

The Role Of Supervision And Work Discipline On Employee Performance

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Abstract

The purpose of this study is to assess the impact of supervision and work discipline on employee performance at the Achilles Tyre Warehouse of PT Matsuoka Industries Indonesia. The study is quantitative in nature. The research population included 45 PT Matsuoka Industries Indonesia employees. The sample size was 45 persons, with an 88% confidence level. In this study, a questionnaire was employed to collect data. SPSS V26 is used to test sample data. Validity tests, reliability tests, normalcy tests, F tests, and T tests were utilised in the investigation. The findings of this study indicate that H2 is acknowledged, implying that there is a positive and significant relationship between supervision and work discipline on employee performance at the same time.

Keyword: *Supervision, Work Discipline, Employee Performance*

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1. INTRODUCTION

Every company is founded with a goal to. Corporate goals can be achieved through the role of the human resources that govern the course of the company. The company was created on the basis of a vision for the benefit of men and in the implementation of its mission, which is managed and cared for by man. Humans are said to be an important resource because, no matter how advanced the technology is, humans are the main actors in the technology itself. As the growth and development of the economy in Indonesia increase, the competition between entrepreneurs is also increasing. Everyone tries to integrate their company into all aspects of its organization of a company. The phenomenon obtained was a decline in worker performance due to a lack of supervision and work discipline. Supervision as a management function plays a crucial role in achieving the objectives, as supervision can prevent the possibility of deviations that can be corrected or immediately corrected. According to Handoko (2015), control is the invention and application of methods and devices that ensure that the plan is implemented as intended. It can be positive or negative. The purpose of positive training is to know whether the goals of the organization are achieved effectively and efficiently. Negative control seeks to ensure that unwanted or necessary actions do not occur or occur

again. The established company has its own rules that must be followed as a form of internal discipline within the organization. According to Saepudin (2022), work discipline is the process of training employees to change their behavior or attitude to conform to the rules that exist in each company so that internal activities can run effectively. Efficiency is a big problem in the company. Satisfactory staff performance does not come by itself but is required through continuous processes and evaluations. Performance is the result of work achieved during a certain period of time in the performance of assigned tasks and responsibilities. Success in improving staff performance is directly related to the superior and the discipline of work. Performance is expected to be achieved when a person has the strength and ability that correspond to his needs in fulfilling his duties and responsibilities.

2. LITERATURE REVIEW

(1) Surveillance

Monitoring is a systematic effort to determine the standards of implementation and the objectives of planning and to ensure that all work is carried out in accordance with the planned (Sudrajat, 2022).

(2) Work Discipline

Good work discipline can be seen from the high level of awareness in the employee in obeying and adhering to all applicable rules and the great sense of responsibility to the duties of each employee. (Kushendar, et al., 2023).

(3) Employee Performance

Performance can generally be understood as the success of a person in carrying out a job, good performance is the performance that follows the procedures or procedures in accordance with the standards that have been established (Sudrajat, 2022) Job Performance or Actual Performance which means the performance of the work or the accomplishment of things achieved by an employee or organization in performing its functions according to the responsibilities given. (Sudrajat et al., 2023).

3. RESEARCH METHOD

This research uses quantitative methods. The research was conducted at the Achilles tire warehouse at PT. MATSUOKA INDUSTRIES INDONESIA with a research population of 45 people who are employees at that place. Sampling used a saturated sampling technique. Saturated sampling technique is a sample determination technique when all members of the population are used as samples (Kushendar, 2022).

The data used for research was collected using a questionnaire. A questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer (Kushendar, 2022).

Hypothesis

H1: Supervision has a positive influence on employee performance

H2: Work supervision and discipline have a positive influence on employee performance

Framework

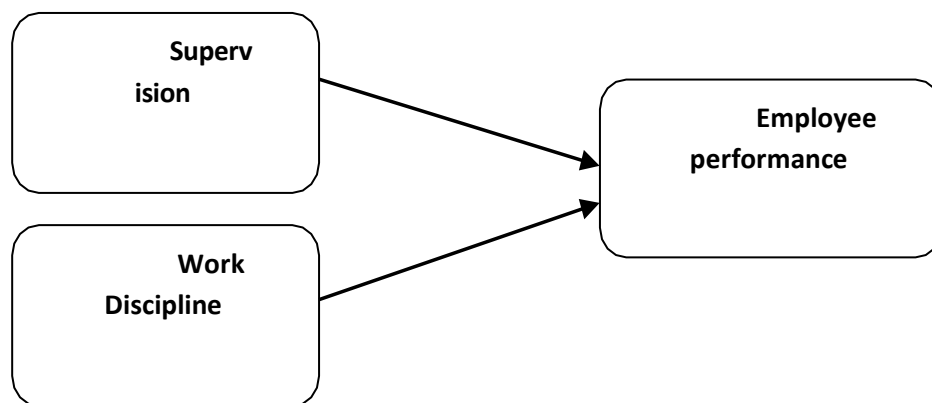


Figure 1. Framework of Thought

4. RESULT AND DISCUSSION

a. Reliability Test

Table 1. Reliability test results

Va riable	Reliabilit y Value	Info rmation
X1	0.788	Relia ble
X2	0.875	Relia ble
Y	0.822	Relia ble

The author processed the data using SPSS V26 for Windows.

The table above shows that all statements are reliable or good. This can be seen from the Cronbach Alpha values $X1 > 0.7$, $X2 > 0.8$, and $Y > 0.8$. In other words, all of these research statements can be used to analyze research.

b. Simple Linear Regression Test

Model Table 2. F Test

Model	M				
	odel	Sum Of Squares	f	M ean Square	F ig
	R egressio	153 3,387		8 15,733	3 3,887 .001b

n			
Residual	575,881	8	23,333
Total	2310,358	1	

A. Dependent Variable: Performance

B. Predictors: (Constant), Discipline, Supervision

The author processed the data using SPSS V26 For Windows. From the test results above, it is known that the significance value for supervision and work discipline is $0.000 < 0.05$ and the calculated f result is $33.887 > f$ table 3.45, so it can be concluded that supervision and work discipline simultaneously influence Y. Which means H3 can be accepted.

T Test

Table 3. T Test

Model	Unstandardized Coefficients	Standardized Coefficients			
	B	Std. Error	Beta	t	Significance
(Constant)	8,157	7,288		1,265	.218
Supervision	,208	,303	,082	,518	.508
Discipline	1,535	,355	,753	3,315	.001

The author processed the data using SPSS V26 For Windows. From the test results above it is known that:

- The significance value of the monitoring variable (X1) is $0.218 > 0.05$ and t count
- The significance value of the supervisory variable (X1) is $0.001 < 0.05$ t counting $X2 \ 3.315 > t$ table 2.035, then the variable of the work discipline (X2) influences against Y and means H2 is accepted. The impact of labor discipline on employee performance has been studied, and it has been discovered that there is a positive and significant relationship between work discipline and company performance.

CONCLUSION

Based on the results of the above research, on the impact of supervision and work discipline on the performance of employees in the Achilles tire warehouse at PT. Matsuoka Industries Indonesia, the researchers can conclude that:

- 1) The supervision drawn through the establishment of standards of execution or planning, the measurement of work, the evaluation of performance, and the corrective

action in part have no positive effect on employee performance, since the supervision is only one of the small factors in the company to improve the quality of employee's performance.

- 2) This means that with a disciplined employee in the workplace, that is, by following the rules that exist, the employee's performance also improves. Simultaneously supervision and work discipline have a positive impact on employee performance.
- 3) It is better that the indicators of corrective action contained in surveillance can be given more attention so that employees can know what is lacking in their performance and can repair and re-improve their performance. For readers to be able to expand research by doing research in the area or other companies.

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