The Influence of Human Resource Development and Work Discipline on Teacher Performance Government Employees With an Agreement Work (PPPK) at SMK Negeri 5 Gowa

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Abstract
This study aims to determine the effect of Human Resource Development and Work Discipline on Teacher Performance Government Employees with an Agreement Work (PPPK) at SMK Negeri 5 Gowa. This type of research is quantitative research with multiple linear regression. The results of this study indicate that Human Resources (X1) has a positive effect on employee performance with a significance value of 0.003 at a significance level of 0.05. Work discipline (X2) has a positive effect on employee performance with a significance value of 0.000 at a significance level of 0.05. By looking at these results, it can be concluded that the variable human resources (X1) and work discipline (X2) on employee performance (Y) simultaneously affect the dependent variable.

Keywords
Human resource development, Work Discipline, Employee Performance

JEL Classification
D22, L81, Q13

INTRODUCTION

The definition of performance is the quality and quantity of work that can be achieved by an employee in carrying out his main duties and functions as an employee in accordance with the responsibilities assigned or given to him. Performance can basically be seen in two aspects, namely employee (individual) performance and organizational performance. Employee performance is the result of individual work in
an organization. Meanwhile, organizational performance is the totality of work results achieved by an organization, Yuniarsri 2011.

The term performance comes from the word Job Performance or Actual Performance (work achievement or actual achievement achieved by a person). In the large Indonesian dictionary, it is stated that performance means: (1) something achieved, (2) achievement shown, (3) work ability. The definition of performance (work achievement) is the quality and quantity of work achieved by an employee in carrying out his duties. Generally, performance is divided into two, namely individual performance and organizational performance, individual performance is the result of employee work that has been determined, while organizational performance is a combination of individual performance and group performance (Mangkunegara, 2005).

Murti in (Mathis and Jackson 2002) states that employee performance is how much employees contribute to the company including quantity of output, quality of output, time period, attendance at work and cooperative attitude. Employee performance refers to the ability of employees to carry out all tasks that are their responsibility. Sadili Syamsudin (2005) states that: "Performance is the level of task implementation that can be achieved by a person, unit or division using existing capabilities and predetermined limits to achieve organizational/company goals". Every individual or organization certainly has goals that will be achieved by setting targets or goals. The success of individuals or organizations in achieving these targets or goals is performance. The State Administration Institute of the Republic of Indonesia, formulates performance as a description of the level of achievement of the implementation of an activity, program, policy in realizing the goals, objectives, mission and vision of the organization.

Civil servant management is regulated in Government Regulation Number 17 of 2020 concerning Amendments to Government Regulation Number 11 of 2017 concerning Civil Servant Management. Meanwhile, the management of government employees with work agreements (PPPK) is regulated in Government Regulation Number 49 of 2018 concerning Management of Government Employees with Work Agreements. There are several points of civil servant management that do not exist in the management of government employees with work agreements (PPPK) which then become the difference between the two, including rank and position, career development, career patterns, promotions, mutations, and pension and old-age insurance. Prospective civil servants who later become civil servants and then have positions and career paths in the form of ranks and classes that continue to grow every year, can fill structural and functional positions at the same time. Meanwhile, government employees with work agreements (PPPK) can generally only fill functional positions. There is no career path because PPPK is an employee with a work agreement with a predetermined service period. This is also the basis for pension and old-age pensions that are not given to the State Civil Apparatus (ASN) of government employees with work agreements (PPPK), Leni Lohida, 2015.

One of the main factors hampering the performance of ASN / PPPK employees is due to the inability or low quality of human resources. The low quality of human resources is due to the lack of awareness possessed by some ASN in SMK Negeri 5 Gowa, along with the massive development of technology and the digitalization of information, it is expected that ASN must be able to sort abundant information into valuable knowledge, along with that ASN work discipline also greatly affects employee
performance, when work discipline decreases, work discipline is unable to improve ASN performance.

According to Hasibuan (2013), performance is the result of the work of employees which is used as a basic guideline in conducting assessments of employees or companies. In communicating with employees to behave appropriately and have a positive impact on the company, leaders use work discipline as a tool to increase the awareness and willingness of employees to comply with company rules. The results of research conducted by Septiasari (2017) show that work discipline has a direct impact on employee performance.

Based on the researcher's preliminary data on the Performance Analysis of the State Civil Apparatus at SMK Negeri 5 Gowa, the researcher found a problem that there are still many State Civil Apparatus (ASN) at SMK Negeri 5 Gowa who do not understand their duties well as educators, so that the process of carrying out roles and functions does not run well. Government Regulation Number 17 of 2020 concerning performance appraisal of civil servants and civil servant discipline (PP 11/2017 jo. PP 17/2020) Article 230 is regulated by government regulations and states that civil servants who commit disciplinary violations are subject to disciplinary punishment. So that with this statement and seeing the condition that there are still ASN / PPPK at SMK Negri 5 Gowa who do not understand their main duties and functions properly, it is a problem that deserves to be examined.

Teacher performance must always be improved considering that the world of education is a place to produce quality human resources and be able to compete in the increasingly tight globalization era. Teacher performance is the ability of a teacher to carry out learning tasks and be responsible for students under his guidance by improving student achievement. Therefore, teacher performance can be interpreted as a condition that shows the ability of a teacher to carry out his duties in madrasah and describes an action that the teacher displays in or during learning activities. Teachers who have good and professional performance in curriculum implementation have characteristics: designing learning programs, implementing learning and assessing student learning outcomes. (Abas 2017).

According to mathis in (Hakim et al., 2017) factors that affect employee performance are the employee’s ability to do the job, the level of effort devoted, and the organizational support it receives. In connection with any management function, human resource management activities must be developed, evaluated, and changed if necessary so that they can contribute to the competitive performance of organizations and individuals in the workplace. Factors that influence employees in work, namely the ability of employees to do the job.

From some of the descriptions above related to discipline, it indicates that discipline is the key to improving employee performance. With high work discipline, an individual has high productivity. The effort to create discipline in the organization can be done through clear rules, simple work procedures that can be easily known by the state civil apparatus. A highly disciplined individual tends to be more organized in everything such as entering and returning on time, always obeying the applicable rules and fostering good relations with fellow state civil apparatus, is the main capital for the birth of work ethic in a person which results in improving the performance of the state civil apparatus.
METHOD

Narrative research uses a quantitative approach. Narrative quantitative research is research that describes the status of a group of people, an object, a condition, or a thought, or a class at the present time and uses numbers and graphs. The author determines the research location at SMK Negeri 5 Gowa.

The multiple linear regression formula is as follows which is tested in this study can be expressed in the multiple linear regression equation below:

\[
Y = b + b_1 X_1 + b_2 X_2 + e_i
\]

Description:
- \( Y \) = dependent variable (employee performance)
- \( b_0 \) = constant number
- \( b_1 \) = regression coefficient of \( X_1 \)
- \( b_2 \) = regression coefficient of \( X_2 \)
- \( X_1 \) = independent variable (influence of human resources)
- \( X_2 \) = independent variable (work discipline)
- \( e_i \) = error rate/prediction error (error).

The use of multiple linear regression test models will help to identify each independent variable studied, so that it appears which variable of the independent variables has a significant effect on the dependent variable either partially or simultaneously. Then to determine the effect of human resource development (\( X_1 \)), and work discipline (\( X_2 \)) on related variables, namely employee performance (\( Y \)), the t test is carried out. Furthermore, to determine the effect of independent variables, namely human resource development (\( X_1 \)), and work discipline (\( X_2 \)) on related variables, namely employee performance (\( Y \)) together, the f test is carried out.

FINDINGS AND DISCUSSION

Multiple linear regression analysis is used to determine the direction of the relationship between the independent variable and the dependent variable. The regression equation can be seen from the coefficient test results based on the output. SPSS version 22 on the two independent variables, namely the effect of human resources and work discipline on the dependent variable on employee performance. Based on the constant value, the regression equation is as follows:

**Table 1. Regression Analysis Results**

<table>
<thead>
<tr>
<th>Coefficients*</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
</table>

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Model | B | Std. Error | Beta | t | Sig. | Tolerance | VIF
--- | --- | --- | --- | --- | --- | --- | ---
1 | (Constant) | 4.099 | 1.838 | 2.231 | .030 | | |
| influence of human resources | .761 | .011 | .025 | .305 | .003 | .985 | 1.015 |
| work discipline | .812 | .080 | .829 | 10.165 | .000 | .985 | 1.015 |

| a. Dependent Variable: employee performance |

So

\[ Y = b + b_1 X + b_0 122 X + \epsilon \]

The results of hypothesis testing in this study are as follows:

1. Human Resources
   This hypothesis testing is done through testing the significance of the regression coefficient of the variable. The magnitude of the regression coefficient is 0.761 and the significance value is 0.003. At a significance level of \( \alpha = 5\% \); then the regression coefficient is significant because 0.003 < 0.05 which means that human resources have a positive and significant effect on employee performance so that the first hypothesis of this study is accepted.

2. Work Discipline
   This hypothesis testing is done through testing the significance of the regression coefficient of the variable. The magnitude of the regression coefficient is 0.821 and the significance value is 0.003. At a significance level of \( \alpha = 5\% \); then the regression coefficient is significant because 0.000 < 0.05 which means that employee discipline has a significant positive effect on employee performance so that the second hypothesis of this study is accepted.

1. Hypothesis Testing
   a. F Test
      The statistical F test basically shows whether all the independent variables included in the model have a joint influence on the dependent variable. The test criteria are \( H_0 \) rejected or \( H_1 \) accepted, if the significance level value of \( F_{count} < \alpha = 0.05 \) is also evidenced by if the value of \( F_{count} > F_{table} \). If the significance value of \( F_{count} \) is below \( \alpha = 0.05 \) and if \( F_{count} > F_{table} \) then the independent variables in this study jointly affect the dependent variable.

| Table 2. F Test Calculation Results (Simultaneously) |
| ANOVA³ |
Model | Sum of Squares | df | Mean Square | F | Sig.
--- | --- | --- | --- | --- | ---
1 | Regression | 126.761 | 2 | 63.380 | 52.855 | .000* 
 | Residuals | 56.359 | 47 | 1.199 | | 
 | Total | 183.120 | 49 | | | 

a. Dependent Variable: employee performance  
b. Predictors: (Constant), work discipline, influence of human resources

Source of Data Processed by SPSS 22

Human resource variables (X1), work discipline (x2) on employee performance (Y) at SMK Negeri 5 Gowa with F hitung value of 52.855 which is greater than F tabel (df = 3.18) which means it can have an effect with a significance of 0.000* smaller than the significance level used in this study which is 0.05 (0.000 < 0.05) this shows that the two independent variables simultaneously affect the dependent variable.

b. T-test

The T test is conducted to determine the effect of each or individually independent variable (the influence of human resources and work discipline) on the dependent variable (employee performance) The testing process is carried out by looking at the T valuetabel partial test by paying attention to the significant column and the Thitung value and comparing with the significant level $\alpha = 0.05$ and also comparing the T valuetabel with Thitung. The basis for decision making is:

a. If the significance value $< 0.05$ and Thitung $> T_{table}$, then $H_0$ is rejected $H_1$ is accepted.

b. If the significance value $> 0.05$ and Thitung $< T_{table}$, then $H_0$ is accepted $H_1$ is rejected.

While the results of the t test calculation are shown in the table as follows:

Table 3. T Test Results (Individually)

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>4.099</td>
<td>1.838</td>
<td>2.231</td>
</tr>
<tr>
<td>Influence of Human Resources</td>
<td>.761</td>
<td>.011</td>
<td>.025</td>
<td>.305</td>
</tr>
<tr>
<td>Work discipline</td>
<td>.812</td>
<td>.080</td>
<td>.829</td>
<td>10.165</td>
</tr>
</tbody>
</table>

a. Dependent Variable: employee performance

Source of Data Processed by SPSS 22
Based on Table 3, human resource variable with a positive sign indicates the direction of the relationship, with the T test with the condition that if the value of Thitung > T table then it has a persial effect, for the Thitung value of 0.305 is greater than the T valuetable (df = 2,009) which is reinforced by a significance value of 0.003 smaller than the significance value of 0.05 so that the hypothesis stating "the effect of human resources on employee performance at SMK Negeri 5 Gowa" is accepted. Then H1 is accepted. This means that human resources have a positive and significant effect on the performance of employees of SMK Negeri 5 Gowa.

The work discipline variable with a positive sign indicates the direction of an inverse relationship, with the T test with the condition that if the Thitung value > T tabel then it has a persial effect, for the Thitung value of 10.165 is greater than the T tabel value (df = 2.009) which is reinforced by a significance value of 0.000 smaller than the significance value of 0.05 so that the hypothesis stating "the effect of work discipline on employee performance at SMK Negeri 5 Gowa" is accepted. Then H2 is accepted. This means that work discipline has a positive and significant effect on the performance of employees of SMK Negeri 5 Gowa.

c. Coefficient of Determination R2

The coefficient of determination R2 (Square) essentially measures how far the model's ability to explain the variation in the dependent variable. The coefficient of determination value that is close to 1, the stronger the model.

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.832</td>
<td>.692</td>
<td>.679</td>
<td>1.09505</td>
<td>2.250</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), work discipline, influence of human resources
b. Dependent Variable: employee performance

Based on the SPSS output in Table 4, the results of the calculation obtained the coefficient of determination (R Square) of 0.692 in other words, this shows that the percentage of variation in employee performance that can be explained by the variation of the two independent variables, namely human resources and work discipline, is 67.9 percent while the remaining 32.1 percent is explained by other variables not discussed in this study.

2. Validity and Reliability

a. Validity Test

Validity test is used to see whether a questionnaire is valid or not as a variable measuring tool. In measuring whether a questionnaire is valid or not, it is done by correlating the results of respondents' answers to foreign questions in each variable, where the analysis uses SPSS product moment correlation, where with df = n-2 = 50-2 =
48 and \( \alpha = 0.05 \) then this can be a two-sided table of 0.2353. The results of the validity test in each questionnaire question used in the influence of human resources, work discipline, on employee performance can be seen in Table 5.8.

Table 5. Validity Test of Human Resource Development Variables

<table>
<thead>
<tr>
<th>No.</th>
<th>Statement</th>
<th>R count</th>
<th>R table</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>X1.1</td>
<td>0.193</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>2</td>
<td>X1.2</td>
<td>0.182</td>
<td>0.2353</td>
<td>valid</td>
</tr>
<tr>
<td>3</td>
<td>X1.3</td>
<td>0.136</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>4</td>
<td>X1.4</td>
<td>0.148</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>5</td>
<td>X1.5</td>
<td>0.157</td>
<td></td>
<td>Valid</td>
</tr>
</tbody>
</table>

Source of Data Processed by SPSS 22

Table 5 shows that the human resource influence variable has valid criteria for all question items.

Table 6. Validity Test of work Discipline

<table>
<thead>
<tr>
<th>No.</th>
<th>Statement</th>
<th>R count</th>
<th>R table</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>X2.1</td>
<td>0.763</td>
<td>0.2353</td>
<td>Valid</td>
</tr>
<tr>
<td>2</td>
<td>X2.2</td>
<td>0.768</td>
<td></td>
<td>valid</td>
</tr>
<tr>
<td>3</td>
<td>X3.3</td>
<td>0.829</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>4</td>
<td>X4.4</td>
<td>0.797</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>5</td>
<td>X5.5</td>
<td>0.726</td>
<td></td>
<td>Valid</td>
</tr>
</tbody>
</table>

Source of Data Processed by SPSS 22

Table 6 shows that work discipline has valid criteria for all question items.

Table 7. Employee Performance Variable Validity Test

<table>
<thead>
<tr>
<th>No.</th>
<th>Statement</th>
<th>R count</th>
<th>R table</th>
<th>Description</th>
</tr>
</thead>
</table>

Source of Data Processed by SPSS 22
Table 7 shows that the employee performance variable has valid criteria for all question items.

b. Reliability test
A question can be categorized as reliable if the alpa value is greater than 0.60. Here are the results of the reliability test in this study:

<table>
<thead>
<tr>
<th>No.</th>
<th>Variables</th>
<th>Cronbach’s alpha</th>
<th>Standardized coefficient</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The influence of Human resource</td>
<td>0.911</td>
<td></td>
<td>Reliable</td>
</tr>
<tr>
<td>2</td>
<td>Work discipline</td>
<td>0.911</td>
<td>0.60</td>
<td>Reliable</td>
</tr>
<tr>
<td>3</td>
<td>Employee performance</td>
<td>0.911</td>
<td></td>
<td>Reliable</td>
</tr>
</tbody>
</table>

Source of Data Processed by SPSS 22
Based on table 5.8, which consists of all research variables, each has a Cronbach’s alpha of 0.911, and all variables are declared reliable because they have a Cronbach’s alpha value of more than 0.60.

The human resource variable with employee performance shows a unidirectional relationship direction, with the results of the T test with the condition that if the value of \( T \) thitung > \( T \) table then it has a partial effect, for the Thitung value of 0.305 is greater than the \( T \) values of \( T \) tabel (\( df = 2,009 \)) which is reinforced by a significance value of 0.003 smaller than the significance value of 0.05 so that the hypothesis stating "the effect of human resources on employee performance at SMK Negeri 5 Gowa" is accepted. Then \( H_1 \) is accepted. This means that human resources have a positive and significant effect on the performance of employees of SMK Negeri 5 Gowa.

According to Almasdi (in Panjaitan 2017) human resources are the power of human thinking and work that is still stored within him which needs to be fostered and explored and developed to be utilized as well as possible for the welfare of people’s lives.

This is in line with research conducted by Syukron, 2022, which states that there is a unidirectional influence so that the better HR development, the more it will improve employee performance.

The results of this study are in accordance with the theory put forward by Handoko 1996, which states that human resource development has a broader scope in an effort to improve and increase knowledge, abilities, attitudes and personality traits as an effort to prepare employees to hold job responsibilities in the future. The work discipline variable on employee performance has a direction of relationship using a positive sign, with the results of the T test with the condition that if the value of \( T \) thitung > \( T \) tabel then it has a persial effect, for the Thitung value of 0.165 is greater than the \( T \) tabel value (\( df = 2,009 \)) which is reinforced by a significance value of 0.000 smaller than the significance value of 0.05 so that the hypothesis stating "the effect of work discipline on employee performance at SMK Negeri 5 Gowa" is accepted. Then \( H_2 \) is accepted. This means that work discipline has a positive and significant effect on the performance of employees of SMK Negeri 5 Gowa.

Based on the tests that have been carried out, it can be concluded that the second hypothesis which states that the discipline variable has a positive and significant effect on employee performance, this can be seen in the tests that have been carried out with a \( t \)-count value greater than the \( t \)-table value and a significance value smaller than the Alpha value, so the second hypothesis can be accepted. This is in line with research conducted by (Karnadi & Ediyanto 2022) which states that if work discipline is good, work discipline will increase, and if work discipline is not applied, performance will also decrease.

Based on the regression results in the table above, it shows the effect of human resource variables (X1), work discipline (X2) on the performance of ai staff (Y) at SMK Negeri 5 Gowa with an Fhitung value of 52.855 which is greater than Ftable (\( df = 3.18 \)) which means it can have an effect with a significance of 0.000k smaller than the significance level used in this study which is 0.05 (0.000 < 0.05) this shows that the two independent variables simultaneously affect the dependent variable. Moheriono argues that the underlying characteristics of a person are related to the effectiveness of individual performance in their work or the basic characteristics of individuals who have a causal or causal relationship with the criteria that are used as a reference, effectiveness or excellent or superior performance at work or at certain agencies. This
is in line with research conducted by (Maria 2012), which states that human resource development and work discipline have a positive and significant effect on employee performance.

CONCLUSION

Based on research on the Effect of Human Resource Development and Work Discipline on the Performance of State Civil Apparatus Teachers (PPPK) at SMK Negeri 5 Gowa:

1) Based on the results of the analysis and discussion that the human resource variable has a significant effect on the performance of state civil apparatus teachers (PPPK) at SMK Negeri 5 Gowa. This is indicated by the significance value of human resources of 0.003> 0.05, indicating that the influence of human resources has a significant effect on the Performance of State Civil Apparatus Teachers (ASN) Government Employees with Work Agreements (PPPK) SMK Negeri 5 Gowa. 2) Based on the results of the analysis and discussion that the work discipline variable has a significant effect on the performance of State Civil Apparatus Teachers (ASN) Government Employees with Work Agreements (PPPK) at SMK Negeri 5 Gowa. This is indicated by the significance value of work discipline of 0.000> 0.05, indicating that the effect of work discipline has a significant effect on the performance of State Civil Apparatus Teachers (ASN) Government Employees with Work Agreements (PPPK) SMK Negeri 5 Gowa. 3) Based on the regression results in the table above, it shows the effect of human resource variables, work discipline on employee performance at SMK Negeri 5 Gowa with an Fhitung value of 52.855 which is greater than Ftabel (df = 3.18) which means that it can have an effect with a significance of 0.000 smaller than the significance level used in this study which is 0.05 (0.000 <0.05) this shows that the two independent variables simultaneously affect the dependent variable.

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