

The Effect of Working Hours and Work Discipline in Reviewing Employee Performance

Putri Munggarani Soeryanto¹, Anggaraini Soemadi¹
¹University of Tangerang

*Correspondence: Putri Munggarani Soeryanto
Email: Putrimunggaranis@gmail.com

Accepted: Juli, 2023

Published: September, 2023



Copyright: © 2023 by the authors. Submitted for possible open access publication under the terms and conditions of the Creative Commons Attribution (CC BY NC) license (<http://creativecommons.org/licenses/by/4.0/>).

Abstract: This study purpose to determine the effect of working hours and work discipline on employee performance. Data collection was carried out using the questionnaire method with the sampling technique using the non-probability sampling method. Respondents in this study were 50 production employees. Data analysis in this study used SmartPLS 4.0 to test the hypothesis with the PLS approach, carried out in two stages, namely testing the inner model and outer model. The outer model test is carried out to prove the validity and reliability of all indicators for each variable. The inner model test is carried out to test between variables according to the hypothesis. The results of the study partially show that working hours have a positive and significant effect on employee performance, while work discipline has no effect on employee performance. Basically, the higher the discipline of employees, the higher the performance of employees, because usually employees have high disciplinary behavior, they feel responsible for the work or regulations made by the company, if employees comply with all company regulations, the company can realize its goals.

Keywords: Working Hours 1; Discipline 2; Employee Performance 3

INTRODUCTION

Human resources play a very important role for companies, because they are the most important driver for the smooth running of an organization or company. Companies must also set a strategy on how to improve employee performance. Because if the company has good performance, the company will get good performance and image in the eyes of consumers. Conversely, if the company has poor performance, the company will get a bad image (Qomariah et al., 2016). Every company always expects its employees to excel and will provide optimal work results for the company. A successful organization is largely determined by an increase in superior and quality human resources, for that it must be managed to get good performance (Roni dkk., 2018). From the results of interviews conducted with 15 employees, it was found that there were phenomena that occurred within the company, namely employees who were still unable to work more than 10 hours, there were still employees who skipped work hours, employees who had not been able to reach the target.

Performance with working hours is closely related to each other, in this case working hours can affect employee performance. The length of working hours is usually agreed at the start of the employment contract with the company, but beyond that, companies often require their employees to work longer hours beyond the agreed time limit, due to work that has not been completed or has not reached the target, this method is indeed profitable for company but has a bad impact because it will cause work stress on the employee. Due to increasing working hours, employees will feel tired and this can also affect work productivity. Inappropriate working hours cause a decrease in employee morale, if this situation continues to occur it will lead to poor work performance such as lack of discipline, not wanting to develop oneself because there is no time, lack of interaction between employees which can reduce the level of cooperation, of course this this is not good for employee performance and the future of the company (Siregar dkk., 2020).

Research conducted previously by the results of the study (Neksen dkk., 2021) state that working hours have a positive impact on worker execution. It is clarified that the expanding working hours, the superior the representative execution. Meanwhile, research (Immawati, 2022) states that working hours have a negative impact on worker execution. It is clarified that in the event that working hours increment, it'll decrease representative execution. From the

results of the interviews, there were also employees who were late for more than 5 times. If employees have a high level of discipline, the employee will produce good performance because they feel responsible for the work assigned to them. This can encourage passion and employee morale.

METHOD

The method used in this study uses a causality (cause and effect) quantitative approach. The data used in this study are secondary data and primary data taken by means of questionnaires, interviews and observations at the research site. The data analysis method used in this paper is descriptive statistical analysis and regression analysis using statistical software, namely SmartPLS V4.0, to be able to analyze data and hypotheses. The sampling technique in this paper is non-probability sampling. In taking samples, the authors use saturated sampling technique, with a total of 50 respondents in the production section.

RESULTS AND DISCUSSION

Result

Tabel 1. Validity and Reliability Test

Variabel	Indicator	Loading Factor	Cut Value Loading Factor	AVE	Cut Value AVE	Validity Convergen
<i>Working Hours</i>	X1.5	0.770	0.7			Valid
	X1.7	0.790	0.7	0.658	0.50	Valid
	X1.8	0.8870	0.7			Valid
	X1.9	0.708	0.7			Valid
	X1.10	0.851	0.7			Valid
	X1.11	0.849	0.7			Valid
	X1.12	0.811	0.7			Valid
<i>Work Discipline</i>	X2.3	0.818	0.7			Valid
	X2.10	0.822	0.7	0.616	0.50	Valid
	X2.11	0.720	0.7			Valid
	X2.12	0.741	0.7			Valid
	X2.13	0.817	0.7			Valid
<i>Employee Performance</i>	Y.1	0.749	0.7			Valid
	Y.5	0.798	0.7			Valid
	Y.9	0.792	0.7			Valid
	Y.10	0.744	0.7			Valid
	Y.11	0.903	0.7	0.632	0.50	Valid
	Y.12	0.876	0.7			Valid
	Y.13	0.824	0.7			Valid
	Y.14	0.736	0.7			Valid
Y.15	0.713	0.7			Valid	

The results of the PLS analysis in the table above show that all indices have load factor values above 0.7 and all constituents have AVE values above 0.50, requiring all indices for each constituent. satisfies the criteria and satisfies the convergence validity number. It can also be seen that the AVE value for Working Hours is 0.658 greater than the AVE cut value of 0.50 and a loading factor value of 0.7, so this number is declared valid. Work Discipline has an AVE value of 0.616 greater than the AVE cut value of 0.50 and the loading factor value is greater than the loading cut value which is equal to 0.7, so the number is declared valid. Employee performance has an AVE value of 0.632 which is greater than the AVE cut value of 0.50 and has a loading factor value that is greater than the loading cut value of 0.7, so the number is declared valid.

Tabel 2. Composite Reliability Dan Cronbach Alpha

Variabel	Composite Reliability	Cronbach Alpha
Working Hours	0.913	0.918
Work discipline	0.845	0.862
Employee Performance	0.926	0.934

Based on the comes about within the table over, the combined unwavering quality and Cronbach's alpha values are shown to be greater than 0.70. From this we can conclude that the questionnaires used were consistent and reliable.

Tabel 3. Significant Test Results

Construct	Original Sample	Mean Sample (M)	Standart Deviation	T Statistic (O/STDEV)	P Values
Working Hours Terhadap Kinerja Karyawan	0.851	0.854	0.086	9.851	0.000
Disiplin Kerja Terhadap Kinerja Karyawan	0.103	0.106	0.097	1.062	0.289

H₁ Working Hours affect Employee Performance

Working Hours on Employee Performance, The path coefficient value would be 0.851, the p-value would be 0.000, and the t-statistic would be 9.851 (t-stat > t-table 1.96) or p-value (0.000 t-table 1.96).

H-2 Work Discipline influences Employee Performance

The labor discipline path coefficient value for employee performance is 0.103, with a p-value of 0.289 seconds and a t-statistic of 1.062 (t-stat < 1 > 0.05). Shows that labor discipline does not affect employee performance. This means that the second hypothesis was rejected because the value of the t-statistic to satisfy the requirement is (t-statistic > t Table 1.96).

Tabel 4. Coefficient of Determination (R Square)

	R Square	R Square Adjust
Employee Performance	0.868	0.863

Based on the table above, the R Square Adjusted value is 0.863. So it can be concluded that the influence of motivation, personality and organizational culture is 86.3%. While the remaining 13.7% (100% - 13.7%) is influenced by other variables outside the regression model of this study.

Discussion

Working Hours have a positive effect on employee performance

This research was conducted on 50 respondents in the production department of PT. BMA and resulted in an influence between Working Hours (X1) and Employee Performance (Y) based on the value (R Square) of 86.3%, the calculation of the hypothesis t statistic of 9.581 > 1.96 and p Value 0.000 < 0.05, this indicates that Working Hours (X1) features a positive impact on representative execution. This shows that a person agrees that if the working hours imposed by the company are appropriate, they can work 8 hours and a maximum of 12 hours (overtime). Thus it can be concluded that the working hours variable has a direct relationship with employee performance. Appropriate working hours will improve employee performance because appropriate working hours and not exceeding the limit will keep employee morale maintained, if employee enthusiasm increases, productivity increases, if productivity increases, performance will also increase.

In accordance with previous research conducted by (Tulhusnah & Puryantoro, 2019) where working hours are the time that has been made by the company's policy to carry out an activity or job. The length of working hours can have a positive effect on employee performance which can be explained theoretically, namely the better the company's working hours, the better the performance of its employees.

Work Discipline has no effect on Employee Performance

This research was conducted on 50 respondents in the production department of PT. BMA and resulted in an influence between Work Discipline (X2) on Employee Performance (Y) based on the value (R Square) of 86.3%. The test results show that the Coefficient of Work Discipline has a value that does not have a positive effect, namely (0.103) on Performance Employees with t statistic ($1.062 < 1.196$) or p value ($0.289 > 0.05$) means that the first hypothesis is rejected.

From the calculation results, it can be interpreted that the work discipline of employees at PT. BMA is high, so it does not necessarily move forward the execution of its representatives. This means that even though the discipline is good including attendance, obedience to work regulations, adherence to very good work standards cannot affect the performance of its employees. Basically, the higher the teach of workers, the higher the performance of employees, because usually employees who have high disciplinary behavior feel responsible for the work or rules made by the company, if the employees comply with all company rules, the company can realize its goals. Even though work discipline does not affect the performance of its employees, the company is not half-hearted in implementing the discipline of its employees.

The results of this study are also in line with the results of research (Jufrizen, 2018) which states that work discipline partially does not affect the performance of its employees, although it does not affect the company will always maintain and pay attention to the discipline of each of its employees, because with high discipline, the company's goals will come true.

CONCLUSION

The reason of this consider is to decide the affect of working hours (X1) and work teach (X2) on worker execution (Y) using a case study of PT production workers. Belka Mandiri Abadi Sentosa, 50 respondents. Based on the results of the previous hypothesis test, we can draw the following conclusions.

1. The test results show that the first hypothesis mean t-statistic ($9.851 > 1.96$) or p-value ($0.000 < 0.05$) indicates that the working hours coefficient has a significant positive impact of (0.851) on employee performance. indicates that you are giving Accepted. This indicates that working hours have a positive impact on employee performance.
2. The test results show that the Coefficient of Work Discipline has a value that has no effect and is not significant in a positive direction, namely (0.103) on Employee Performance with the t statistic ($1.062 < 1.196$) or p value ($0.289 > 0.05$) meaning that the first hypothesis is rejected. This shows that Work Discipline has no effect and is not significant on Employee Performance.

REFERENCES

- Aulia, a. (2020). Goal setting theory vs reinforcement theory: in ruh perspective theory. Prosiding seminar nasional magister psikologi universitas ahmad dahlan, 1(0), art. 0.
- Dalimunthe, w. M. (t.t.). Pengaruh jam kerja dan tanggung jawab kerja terhadap kinerja karyawan honorer di kantor walikota medan.
- Dean, a. Z. (2022). Pengaruh pelatihan kerja dan motivasi kerja terhadap kinerja karyawan di era pandemi covid-19 dalam perspektif ekonomi islam (studi kasus pada karyawan yang bekerja sebagai pramuwisata di kota bandar lampung) [undergraduate, uin raden intan lampung]. <https://doi.org/10/2/full%20skripsi%20dean%20ayuningtyas.pdf>
- Jufrizen, j. (2018). Peran motivasi kerja dalam memoderasi pengaruh kompensasi dan disiplin kerja terhadap kinerja karyawan. <http://publikasiilmiah.ums.ac.id/handle/11617/9974>
- Neksen, a., wadud, m., & handayani, s. (2021). Pengaruh beban kerja dan jam kerja terhadap kinerja karyawan pada pt grup global sumatera. Jurnal nasional manajemen pemasaran & sdm, 2(2), art. 2. <https://doi.org/10.47747/jnmpsdm.v2i2.282>
- Pratiwi, e. A. (2018). Pengaruh disiplin kerja terhadap kinerja karyawan di rumah sakit umum darmayu ponorogo tahun 2018.

-
- Roni, k. A., moein, a., & effendi, n. I. (2018). Determination of work motivation and its implication on employee performance secretariat of kpu se-province jambi. *International review of management and marketing*, 8(6), 72.
- Sinambela, lijan, sinambela sarton (2019). Performance management, management, performance measurement and implication. Leuwinanggung: pt. Rajagfrindo persada.
- Sihaloho, r. D., & siregar, h. (2020). Pengaruh lingkungan kerja terhadap kinerja karyawan pada pt. Super setia sagita medan. *Jurnal ilmiah socio secretum*, 9(2), art. 2.
- Siregar, a. R., marbun, p., & syaputri, y. (2020). Pengaruh budaya kerja dan jam kerja terhadap kinerja karyawan pada pt. Latexindo toba perkasa binjai. *Jurnal ilmiah manajemen dan bisnis (jimbi)*, 1(1), 101–110.
- Siti asriah immawati. (2022). Working hours dan disiplin kerja serta dampaknya pada kinerja karyawan. *Jurnal penelitian ekonomi manajemen dan bisnis*, 1(3), 24–33. <https://doi.org/10.55606/jekombis.v1i3.425>
- Tulhusnah, l., & puryantoro, p. (2019). Pengaruh jam kerja dan disiplin kerja terhadap stres kerja karyawan di kantor kecamatan kapongan kabupaten situbondo. *Jesya (jurnal ekonomi dan ekonomi syariah)*, 2(2), art. 2. <https://doi.org/10.36778/jesya.v2i2.67>
- Zainal, veitzal et al (2019). Human performance evaluation in the company. Pegadungan: cv. Campus
- Qomariah, N., Sari, M. I., & Budiarti, D. A. (2016). Perbandingan Kinerja Reksadana Syariah Dan Reksadana Konvensional (Pada Reksadana Saham Dan Reksadana Pendapatan Tetap Yang Terdaftar Di Bei Periode 2010-2014). *Jurnal Keuangan Dan Perbankan*, 20(3), 417–427. <https://doi.org/10.26905/jkdp.v20i3.273>