. [10] and 3) the reward variable, in line with research [11]

The R-value (correlation coefficient) is 0.934, which means that work discipline explains 93.4% of the village officials' performance variables in Kadungora District, Garut Regency, because there is an almost perfect relationship between work discipline variables and the performance of village officials in Kadungora District, Garut Regency.

G. Simple Regression Analysis Results

Based on the results of the calculation of each dimension, it can be seen that in the work discipline variable, there is the highest dimension value, namely the dimension of obedience to work standards of 81%, while the lowest dimension value is the dimension of attendance and compliance to work rules of 78%. In addition, the village officials' performance variable has the highest dimension value, namely the knowledge dimension of 82%, while the lowest dimension is the quality dimension of 75%. The results of this analysis prove that work discipline (X) has a positive and significant effect on the performance of the village officials (Y).

IV. Conclusion

The work discipline of the village officials in Kadungora District, Garut Regency, is still said to be lacking in terms of attendance and compliance with work regulations, while the work discipline of the village officials has been said to be good in terms of obedience to work standards, high vigilance, and ethical work. For the performance of the village officials in Kadungora Subdistrict, Garut Regency is still said to be lacking in terms of quality and attendance. In contrast, the performance of the village officials, which can be said to be good, is regarding quantity, knowledge, reliability, and cooperation. Then there are results from the calculation of each dimension on the work discipline variable where the dimension of obedience to work standards has the highest value of 81% while the dimensions of attendance and compliance to work regulations have the lowest value of 78%. The results of the calculation of each dimension on the performance variable of the village officials, namely, the knowledge dimension has the highest value of 82%, and the quality dimension has the lowest value of 75%. In addition, according to the results of hypothesis testing, it was found that H₁, namely the work discipline variable, affected the performance of the village officials in Kadungora District, Garut Regency by 87%. The rest (13%) are influenced by other variables not examined in this study such as leadership, motivation, and reward.

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