THE INFLUENCE OF WORK DISCIPLINE AND REWARD PUNISHMENT ON THE PERFORMANCE OF AGRICULTURAL SERVICE EMPLOYEES TULANG BAWANG DISTRICT

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Abstract. *Work discipline at the Tulang Bawang Regency Agriculture Office is essential for optimal employee performance and the quality of services provided. But the level of discipline remains low, with many employees often late or absent without a clear reason more than 5%. This hampers the objectives of the work program. Due to budgetary and regulatory constraints, rewards and punishments have not been formally used. As a result, many employees have become unmotivated, resulting in decreased performance and productivity. The office is submitting a proposal to the local government for better policies to improve employee performance.*

Using a quantitative descriptive approach, this research was conducted at the Agriculture Office of Tulang Bawang Regency. The purpose of this study was to provide a systematic and honest description of work discipline and the penalty system, and how these things have an impact on employee performance. This study involved all 85 employees of the agency, so the sample was almost the same as all employees, namely 84 people. The dependent variable, employee performance (Y), was expected to be influenced by the independent variables (X1) and payment penalties (X2). The study was conducted from June 15 to July 15, 2024.

Based on the results of data analysis and hypothesis testing, it can be concluded that Work Discipline (X1) has an influence of 59.9% on employee performance (Y) at the Tulang Bawang Regency Agriculture Office. In addition, Reward Punishment (X2) also has an effect of 61.9% on employee performance. Simultaneously, Work Discipline (X1) and Reward Punishment (X2) together affect employee performance by 51.2%, with the remaining 48.8% influenced by other factors not examined in this study.

Keywords: Work Discipline, Reward Punishment, Performance.

PENGARUH DISIPLIN KERJA DAN PENGHARGAAN HUKUMAN TERHADAP KINERJA PEGAWAI DINAS PERTANIAN KABUPATEN TULANG BAWANG

Abstrak. Disipilin kerja di Dinas Pertanian Kabupaten Tulang Bawang sangat penting untuk kinerja pegawai yang optimal dan kualitas layanan yang diberikan. Tetapi tingkat disiplin tetap rendah, dengan banyak pegawai yang sering terlambat atau tidak hadir tanpa alasan yang jelas lebih dari 5%. Ini menghambat tujuan program kerja. Karena keterbatasan anggaran dan peraturan, reward dan hukuman belum digunakan secara resmi. Akibatnya, banyak karyawan menjadi tidak termotivasi, yang mengakibatkan penurunan kinerja dan produktivitas. Dinas sedang mengajukan proposal kepada pemerintah daerah untuk kebijakan yang lebih baik untuk meningkatkan kinerja pegawai.

Dengan menggunakan pendekatan deskriptif kuantitatif, penelitian ini dilakukan di Dinas Pertanian Kabupaten Tulang Bawang. Tujuan dari penelitian ini adalah untuk memberikan gambaran sistematis dan jujur tentang disiplin kerja dan sistem hukuman penalti, serta bagaimana hal-hal ini berdampak pada kinerja pegawai. Penelitian ini melibatkan seluruh 85 karyawan dinas tersebut, sehingga sampelnya hampir sama dengan keseluruhan karyawan, yaitu 84 orang. Variabel terikat, kinerja karyawan (Y), diharapkan dipengaruhi oleh variabel bebas (X1) dan sanksi pembayaran (X2). Studi ini dilakukan dari 15 Juni hingga 15 Juli 2024.

Berdasarkan hasil analisis data dan pengujian hipotesis, dapat disimpulkan bahwa Disiplin Kerja (X1) memiliki pengaruh sebesar 59,9% terhadap kinerja pegawai (Y) di Dinas Pertanian Kabupaten Tulang Bawang. Selain itu, Reward Punishment (X2) juga berpengaruh sebesar 61,9% terhadap kinerja pegawai. Secara simultan, Disiplin Kerja (X1) dan Reward Punishment (X2) bersama-sama mempengaruhi kinerja pegawai sebesar 51,2%, dengan sisanya 48,8% dipengaruhi oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

Kata kunci: Disiplin Kerja, Penghargaan Hukuman, Kinerja

INTRODUCTION

The perfection of employees is very important for the smooth implementation of government duties and national development. Therefore, to achieve the goal of national development, namely building a civilized and law-abiding, modern, democratic, prosperous, just and highly moral society, employees, who are part of the state apparatus, serve as servants of the state and servants of the community.

Employees in government agencies are positioned as elements of the State apparatus whose duty is to provide services to the public in a professional, honest, fair and equitable manner in the implementation of state, government and development tasks to the community based on loyalty and obedience to Pancasila and the 1945 Constitution. Implementation of the task properly, employee development is needed to improve the quality of human resources in order to have attitudes and behaviors that are based on devotion, honesty, responsibility, discipline and authority so that they can provide services according to the demands of community development.

Human resources play an important role for organizations. As a system manager, human resources must manage important elements such as competence, discipline, education and training, and comfort level at work so that employees can improve their ability to meet the needs of the organization. Productive human resources will ultimately produce productive human resources as well.

Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with his responsibilities. Performance improvement is the most important thing that both employees and organizations want. Organizations want optimal employee performance to improve work results and organizational profits. Conversely, employees want professional growth and promotion. An effective performance management system is needed to fulfill both desires.

This research was conducted at the Kotabumi District Office, which is located in North Lampung Regency. All employees at the Kotabumi District Office in North Lampung Regency contribute to organizational performance. Thus, the achievement of performance in implementing the predetermined activity program will show the overall performance of the organization.

In Setiawan and Kartika's research, it is known that employees who have high performance are characterized by several things, including: employees can complete tasks appropriately and quickly, employees are willing to comply with applicable regulations in the company, employees are able to work within the specified time, employees can cooperate with other employees in completing work or a task determined by the company. But in reality, employee performance at the Kotabumi District Office, North Lampung Regency is still low (L.N. Kartika & Sugiarto 2014).

According to the Head of the Kotabumi Sub-district Office in North Lampung District, he said that he could not or did not want to be burdened with targets. However, what he emphasized to the employees at the Kotabumi Sub-district Office in North Lampung Regency was how to provide the best possible service. If the community is served well, then of course, just like selling, many people will come to buy. Although it must be admitted that it is not easy, considering that there is a lot of work, sometimes small problems can cause the performance of employees to not be maximized. Furthermore, the Kotabumi District Office of North Lampung Regency also added that the performance that has not been achieved optimally is influenced by several factors, including: many employees still come late, there is still a lack of knowledge and skills to support their work, and there are still employees who do not match their educational background and the tasks they carry.

THE ORETICAL BASIS
Understanding the Academic Competence

Competence is a basic characteristic possessed by an individual that is causally related to meeting the criteria required to occupy a position.

Mujiatun states "competence as a characteristic of a person that can be demonstrated, which includes knowledge, skills, and behavior, which can produce performance and achievement" (Mujiatun 2017). Measurable competencies, skills and knowledge are at the core of the performance management process in all companies.

Based on the description above, the meaning of competence contains a deep and inherent part of a person's personality with predictable behavior in various circumstances and job tasks. Prediction of who performs well and less well can be measured by the criteria or standards used.

Understanding the Work Discipline

Etymologically discipline comes from the English word disciple which means followers or adherents of teaching, training and so on. According to Rahman, work discipline is a tool used by managers to change a behavior and as an effort to increase a person's awareness and willingness to obey all agency regulations and social norms that apply (Rahman 2022).

Basically every agency or organization increases the level of discipline of high employees. High work discipline must always be maintained, it must even be improved for the better. Good discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him. This can encourage the work spirit of the company's goals of employees and society. Therefore, every manager always tries to make his subordinates have discipline.

Understanding the Kinerja Performance

The term performance comes from the word Job performance or performance which means work performance or actual achievement achieved by a person (Faisal 2020). Usually people whose performance is high are called productive people and vice versa people whose performance level does not reach the standard are said to be unproductive or low-performing people. Performance according to Widyaningrum & Widiana is the level of achievement of a person or employee in an organization or company that can increase productivity (Widiana 2020). Based on the definition of performance from several expert opinions above, it can be interpreted that employee performance is closely related to the results of a person's work in an organization or company. The results of the work can concern quality, quantity, and timeliness

RESEARCH METHODS

This research was conducted at the Kotabumi District Office, North Lampung Regency. The research conducted was quantitative descriptive research. This type of research is research that intends to make a systematic, factual, and accurate description of the facts and characteristics of a particular population. The type of research used in this research is field research (field reseach), quantitative in nature where the explanation is objective by explaining existing approaches. Data on the number of employees in this study are all employees at the Kotabumi District Office, North Lampung Regency as many as 21 employees. The independent variables in the study are academic competence (X1) and work discipline (X2) and the dependent variable is employee performance (Y).

RESEARCH RESULTS

From several stages of testing carried out here, the following results can be found: First, from the validity test of the questionnaire data carried out, it was found that each variable used in this study was valid, meaning that the data could be used as a measuring instrument in this study. From the results of the second test, namely the reliability test, the data shows reliable, meaning that the measuring instrument used in this study has the ability to be used as a measuring representation of current research symptoms. The third test, namely the normality test, shows that the data is Normal, meaning that the data can be used or continued to the next test and the fourth is the Homogeneity test, which shows that the data generated in this study is declared Homogeneous.

Based on the results of the tests that have

been carried out, it can be seen that there is a significant influence of the Academic Competency variable (X1) on the performance of the Kotabumi District Office, North Lampung Regency. This is supported by the t value of employee performance of 3.343, and further strengthened by the value of the Coefficient of Determination (KD) = R^2 = 0.587 = 58.7%. Which means that the Academic Competency variable (X1) explains the variation in changes to the Employee Performance variable (Y) at the Kotabumi District Office, North Lampung Regency by 58.7%.

In the test results that have been carried out on the significant effect of the Work Discipline variable (X2) on the performance of the Kotabumi District Office, North Lampung Regency. This is supported by the calculated t value of employee performance of 3.504, and further strengthened by the value of the Coefficient of Determination (KD) = R^2 = 0.393 = 39.3%. Which means that the Work Discipline variable (X2) explains the variation in changes to the Employee Performance variable (Y) at the Kotabumi District Office, North Lampung Regency by 39.3%.

Next, based on the results of the F Test that has been carried out, it can be seen that there is a significant influence of the Academic Competency and Work Discipline variables on employee performance at the Kotabumi District Office, North Lampung Regency. This is evidenced by the obtained f value of 7.118, and strengthened by the coefficient of determination R Squares of 0.442, meaning that the variables of Academic Competence (X1) and Work Discipline (X2) on Performance (Y) are 44.2% and the remaining 52.9% is influenced by other variables not discussed in this study.

CONCLUSION AND IMPLICATION
Conclusion

Based on the results of data analysis and hypothesis testing that has been carried out, regarding the factors (Work Discipline and Educational Reward Punishment) that affect Employee performance (Y) Regional Secretariat of North Lampung Regency. Then the following conclusions can be drawn:

1. The results of quantitative analysis show that the Work Discipline variable (X1) affects employee performance (Y) of the Tulang Bawang Regency Agriculture Office by 59.9%.
2. The second test of the variable reward punishment (X2) affects employee performance (Y) of the Tulang Bawang Regency Agriculture Office by 61.9%.
3. Testing the third hypothesis shows that Work Discipline (X1) and Reward Punishment (X2) simultaneously affect employee performance (Y) of the Tulang Bawang Regency Agriculture Office by 51.2% and the remaining 48.8% is not researched by several other factors.

Implication

The implications of this research are as follows:

1. One of the usual ways is to provide more intensive guidance and support and if necessary, provide appropriate incentives or sanctions to encourage employees to be more responsible for their duties.

2. Start by holding discussions or socialization to explain how these rules and sanctions are designed to create a fair and safe work environment for all. Involve employees in the rule review process, so they feel they have a role in shaping the policy. With this approach, employees will better understand the importance of the rules and feel more involved in their implementation, which in turn can prevent workplace violations.

3. Set clear and measurable targets for each task. Ensure that employees understand the importance of expected results and how their tasks contribute to the organization's goals. In addition, provide necessary guidance and

support, such as training and regular feedback, to help them stay focused. Using a reward system for achieving targets can also increase motivation and encourage employees to be more results-oriented.

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