

# Labor Discipline Analysis on the Performance of Employees of the Central Statistical Office of South Sumatra Province Before and During the Covid-19 Pandemic

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**Abstract.** This study aims to find out how employees at the Central Statistics Office of South Sumatra Province's work performance was affected by work discipline before and during their employment. Utilized a straightforward random sampling method to collect questionnaire data from a total of 68 employees. Simple regression is the analytical tool used. A standard beta coefficient of 0.527 and a significance level of 0.000 support the conclusion that employee performance was impacted by work discipline prior to the COVID 19 pandemic. Work discipline did not affect employee performance during the COVID-19 pandemic, as evidenced by a standard beta coefficient of 0.001 and a significance level of 0.993. The two studies' findings demonstrate that labor discipline had a different impact on employees' work performance prior to and during the covid19 pandemic. Coefficient of determination of the effect of discipline test. work on representative execution before the pandemic was just 0.027 or 27%, demonstrating the requirement for additional exploration because of factors other than work discipline on worker execution.

**Keywords:** work disciplines; employee performance; COVID-19 pandemic

## 1 Introduction

When putting the program into action, every organization or agency is always told to reach its objectives [1]–[3]. One of the variables that become the standards for accomplishing the smooth objectives of an association or office is to distinguish and quantify the presentation of its representatives. The organization is a complex entity that aims to achieve a goal by fully allocating human resources. It is possible to assert that an organization is efficient if it is capable of achieving the established objectives.[4][5]. All organizations, including government agencies, must be able to compete to provide maximum service alongside its development. In a similar vein, public servants and government employees are expected to be able to provide the best services to the community because this is already one of the responsibilities that fall under the purview of the government, which is in charge of bringing about change in a variety of spheres of life beginning at the national level. to the level of the region.

The extent to which an employee is able to successfully complete a task in accordance with the plan and achieve satisfactory results for achieving good employee performance is

known as employee performance. As a result, employees need high-quality human resources (HR) who can carry out their responsibilities as government officials in accordance with the tasks given to them.[6]. As a result, a person must be knowledgeable about his or her work and have a strong desire to perform. In other words, job satisfaction affects individual performance. [7][8]. A person's attitude toward his or her job is what defines job satisfaction. Performance indicators, or benchmarks for achieving one's work, can be used to measure employee performance. The organization can determine the extent of employee performance with the help of performance measurement. This enables the organization to provide feedback on performance measurement results, encourage performance improvement, and make decisions that ensure the organization has high-quality resources and is highly competitive. According to Article 75 of Law No. 5 of 2014 regarding performance evaluation, the objective of civil servant performance evaluation is to ensure the objective development of civil servants based on the achievement system and career system. Given that there are still numerous instances of low employee performance in government offices, government performance is becoming a public concern. This implies that the local area keeps on requesting that the public authority can run well and neatly or with great administration.

During the Coronavirus pandemic (Covid Infection 2019), all the more usually alluded to as the Covid, an original human-communicated Covid. The respiratory system is infected by the corona virus, which can result in severe lung infections or even death. Coronavirus, the disease caused by the Covid, was first discovered in Wuhan, China, toward the end of December 2019. This virus spreads quickly, reaching almost every nation within a few months, including Indonesia. As a result, lockdown policies have been implemented in several nations to stop the corona virus from spreading. In Indonesia, a number of policies are implemented in stages to prevent the virus from spreading. The first is social isolation and staying at home,

Due to the emergence of the Covid-19 pandemic, it has had many impacts on the way employees work. Because everyone has to stay at home more, avoiding people gathering, the way employees work is required to work from home (work from home) and also (work from office). Working in this way is certainly different from the daily work done in the office, not even all work can be freely changed with this way of working.

Based on the above background, the problems in this study can be formulated:

- 1) How did work discipline affect employees before the COVID-19 pandemic?
- 2) How does work discipline affect employees during the COVID-19 pandemic?

## **2 Literature Review**

### **Employee Performance**

Performance is the end result that an organization achieves over time, regardless of whether it is profit- or non-profit-oriented. More specifically, Amstron and Baron assert that work that contributes to the economy and has a strong connection to the organization's strategic goals of customer satisfaction results in performance[9]. The work that an individual or group of individuals in an organization can do in accordance with their authority and responsibilities to achieve the organization's goals legally, without violating the law, and in accordance with morals and ethics is called performance[10]. Human resources are one of the organizational resources that play a crucial role in achieving its objectives. Subsequently, it is important to really focus so worker execution can be expanded. Decreased employee performance will certainly greatly affect the stability of the company. Where employees with poor performance, lack of morale will make the company's targets not be achieved so that the company will find it difficult to compete with other companies and in the end can also go bankrupt if the right

solution is not immediately given to deal with these performance problems.

The company must conduct a performance evaluation to ascertain the level of performance of its employees. Due to the existence of policies or programs for work performance appraisal, performance evaluation is basically one of the most important aspects of developing an organization in an effective and efficient manner. In order to increase the company's potential value, performance evaluations aim to gather reliable information about employee behavior and performance.[6], [11]

According to Mathis and Jackson the performance aspects are as follows:

- a) The quantity of work is the sum of the work completed by employees.
- b) The quality of the work is the work achieved by the employee in accordance with the terms and conditions.
- c) Punctuality is the timeliness of employees in completing the work that has been given.
- d) Attendance at work is the presence of employees in accordance with the rules or regulations that apply in the organization.
- e) Cooperative attitude is the attitude of working well together and obeying the applicable provisions in the organization.

### **Work Discipline**

Implementing organizational standards through work discipline is a management activity. An attitude of respect, obedience, and respect for the applicable regulations—written and unwritten—can be interpreted as having the capacity to carry them out and not avoiding sanctions in the event that he violates the authority and responsibilities given to him[11]. Managers use work discipline as a communication tool with employees to encourage them to change their behavior and to become more aware of and willing to follow all company rules and social norms[12]. The most crucial HRM operational function is discipline because better employee discipline leads to better work performance. Discipline is a management strategy that encourages employees to comply with various applicable provisions[6]. Indicators of employee work discipline as follows[13]:

- a. Punctuality  
Work discipline is good because employees show up on time and in a neat and orderly manner to the office.
- b. High responsibility  
One can also say that an employee has good work discipline if they consistently complete the tasks that have been assigned to them in accordance with procedures and are accountable for the results of their work.
- c. Compliance with company rules  
High levels of discipline can also be seen in the uniforms, identification cards, and permits that employees use when they are not in the office.

## **3 Research Methodology**

This quantitative study uses data from library and field research on a sample of 68 Central Statistics Agency of South Sumatra Province employees as the subject matter. Using a questionnaire with a Likert scale, data were gathered. This study employs the SPSS 20 application for a straightforward regression analysis method.

The following is an explanation of the Research Conceptual Framework:

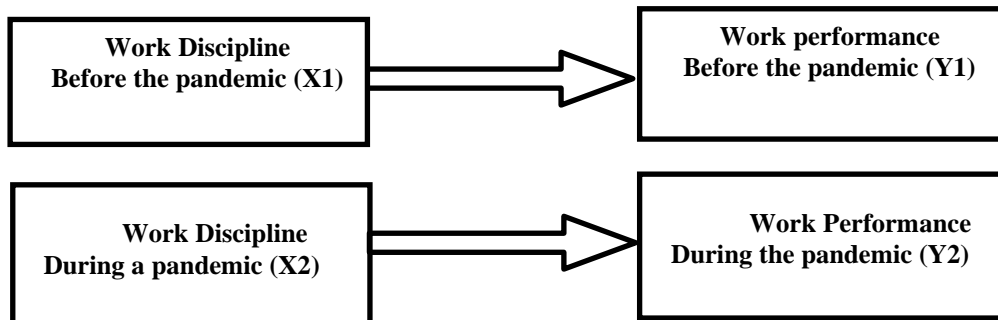


Figure 1. Research Conceptual Framework

## 4 Result and Discussion

### Data Processing Results

The Simple Linear Regression Test of Work Discipline Before the Covid19 Pandemic (X1) Against Performance Before the Covid19 Pandemic (Y1) is presented as follows:

**Table 1** Processed Output of Simple Linear Regression X1 Against 1

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13,190	2.439		5.408	.000
BC19 Discipline	.551	.110	.527	5.032	.000

Source: Data processed in 2021 (BC19 = Before Covid19)

The following can be explained on the basis of table 1 above: The value of Constant (a) is known to be 13,190. The regression equation can be written considering that the BC19 Discipline value is 0.551:

$$Y = a + bX$$

$$Y = 13,190 + 0,551X$$

The equation can be translated:

- The constant of 13,190 indicates that the BC19 Performance variable has a constant value of 13,190.
- The X regression coefficient of 0.551 indicates that the BC19 Performance value increases by 0.551 for every 1% increase in the BC19 Discipline value. Since the regression coefficient is positive, it is possible to assert that the direction of the X1 variable's influence on Y1 is positive.

**Table 2 Model Summary X1 Y1**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.527a	.277	.266	1.568

Source: Data processed in 2021

Based on the preceding data, it is explained that the correlation/relationship (R) value is 0.527. The coefficient of assurance (R Square) is 0.277, indicating that the independent variable (BC19 Discipline) has a 27.7% impact on the dependent variable (BC19 Execution).

The following is an illustration of the Simple Linear Regression Test of Work Discipline During the Covid19 Pandemic (X2) Against Performance During the Covid19 Pandemic (Y2):

**Table 3 Processed Output of Simple Linear Regression X2 Against 2**

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	26.013	3,579		7.268	.000
DC19 Discipline	.001	.165	.001	.009	.993

Source: Data processed in 2021 (DC19 = During Covid19)

Table 5 above can be used to explain that:

The value of Constant (a) is known to be 26,013. While the BC19 Discipline esteem is 0.001, so the relapse condition can be composed:

$$Y = a + bX$$
$$Y = 26.013 + 0.001X$$

The equation can be translated:

- The BC19 Performance variable's constant is 26,013;
- According to the X regression coefficient of 0.001, the DC19 Performance value rises by 0.001 for every 1% increase in the DC19 Discipline value. Since the regression coefficient is positive, it is possible to assert that the direction of the X2 variable's influence on Y2 is positive..

**Table 4 Model Summary X2 Y2**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.001a	.000	-.015	2.121

Source: Data processed in 2021

Based on the data presented in table 4 above, it is explained that the correlation/relationship (R) value is 0.001. The output's coefficient of determination (R Square) is 0.000, indicating that the dependent variable (DC19 Performance) is unaffected by the independent variable (DC19 Discipline).

## Discussion

Based on the above test, it can be concluded that each variable X1 (Discipline before the pandemic) has an effect on the Y1 variable (Performance before the pandemic) and the X2 (Discipline during the pandemic) variable on Y2 (Performance during the pandemic) for employees of the Central Statistics Agency of South Sumatra Province.

1. Discipline Before the Pandemic (X1) on Performance Before the Pandemic (Y1) at the South Sumatra Province's Central Statistics Agency.

The Discipline variable's ttable value prior to the pandemic was 1.997 (derived by dividing the value of  $\alpha = 5\%$  into two parts, namely  $\alpha/2 = 2.5\%$ :  $df = nk - 1 = 68 - 2 - 1 = 65$ ). because  $t_{count} > t_{table}$  has a value of  $5.032 > 1.997$ .  $H_0$  is rejected, and  $H_1$  is accepted, indicating that the performance variable prior to the pandemic (X1) has a partial significance effect on the discipline variable (Y1). In addition, the discipline variable has the strongest indicator, with 46 respondents (67.6%) indicating that they agree with the statement "I have never procrastinated on work that was my responsibility prior to the covid-19 pandemic."

2. Performance During a Pandemic (Y2) at the Central Statistics Agency of South Sumatra Province and Discipline During a Pandemic (X2).

During the pandemic, the Discipline variable had a ttable value of 1.997, which was obtained by dividing the value of  $df = nk - 1 = 68 - 2 - 1 = 65$  into two parts, namely  $\alpha/2 = 2.5\%$ :  $2 = 0.025$ ). because  $t_{count} < t_{table}$  has a value of  $0.009 < 1.997$ . The conclusion that  $H_0$  is accepted and  $H_1$  is rejected is that the performance variable during the pandemic (Y2) does not have a partial significance effect on the discipline variable (X2). In addition, 53 respondents (77.9%) express agreement with the statement "I agree that the purpose of the work assigned to the employee must be in accordance with the employee's ability" as the discipline variable's most dominant indicator. during the HIV/AIDS pandemic).

## 5 Conclusion

Conclusions and suggestions from the results of this study are as follows:

- a. This study demonstrates that employee performance was affected by discipline prior to the covid-19 pandemic. Meanwhile, employee performance is unaffected by discipline during the COVID-19 pandemic.
- b. A total of 5.9% of respondents to the questionnaire stated that they disagreed with the statement "I came home from work on time before the covid-19 pandemic" in order for the institution's leadership to be able to enforce less stringent rules and demonstrate good behavior to subordinates. Furthermore, in the explanation "Simple to take care of business as per the systems that have been set before the Coronavirus pandemic" gets a complete score of 10.3%.
- c. For future researchers, it is recommended to take variables other than work discipline in influencing employee performance, for example work motivation, leadership style, education level, knowledge, experience, and so on.

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