

**Article info :** *Received:* Sept 2024; *Revised :* Oct 2024; *Accepted:* Nov 2024

Analysis of Work Discipline in Increasing Employee Productivity at PT Metal Fastindo Abadi Tangerang

Vinna Andriyani*Universitas Pamulang, vinna.andriyani.8@gmail.com*

Abstract. *This research is a qualitative research that aims to find out whether the work discipline applied by employees can increase the work productivity of PT Metal Fastindo Abadi Tangerang. This study took 6 (six) respondents, consisting of 4 men and 2 women. The data collection method uses observation, interview and documentation techniques directly to employees. The results of this study indicate that work discipline plays an important role in the performance of employees of PT Metal Fastindo Abadi Tangerang. As a performance assessment, all employees are expected to be disciplined starting from themselves first by attending on time and obeying and obeying the rules in the company so that employees can carry out their responsibilities properly. In addition, to increase the work productivity of PT Metal Fastindo Abadi Tangerang employees, employees are given bonuses in the form of attendance premiums and also rewards from the company if employees work well and exceed the set targets. This has a very good effect on increasing employee work productivity.*

Keywords: *Work Discipline; Employee Productivity*

A. INTRODUCTION

Company activities are influenced by human resources. Because the company's most valuable assets are human resources, who are responsible for realizing the company's policies and operational activities. The resources owned by the company cannot provide good results if they are not supported by human resources who have optimum performance. The company can compete and can survive one of them is having good human resources. In achieving company goals, representative work discipline is needed so that the work efficiency of each worker can be improved. The presence of innovative technological developments as a medium to improve optimal performance and productivity. To achieve optimal productivity, leaders must be able to show superior human resources to continue to compete with their competitors. To achieve company goals, a high sense of discipline is also required. Therefore, it is very important for every employee to maintain a high level of discipline in carrying out their duties to maximize work productivity. By increasing the ability of employees, it can aim to improve operational activities so that they are carried out properly, develop and are sustainable. An employee's work discipline is seen from attendance and is also assessed from the employee's attitude in carrying out work. Employees of PT Metal Fastindo Abadi Tangerang for each year always experience an increase in the number of absences. This illustrates where there is still a lack of

discipline in employees, so that it will contribute to reducing the level of employee productivity. As an example in terms of lack of discipline in employees, among others, many of them are late for work from the predetermined time of entry, employees who often make permits which cannot be denied is a reflection of the high and low level of employee work discipline. Employees who are undisciplined and do not comply with the applicable Standard Operating Procedures (SOP) will be given sanctions in the form of 1-3 warning letters, and if the employee still violates discipline, they will be subject to wage / salary deductions. The company's strategy in developing work productivity is to provide bonuses in the form of attendance premiums and rewards from the company to employees so that they can work more optimally. With good productivity, of course the work will be carried out effectively and efficiently, so that company goals can be achieved.

B. LITERATURE REVIEW

Work Discipline

According to Singodimedjo in Sutrisno (2019:86) work discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the rules that apply around him. According to Sinambela (2016:332) discipline is also useful for educating employees in obeying and complying with existing regulations, procedures, and policies so as to produce good performance. To maintain and improve good discipline is quite difficult because there are many factors that influence it.

Employee Productivity

According to Sedarmayanti (2018:58), productivity is a comparison between the results achieved (output) and the overall resources used (input). According to Kussrianto in Sutrisno (2017:102), suggests that productivity is a comparison between the results achieved with the role of labor unity time. The role of labor here is the use of resources and effectively and efficiently.

C. RESEARCH METHODOLOGY

The type of research used is qualitative research. Qualitative research methods according to Moleong (2017:6) are research that intends to understand the phenomena of what is experienced by research subjects such as behavior, perceptions, motivations, actions and others holistically and by means of descriptions in the form of words and language, in a special, natural context by utilizing various natural methods. Thus, in qualitative research the researcher must explain the occurrence of a phenomenon based on the theoretical framework developed during the research process. In this study, the informants were employees of PT Metal Fastindo Abadi Tangerang, totaling 6 informants. The data analysis technique used is SWOT Analysis using data collection techniques including: Literature Study, Interview, and Observation. As for checking the validity of data using triangulation techniques.

D. RESULTS AND DISCUSSION

Research Source

In this study the authors conducted interviews with 6 (six) employees of PT Metal Fastindo Abadi Tangerang. Mr. Dwi Siswono as Assistant Manager, Ms. Martina as HRD&GA, Ms. Martini as Accounting, and 3 other informants such as Mr. Muhammad Purwadi, Mr. Tri Urip Supriatna, Mr. Didi Subadri as Production Staff.

**Table 1 Similarities and Differences in Interview Results**

| No | Informant | Equation | Difference |
|-----------|------------------|---|---|
| 1 | Informant 1&2 | Both informants are of the same opinion that the sanctions given to employees if employees are not disciplined with existing regulations will be given sanctions in the form of 1-3 warning letters and deductions from wages/salaries. | Informant 1 believes that good work discipline is the rules made by the company and implemented by all employees in the company, while Informant 2 believes that good work discipline is to have good self-management and good time discipline, if these points are difficult to implement, at least employees can carry out their job responsibilities properly, and in my opinion time discipline has a huge influence. |
| 2 | Informant 3&4 | Informant 3 and Informant 4 have the same opinion that the application of work discipline is in accordance with the applicable Standard Operating Procedures (SOP), but there are some employees who do not follow and do not understand these regulations. | Informant 3 believes that the system implemented in the company regarding the implementation of working hours is a continuous system, while Informant 4 believes that the system implemented in the company is a normative system, namely arriving on time. |
| 3 | Informant 5&6 | Informant 5 and Informant 6 have the same opinion that the provision of working hours outside the Standard Operating Procedure (SOP) made by the company, namely there is no change, is still the usual regulation. | Informant 5 believes that the application of work discipline is very influential on employee work productivity, for example production means having to reach targets, when payroll usually gets incentives or bonuses. Meanwhile, Informant 6 believes that the application of work discipline is very influential on employee work productivity, because everyone is not the same. |



But the company fully owns the capabilities that are applied to support employee performance.

Source: Informant Data (2023)

SWOT Analysis

SWOT analysis is the beginning of the strategy formulation process to find a strategic fit between internal factors (strengths and weaknesses) and external factors (opportunities and threats) which is an important factor to determine the work discipline applied can increase employee productivity.

Table 2 SWOT and TOWS Matrix Strategy options

| Strength (Internal Factors) | Weakness (Internal Factors) |
|--|--|
| 1. Employees have competence. | 1. Leaders expect all employees to comply with Standard Operating Procedures (SOP) to improve work productivity. |
| 2. The leader has good discipline in managing the company. | 2. The regulations implemented have not been maximized. |
| 3. The company's performance can continue to increase because the company continues to innovate. | 3. Punishments and sanctions are still not strict for employees who are not disciplined. |

Source: Data Processed (SWOT)

Table 3 SWOT and TOWS Matrix Strategy options

| Opportunity (External Factors) | Threats (External Factors) |
|---|---|
| 1. It has modern machinery that helps the performance of employees in completing the manufacture of plastic molding, diecast, injection plastic products, and polybags in large quantities. | 1. Undisciplined employees make the company slow. |
| 2. Improved employee welfare in the form of rewards from the company. | 2. The lack of assertiveness of leaders in sanctioning employees who do not comply with applicable Standard Operating Procedures (SOP). |
| 3. Relatively conducive environment. | 3. Employee indiscipline decreases work productivity. |

Source: Data Processed (SWOT)

**Table 4 Position in the SWOT Matrix 4 Quadrant**

| No | Internal Factors | Strengths | Weakness |
|-----------|-------------------------|--|---|
| 1 | | Employees have competence | Leaders expect all employees to comply with Standard Operating Procedures (SOP) to improve work productivity. |
| 2 | | The leader has good discipline in managing the company. | The regulations implemented |
| 3 | | The company's performance can continue to improve because the company continues to innovate. | Punishments and sanctions that are still not firm for undisciplined employees. |

External Factors

| No | Opportunity | Strategy S-O | Strategy W-O |
|-----------|--|--|---|
| 1 | Has modern machinery that helps employee performance in completing the manufacture of injection plastic products and polybags in large quantities. | The company provides training in accordance with Standard Operating Procedures (SOP) on understanding how to operate production machinery. | Organize an activity program that can increase the closeness of leaders with their employees. |
| 2 | Improved employee welfare in the form of rewards from the company. | Increase motivation so that employees can be more enthusiastic about doing their job well. | Improved employee performance and dedication. |
| 3 | Relatively conducive working environment. | New ideas and Innovations in the company and supported by all employees. | Establish a disciplined work culture. |



| No | Threats | Strategy S-T | Strategy W-T |
|-----------|---|--|--|
| 1 | Undisciplined employees make the company sluggish. | Production results decreased due to lack of discipline in employees. | The need to add supervision to employee performance. |
| 2 | Lack of assertiveness of leaders to sanction employees who do not comply with applicable Standard Operating Procedures (SOP). | Leaders set an example of discipline within the company. | Educate each role and position so that employees comply with the applicable Standard Operating Procedures (SOP). |
| 3 | Employee indiscipline decreases work productivity. | The company employee wages and welfare. | Create a comfortable work atmosphere to increase work productivity. |

Source: Data Processed (SWOT)

E. CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the results of the analysis and discussion carried out in this research, the researcher draws conclusions and provides suggestions that can be useful for the company and further research.

Work discipline for PT Metal Fastindo Abadi Tangerang can be perceived, that work discipline plays a very important role for the company because if employees do not apply work discipline properly, employee productivity will decrease. PT Metal Fastindo Abadi Tangerang expects all employees to have an attitude of work discipline, by disciplining themselves such as in time management so as not to violate applicable regulations.

Work discipline in increasing the work productivity of employees of PT Metal Fastindo Abadi Tangerang can be perceived, that to increase work productivity, employees are given bonuses in the form of attendance premiums and also rewards from the company if employees work well and exceed the set targets. This has a very good effect on increasing employee work productivity.

Suggestion

Based on the research results and conclusions, several suggestions can be made, namely: For future researchers: To conduct future research, this is in order to see and assess any changes in informant behavior over time. For future research, it can be expected that there will be additional variables, so that this research can develop.

For PT Metal Fastindo Abadi Tangerang: To the company to pay more attention to the work discipline of employees regarding the level of attendance in complying with the applicable Standard Operating Procedures (SOP). Conduct socialization and evaluation to all employees regarding work discipline to be more obedient to the rules.

**REFERENCES**

- Afandi, P. (2018). *Manajemen Sumber Daya Manusia*. (Teori Konsep Dan Indikator). Riau: Zanafa Publishing.
- Ajabar. (2020). *Manajemen Sumber Daya Manusia*. Yogyakarta: Grup Penerbit CV Budi Utama.
- Aspiyah, M. & Martono, S. (2016). *Management Analysis Journal*, 5(4). 2252-6552.
- Asriani, I. U., & Yunita, T. (2019). Upaya Peningkatan Produktivitas terkait Motivasi dan Disiplin Kerja Karyawan. *Jurnal Ilmu dan Budaya*, 41(64).
- Dessler, Gary. (2016). *Manajemen Sumber Daya Manusia*. Terjemahan Diana Angelica. Jakarta: Salemba Empat.
- Fahriani, F., & Syarif, R. (2022). Pengaruh Kompensasi, Disiplin Kerja dan Komunikasi Terhadap Kinerja Karyawan PT. Nikos Distribution Indonesia. *Ikraith Ekonomika*, 1(5).
- Firmansyah, M. Anang. (2018). *Perilaku Konsumen Sikap dan Pemasaran*. Yogyakarta: CV Budi Utama.
- Hasibuan, Malayu. (2017). *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Bumi Aksara.
- Hulu, D., Lahagu, A., & Telaumbanua, E. (2022). Analisis Lingkungan Kerja Dalam Meningkatkan Produktivitas Kerja Pegawai Kantor Kecamatan Botomuzoi Kabupaten Nias. *Jurnal Emba*, 10(4).
- Illanisa, N., Zulkarnaen, W., & Suwarna, A. (2019). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Sekolah Dasar Islam Binar Indonesia Bandung, 1(3).
- Juniarti, A. P., & Indahingwati, A. (2020). Pengaruh Pelatihan, Kompensasi, dan Disiplin Kerja Terhadap Kinerja Karyawan PT Sari Coffee Indonesia. *Jurnal Ilmu dan Riset Manajemen*, 9(10).
- Moleong, Lexy J. (2016). *Metodologi Penelitian Kualitatif*. Bandung: PT Remaja Rosdakarya.
- Pramono, T. S. (2020). Analisis Faktor-Faktor yang Berpengaruh Pada Produktivitas Kerja Karyawan. 1(6). 2686-4924.
- Saefullah, E., Listiawati, & Amalia, A. N. (2017). Pengaruh Beban Kerja dan Stress Kerja Terhadap Produktivitas Kerja Karyawan. *Jurnal Akademika*, 15.
- Sarinah, & Mardalena (2017). *Pengantar Manajemen*. Yogyakarta: Deepublish.
- Sutrisno, E. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Prenadamedia Group.
- Terry, George. R. (2016). *Dasar-Dasar Manajemen*. Jakarta: Bumi Aksara.
- Yohansyah, K. R. A. (2020). Penentuan Strategi Pemasaran Berdasarkan Analisa SWOT Pada Produk Amanah di PT. Pegadaian (Persero) CP. Manado Utara. *Jurnal Emba*, 8(4).
- Yuliani, W. (2018). Metode Penelitian Deskriptif Kualitatif Dalam Perspektif Bimbingan dan Konseling, 2(2).