The influence of discipline and work abilities on employee performance in the assembling section of PT. Hilex Indonesia

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ABSTRACT
This research is quantitative research that uses methods based on the philosophy of positivism, with the aim of testing predetermined hypotheses. The measurement instrument in this research is an ordinal scale questionnaire with a Likert scale. The research population was 180 employees of the assembly section of PT Hi-lex Indonesia. The sampling technique used is Simple Random Sampling, using the Slovin formula to determine the number of samples. The calculation results show that the required sample size is 65 respondents. This research analysed the influence of discipline and workability on employee performance. The research results show that discipline and workability partially positively and significantly affect employee performance at PT. Hilex Indonesia. Workability received the highest score, indicating that ability is the dominant variable influencing employee performance. The analysis results also show that discipline and workability simultaneously positively and significantly affect employee performance by 78%. In comparison, the remaining 22% can be explained by other variables outside the research. From the results of the questionnaire description, the lowest variable of discipline is competence. Therefore, it is recommended that management train employees to improve their competence. Employee abilities also need to continue to be improved, and management is advised to provide additional motivation so that employee morale remains optimal.

1. INTRODUCTION

In the era of globalization, competition in the business world is getting tighter. Various new companies have emerged both in the manufacturing and service sectors. Every company competes to offer its products or services with their advantages and specialties. The goal is to win the competition and gain considerable profits or profits. With the development of technology and the development of the number of workers, company leaders are trying to maintain the company's good name in terms of marketing the products they produce, where each company tries so that their products can meet the needs and tastes of customers and be able to compete in the market. It is natural for every company leader to want his company to develop further (Hussain et al., 2024).

Meanwhile, human resources are essential for companies to increase their effectiveness and efficiency, as human resource management is one of the company functions.

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With this professional human resource management arrangement, employees are likely to work productively. Professional employee management must start as early as possible, from employee recruitment, selection, classification, and placement of employees according to their abilities, expertise, skills and career development.

Performance is a description of an activity's achievement level in realizing the organization's goals, objectives, vision and mission. External and internal factors influence the performance of a person or group, internally from the employee concerned and internally from the company or externally from the surrounding environment and the current Indonesian economy. For this reason, every employee should work as hard as possible to achieve these goals. If there is a difference between targets and results in the future, it is necessary to carry out an employee performance assessment to explore why this happened. Work motivation is one of the factors that determines whether employees do work. Even though employees have maximum abilities and are supported by adequate facilities, there needs to be more motivation among the employees so the work will run as expected. Motivation is the willingness to use a high level of effort for company goals, which is conditioned by the business's ability to meet individual needs. This high motivation will create a commitment to their responsibility in completing each job.

PT Hilex Indonesia is a company that operates in the field of mechanical or electrical control cables for automotive vehicles, both two-wheeled and four-wheeled motorized vehicles. PT Hilex Indonesia focuses on quality and consumer satisfaction because consumers today are critical of product selection. Therefore, PT Hilex Indonesia always tries to improve product quality.

Several factors hinder the performance of PT Hilex Indonesia employees, one of which is checking work equipment in the work environment, which results in the production process being hampered, and not placing work equipment in the space provided results in the workplace looking untidy and messy. Moreover, cleanliness in the work environment could be more optimal, which results in components that have been dropped not being able to be reused.

Based on field study data, employee absenteeism has increased from year to year; in 2018, the number of absentees was 118; in 2018, it increased to 142; in 2019, there was an increase to 151. This, if left unchecked, will have an impact on employees. On the other hand, employees' workability is still decreasing. Employees' workability will remain the same as the company's target if allowed. Therefore, the company always directs its employees so they can understand.

Field data also revealed that employee performance processes were less than optimal, causing a decline in product quality levels; in this case, the decline that would occur was in the process of achieving targets set by the company. Apart from that, employee placement is based on something other than educational background. That is why some employees must match their job knowledge and field. There are even employees whose work experience is not by the main duties and functions in the company; there needs to be more control in the field, which is not carried out optimally by the leadership. Then another obstacle faced by PT Hilex Indonesia is that there is still a lack of motivation or initiative in the employees who work so that employees who work in their field result in a decrease in the ability and willingness to develop themselves and innovate employees for the continuity of the company's activities.

Good discipline reflects the extent of a person's responsibility for the tasks assigned to him. A person is said to have high work discipline if the person concerned is consistent, adheres to principles, and is responsible for the tasks entrusted to him. Work discipline is a tool that managers use to communicate with employees so that they are

willing to change their behaviour and as an effort to increase a person's awareness and willingness to comply with all company regulations and applicable social norms. High work discipline will help improve performance. Work discipline is a person's behaviour, awareness and willingness to comply with company regulations and applicable social norms. Indiscipline by employees means that the targets set by the company cannot be achieved optimally. They are starting from employee delays in handling tasks to their completion. This indicates that employee performance still needs optimal, influenced by work discipline factors. A high and good level of employee discipline will influence the achievement of the targets set by the company. When employees have high awareness and discipline, there will be no delays in handling tasks that must be completed.

Workability is one of the factors that can influence employee performance. The better the employee's ability level, the better the employee's performance will be. Keith Davis identified two significant factors that influence employee performance. Workability is considered an essential factor that significantly influences an employee's performance. Having high work abilities will help employees achieve maximum performance. This is also supported by research by Romansyah, Mubarok, and Yunanto (2013), who found that workability significantly affects employee performance.

Research on the influence of discipline and workability on employee performance in the assembly section of PT Hilex Indonesia is a step to evaluate work discipline, workability and other factors that influence performance. This research is expected to provide meaningful insights to improve the company's operational effectiveness and provide solutions and recommendations to overcome employee performance obstacles.

2. RESEARCH METHODS

The type of research used in this research is quantitative research. Quantitative research methods are a type of research whose specifications are systematic (Zuhroh et al., 2024), planned and structured from the start until the creation of the research design. As stated by Sugiyono (2011), quantitative research methods are based on the philosophy of positivism (Kayani, Mumtaz, Fahlevi, Nasseseredine, & Hadinata, 2024), used to research specific populations or samples (Raihan et al., 2024), collect data using research instruments, and conduct quantitative/statistical data analysis with the aim of testing predetermined hypotheses (Almaida et al., 2024).

In calculating questionnaires and research transport using an ordinal scale. An ordinal scale is used to provide valuable information on answers (Sakib, Akter, Sahabuddin, & Fahlevi, 2024). Each research variable is measured using a measuring instrument in the form of an ordinal scale questionnaire that meets Likert Scale type statements, namely a score of 1 to 5. In this research, the population will be employees of PT Hilex Indonesia in the assembling department, totalling 180 people. To eliminate determining the number of samples from a specific population, the Slovin formula is used as follows:

$$n = \frac{N}{(1 + N.e^2)}$$

$$n = \frac{180}{(1 + 180.(10)^2}$$

n = 64.28 rounded to 65

Based on this formula, a sample can be calculated from a population of 180 people with an error rate of 10%, so the sample is 65 respondents. In this research, the sampling technique used by researchers is the Simple Random Sampling technique. Simple Random Sampling is said to be simple because the sampling of sample members from the population is carried out randomly without paying attention to the strata in the population (Fahlevi & Ouanes, 2024).

3. RESEARCH RESULTS AND DISCUSSION

3.1. Validity Test

Table 1. Validity Test Results Based on Variables Discipline

No	Questionnaire	r count	r table	Decision
1	I am always on time	0.617	0.1455	Valid
2	The distance between where I live and where I work does not affect my punctuality	0.731	0.1455	Valid
3	I am always careful in doing my work	0.786	0.1455	Valid
4	I can complete work according to procedures	0.805	0.1455	Valid
5	The familiarity between workers can make me work optimally	0.796	0.1455	Valid
6	Ready to accept higher responsibilities	0.789	0.1455	Valid
7	I feel that leaders who dare to act decisively in implementing punishment will be recognized as leaders by their subordinates	0.745	0.1455	Valid
8	I always appreciate suggestions from superiors	0.789	0.1455	Valid
9	There is a relationship between employees that improves employee performance	0.342	0.1455	Valid
10	I always apply 5s in the work environment	0.693	0.1455	Valid

Table 2. Validity Test Results Based on Ability Variables

No	Questionnaire	r count	r table	decision
1	I can calculate quickly without the help of calculating tools/calculators	0.570	0.1455	Valid
2	I master statistical formulas related to operations	0.557	0.1455	Valid
3	I can understand all orders from superiors	0.809	0.1455	Valid
4	I understand everything said by my superiors	0.789	0.1455	Valid
5	Training improves skills to improve the quality of work	0.760	0.1455	Valid
6	My education and knowledge are appropriate to my field of work	0.777	0.1455	Valid
7	I am able to do the job because I am experienced	0.779	0.1455	Valid
8	Knowledge in innovation allows me to work optimally	0.806	0.1455	Valid
9	My latest education is in line with my field of work	0.731	0.1455	Valid
10	Training provides opportunities to develop talents regarding work	0.778	0.1455	Valid
11	I can think innovatively	0.812	0.1455	Valid
12	Training provides opportunities to develop talents regarding work	0.789	0.1455	Valid
13	I am able to carry out work easily and carefully	0.769	0.1455	Valid
14	I always remember the message conveyed by my superiors	0.785	0.1455	Valid

Based on the table data above, the employee performance variable (Y) obtained a calculated r value > r table (0.1455), thus all questionnaire items were declared valid. For this reason, the questionnaire used is suitable for processing as research data.

3.2. Reliability Test

Based on the test results in the table above, it shows that the variables discipline (X1), Ability (X2) and employee performance (Y) are declared reliable, this is proven by

Table 3. Validity Test Results Based on Employee Performance Variables

No	Questionnaire	r count	r table	Decision
1	I always carry out my duties well.	0.768	0.1455	Valid
2	I have experience elsewhere	0.667	0.1455	Valid
3	I am able to take initiative at work	0.782	0.1455	Valid
4	I agree that incentive bonuses can increase employee work motivation.	0.759	0.1455	Valid
5	I am always able to complete work according to target	0.799	0.1455	Valid
6	I can complete work according to procedures	0.765	0.1455	Valid
7	I am ready to work overtime if needed	0.773	0.1455	Valid
8	Having a harmonious relationship allows me to work effectively and efficiently	0.794	0.1455	Valid
9	I already know all my obligations to the company.	0.767	0.1455	Valid
10	I am ready to accept challenges from the company	0.759	0.1455	Valid
11	Leaders deserve to be good examples	0.788	0.1455	Valid
12	I can work without waiting for orders from my superiors.	0.596	0.1455	Valid

Table 4. Reliability Test Results

Variable	Cronbatch Alpha	Standard Cronbatch Alpha	Decision
Discipline	0.895	0.600	Reliable
Ability	0.940	0.600	Reliable
Employee performance	0.930	0.600	Reliable

each variable having a Chronbath Alpha value greater than 0.600.

3.3. Classical Assumption Testing

3.3.1. Normality test

The Normality Test in this study used the Kolmogorov-Smirnov Test with the requirement for significance $\alpha > 0.050$. The results of the normality test with Kolmogorov-Smirnov are as follows:

Table 5. Normality Test Results Using the Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test	
	Unstandardized Residuals
N	180
Mean	.0000000
Normal Std. Deviation	3.97165596
Most Absolute	.071
Extreme Positive	.071
Differences Negative	-.057
Statistical Tests	.071
Asymp. Sig. (2-tailed)	.028c

Source: Primary data processed

Based on the test results in the table above, the significance value $\alpha = 0.028$ is obtained, where this value is greater than the value $\alpha = 0.050$ or (0.02 8 < 0.050). Thus, the assumed distribution of equations in this test is not normal.

3.3.2. Multicollinearity Test

The mutlicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation between the independent variables. A good regression model should have no correlation between independent variables.

Source: Primary data processed

Table 6. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Discipline (X1)	,236	4,246
	ability (X2)	,236	4,246

Based on the results of the multicollinearity test in the table above, the tolerance value for each independent variable is obtained, namely discipline of 0.236 and ability of 0.236, where both values are more than 0.10, and the Variance Inflation Factor (VIF) value of the discipline variable is 4.246 and motivation is 4.246 where This value is more than 10. Thus, this regression model does not have multicollinearity.

3.3.3. Heteroscedasticity Test

Heteroscedasticity testing is intended to test whether in a regression model there is inequality of residual variance. One way to detect the presence or absence of heteroscedasticity is with the Glejser test.

Table 7. Heteroscedasticity Test Results Using theGlejser Test

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,057	1,005		4,037	,000
	Discipline	,043	,054	.123	,803	,423
	Ability	-.059	,039	-.232	-1,515	.131
a. Dependent Variable: ABRESID						

Source: Primary data processed.

Based on the test results in the table above, the Glejser test model on the discipline variable (X1) obtained a probability significance value (Sig.) of 0.423 and ability (X2) obtained a probability significance value (Sig.) of 0.131 where both significance values (Sig.) > 0.05. Thus, the regression model on this data does not contain heteroscedasticity interference, so this regression model is suitable for use as research data.

3.4. Descriptive Analysis

Based on the data, there were 118 male respondents or 65.6%, while there were 62 female respondents or 34.4%. Respondents aged between 17-30 years were 103 people or 57.2%, those aged between 31-40 years were 56 people or 31.1%, those aged between 41-50 years were 20 people or 11.1% and Those aged > 50 years were 1 person or 0.55%.

Based on the data, 121 respondents had a high school/vocational school education or 67.2%, 32 people had a diploma or 17.8%, and 27 people had a bachelor's degree or 15%. Furthermore, respondents who worked < 2 years were 13 people or 23.6%, who worked between 3-5 years were 23 people or 41.8%, who worked between 6-8 years were 10 people or 18.2% and who 9 people have worked > 8 years or 16.4%

3.5. *Multiple Linear Regression Analysis*

The following are the results of processed regression data with SPSS Version 22 which can be seen in the following table:

Table 8. Multiple Regression Test Results

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4,734	1,486		3,185	,002
1 Discipline	,305	,080	,248	3,808	,000
Ability	,604	,058	,682	10,459	,000
a. Dependent Variable: Performance					

Based on the results of the analysis of regression calculations in the table above, the regression equation Y = 4,734 + 0.305 X1 + 0.604 X2 can be obtained. From the equation above, it can be concluded as follows: A constant value of 4,734 means that if the discipline (X1) and motivation (X2) variables do not exist then there is an employee performance value (Y) of 4,734 points.

a) A discipline value (X1) of 0.305 means that if the constant remains and there is no change in the motivation variable (X2), then every 1 unit change in the discipline variable (X1) will result in a change in employee performance (Y) of 0.305 points. Test the influence of the discipline variable (X1) on the performance of PT employees. Hilex Indonesia From the calculation results it turns out that the Ha hypothesis is accepted and Ho is rejected because the t-count > t-table value is (3.808 > 1.664) and the significance value obtained is (0.000 < 0.05). This means that partially the discipline variable has a significant effect on the performance of PT employees. Hilex Indonesia.

b) A Ability value (X2) of 0.604 means that if the constant remains and there is no change in the discipline variable (X1), then every 1 unit change in the ability variable (X2) will result in a change in employee performance (Y) of 0.604 points. From the calculation results, it turns out that the Ha hypothesis is accepted and Ho is rejected because the t-count > t-table value is (10,459 > 1.664) and the significance value obtained is (0.000 < 0.05). This means that partially the ability variable has a significant effect on the performance of PT employees. Hilex Indonesia.

From the research results, it can be seen that the independent variable that most dominantly influences the dependent variable is the work ability variable which has the largest β (Beta) coefficient value, namely 0.604 compared to other independent variables, so work ability is the most dominant variable in influencing the performance of PT employees. Hilex Indonesia.

Table 9. Simultaneous Test

ANOVAa					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	13108.195	2	6554.097	410,856	,000b
1 Residual	2823,555	177	15,952		
Total	15931,750	179			
a. Dependent Variable: Performance					
b. Predictors: (Constant), Ability, Discipline					

From the results of the distribution of F-table values, the F-table value was determined to be 3.89. The results of partial hypothesis testing through the F test obtained F-calculation based on the coefficient value which can be seen in table 4.19 above, showing that the F value = 410.856 with a significance level of (0.000 < 0.05). From the calculation results, it turns out that the hypothesis H1 is accepted and H0 is rejected

because the F-count value > F-table, namely (410.856 > 3.89). So it can be concluded that the independent variables Discipline, Ability to work together (simultaneously) have a significant effect on employee performance at PT. Hilex Indonesia.

Table 10. Results of Determination Coefficient Analysis

Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.907a	,823	,821	3,994

a. Predictors: (Constant), Ability, Discipline
b. Dependent Variable: Performance

Based on table 10, it is known that the correlation coefficient (R) value is 0.907 or close to 1. This means that there is a strong unidirectional relationship between competence and discipline and the performance of PT employees. Hilex Indonesia. The percentage of influence of the independent variable on the dependent variable as indicated by the coefficient of determination (R-square) is 0.823. This means that the ups and downs in the performance of PT employees. Hilex Indonesia is influenced by discipline and work ability by 78% while the remaining 22% is influenced by other variables outside this research.

The results of this research indicate that discipline and work ability partially have a positive and significant effect on the performance of PT employees. Hilex Indonesia, this shows that the ability variable gets the highest value so that discipline becomes the most dominant variable in influencing employee performance. Thus, the better the employee's work ability, the better the performance of PT employees. Hilex Indonesia will continue to increase. Apart from that, the results of this research show that there is a simultaneous influence between competence and work discipline on employee work performance at PT. Hilex Indonesia. From the results of the research that has been carried out, it shows that the two variables, namely competence and work discipline, have an influence on the performance of PT employees. Hilex Indonesia is an important thing that employees must have because it will have an impact on the process of implementing and completing tasks given by the organization so that goals and expectations can be achieved well.

4. Conclusion

Research was conducted on the performance of PT employees. Hilex Indonesia to analyze the influence of discipline and work ability variables on performance. Based on the results of the analysis and discussion in the previous chapter, it can be concluded that discipline has been proven to have a positive and significant effect on employee performance. Work ability is proven to have a positive and significant effect on employee work performance and discipline and work ability are proven to simultaneously have a positive and significant effect on the performance of employees in the assembly section of PT. Hilex Indonesia is approx78% the remainder amounted to 22% explained by other variables outside this research. Based on the description of the questionnaire results, the lowest dimension of the discipline variable is competence. It is hoped that management will hold employee training so that employees can improve their performance. Apart from that, employee abilities must continue to be improved, because employee abilities are one of the factors supporting the success of a company, companies need to provide additional motivation to employees so that employees have maximum work enthusiasm. Furthermore, it is recommended for further research to add other variables

apart from the current variables, so that you will get different research results which will be used as a reference source for other researchers.

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