THE INFLUENCE OF WORK DISCIPLINE AND WORKLOAD ON EMPLOYEE PERFORMANCE
(Study on Community Empowerment for Helath Service Employees At California District)

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Abstract
This study aims to determine"The Influence of Work Discipline and Workload on Employee Performance(Study on Community Empowerment for Helath Service Employees). The results of this study indicate that 1) it can be seen that tcount (1,959) < ttable (2.045), likewise with a significance value of 0,060> 0.05 it can be concluded hypothesisfirst denied, meaningWork Discipline Variable (X1) has no significant effect on Employee Performance Variable (Y). 2)it can be seen that tcount (1.023) < ttable (2.045), and a significance value of 0.315 > 0.05, it can be concluded that the second hypothesis is rejected, meaningWorkload Variable (X2) has no positive and significant effecton Employee Performance Variables (Y) .3) it can be seen that Fcount (10.247) > Ftable (3.34), and a significance value of 0,000<0.05, it can be concluded that the fourth hypothesis is accepted, meaningWork Discipline Variable (X1), Workload Variable (X2), have a significant simultaneous effect on Employee Performance Variable (Y).

Keywords:Work Discipline, Workload, Employee Performance

INTRODUCTION

An employee's performance can be obtained if the employee feels comfortable with his position in the agency and feels his work is in accordance with his ability to complete the tasks assigned to him. According to Siswanto (in Muhammad Sandy, 2015: 11) performance is an achievement achieved by a person in carrying out the tasks and work assigned to him. A performance will appear in the positive attitude of employees towards their work and everything they face. Basically performance is an individual thing because each individual will have a different level of performance in accordance with the values that apply to each individual, the more aspects of work that are in accordance with individual wishes, the higher the perceived level of performance.

Every government agency is required to be able to optimize human resources and how human resources are managed. The management of human resources cannot be separated from the factor of employees who are expected to perform as well as possible in order to achieve the goals of the agency. According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. Good work discipline will tend to encourage good performance too, because discipline is the factor that determines performance, the better the discipline inherent in an apparatus, the better the performance can be expected. If you are unable to attend, you must notify the competent authority. Late

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entry to work and/or early return is calculated cumulatively and converted to 7½ (seven and a half) hours equal to 1 (one) day of absence from work. Work discipline is very necessary in an organization because it is in an atmosphere of discipline that the organization will be able to carry out its work programs to achieve the goals that have been set. Apparatuses who are disciplined and orderly, comply with all the norms and regulations that apply in the organization will be able to increase their efficiency, effectiveness and productivity at work, thereby achieving organizational goals according to predetermined targets. Work discipline is very necessary in an organization because it is in an atmosphere of discipline that the organization will be able to carry out its work programs to achieve the goals that have been set. Apparatuses who are disciplined and orderly, comply with all the norms and regulations that apply in the organization will be able to increase their efficiency, effectiveness and productivity at work, thereby achieving organizational goals according to predetermined targets. Work discipline is very necessary in an organization because it is in an atmosphere of discipline that the organization will be able to carry out its work programs to achieve the goals that have been set. Apparatuses who are disciplined and orderly, comply with all the norms and regulations that apply in the organization will be able to increase their efficiency, effectiveness and productivity at work, thereby achieving organizational goals according to predetermined targets.

Workload is the burden borne by the workforce according to the type of work shown by Suma'mur in Tarwaka (2015). Workload in this study was measured or detected by pulse. Where the measurement is calculated in units of beats per minute (beats/minute) on the radial artery on the wrist, because here it is most practical and easy. Workload can be defined as a difference between the capacity or ability of workers with the demands of work that must be faced. Given that human work is mental and physical, each has a different level of loading. A loading level that is too high allows excessive energy use and overstress occurs, whereas a loading intensity that is too low allows boredom and boredom or understress.

The current phenomenon is that apparatus performance problems cannot be solved informally. Organizational leaders can implement formal disciplinary actions carried out in divisions in the agency.

Table 1.1 Employee Attendance Data for 2019

Month	Present	Permission	Not present
January	25	2	1
February	24	1	6
March	25	2	3
April	26	3	1
May	24	2	4
June	23	1	6
July	24	2	4
August	22	4	2
September	23	2	5

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October	24	3	3
November	23	3	4
December	24	4	2

Source: Community Empowerment and Coal Village Data Processed (2020).

Table 1.1 above shows a decrease in employee performance as indicated by the declining attendance and not meeting the 100% attendance target. Leaders need to pay attention to and evaluate unproductive apparatus with low performance, and ask the apparatus or openly correct each other regarding the performance of these low apparatus. Achievement of organizational goals shows the results of work or work performance of the organization and shows it as official performance. Agency work results are obtained from a series of activities carried out by an agency. Organizational activities can be in the form of managing organizational resources or the process of implementing work needed to achieve organizational goals.

LITERATURE REVIEWS

Performance

There are many definitions proposed about performance, even though these definitions basically have a lot in common with one another. The term performance is equivalent to the term "performance" in English which means deed, action, appearance and others. Employee performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2016:67). The success rate of a performance includes both quantitative and qualitative aspects. Meanwhile, according to Siswanto (in Muhammad Sandy, 2015: 11) performance is an achievement achieved by a person in carrying out the tasks and work assigned to him. The definition of performance according to Moeheriono (2012: 95) namely "Performance or performance is a picture of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization." According to Sedarmayanti (2011) reveals that:

"Performance is a translation of performance which means the work of an employee, a management process or an organization as a whole, where the work results must be shown concretely and can be measured (compared to predetermined standards)."

According to Wibowo (2010: 7) argues that:

"Performance is about doing the work and the results achieved from the work." Soekidjo Notoatmodjo (2009:124) argues that: "Performance is what a person can do according to his duties and functions."

Based on the definitions above, it can be stated that performance is a work result achieved by an employee in accordance with predetermined standards and criteria within a certain period of time.

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Basically, companies certainly need employees as workers who improve quality products and services. Given that employees are considered an important part of the company's assets in contributing to the company to obtain good performance and be able to compete. According to Wibowo (2017) performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy.

Work Discipline

Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations. Thus if the rules or regulations that exist in the company are ignored, or are often violated, then employees have bad discipline. Conversely, if employees comply with the company's provisions, it illustrates the existence of good disciplinary conditions. According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. "Meanwhile, according to Malayu hasibuan (2012: 193), Discipline is "a person's awareness and willingness to obey all company regulations and applicable social norms." Besides that, according to Edy Sutrisno (2016:

Workload

Workload is the burden borne by the workforce according to the type of work shown by Suma'mur in Tarwaka (2015). Workload in this study was measured or detected by pulse. Where the measurement is calculated in units of beats per minute (beats/minute) on the radial artery on the wrist, because here it is most practical and easy. workload can be defined as a difference between the capacity or ability of workers with the demands of work that must be faced.

METHODS

Data types and sources

1. Data Type
   a) Quantitative Data
      Quantitative data is data in the form of numbers or numbers. According to its form, quantitative data can be processed or analyzed using mathematical or statistical calculation techniques. (Sugiyono, 2012:73.)
   b) Quantitative Data
      Quantitative data according to Sugiyono (2015: 24) is data in the form of numbers or qualitative data that is calculated.
2. Data source
   Primary data is data that is directly collected by interested people or people who use the product. The data obtained from the results of interviews or the results of filling out questionnaires that are usually carried out by research. In this data collection method,

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they carry out their own observations in the field, the implementation is in the form of direct surveys (Sugiyono, 2012: 74)

Data collection technique

1. Questionnaire

The questionnaire method is a list of questions that are systematically arranged and then sent to respondents to be filled out. Questionnaires that have been filled in by respondents are returned to researchers or other survey officers (Burhan, 2009). The questionnaire instruments can be in the form of questions (in the form of fields to be filled in by respondents), checklists (in the form of options by marking in the provided column), and scales (in the form of choices by marking in columns based on a certain level) (Noor, 2011) . Before it can be used, the questionnaire must first be tested for validity and reliability. Based on the results of the questionnaire testing, it can be seen whether the questionnaire is feasible and can be used to obtain data that will be analyzed.

According to Sugiyono (2012: 93) "Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena."

Table 3.2
Variable measurement scale

NO	Measurement Scale	Weight
1	Strongly agree	5
2	Agree	4
3	Disagree	3
4	Don't agree	2
5	Strongly Disagree	1

2. Interview

This method is used to obtain data about the general description of the company and obtain a direct description of consumer decisions in choosing Shopie Martin, making it easier for researchers to understand the existing problems.

Interview is a way of collecting data by way of question and answer unilaterally which is done systematically and based on research objectives. Interviews were conducted with appropriate sources using guidelines, and obtaining direct data to complement data to support research.

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RESULTS AND DISCUSSION

1. Validity Test

Validity testing uses SPSS version 25.00 with criteria based on the calculated r value as follows:

a) If r count > r table or – r count < - r table then the statement is declared valid.

b) If r count < r table or – r count > - r table then the statement is declared invalid.

This test was carried out on 30 respondents, then df = 31-k = 29, with α = 5%, an r table value of 0.355 was obtained (Ghozali, 2016), then the calculated r value would be compared with the r table value as shown in table 4.5 below :

Table 4.5 Validity Test Results

Work Discipline (X1)			
Statement	**rcount**	**rtable**	**validity**
1	0.831	0.355	Valid
2	0.790	0.355	Valid
3	0.471	0.355	Valid
4	0.816	0355	Valid
Workload (X2)			
Statement	**rcount**	**rtable**	**validity**
1	0.940	0.355	Valid
2	0.748	0.355	Valid
3	0.873	0.355	Valid
4	0.800	0.355	Valid
Employee Performance (Y)			
Statement	**rcount**	**rtable**	**validity**
1	0.794	0.355	Valid
2	0.719	0.355	Valid
3	0.692	0.355	Valid
4	0.704	0.355	Valid

Source: Data processed from attachment 3 (2019)

Table 4.5 shows that all statement points, both Work Discipline (X1), Workload (X2) and Employee Performance (Y) variables, have a higher r count value than the r table value, so that it can be concluded that all statements for each variable are declared valid .

2. Reliability Test

Reliability is an index that shows the extent to which a measuring device can be trusted or relied on. According to Sugiyono (2013) A factor is declared reliable if the Cronbach Alpha is greater than 0.6. Based on the results of data processing using SPSS 25.00, the following results are obtained:

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Table 4.6 Reliability Test Results

Variable	*Cronbach Alpha*	Constant	Reliability
Work Discipline (X1)	0.772	0.6	Reliable
Workload (X2)	0.827	0.6	Reliable
Employee Performance (Y)	0.790	0.6	Reliable

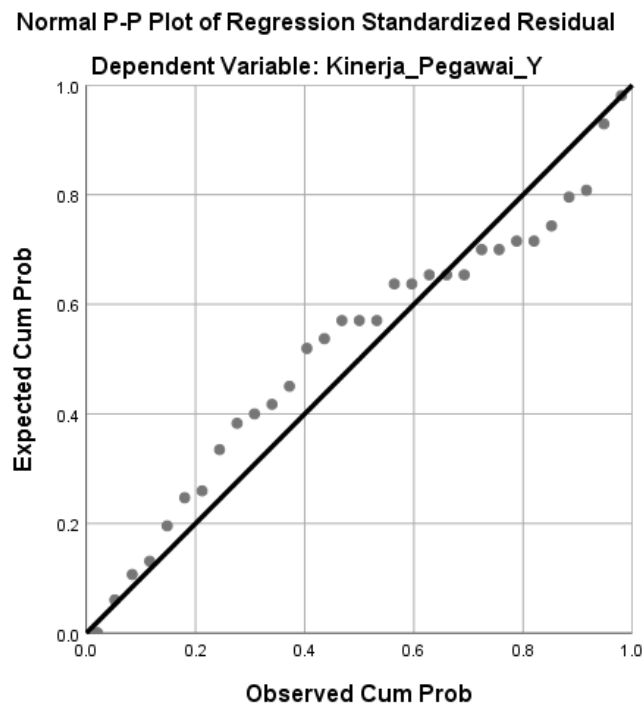Source: Data processed from attachment 3 (2019)

Based on the reliability test using Cronbach Alpha, all research variables are reliable/reliable because Cronbach Alpha is greater than 0.6, the results of this study indicate that the measurement tools in this study have fulfilled the reliability test (reliable and can be used as a measuring tool).

3. **Classic assumption test**

As for testing the classical assumptions with the SPSS program25.00 which was carried out in this study included:

a. **Normality test**

The Normality Test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics. The normality test for the graphical method uses the normal probability plot, while the normality test for the statistical method uses the one sample Kolmogorov Smirnov test. The normality test using the graphical method can be seen in the following figure:

Figure 4.1 Normal P Plot

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Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the distribution of the residual data is normal then the line that describes the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 4.7 One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residuals
N			31
Normal Parameters, b	Means		.0000000
	std. Deviation		1.59897014
Most Extreme Differences	absolute		.133
	Positive		.121
	Negative		-.133
Test Statistics			.133
asymp. Sig. (2-tailed)			.173c
Monte Carlo Sig. (2-tailed)	Sig.		.613d
	99% Confidence Intervals	LowerBound	.388
		Upperbound	.838

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 31 sampled tables with a starting seed of 2000000.

Source: Data processed from attachment 4 (2019)

From the output in table 4.7 it can be seen that the significance value (Monte Carlo Sig.) of all variables is 0.613. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

b. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one that has homoscedasticity or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is with the Glejser test, in the glejser test, if the independent variable is statistically significant in influencing the dependent variable then there is an indication of heteroscedasticity occurring. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).

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The results of data processing using SPSS 17.00 show the results in the following table:

Table 4.8 Glejser Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	t	Sig.
1	(Constant)	.692	1,721		.402	.691
	Discipline_Work_X1	.322	.163	.551	1976	.558
	Load_Work_X2	-.291	.133	-.612	-2,197	.536

a. Dependent Variable: Abs_RES

4. Multiple Linear Regression Testing

Multiple linear regression testing explains the large role of the Work Discipline Variable (X1), the Workload Variable (X2), to the Employee Performance Variable (Y). Data analysis in this study used multiple linear regression analysis using SPSS 23 for windows. The analysis of each variable is explained in the following description:

Table 4.9. Multiple Linear Regression Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	4,799	2,702		1,776	087		
	Discipline_Work_X1	.500	.256	.450	1956	.060	.390	2,562
	Load_Work_X2	.213	.208	.235	1,023	.315	.390	2,562

a. Dependent Variable: Performance_Employee_Y

Based on these results, the multiple linear regression equation has the formulation: Y = a + b1X1 + b2X2 + ε , so that the equation is obtained: Y = 4.799 + 0.500X1 + 0.213X2 + ε

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 18.928 indicates the magnitude of the Employee Performance Variable (Y) if the Work Discipline Variable (X1), the Workload variable (X2), is equal to zero.

b. The regression coefficient value of the Work Discipline Variable (X1) (b1) is (0.500) indicating the large role of the Work Discipline Variable (X1) to the Employee Performance Variable (Y) assuming the Workload Variable (X2) is constant. This means that if the Work Discipline Variable factor (X1) increases by 1 value unit, it is predicted that the Employee Performance Variable (Y) will increase by (0.500) value units assuming the Workload Variable (X2) is constant.

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c. The regression coefficient value of the Workload Variable (X2) (b2) is (0.213) indicating the large role of the Workload Variable (X2) on the Employee Performance Variable (Y) assuming the Workload Variable (X2) is constant. This means that if the Workload Variable factor (X2) increases by 1 unit value, it is predicted that the Employee Performance Variable (Y) will increase by (0.213) unit value assuming the Workload Variable (X2) is constant.

5. **Coefficient of Determination (R2)**

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. In other words, the value of the determinant coefficient is used to measure the magnitude of the contribution of the studied variables X and Y as the dependent variable. The greater the value of the coefficient of determination, the better the ability of variable X to explain variable Y. If the determination (R2) is greater (close to 1), then it can be said that the influence of variable X is large on variable Y. The formula for the coefficient of determination is as follows:

This shows that the model used is getting stronger to explain the effect of variable X on variable Y. Conversely, if the determination (R2) is smaller (closer to zero), it can be said that the effect of variable X on variable Y is smaller. This shows that the model used is increasingly not strong enough to explain the effect of variable X on variable Y. The value used in viewing the coefficient of determination in this study is in the adjusted R square column. This is because the value of the adjusted R square is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 4.10 below:

Table 4.10. Coefficient of Determination

Summary modelb

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.650a	.423	.381	1,655	1,801

a. Predictors: (Constant), Work_Expense_X2, Work_Discipline_X1

b. Dependent Variable: Performance_Employee_Y

Based on table 4.11, it can be seen that the adjusted R square value is 0.381 or 381%. This shows that the Work Discipline Variable (X1), the Workload Variable (X2), can explain the Employee Performance Variable (Y) of 61.9%, the remaining 61. .9% (100% - 38.1%) is explained by other variables outside this research model.

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6. Hypothesis testing

1. t test (Partial)

    The t statistical test is also known as the individual significance test. This test shows how far the influence of the independent variables partially on the dependent variable.

    In this study, partial hypothesis testing was carried out on each independent variable as shown in Table 4.12 below

Table 4.11. Partial Test (t)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	4,799	2,702		1,776	087		
	Discipline_Work_X1	.500	.256	.450	1956	.060	.390	2,562
	Load_Work_X2	.213	.208	.235	1,023	.315	.390	2,562

a. Dependent Variable: Performance_Employee_Y

a. Hypothesis Testing Effect of Work Discipline Variable (X1) on Employee Performance Variable (Y)

    The form of hypothesis testing based on statistics and curves can be described as follows:

    Decision Making Criteria:

    a) Accept H0 If tcount < ttable or -tcount> - ttable orSig value. >0.05

    b) Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable orSig. < 0.05

    From table 4.11, a tcount value of 1.956 is obtained with α = 5%, ttable (5%; 31-2 = 29) obtained a ttable value of 2.045. From this description it can be seen that tcount (1,959) < ttable (2.045), likewise with a significance value of 0,060> 0.05 it can be concluded hypothesisfirst denied, meaningWork Discipline Variable (X1) has no significant effect on Employee Performance Variable (Y).Discipline is "a person's awareness and willingness to comply with all applicable company regulations and social norms." Besides that, according to Edy Sutrisno (2016: 89) discipline is "a person's behavior in accordance with regulations, existing work procedures or discipline is an attitude, behavior, and actions that are in accordance with organizational regulations, both written and unwritten. According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and obey the norms of regulations that apply around him.

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b. Hypothesis Testing the Effect of Workload Variable (X2) on Employee Performance Variable (Y), the form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

1) Accept, If tcount > ttable or -tcount > - ttable orSig value. < 0.05

2) Reject, If tcount < ttable or -tcount < - ttable orSig. >0.05

From table 4.11, the tcount value is obtained1.023With α = 5%, ttable (5%; 31-2 = 29) obtained a ttable value of 2.045 From this description it can be seen that tcount (1.023) < ttable (2.045), and a significance value of 0.315 > 0.05, it can be concluded that the second hypothesis is rejected, meaningWorkload Variable (X2) has no positive and significant effecton Employee Performance Variable (Y).

Workload is the burden borne by the workforce according to the type of work shown by Suma'mur in Tarwaka (2015). Workload in this study was measured or detected by pulse. Where the measurement is calculated in units of beats per minute (beats/minute) on the radial artery on the wrist, because here it is most practical and easy. workload can be defined as a difference between the capacity or ability of workers with the demands of work that must be faced.

2. F Test (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint effect on the dependent variable. The results of the F test can be seen in table 4.12 below;

Table 4.12. Simultaneous Test Results (F)

ANOVAa

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	56,138	2	28,069	10.247	.000b
	residual	76,701	28	2,739		
	Total	132,839	30			

a. Dependent Variable: Performance_Employee_Y

b. Predictors: (Constant), Work_Expense_X2, Work_Discipline_X1

Source: Data processed from attachment 4 (2018)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

a) If the calculated F value > F table or Sig. < 0.05 then Ha is accepted and H0 is rejected.

b) If the calculated F value < F table or Sig. > 0.05 then Ha is rejected and H0 is accepted.

from table 4.12, the Fcount value is obtained10.247With α = 5%, dk quantifier: 2, dk denominator: 31-2-1 (5%; 2; 28) the Ftable value is 3.34. From this description it can be seen that Fcount (10.247) > Ftable (3.34), and a significance value of 0,000<0.05,

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it can be concluded that the fourth hypothesis is accepted, meaningWork Discipline Variable (X1), Workload Variable (X2), have a significant simultaneous effect on Employee Performance Variable (Y).

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. What was submitted stated that:From table 4.11, a tcount value of 1.956 is obtained. With $\alpha = 5\%$, ttable (5%; nk = 29) a ttable value of 2.045 is obtained. From this description it can be seen that tcount (1.956) < ttable (2.045), likewise with a significance value of 0.060 > 0.05, it can be concluded that the hypothesisfirst denied, meaningWork Discipline Variable (X1) has no significant effect on Employee Performance Variable (Y).

2. From table 4.11, the tcount value is obtained1.023With $\alpha = 5\%$, ttable (5%; 31-2 = 29) obtained a ttable value of 2.045 From this description it can be seen that tcount (1.023) < ttable (2.045), and a significance value of 0.315 > 0.05, it can be concluded that the second hypothesis is rejected, meaningWorkload Variable (X2) has no positive and significant effecton Employee Performance Variable (Y).

3. From table 4.17, the Fcount value is obtained10.247With $\alpha = 5\%$, dk quantifier: 2, dk denominator: 31-2-1 (5%; 2; 28) the Ftable value is 3.34. From this description it can be seen that Fcount (10.247) > Ftable (3.34), and a significance value of 0,000<0.05, it can be concluded that the fourth hypothesis is accepted, meaningWork Discipline Variable (X1), Workload Variable (X2), have a significant simultaneous effect on Employee Performance Variable (Y).

Suggestions

To perfect this research, there are several additional aspects proposed in the suggestions in this research, namely as follows:

1. Further research is suggested to consider variables not examined in this study.

2. It is recommended for future researchers to expand the scope of research objects, for example in the scope of provincial or national governments throughout Indonesia.

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