

**PERAN DISIPLIN KERJA DAN PEMBERIAN INSENTIF DALAM MENUNJANG KINERJA
PEGAWAI**

***THE ROLE WORD DISCIPLINE AND PROVISION OF INCENTIVE IN SUPPORTING THE
PERFORMANCE***

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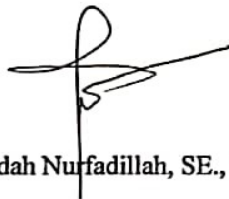
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THE ROLE OF WORK DISCIPLINE AND INCENTIVES IN SUPPORTING EMPLOYEE PERFORMANCE

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ABSTRACT

This study aims to determine the role of work discipline and the provision of incentives to employees. This study uses a qualitative descriptive research method using interview and questionnaire techniques. In this study, the respondents involved were 3 (three) employees. The role of work discipline on performance is going well. Judging from the working hours of employees used in accordance with the working hours that have been given by the organization. The problem is sometimes employees are not in the room because employees have meeting agendas and business trips, therefore work discipline has gone well, the results of the role of discipline are very bad. And the effect of giving incentives to employees is considered capable of providing work motivation. Because incentives to employees are given in accordance with employee performance, the results of the role of providing incentives are classified as moderate.

Keywords: Performance, Work Discipline, Giving Incentives

PRELIMINARY

The performance of an achievement or level of success achieved by an individual or an organization in carrying out work within a certain period. Performance can also be interpreted as an achievement achieved in carrying out services to the community in a period. Performance improvement cannot be realized if there is no good management or management (Sembiring, 2019). In addition, the purpose of performance measurement is to improve public services and increase accountability. The performance measurement system in the performance indicators is contained in the performance measurement design. Performance will describe the implementation of an activity, program, and implementation in realizing the goals and vision of the work unit.

Employee performance is the most important aspect for the realization of the organizational plans that have been set. The role of human resources will be increasingly important when in an era of globalization which is full of challenges. Given this, it has become a must for organizations to pay attention to the management of human resources. Because failure in human resource management will bring losses to the organization, namely not achieving the goals that have been set and vice versa. Human resources are very vital organizational assets, therefore their roles and functions cannot be replaced by other resources. Because human resources can influence the factors that affect employee performance (Kurniawan et al., 2017).

Organizational goals will be achieved if there are factors that can affect employee performance in existing human resources, on employee performance which is one element that plays an important role directly participating in the operation and achievement of a workplace. Therefore, good performance is very much needed, in other words, in carrying out their duties, they can be carried out effectively and efficiently in order to achieve government goals, every leader of course and definitely wants high productivity from the performance of their employees because with a high and good performance, the goal will be easier to achieve (Sulastri, 2018)

Human resource management performance assumes that employees are the main asset of the organization that must be managed properly. Human resource management is very important for organizations or institutions in managing, regulating, managing, and using human resources so that they can work productively, effectively, and efficiently to achieve organizational goals. Performance is a very important part because an institution wants employees to work really according to their abilities to achieve good work results. An employee will get good work performance if his performance is in accordance with standards, both quality and quantity. Human resources are the main assets for the government who are planners and active actors in various activities within the organization (Berutu, 2017).

Discipline is a way to improve employee performance through increased work that can create performance, work quality, work quantity, and employee consistency, because performance is related to work discipline. In its development, employee performance cannot be separated from the work discipline of the employee itself, where by carrying out the main tasks and in accordance with discipline, employee performance will be achieved as expected. Discipline of planting values can develop if it is supported by a conducive environmental situation, namely a consistent treatment situation from employees and leaders (Berutu, 2017).

Self-discipline has a very big role in achieving organizational goals. Through self-discipline, an employee who respects himself also respects himself others. For example, if you carry out tasks and authorities without supervision, basically employees are aware of carrying out their responsibilities. This means that employees are able to carry out, basically appreciate their potential and abilities (Patmarina, 2018).

Indiscipline in one field of work will hinder other areas of work, so discipline affects employee performance. Work discipline is one of the factors related to employee performance, if the work discipline supports employee performance, it will increase. Conversely, if work discipline shackles employees to be undisciplined, the employee's performance will decrease (Sumarsid & Paryanti, 2019).

Incentive is something that encourages an activity. Incentives are motives and imbalances that are formed to improve work productivity. The incentives given depend on the achievements or types of employees. The higher the work achievement, the greater the incentives received (Berutu, 2017). One of the motivations given to employees other than punishment to apply discipline is by providing incentives as motivation that encourages employees to work with optimal abilities. As extra income beyond the salary determined by the organization, Providing incentives in order to meet the needs of employees and their families. For this reason, it is necessary to have good performance from employees who of course have received incentives and improve discipline which will certainly improve the performance of employees.

Employee performance improvement can be done through motivation either in the form of rewards (intensive), the provision of incentives is expected to have a positive effect on employee performance. Incentives are a form of direct compensation given to an employee's level of performance. financial incentives are very meaningful and useful to meet the needs of employees and their families, it can be obtained that the provision of incentives is a result of one's work both in quality and quantity (Sumarsid & Paryanti, 2019).

Formulation Problem

Based on the background, the formulation of the problem in this study is how to apply work discipline and provide incentives to support employee performance.

Research purposes

To find out and analyze the application of work discipline and the provision of incentives to support employee performance.

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Performance

Performance basically has many meanings based on the point of view or opinion of experts. Performance is the result that exists in a process that provides a reference and measure for a certain period based on the terms and agreements that have been made previously (Edison et al., 2017). Performance that has a skillful way of working, discovered and developed. An organization can develop human resources through various efforts such as the development of education and training, as well as technical guidance to the human resources concerned. In addition, the role of motivation given to employees is also needed, to get good performance (Kurniawan et al., 2017).

Employee performance is every person who works by selling his energy (physical and mind) to the organization and getting remuneration in accordance with the agreement. Employees are people who are given tasks based on majors, expertise, skills, and responsibilities, and carry them out according to conditions such as time, plans, schedules, and so on that have been determined by the organization (Sulastri, 2018). Employee performance is the work of employees as a whole or during a certain period both in quality and quantity based on predetermined and agreed criteria (Sari & Hadijah, 2016).

Discipline

Discipline is a very important function and is the key to the realization of maximum organizational goals (Pranitasari & Khotimah, 2021). Work discipline is compliance with institutions or organizations along with all the provisions or regulations of the government, only based on the awareness that without compliance with the provisions in the government it cannot be achieved (Patmarina, 2018). Discipline has extraordinary power that can lead individuals or groups and even nations to achieve various things they want, discipline is a technical and practical step to achieve organizational hopes and ideals. However, the actual culture of discipline has actually become general knowledge of all elements of Indonesian society, but this knowledge has not yet become awareness and willingness in real behavior in everyday life, so discipline is necessary (Mg & Karim, n.d.).

Based on this opinion, the employee's work discipline does all the work well, complies with all company regulations and applicable social norms. Discipline is an action taken by employees with an attitude of responsibility for the work done, the emergence of problems as small as possible, and preventing the development of errors that may occur. From some of the opinions of the experts above regarding work discipline, it can be interpreted that work discipline respects, obeys the applicable regulations, both written and unwritten.

Incentive

Incentives for employees to want to work more optimally and provide good work productivity, which is the nature of the suggestion in the form of material. By offering incentives always with remuneration for employee performance that exceeds the standards set by the government, the provision of appropriate

incentives will improve employee performance both in quality and quantity (Rangkuti, Chairunnisa, 2019). increasing creativity and employee participation, improving employee welfare, enhancing the sense of responsibility of employees towards their duties, the government needs to provide incentives for its employees (Nurusshobakh, 2017).

Incentives can provide an incentive for employees to work better and create more loyalty to the government. Incentives can increase motivation in an effort to achieve government goals (Haedar et al., 2016). Incentives are proportional and also progressive, which means that they are in accordance with the career path, because incentives are needed to spur the performance of employees to always be at the highest (optimal) level according to their respective abilities (Nurkhasanah, 2017).

METHODOLOGY

This study uses descriptive qualitative research methods. The purpose of this study is to determine the role of work discipline and provide incentives to employee performance. Sources of data in this study were taken by digging information directly through respondents who opened 3 (three) employees. Interview techniques and open questionnaires with supervisors, which means there are no restrictions on interview guidelines and questionnaires. results can be deepened or developed according to conditions in the field, and observations by observing phenomena that occur in accordance with the field. Data analysis in descriptive qualitative research by describing, describing, analyzing and summarizing the events or phenomena studied from the results of interviews and questionnaires without the process of manipulation or falsification of data.

In this study to determine work discipline and incentives for employees. By using the interval technique with the following formula :

$$I = \frac{\text{Max} - \text{Min}}{K}$$

Where :

I : Intern

Max : Highest answer score

Min : The lowest answer score

K : Number of answer categories

Thus the interval calculation is carried out as follows to get the interval used :

$$I = \frac{5 - 1}{5} = 0,08$$

Rating Table Description

The following is a research table to assess the final results of the study in the description there are 3 (three) respondents and indicators, namely performance, work discipline, and offering incentives, along with an assessment table to see the indicators of the variables carefully.

Table 4.1
Performance Appraisal Scale, Work Discipline, And Incentives

Score	Category
1 - 1,80	Very bad
1,81 - 2,61	Bad
2,62 - 3,42	Currently
3,43 - 4,23	Well
4,24 – 5	Very good

DISCUSSION

a). Performance Variables

Descriptive data displays an overview of respondents' answers to questions and statements contained in the performance variable. Based on the results of the responses from 3 (three) respondents, namely 2 staff and 1 honorary staff. Regarding the research variables, the researcher will describe in detail the answers of the respondents who are grouped into statistical descriptions as follows :

Table 4.2
Distribution of Answers on Performance Variables

No	Question Description	SS	S	N	TS	STS	Amount (n)	Score
1	I have a good ability to complete the work assigned to me	-	3	-	-	-	3	1
2	I feel in line with my current job	-	3	-	-	-	3	1
3	I have no problems carrying out the tasks assigned to me	1	2	-	-	-	3	3,33
4	The government provides opportunities	1	-	2	-	-	3	3,33

	for training for self-development							
	Average	-	-	-	-	-	-	2,17

respondents to the performance that is in him which is an important part in, based on table 4.2, it is known that respondents answered strongly agree and assessment of 1% who answered neutral or 0.66% enough and 0% who answered disagreed. From the distribution of respondents' answers above, it can be seen that most of the respondents answered strongly agree, meaning that assessing their existing performance is the most important part of the job and doing a good job.

b). Work Discipline Variables

The data description displays an overview of the respondents' answers to questions and statements contained in the work variable. Based on the results of the responses from 3 (three) respondents, namely 2 staff and 1 honorary staff. Regarding the research variables, the researcher will describe in detail the answers of the respondents who are grouped into statistical descriptions as follows :

Table 4.3
Distribution of Answers on Work Discipline Variables

No	Question Description	SS	S	N	TS	STS	Amount (n)	Score
1	In my opinion, attendance is very important to ensure work discipline	2	1	-	-	-	3	3,33
2	I came to the office on time	-	3	-	-	-	3	1
3	I use working hours according to the rules	-	3	-	-	-	3	1
4	The rules applied make me motivated in the tasks given by the leadership	-	3	-	-	-	3	1
	Average	-	-	-	-	-	-	1,58

respondents to the performance that is in him which is an important part in, based on table 4.3 it is known that respondents answered strongly agree and an assessment of 0.66% who answered neutral or 0,% enough and 0% disagreed. From the distribution of respondents' answers above, it can be seen that most of the respondents answered strongly agree, meaning that employees assess the work discipline that is in themselves as the most important part of the job and do a good job.

c). Incentive Giving Variables

The description of the data displays an overview of the respondents' answers to the questions and statements contained in the incentive variable. Based on the results of the responses from 3 (three) respondents, namely 2 staff and 1 honorary staff. Regarding the research variables, the researcher will describe in detail the answers of the respondents who are grouped into statistical descriptions as follows:

Table 4.4

Distribution of Explanation on Incentive Giving Variables

No	Question Description	SS	S	N	TS	STS	Amount (n)	Score
1	I feel that the government has given wages according to the applicable standards	-	2	1	-	-	3	3,33
2	I think offering incentives can provide better work motivation	1	2	-	-	-	3	3,33
3	I get incentives based on work performance and my responsibility towards work	-	3	-	-	-	3	1
4	I think it offers incentives and other benefits that are very useful for my needs	2	-	1	-	-	3	3,33
	Average	-	-	-	-	-	-	2,74

respondents to the performance that is in him which is an important part in, based on table 4.4, it is known that respondents answered strongly agree and an assessment of 0.66% who answered neutral or 0.33% enough and 0% who answered disagreed. From the distribution of respondents' answers above, it can be seen that most of the respondents answered strongly agree, meaning that choosing the incentive that is in themselves is the most important part of the job and doing a good job.

CONCLUSIONS AND SUGGESTION

A. Conclusion

results Based on the research and discussion that has been stated previously, conclusions can be drawn from research on the role of work discipline and the provision of incentives in supporting performance. It can be concluded that the results of the distribution of employee answers from the results table are bad, the distribution results from the work discipline results table are very bad and the distribution results from the reward table are moderate. It is important in supporting the success of the organization to maximize performance as well as provide incentives and provide opportunities for employees to do a good job.

B. Suggestion

Based on the results described above, the suggestions that can be given are to improve performance by paying more attention to employee performance factors and work discipline, and with good work and good work discipline based on this research, the role of performance will increase. For further research, to be able to add other independent variables that might affect performance.

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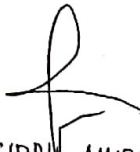
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