

THE EFFECT OF COMMUNICATION AND WORK DISCIPLINE ON PERFORMANCE OF EMPLOYEES OF THE REGIONAL DEVELOPMENT PLANNING AGENCY (BAPPEDA) OF WAY KANAN DISTRICT

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Abstract. *The purpose of this study is to determine the effect of communication on employee performance and the effect of work discipline on employees and want to know the effect of communication and work discipline together on the performance of the Regional Development Planning Agency of Way Kanan Regency. The data collection technique was carried out by distributing questionnaires/questionnaires to 35 respondents using the SPSS program. The study results show the following: that Communication (X1) affects the performance of employees of the Regional Development Planning Agency of Way Kanan Regency by 82.20% while Work Discipline (X2) affects employee performance by 84.30%. Furthermore, Communication (X1) and Work Discipline (X2) together affect the Performance of the Regional Development Planning Agency of Way Kanan Regency employees by 86.90%.*

Keywords: *Communication, Work Discipline, Employee Performance.*

PENGARUH KOMUNIKASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI BADAN PERENCANAAN PEMBANGUNAN DAERAH (BAPPEDA) KABUPATEN WAY KANAN

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Abstrak. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh komunikasi terhadap kinerja pegawai dan untuk mengetahui pengaruh disiplin kerja terhadap pegawai serta ingin mengetahui pengaruh komunikasi dan disiplin kerja secara bersama-sama terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Kabupaten Way Kanan. Teknik pengambilan data dilakukan penyebaran angket/kuesioner kepada 35 orang responden dengan menggunakan bantuan program SPSS. Hasil penelitian menunjukkan hal-hal sebagai berikut: bahwa Komunikasi (X1) berpengaruh terhadap kinerja pegawai Badan Perencanaan Pembangunan Daerah Kabupaten Way Kanan sebesar 82,20% sedangkan Disiplin Kerja (X2) berpengaruh terhadap Kinerja Pegawai sebesar 84,30%. Selanjutnya Komunikasi (X1) dan Disiplin Kerja (X2) secara bersama-sama berpengaruh terhadap Kinerja Pegawai Badan Perencanaan Pembangunan Daerah Kabupaten Way Kanan sebesar 86,90%.

Kata kunci: Komunikasi, Disiplin Kerja, Kinerja Pegawai.

PRELIMINARY

Organizations are formed to achieve a specific goal for the achievement of the organization's direction is very dependent on how the human resource factor (HR) can develop capabilities both in the technical field of managerial operations and human relations. Therefore, the human resource factor must receive serious attention from decision-makers in an organization. This has implications for programs and policies related to the processing of human resources, starting from the process of withdrawal, placement, maintenance, and development to increase the reliability of human resources, which is an essential factor in the organization.

The performance of employees in the Regional Development Agency (Bappeda) of Way Kanan Regency is significant because employee performance will determine the success of an organization, especially for public organizations such as the Way Kanan Regency Bappeda. Employees of the Way Kanan Regency Bappeda are always required to have good performance because the task and function of the Way Kanan Regency Bappeda is to carry out as a government affair the scope of personnel management so that the

performance of Bappeda employees, in general, is in the spotlight and role models for other government agencies.

Measuring tools to determine the performance of employees of the Regional Development Planning Agency (Bappeda) of Way Kanan Regency, of course, can also be seen through employee work discipline, namely the level of employee absenteeism. The use of attendance is considered necessary because the form of attendance of an employee will be adequately assessed and is data that can measure employee performance and employees' level of responsibility in carrying out their respective duties. The following is the total absence of employees of the Regional Development Planning Agency (Bappeda) of Way Kanan Regency, 40 people.

Based on data Recapitulation of the attendance list for Way Kanan Regency Bappeda employees from May to November 2020 can be seen that the attendance list for Way Kanan Regency Bappeda employees from May to November 2020 shows that there is a problem with the work discipline of Way Kanan Regency Bappeda employees, this is indicated by the employee attendance rate of less than ninety percent each month, so the work assigned to him is not can be

completed well as evidenced at the Innovative Government Award (IGA) in 2020 Way Kanan Regency is the only district in Lampung Province that did not receive an award as the Most Innovative Local Government organized by the Indonesian Ministry of Home Affairs, this is due to the unfulfilled number of innovations from all SKPD that must be uploaded to the Ministry of Home Affairs Application in the 2020 Innovative Government Award (IGA) Award for Way Kanan Regency which is the task of Bappeda to take inventory of SKPD Innovation data in Way Kanan Regency.

THEORETICAL REVIEW

Communication

Communication, according to (Robbin 2008) is a process of delivering information or news containing various kinds of information from one person to another. Communication is a process of providing information (messages, ideas, ideas) from one party to another to inform, change attitudes, opinions, or behavior, either verbally (directly) or indirectly (through the media). In general, communication is done verbally or verbally. Both parties can understand that. (Wibowo

2017) explains that if there is no verbal language that both can understand, communication can still be done using body movements, showing certain attitudes, for example, smiling, shaking the head, shrugging. This way is called nonverbal communication.

Communication is the main element in every organization. Without effective communication, both verbally and nonverbally, there will be no mutual understanding and cooperation, so that organizational goals will not be achieved. According to Devito in (Malayu .S.P. Hasibuan 2001) communication is an activity carried out by one or more people, namely, conveying and receiving a message, which gets distortions and disturbances in a context, which creates effects and opportunities for backflow.

Definition of Work Discipline

Discipline comes from the Latin word "disciple," which means follower. Along with the times, the term has changed to "discipline," which means obedience to the rules. Etymologically discipline implies compliance to the norms, provisions, and regulations that apply in the organization. According to (Samsudin 2010) discipline is sincere obedience supported by awareness to

carry out the duties and behavior as it should according to the rules of life that should apply in a certain environment.

Based on the above opinion, it can be understood that discipline is an attitude of obedience and submission to a person, group of people, or rules that apply to a certain environment. Meanwhile, according to (Malayu .S.P. Hasibuan 2013) discipline is defined differently. From a number of disciplinary opinions can be abstracted into, some understanding as follows:

1. The word discipline in terms of (terminologically) comes from the word data, Latin "discipline," which means teaching, training, and so on (starting from the word discipulus, that is, someone who learns), so etymologically there is a relationship of understanding between the discipline and the disciple.
2. Exercises that develop self-control, character, or order and efficiency.
3. Obedience or obedience to government provisions and regulations or ethics, norms and rules that apply in society.
4. Punishment is carried out through correction and training to achieve controlled behavior (control behavior).

According to (Aprianis 2020) the forms of work discipline are divided into four perspectives, namely:

1. With Retributive Discipline, which is trying to punish people who do wrong.
2. Corrective discipline, which is trying to help employees correct their inappropriate behavior.
3. Individual rights perspective, namely trying to protect the basic rights of individuals during disciplinary actions.
4. Utilitarian perspective focuses on the use of discipline only when the consequences of disciplinary action outweigh the negative effects.

Meanwhile, according to (Samsudin 2010) forms of work discipline are divided into two types, namely:

1. Preventive discipline is an effort to move employees to follow and comply with work guidelines and rules outlined by the company. Its basic purpose is to mobilize self-disciplined employees. By employing prevention, employees can maintain themselves against company regulations.
2. Corrective discipline is an effort to unify a rule and direct employees to continue to comply with the regulations following the guidelines applicable to the

company. In corrective discipline, employees who violate discipline need to be given sanctions following applicable laws. The purpose of providing sanctions is to correct violators' employees, maintain applicable regulations, and provide violations to violators.

RESEARCH METHODS

This research was conducted in the Office of the Regional Development Planning Agency of Way Kanan Regency. The research object is all civil servants who work in the Regional Development Planning Agency (BAPPEDA) of Way Kanan Regency, totaling 37 employees.

(Arikunto, Suharsimi 2010) interprets the sample as the real subject of a study. To determine the number of populations to be sampled, (Arikunto 2012) provides a limit that for a population above 100, a sample size of 20% or 25% can be taken, but for a population of less than 100, it can be taken as much as 50% or the whole becomes sample.

The method or method of collecting data in this study was carried out in the following ways:

Primary data is data collected and obtained from employees of the Way Kanan

Regency Development Planning Agency. This method is a direct review (field research) which is directly on the object of study by taking the following steps:

1. Observation, namely direct observation on the object of study.
2. Interview, which is to conduct interviews with employees who are the object of study.
3. Questionnaires, namely asking several questions in writing with alternative answers proposed.

Secondary Data, namely supporting data obtained by collecting data sources, both from literature, magazines, books that have to do with staffing, support this research.

Quantitative analysis is an analytical method with numbers that can be calculated or measured, and in the process, uses statistical tools. Statistics itself is a scientific method used to collect, process, analyze, and interpret data in the form of numbers, then conclude the data, where the data is presented in tables, graphs, or images (Nawawi 2012).

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis is useful for finding the effect of two or more independent variables, namely communication (X1) and work discipline (X2), on the dependent variable, namely Employee Performance (Y). The results of Multiple Linear Regression Analysis can be seen in

Coefficients					
Model	Unstandardized Coefficients B	Standardized Coefficients Beta	t	Sig.	
1 (constant)	.266		.103	.918	
X1	.413	.162	.408	.687	
X2	.579	.170	.544	.592	

a. Dependent Variable: Y
Sumber: Hasil Pengolahan SPSS 2021

Based on the results of Multiple Linear Regression, it can be concluded that the Work Discipline regression coefficient (X2) of 0.579 has a more dominant influence or contribution to Employee Performance (Y) than the influence or assistance of Communication (X1) on Employee Performance (Y) with a regression coefficient of 0.413.

The t test or partial test is a test to partially determine each independent variable's effect on the dependent variable. Decision-making criteria:

1. If sig (0.05), then Ho is rejected.
2. If sig (0.05), then Ho is accepted.

ANOVA					
Model		Sum of Squares	df	Mean Square	F
1 Regression		534.423	2	267.211	106.459
Residual		80.320	32	2.510	
Total		614.743	34		

a. Predictors: (Constant), X2, X1
b. Dependent Variable: Y
Sumber: Hasil Pengolahan SPSS 2021

Simultaneous hypothesis testing (F test) was used to test the hypothesis. Based on the results of calculations using Multiple Linear Regression Analysis in the ANOVA table, it is obtained that the independent variables Fcount are Communication (X1) and Work Discipline (X2). of 80.320 or greater than Ftable of 3.29 (Fcount > Ftable or 106.459 > 3.29) which can be seen in Table 10. This means that the independent variables, namely Communication (X1) and Work Discipline (X2) have a significant influence simultaneously on the dependent variable, namely Employee Performance (Y) or Ha is accepted and Ho is rejected.

The Partial R2 test is intended to measure the ability of how big the percentage of the independent variable is work discipline (X2) in the Partial Linear Regression model in explaining the dependent variable, namely Employee Performance (Y) which can be seen in

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.918 ^a	.843	.838	1.712

Predictors: (Constant), X2

Dependent Variable: Y

Sumber : Hasil Pengolahan SPSS 2021

Based on Table it can be concluded that the independent variables, namely communication and work discipline, have an effect of 84.3% on the dependent variable, namely Employee Performance, while 15.7% is influenced by other variables not examined.

The simultaneous R2 test is intended to measure the ability to measure the percentage of variation in the independent variables, namely communication (X1) and work discipline (X2) in the multiple linear regression model in explaining the dependent variable, namely Employee Performance (Y) which can be seen in

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.932 ^a	.869	.861	1.584

a. Predictors: (Constant), X2, X1

Sumber : Hasil Pengolahan SPSS 2021

Based on Table it can be concluded that the independent variables, namely communication and work discipline, have an effect of 86.9% on the dependent variable, namely Employee Performance, while 13.1% is influenced by other variables not examined.

CLOSING

Based on the results of research and discussion, it can be concluded that:

1. Communication has a significant and positive effect on Employee Performance at the Regional Development Planning Agency of Way Kanan Regency with the model $Y = 3.040 + 0.916X_1$ and $R^2 = 0.822$ or $R^2 = 82.20\%$ or communication (X1) has an effect on employee performance of 82.20 % and other variables influence the rest.
2. Work Discipline has a significant and positive effect on Employee Performance at the Regional Development Planning Agency of Way Kanan Regency with the model $X = 0.833 + 0.977X_2$ and $R^2 = 0.843$ or 84.43% or Work discipline has an effect on Employee Performance (Y) of 84.43

% and the rest is influenced by other variables.

3. Communication and Work Discipline together have a real and positive effect on the Performance of the Regional Development Planning Agency of Way Kanan Regency with the model $Y = 0.266 + 0.413X_1 + 0.579X_2$ and $R^2 = 0.869$ or $R^2 = 86.90\%$ or Communication (X_1) and work discipline (X_2) together have an effect on employee performance by 86.90% and the rest is influenced by other variables that the authors do not examine.

Based on the conclusion, the implications that should be done to improve employee performance at Bappeda Way Kanan Regency are:

1. The communication variable in a good working relationship pattern between superiors and subordinates is obtained with the lowest score. To be able to improve communication and good relations with fellow co-workers, both superiors and subordinates so that they are always maintained in a harmonious, safe, comfortable and peaceful manner by holding informal activities such as outbound or family gatherings, increasing the intensity of formal

meetings between work units such as scheduled meetings to evaluate work results. Employees and organizations.

2. The lowest score is obtained in the work discipline variable in the statement of utilizing working hours as much as possible only for office work purposes. To improve work discipline, employees of the Way Kanan Regency Bappeda should be able to utilize working hours as much as possible only for office work purposes in completing their main tasks and functions so that they will improve the performance of Way Kanan Regency Bappeda employees.
3. The lowest score is obtained in the employee performance variable on the statement item being able to carry out every job on time. A leader clearly informs each position and its completion time to improve performance because this can improve employee performance at the Regional Development Planning Agency of Way Kanan Regency.
- 4.

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