



## **ANALYSIS OF WORKING DISCIPLINE ON EMPLOYEE PERFORMANCE IN CV JACKPOT PANCING SURABAYA**

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### **ABSTRACT**

This research takes the title: Analysis of Work Discipline on Employee Performance at CV Jackpot Pancing Surabaya. This study includes two variables, namely the work discipline variable and the employee performance variable. The research method used is descriptive qualitative method, in order to identify, explain, describe or describe and explore data based on facts found in the field based on the results of interviews, direct observation, and documentation at the research location. This research was conducted at CV Jackpot Pancing Surabaya by selecting 30 people as representative respondents, and 2 HRD Managers and GA Managers as key respondents. The data collection techniques used in this research are in-depth interviews, observation and literature study. From the results of the discussion regarding the analysis of Work Discipline on Employee Performance at CV Jackpot Pancing Surabaya, it shows that the work discipline provided by the company CV Jackpot Pancing Surabaya can improve employee performance.

**Keywords:** *Work Discipline, Employee Performance, Driving Factors*

### **A. INTRODUCTION**

Human resource or employee management is one of the most important elements in an organization or company. This is because every employee has an important role in carrying out the duties, responsibilities and obligations set by the company. Therefore, it is mandatory for company leaders to support and increase the motivation, ability and work commitment of their employees (Safitri, 2018). The formation of reliable human resources begins with selection so that the employees are able to carry out the tasks assigned in accordance with the company's goals. This is one of the efforts to achieve quality human resources, of course as an employee you must prove this by understanding the scope of work.

A company that does not manage its employees well will experience difficulties in achieving the vision and mission that it has formed and set. Every company that has employees with good performance will be able to compete with other companies in order to achieve the company's goals. Therefore, all employees need to continue to develop themselves. Even though employee roles and tasks are being replaced by increasingly sophisticated technology, in reality human resources are still the main factor in determining the course of company processes. Therefore, every company wants every employee to work effectively and efficiently.

CV Jackpot Pancing Surabaya is a company engaged in the production of fishing equipment and equipment. This research focuses on the employees of CV Jackpot Pancing Surabaya, most of whom are employees who have worked for the company for a long time, CV Jackpot Pancing Surabaya is located in Surabaya. High employee performance is highly expected considering that this company is one of the companies that manufactures fishing equipment and equipment in Surabaya. The more employees who master their fields, the more *productive* the company as a whole will be and can survive in global competition. Employees are required to be able to carry out their duties and responsibilities effectively and efficiently. Employee success can be measured based on service satisfaction, few bad complaints and optimal achievement. The performance of CV Jackpot Pancing Surabaya employees can also be measured by effective and efficient task performance and role and function performance, which

are linearly and positively related to organizational success. Negative factors that can affect employee performance include decreased work motivation, lack of punctuality due to non-compliance with regulations, impacts originating from the environment, other employees whose enthusiasm also decreases and there are no examples that can be used as a reference for achieving good work performance. All of this causes poor employee performance. Factors that can be used to improve performance include leadership style, motivation and work discipline.

Work discipline is one of the important things in carrying out activities company, because the better the employees, the higher the work effectiveness what he achieved. Good discipline reflects a person's sense of responsibility towards the tasks given to him, this encourages passion for work, work enthusiasm and supports the realization of company goals. Discussion employee discipline in human resource management thanks to the view that no human is perfect. Therefore, every organization needs has various provisions that must be adhered to by its members. Work discipline is closely related to related management activities with work standards that must be achieved by an organization in running objectives effectively and efficiently. According to "Ajabar (2020: 45)" 4 states that "Work discipline is a management activity to carry out standards - operational standards".

Furthermore, according to "Sutrisno (2015:45)", state "Work discipline is an attitude of a person's readiness and willingness to comply with and comply with the regulatory norms that apply in the surrounding area". According to "Ajabar (2020:45)" states that "Work discipline is a tool that managers use to change behavior as well as an effort to increase a person's awareness and willingness to obey all applicable company regulations and social norms Performance is a function of motivation and ability. For completing a person's task or work should have a degree justice and a certain level of ability. A person's willingness and skills It is not effective enough to do something without a clear understanding about what to do and how to do it. According to "Pettalolo (2019:133)" 19 states that performance is interpreted as the eventual, direct achievement of certain job requirements can be reflected in the output produced. The resulting output related to the results of carrying out work of a physical/material nature or non-physical/non-material. Furthermore, according to "Edison (2016:176) stated that "Performance are the results obtained by an organization whether the organization is in nature profit oriented and non-profit oriented generated during one period time". According to "Daulay (2019:210)" Employee performance is the result of work achieved by employees in terms of the quality and quantity achieved by employees (Wisawati & Arifin, 2021). The performance achievements obtained can be measured by setting achievements based on certain assessment standards set by the company. It is important for companies to know the performance of their employees in each period so that information on the results obtained, both quality and quantity of output, is known and the outcomes of each employee. According to "Zainal (2015:548)" says that performance is a function of motivation and ability. To complete a task or A person's work should have degrees of willingness and level certain abilities. One person's willingness and skills are not enough effective for doing something without a clear understanding of what that is will be done and how to do it. (Angraini & Arifin, 2023).

Poor employee performance is influenced by work discipline. Work discipline is one of the factors that can influence employee performance, so the problems that arise in the company are related to the condition of work discipline in improving employee performance. In this case, the management of the CV Jackpot Pancing Surabaya company needs to direct work discipline to employees who have worked for a long time and those who have just joined the company so that employees feel motivated to work harder so that the performance achieved is also high. Work discipline regulations must also be well directed according to priorities and can be well accepted by employees. Based on the description above, the author is interested in creating a title regarding " "Analysis Of Working Discipline On Employee Performance In Cv Jackpot Pancing Surabaya".

## **B. RESEARCH METHOD**

The type of research that will be used in this research is qualitative descriptive research. One of the characteristics of qualitative research is descriptive, in other words the data collected is in the form of data processing with analysis, photos, and not numbers. Data can be obtained from interview scripts, field notes, photos, videotapes, personal documents, notes or memos, and other official documents. A qualitative approach is research aimed at describing and analyzing phenomena, events, social activities, attitudes and thoughts of people individually and in groups.

Therefore, in order for this type of descriptive qualitative research to be more appropriate, researchers need to go directly into the field and describe the data received as a result of the research. By using this method, researchers will capture and explain the data in a complete, comprehensive manner and can explain all the data clearly so that the results of this research are truly in accordance with the field situation in the company.

## **C. RESEARCH AND DISCUSSION RESULT**

At this stage the researcher will explain and explain the most important part which is the focus of the research, namely the analysis of work discipline on employee performance at CV Jakcpot Pancing Surabaya , using qualitative descriptive analysis. In this qualitative descriptive research, researchers are required to be able to identify, explain, describe or describe and explore data based on facts found in the field based on the results of in-depth interviews, direct observation and documentation at the research location.

Based on the data obtained, the results of this research indicate that the work discipline provided by the CV Jakcpot Pancing Surabaya company can improve employee performance, as well as the motivational driving factors in work discipline on employee performance, namely providing commensurate compensation or salary, giving awards to employees who achieve and provide adequate work facilities. Description of Respondent Characteristics In this study, the respondents were all employees who worked at CV Jakcpot Pancing Surabaya who were considered representative in collecting information during the research. With key respondents, namely Mr. Hafizd as HRD Manager, Mrs. Ayu as GA Manager and several non-staff employees. The results of the research above are the process of collecting data from informants or respondents carried out by researchers in accordance with research procedures. This research uses a qualitative descriptive method regarding the analysis of work motivation on employee performance at CV Jakcpot Pancing Surabaya . Research results from field facts show that providing motivation is very important to support employee performance.

The driving factors for work discipline on employee performance provided by the CV Jakcpot Pancing Surabaya company are providing commensurate compensation or salaries, giving awards to employees who excel and providing adequate work facilities. CV Jakcpot Pancing Surabaya 's work discipline regulations play a very important role in supporting employees' performance. Several ways to improve employee performance capabilities are by conducting training according to their field, adding insight such as holding seminars, briefing on how the work program is carried out and providing salaries commensurate with the performance demonstrated by employees. Having good performance capabilities can improve the company's image. There are several ways to interpret employee performance whether it is good or not, namely based on the success indicators that have been determined by CV Jakcpot Pancing Surabaya . As a result, the employee falls into a certain level of performance so that it can be assessed from certain aspects as follows: level of effectiveness, efficiency, security and satisfaction of customers or parties served. So, work adjustments must also be considered within the company because work adjustments are very important for employees to be able to establish good relationships with the environment around the work. Because the environment

can be values that an employee can use to achieve success . From the explanation above, it is very clear that the work discipline provided by the CV Jakcpot Pancing Surabaya company can improve employee performance. With work discipline regulations which involve providing commensurate compensation or salaries, giving awards to employees who excel and providing adequate work facilities.

This is in accordance with Hasibuan's theory (2016: 193), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline is the most important operative function of human resource management because the better the employee's work discipline, the higher the employee's performance can be achieved. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. There are several indicators of discipline: Goals and abilities, leadership, compensation or salary, justice, punitive sanctions and close supervision.

Based on the discipline indicators above, the main driving factor in improving work discipline is the compensation or salary given to subordinates, which can be in the form of material incentives and non-material incentives . Material incentives are the provision of material compensation as reward for achievements given by employees. Material incentives include those in the form of money and goods. Nonmaterial incentives are gifts (stimulating power) that are not in material form. Non-material incentives include appropriate placement, guaranteed employment, award certificates, service stars and fair treatment.

According to Hasibuan (2016:118), there are two methods of providing compensation, namely direct and indirect compensation methods. Direct compensation (Direct compensation). Direct compensation is compensation (material and non-material) given directly to individual employees to meet their needs and satisfaction. So, special attributes such as praise, awards, allowance payments, bonuses, service stars and so on. Indirect Compensation ( Indirect compensation ) Indirect compensation is compensation provided only in the form of facilities that support and support work enthusiasm or the smooth running of tasks so that employees feel at home and are enthusiastic about doing their work. For example, comfortable work facilities and infrastructure, good machines, a quiet workplace and good layout.

#### **D. CONCLUSION AND SUGGESTIONS**

Based on the research conducted above, the author can draw several conclusions. From the results of the discussion regarding the Analysis of Work Discipline on Employee Performance at CV Jakcpot Pancing Surabaya , it shows that the work discipline provided by the CV Jakcpot Pancing Surabaya company can improve employee performance, as well as the factors driving work discipline on employee performance, namely providing adequate compensation or salaries. commensurate, giving awards to employees who excel and providing adequate work facilities. CV Jakcpot Pancing Surabaya can be said to be good if employee performance is satisfactory and can improve the company's achievements and image.

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