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The Effect Of Working Discipline on Employee Performance in PT Perusahaan Gas Negara Tbk Bekasi Area

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Abstract

Human Resources (HR) is a unity of energy and an important element that is very influential for the Agency / Company. For the achievement of a goal, it is necessary to have human resources that have discipline in order to create a good performance, so that it will accelerate the achievement of optimal goals. Methods used are observation, documentation, questionnaires and interviews, using techniques sample with number of respondents as many as 40 people. Calculations for analyzing data using SPSS Version 25 Based on the results of the calculation of the Correlation Coefficient Test obtained results of 0.805it means having a strong relationship between work discipline and employee performance. Determination Coefficient Test Results resulted in an R Square value of 0.648 or 64.8% means that 64.8 % is influenced by work discipline. In the regression equation yields $Y = 11.218 + 0.740X$. meaning that if the value of $X = 0$ or without discipline then the employee performance is 11,218. If X increases by 1 point or every increase in work discipline by 1, it will increase employee performance by 0.740, which means there is a positive influence between work discipline and employee performance.

Keywords: Work discipline, Employee Performance

1. Introduction

An organization me that other State activities, both companies engaged in goods or services will strive to achieve the goal y ang been set and want to achieve a good employee performance on any parts of the company's field of activity. For increase achieved with good performance, the company must maintain the employee's performance and try to improve the energy work.

Discipline, which means being obedient or good to the leader and to the rules, discipline is also the ability to control oneself that is regulated. Work discipline focuses on employees to be able to obey the rules, standards, and develop a good attitude towards work. Therefore, in every organization it is

necessary to stress the discipline of its employees. Through high discipline employee work productivity can be improved.

A manager is obliged to maintain discipline in the company led by her. As an employee in a company should look at the consequences for the penalty and firmness can be obtained from the deeds he did. The employee's work discipline plays an important role, with discipline, of course all employees will obey the rules, arrive on time and perform their duties and responsibilities in the company. Employee work discipline to be more enthusiastic and stimulate the high work to increase and success in the development of the company.

Besides that, there is another important thing that must be considered in a company in order to achieve or improve employee performance. Performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. And performance is also the result of the thought and energy of an employee of the work he does.

2. Literature Review

Work Discipline

Discipline is the most important thing in life, where discipline can reflect the nature of a person, group of people, or an organization, one of which can be through behavior and way of thinking. Discipline itself can be seen from someone against obedience to the rules that have been set. According Siswanto (2013), states that: work discipline can be defined as an attitude of respect, respect, obedience, and obedience to the regulations that apply both in writing and unwritten and are able to carry out and do not shy away from receiving sanctions if violating duties and authority given to him.

Hasibuan (2017) states that, "Discipline is one's awareness and willingness to obey all company regulations and applicable social norms. Good discipline reflects the magnitude of one's responsibility for the tasks assigned to him "Whereas according to Sin godimedjo (2000), argues that: Discipline is an attitude of willingness and willingness to obey and obey the norms of regulations that apply in the surroundings. Good employee discipline will speed up company goals, while declining discipline will become a barrier and slow down the achievement of company goals.

According Riva'i (2014) in "labor discipline is a tool used to change a behavior manager as well as an attempt to increase awareness and willingness among all company rules and norms - social norms prevailing". Assumptions that the leader has a direct influence on the attitude of habits obtained by employees. The habit is determined by the leader, both with the climate or atmosphere of leadership and through personal example. But in reality, many factors will affect a person's discipline.

According to Singodimedjo in (2000), factors affecting employee discipline:

1. The size of compensation.
   The size of the compensation can affect the establishment of discipline. Employees will comply with all applicable regulations, if they feel they are guaranteed a compensation that is worth the effort they have contributed to the company. If he receives adequate compensation, they will be able to work calmly and diligently, and always try to work their best. However, if he feels that the compensation he receives is far enough, he will think ambiguously, and try to find additional income from outside, causing him to be absent, often asking for permission to leave.

2. The presence or absence of leadership in the company.
   Leadership model is very important, because in a corporate environment, all employees will always pay attention to how the leader can enforce his discipline and how he can control himself from words, deeds, and attitudes that can harm the established discipline rules.

3. The presence or absence of definite rules that can be used as a handle.

   Coaching discipline is not going to be implemented in the company, if there is no written rule that is sure to be used as a handle together. Discipline is not possible to enforce if the rules made are only based on verbal instructions that can change according to conditions and situations.

4. The courage of the leader in taking action.

   If there is an employee who violates discipline, then there needs to be courage in the leadership to take action in accordance with the level of violation he made.

5. The presence or absence of leadership supervision.

   In every activity carried out by the company there needs to be supervision, which will direct the employees to be able to carry out the work appropriately and in accordance with what has been determined.

6. The presence or absence of attention to the employees.

   Employees are human beings who have different characters from one another. An employee is not only satisfied with receiving high compensation, challenging work, but also, they still need great attention from their own leaders.

7. Created habits that support the establishment of discipline.

   Positive habits include:

   a. Mutual respect, when met in the work environment.

   b. Give praise in accordance with the place and time, so employees will also feel proud of the praise.

   c. Often involving employees in meetings, especially those that are related to their destiny and work.

   d. Tells if you want to leave a place for coworkers, by informing, where and for what business, even though subordinates.

There are 2 forms of work discipline proposed by (Mangkunegara, 2017), which are as follows:

   a. Preventive Discipline

   Preventive discipline is an attempt to move employees to follow and adhere to work guidelines, rules that have been outlined by the company. The basic aim is to move employees to self-discipline. In a preventive way, employees can maintain themselves against company regulations.

   Preventive discipline is a system related to work requirements for all parts of the system in the organization. If the organizational system is good, it is hoped that it will be easier to uphold work discipline.

   b. Corrective Discipline

   Corrective discipline is an effort to move employees in uniting a rule and directing it to keep abiding by the rules in accordance with the guidelines that apply to the company.

   In corrective discipline, employees who violate discipline need to be sanctioned in accordance with applicable regulations. The purpose of sanctions is to

Basically, there are many indicators that affect the level of employee discipline in an organization. The indicators of discipline according to Hasibuan (2017) are as follows:

1. Purpose and Ability

   A person's goals and abilities influence the level of employee discipline. The goals to be achieved must be clear and ideally set and quite challenging for the ability of employees. This means that the goals (jobs) imposed on someone must be in accordance with the ability of the employee concerned, so that he works seriously and is disciplined in doing it.

2. Modeling Leadership

    The exemplary of a leader is very important in determining employee discipline. Because leaders are role models and role models for their employees. Leaders must give examples, such as having good behavior, being highly disciplined, honest, fair, and their words and actions are appropriate. If someone has a bad personality (lack of discipline), then his subordinates will lack discipline.

3. Reply Services

    Recompense services (salary and welfare) also influence employee discipline, compensation will provide employee satisfaction and love for the organization / agency. If employee love is getting better from day to day, their discipline will be better too. To realize a good employee discipline, the organization must provide a relatively satisfactory remuneration. Discipline of employees may not be good if the rewards they receive are not satisfactory to meet the needs of his life with the family.

4. Justice

    Justice contributes to the realization of employee discipline. Because ego and human nature always feel important and want to be treated the same and other human beings. Justice that is used as the basis of policy in providing compensation (recognition) or punishment will stimulate the creation of good employee discipline. Managers who are proficient in leading always try to be fair to all their subordinates. With good justice will also create good discipline. So, justice must be applied well in every company so that the discipline of company employees is also good.

5. Beware

    Inherent Supervision is the real and most effective action in realizing the discipline of company employees. With caution, it means that the supervisor must be active and directly supervise the behavior, morals, attitudes, work enthusiasm, and work performance of his subordinates. This means that superiors must always be present at the place so that they can supervise and provide guidance if their subordinates have difficulty completing their work.

6. Penalty Sanctions

    Penal sanctions play an important role in maintaining employee discipline. With sanctions that are increasingly severe, employees will be more afraid to break the rules so that disciplinary attitudes and behavior will be reduced. The severity of the sanctions to be applied also affects the merits of employee discipline. Penalties must be established based on logical, reasonable and clearly informed information to all employees. Penalty sanctions should not be too light nor too severe so that they continue to educate employees to change their behavior. Penalties should be reasonable and appropriate to the level of violation, be educational, and be a motivational tool for maintaining discipline in the company.

7. Assertiveness

    The firmness of the leader in taking action will affect the discipline of the company's employees. The leadership must be brave and firm, acting to punish every employee who is disciplined in accordance with the sanctions that have been set, so that the leader will be able to maintain the discipline of company employees. Conversely, if a leader is not assertive or does not punish employees who are disciplined, it is difficult for him to maintain the discipline of his subordinates, even the employee's disciplinary attitude is increasing because

they assume that the rules and sanctions are no longer valid. Leaders who do not firmly crack down on or punish employees who break the rules, should not have to make rules or regulations on the company.

8. Human Relations
    Harmonious human relationships among all employees contribute to creating good discipline in a company. Relationships both vertical and horizontal consisting of *direct single relationships, direct group relationships,* and *cross relationships* should be harmonious. The leader must try to create an atmosphere of harmonious and binding human relations, vertically, and horizontally between his employees. The creation of a harmonious *human relationship* will create a comfortable environment and work atmosphere. This motivates good discipline in the company. So, employee discipline will be created if human relations in the organization are good.

Employee Performance

The realization of a company's goals is obtained from optimal employee performance, a leader also contributes in providing knowledge and skills to employees for the creation of a good performance.

According to Pabundu in (Busro, 2018), it states that:

Performance is a work produced by an employee is interpreted to achieve the expected goals. Performance can also be interpreted as a result of the work function of a person's or group's activities in an organization that is influenced by various factors to achieve organizational goals within a certain time period. This understanding is not going to emphasize individual performance but also the performance of the group. According to (Mangkunegara, 2017) The term performance comes from the word *Job Performance* or *Actual Performance* (work performance or actual achievement achieved by someone). "Understanding performance (work performance) is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him."

Rivai and Basri in (Kurniasari, 2018) "performance is the result or level of overall success of a person during a certain period in carrying out the task compared with various possibilities, such as work standards, targets, targets or criteria that have been predetermined and agreed upon ". According to (Susilowati, Retnowulan, & Widiyanti, 2018) "Performance is the ability of work shown by work results." According to Maltis (Rafiq, 2019) "Employee performance is what influences how much they contribute to the organization. Improved performance for both individuals and groups is the center of attention in efforts to improve organizational performance.

In conducting performance appraisal, it does require or requires an appropriate technique, so that the measurement results also produce the right and correct results. Not only that with a good measurement technique mechanism will provide a good picture of the company's actual performance results and overall, both individual performance and organizational performance.

According to (Kasmir, 2016) to measure employee performance can be used several indicators of performance criteria namely: quality, quantity, timeliness, cost effectiveness, the need for supervision, and relationships between individuals. This indicator will be the benchmark in measuring employee performance. The explanation of each dimension above is as follows:

1. Quality

   Performance measurement can be done by looking at the quality (quality) of the work produced through a certain process. In other words, quality is an action where the process or result of completing an activity approaches the point of perfection. The more perfect a product, the better the performance, and vice versa if the quality of work produced is low, the performance is also low. In practice the quality of a job can be seen in certain values.

2. Quantity

   To measure performance can also be done by looking at the quantity (amount) produced by someone in other words the production produced can be shown in the form of units of currency, number of units, or the number of cycles of activity completed. Usually for certain jobs the specified quantity is achieved. The achievement of the expected quantity is the amount that matches the target or exceeds the target set.

3. Time

   For certain types of work given a time limit in completing the work. This means that there is a minimum and maximum work deadline to be met (for example 30 minutes). If it violates or does not meet the provisions of the time, then it can be considered poor performance, and vice versa. In a broader sense, timeliness is where the activity can be completed, or a production result can be achieved within a predetermined time limit.

4. Cost reduction

   Costs incurred for each activity of the company have been budgeted before the activity is carried out. This means that the budgeted costs are a reference so as not to exceed the budgeted ones. If the cost is more than the budget that has been set then there will be a waste, so the performance is considered poor and vice versa.

5. Supervision

   Almost all types of work need to do and require supervision of work in progress. Basically, the situation and conditions always change from good to bad or vice versa. Therefore, every work activity requires supervision so that it does not deviate from what has been set. With the supervision, every job will produce good performance

6. Relationships between employees

   Performance appraisal is often associated with cooperation or harmony between employees and between leaders. This relationship is often also said to be a relationship between individuals. In this relationship measured whether an employee is able to develop feelings of mutual respect, good intentions and cooperation between one employee with another employee. Relationships between individuals will create a comfortable atmosphere and cooperation that allows each other to support each other to produce better work activities. Relations between employees is a work behavior produced by an employee.

Meanwhile according to Bernadding and Russel in (Priansa, 2017) states the six main performance criteria that can be assessed from employees, namely as follows:

1. Quality, which is the level of process or results of an activity that is perfect, in other words carrying out activities in an ideal way or in accordance with established goals, or in the most quality way.

2. Quantity, i.e. the amount generated in the form of value for money, a number of units or activities completed.

3. Timeliness, i.e. the level of activity completed, or the results completed in a time that is faster than specified and uses the time provided for other activities.

4. Cost effectiveness, namely the level of use of various resources owned by the company, both human resources, technological resources, raw material resources, and equipment and equipment used optimally to produce the best performance .

5. Supervision needs, which are circumstances that indicate how far employees need supervision to be able to obtain the desired results without making mistakes.
6. Interpersonal influence, which is the level of employees shows a feeling of *self-esteem*, *goodwill*, and cooperation among colleagues and with lower employees.

3. Methods

This variable operational grid contains the dimensions and indicators that the author has outlined to be able to be used as a list of questionnaire questions in this thesis research. The following operational lattice variables that the author describes are operational variables work discipline (X) and employee performance variables (Y), which are as follows:

Table 1. Operational Variables Work Discipline Variable (X)

Variable	Dimension	Indicator	Bullet Question
WORK DISCIPLINE (X)	Purpose and Ability	Clarity of achievement of goals and abilities imposed	1 & 2
	Leadership Model	The role model of a leader	3
	Remuneration	Repayment in the form of salary received	4
	Justice	Justice is given for all the employee	5 & 6
		There are equal rights and obligations	
	Waskat	Active leadership in conducting supervision	7
	Penalty Sanctions	Imposing sanctions in maintaining employee discipline	8
	Firmness	Firm leadership in taking action	9
	Relationship Humanity	Establishing harmonious relations and cooperation	10

Sources: (Supomo & Nurhayati, 2018)

Table 2. Employee Performance Variable Grating (Y)

Variable	Dimension	Indicator	Item Question
PERSONNEL PERFORMANCE (Y)	Quality	The results of work in accordance with the objectives set	1 & 2
		The error rate that can be minimized	
	Quantity	Activities generated	3
	Punctuality	Use of time for other work	4 & 5
		Accuracy in completing work	
	Cost Effectiveness	Use of equipment and equipment	6 & 7
		Work environment	
	Needs Supervision	Obtain maximum results	8
	Interpersonal Influence	The attitude of cooperation that exists	9 & 10
		Produces good performance	

Source: (Priansa, 2017)

1. Test Validity

According to (Priyatno, 2018) "The item validity test is used to find out how carefully an item is measuring what it wants to be measured". Items are said to be valid if there is a correlation with the total score. This shows the support of these items in revealing something that wants to be revealed. Items are usually in the form of questions or statements addressed to respondents using a questionnaire in order to uncover something.

2. Reliability Test

According to (Priyatno, 2018) "The reliability test is used to determine the sharpness or consistency of measuring instruments that usually use questionnaires". That is, whether the measuring instrument will get a measurement that remains consistent if the measurement is repeated. The method often used in research to measure the stretch scale (such as the *Likert* Scale 1-5) is Cronbach's Alpha. The reliability test is a continuation of the validity test, items that enter the test are valid items only and to determine whether the instrument is reliable or not using the limits of 0,6.

Table 3. Cronbach's Alpha Scale

Cronbach's Alpha Value	Information
0.00 - 0.20	Not *reliable*
0.21 - 0.40	Somewhat *reliable*
0.41 - 0.60	*Reliable* enough
0.61 - 0.80	*Reliable*
0.81 - 1.00	Very *reliable*

Source: (Priyatno, 2018).

Population

According to (Sugiyono, 2016) "Population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions". So, the population is not only people, but also objects and other natural objects. Population is also not just the amount that exists on the object / subject studied but includes all the characteristics / properties possessed by the subject or object.

According to (Sugiyono, 2016) "The sample is part of the number and characteristics possessed by the population". If the population is large, and researchers may not study everything in the population, for example due to limited funds, manpower and time, then researchers can use samples drawn from that population. What is learned from the sample, the conclusion can be applied to the population. For this reason, samples taken from the population must be truly representative.

According to (Sugiyono, 2016) "Saturated Sampling is a sampling technique when all members of the population are used samples". This is often done when the population is relatively small, less than 30 people, or research that wants to make generalizations with very small errors. Another term for saturated samples is the census, where all members of the population are sampled.

According to (Sugiyono, 2016) " *Likert scale is* used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena". In research, this social phenomenon is specifically determined by the researcher, hereinafter referred to as the research variable. With a *Likert* scale, the variables to be measured are translated into indicator variables. Then the indicator is used as a starting point for compiling instrument items which can be statements or questions. The answers of each instrument using the *Likert* scale have gradations from very positive to very negative.

Rating that can be in the form of words that will be given a score, or scores include:

Table 4. Likert Scale

Instrument Items	Score
SS (Strongly Agree)	5
S (Agree)	4
RG (Hesitation)	3
TS (Disagree)	2
STS (Strongly Disagree)	1

Source: (Sugiyono, 2016).

Correlation Coefficient Test

Correlation technique according to (Priyatno, 2018) "is used to determine the relationship between two variables, namely, to find out how strong the relationship and the direction of the relationship is positive and negative while the strength of the relationship is expressed in the magnitude of the correlation coefficient". Correlation technique is used to find a relationship and prove the hypothesis of a relationship between two variables if the data of the two variables are in the form of intervals or ratios, and the source of data for those or more variables is the same.

Table 5. Guidelines for Providing Interpretation Correlation Coefficients

Coefficient interval	Relationship Level
0.00 - 0.199	Very low
.20 - 0.399	Low
0.40 - 0.599	Is
0.60 - 0.799	Strong
0.80 - 1,000	Very strong

Source: (Sugiyono, 2016)

Determination Coefficient Test (KD) according to (Priyatno, 2018) is used to find out how much influence between variable X on Y.

Regression Equation Test

According to (Priyatno, 2018), "simple linear regression is used to determine whether there is a significant influence between an independent variable with a dependent variable, to find out how it influences (positive or negative, how much influence, and to predict the value of the dependent variable by using variables independent".

The benefits of the results of the regression analysis to make a decision whether the rise and fall of the dependent variable can be done through increasing the independent variable or not.

The population in this study were all employees at PT. Perusahaan Gas Negara Tbk Area Bekasi . Sampling in this study uses non-probability sampling techniques with a purposive sampling method, namely taking the number of samples based on certain considerations and / or predetermined criteria that are considered to represent the population, so that the sample size is 40 respondents. In this study data processing using the SPSS 25 program, which is tested which is related to the validity test, reliability test, correlation coefficient, coefficient of determination, and linear regression analysis.

4. Results and Discussion

To find out whether and not valid and reliable answers from respondents, the authors conducted a validity and reliability test using the SPSS Version 25 program. Following are the results of the validity and reliability tests of the work discipline variable (X) and the performance variable (Y).

1. Work Discipline Variable (X)
   a. Validity Test
      In this validity test is done by comparing the value of r arithmetic with r table. R value is the result of the correlation of respondents' answers on each statement of each variable that has been analyzed with the SPSS program.

Table 6. Work Discipline Validity (X)

Variable	No. Item	r count	r table	Information
	X1	0 , 617		Valid
	X2	0 , 810		Valid
	X3	0 , 617		Valid
	X4	0 , 736		Valid
Discipline (X)	X5	0 , 810	0.3120	Valid
	X6	0 , 736		Valid
	X7	0 , 657		Valid
	X8	0 , 810		Valid
	X9	0 , 744		Valid
	X10	0 , 657		Valid

Source: results of SPSS data processing 25

Based on table III.5 that has been described shows the value of r calculated disciplinary variables X1 to X10 of 0.0.617 - 0.810 where all indicators of variable X are greater than r table of 0, 3120. It can be concluded that the indicators of work discipline are valid and can be used for research.

   b. Reliability Test
      The following are the results of the work discipline reliability test results obtained from the calculations using SPSS version 25, which are as follows:

Table 7. Reliability Statistics

Cronbach's Alpha	N of Items
, 924	10

Source: results of SPSS data processing 25

Reliability Statistics is the result of analysis by using *Cronbach's Alpha* with the provisions of the value of *Cronbach's Alpha* by (P riyatno, 2018) with a value 0,801-0,1,00 said to be very r eliabel, based on the above table it can be stated that the value of miscellany bell labor discipline by 0.924 then can be said to be very reliable .

1. Employee Performance Variable (Y)

   a. Validity Test
      In this validity test is done by comparing the value of r arithmetic with r table. R value is the result of the correlation of respondents' answers on each statement of each variable that has been analyzed with the SPSS 25 program.

Table 8. Employee Performance Validity (Y)

Variable	No. Item	r count	r table	Information
Performance (Y)	Y1	0 , 445		Valid
	Y2	0 , 847		Valid
	Y3	0 , 445		Valid
	Y4	0 , 781		Valid
	Y5	0 , 847	0.3120	Valid
	Y6	0 , 781		Valid
	Y7	0 , 683		Valid
	Y8	0 , 847		Valid
	Y9	0 , 577		Valid
	Y10	0 , 683		Valid

Source: results of SPSS data processing 25

Based on the table above for the value of r calculate the performance variables Y1 to Y10 of 0.445 to 0.847 where all indicators of the Y variable are greater than r table that is equal to 0.3120. Then it can be concluded that the performance indicators are valid and can be used for research.

b. Reliability Test

The following are the results of the work discipline reliability test results obtained from the calculations using SPSS version 25, which are as follows:

Table 9. Reliability Statistics

Cronbach's Alpha	N of Items
, 916	10

Source: results of SPSS data processing 25

Reliability Statistics is the result of analysis by using *Cronbach's Alpha* with the provisions of the value of *Cronbach's Alpha* by (Priyatno, 2018) with a value 0,801-0,1,00 said to be highly reliable, based on the above table it can be stated that the value of miscellany bell work discipline of 0.916 , it can be said very reliable.

Analysis of Work Discipline Variables on Employee Performance Variables

Correlation coefficient test is used to determine whether there is a relationship between the variables of work discipline and employee performance variables at PT. Secondhand Area State Gas Company Tbk. To find the correlation coefficient using the correlation formula through the help of SPSS Version 25. Then the results of the relationship between work discipline on employee performance satisfaction can be seen in the following table

Table 10. Correlations

		Work Discipline	Employee performance
Work Discipline	Pearson Correlation	1	, 805 **
	Sig. (2-tailed)		, 000
	N	40	40
Employee performance	Pearson Correlation	, 805 **	1
	Sig. (2-tailed)	, 000	
	N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Source: results of SPSS data processing 25

Based on the table above it can be concluded that the correlation value (relationship) between work discipline and employee performance of 0.8 05 can be interpreted that the relationship between work discipline to performance has a very strong and unidirectional relationship because it is positive and close to number 1. Based on the guidelines table to provide interpretation of correlation coefficients according to (Sugiyono, 2016), the correlation coefficient found of 0.805 is included in the very strong category. So, there is a very strong relationship between work discipline and employee performance.

Determination Coefficient Test

After finding the results of the correlation coefficient then the next step is to find the coefficient of determination. The coefficient of determination (KD) test is intended to find out how much the contribution of the X *(independent)* variable is to the Y *(dependent)* variable . In another sense the correlation coefficient determines how much influence the discipline of work on the performance of employees of PT. Perusahaan Gas Negara Tbk Area Bekasi which can be seen from the value of *R square.* Following are the results of the correlation coefficient on the calculation using the Output from IBM SPSS 25, the results of which are as follows:

Table 11. Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 805 a	, 648	, 639	3,197

a. Predictors: (Constant), Work Discipline

Source: results of SPSS data processing 25

Based on the above table it can be seen that the value of r² (R *square)* is equal to 0648 or 64,8 %, meaning that 64.8% of the effect of work discipline on employee

performance. While the remaining 35,2 % is influenced by other factors that affect performance.

Regression Equation Test

Regression analysis according to is used to describe how far the change in the value of the dependent variable, if the value of the independent variable is manipulated or changed or increased. Regression equations are used to measure the amount of influence between the variables of discipline *(independent)* and performance *(dependent)*.

Following are the results of the calculation of the receipt reg equation using SPSS 25:

Table 12. Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,218	3,453		3,249	, 000
	Work Discipline	740	, 089	, 805	8,360	, 000

a. Dependent Variable: Employee Performance

Source: results of SPSS data processing 25

Based on the Regression Equation Test Results table the results of the SPSS Version 25 program calculation, then we get a = a constant number of *unstandardized coefficients* of 11,218 and b = regression coefficient of 0.740.

The regression equation for simple linear regression is as follows:

$$Y = a + bX$$
$$Y = 11,218 + 0.740\ X$$

Thus, it can be concluded as follows:

N use values constants (a) is 11.218. This can be interpreted if Discipline (X) is zero (0) or without discipline, then employee performance (Y) will be worth 11,218. The value of the efficient Ko regression (b) is 0, 740. This shows that when there is an increase in discipline by one (1), it will increase employee performance by 0.740. Besides that, there is a positive sign (+) which means there is a positive influence between work discipline and employee performance which means there is a direct relationship.

Table 13. ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	714,512	1	714,512	69,895	, 000 [b]
	Residual	388,463	38	10,223		
	Total	1102,975	39			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Discipline

Source: results of SPSS data processing 25

Sig. If probability> 0.05 then Ho is accepted, conversely if the probability <0.05 then Ho is rejected. From the data in a bag obtained a probability of 0,000, because 0,000 <0.05 then Ho is rejected, meaning that there is an influence between work Discipline on Employee Performance. To draw conclusions we need the distribution value F (table F value) with the following conditions: significance level of 0.05 so that by using a significance level of 0.05 it can be concluded that there is an influence between work discipline on employee performance

5. Results and Discussion

Based on the results of research conducted by the author, the results obtained from the calculation of the Correlation Coefficient between the variables of work discipline on employee performance obtained results of 0.8 05 can be interpreted that the relationship between work discipline on performance has a very strong and unidirectional relationship because it is positive and close to number 1. To find out how much influence between work discipline on performance, the calculation coefficient of determination technique is used. Based on the calculation results obtained from *the summary model* obtained by *R square* of 0.648 or 64.8%, which shows that the effect of work discipline on employee performance at PT. Perusahaan Gas Negara Tbk Area Bekasi and the rest are influenced by other factors. Based on the calculation of the Simple Linear Regression Equation Test that the author did using SPSS Version 25 obtained by equation **Y = 11.218 + 0.740X.** meaning that if the value of X = 0 or without discipline then the employee performance is 11,218. If X increases by 1 point or every increase in work discipline by 1, it will increase employee performance by 0.740, which means there is a positive influence between work discipline and employee performance

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