



The Role of Work Discipline and Work Experience on Employee Performance at PT.Bandar Trisula, Pamekasan Regency, Indonesia

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Abstract

The purpose of this study was to determine the effect of Work Discipline and Work Experience on the Employee Performance. This research is classified as explanatory research with a quantitative approach. The sample used was 32 respondents with saturated sampling technique. The type of data used is primary data, namely collecting data using questionnaires. Analysis of the data used is Multiple Linear Regression with SPSS. The results of this study indicate that Work Discipline has a positive effect on Employee Performance. Likewise, Work Experience has a positive effect on Employee Performance. Simultaneously, Work Discipline and Work Experience affect the Employee Performance.

Keywords: *Work Discipline; Work Experience; Employee Performance*

Introduction

Organizations have various kinds of resources as 'inputs' to be converted into 'outputs' in the form of goods or services. These resources include capital or money, technology to support the production process, methods or strategies used to operate, people and so on. Among the various kinds of resources, human or human resources (HR) is the most important element. Human resource management is part of management science which means an effort to direct and manage human resources within a company so that they are able to think and act as expected by the company. In a company, the potential of human resources is basically one of the capital and plays the most important role in achieving company goals. Therefore, companies need to manage human resources as well as possible. Because the key to a company's success is not only technological excellence, but the human factor is the most important factor. Humans can be said to be the main resource who is able to organize, analyze and control problems that exist within the company.

PT. Bandar Trisula is a national-scale private company engaged in the sole distributor of al-Tex paint from PT. Atlantic Ocean Paint, which was established in 2014, headquartered in Surabaya, East Java, Indonesia. PT. Bandar Trisula has several branches almost all over Indonesia, one of which is in

Pamekasan. PT. Bandar Trisula is a company located in Buddagan Village, Pademawu District, Pamekasan Regency, East Java Province. Products sold include Decorative paint, Industrial paint, Automotive paint and Heavyduty paint. Because the type of business is engaged in the service sector, this company is obliged to provide totality services to its customers, one of which is to improve the quality of human resources. In running the company, it is necessary to have a goal to improve the progress of the company. The purpose of PT. Bandar Trisula, among others, is one of the companies in Indonesia that distributes quality products with technology and innovation.

Work performance is a combination of two factors, namely: the ability and interest of a worker, the ability and acceptance of the explanation of the task delegation, as well as the role and level of motivation of a worker. The higher the three factors above, the higher the success rate of the worker. In addition to the three factors above, a person's level of success in doing work must also be accompanied by a clear division of tasks and responsibilities by superiors, so employees will try to carry out work in accordance with company operational standards. High creativity and initiative, being able to establish cooperative relationships with co-workers, leaders and customers as well as courtesy towards others are the most important things that employees must have to get high employee performance. One that can affect employee performance is work experience and work discipline. Given the large role and position of human resources as employees in the company's business activities, it is necessary to have work experience and high work discipline so that good work mechanisms can be maintained. Therefore, work experience and discipline is something that must be instilled in every employee.

A company is required to have a disciplined view and attitude to increase employee productivity. Work discipline is the most important human resource management function and is closely related to resource management for a company. Work discipline is very important for every employee as the key to success that must be carried out by each individual because good work discipline will provide smoothness in the process of carrying out work. In addition, work discipline is also important in achieving maximum work results in the company. For this reason, this discipline is very much needed for the realization of the mission of an institution. The main sub function of human resources according to Hasibuan is discipline. From this opinion it can be seen that discipline is very important, an attitude of respect, respect, obedience and obedience is a discipline that must be owned by employees..

Purwanto and Hermani, (2017), state that the variables of work experience and work discipline each have a significant, strong and positive influence on employee performance. However, contrary to research conducted by Basari (2012) stated that partially work discipline has an effect on employee performance at PT. Centra Multi Karya Bandung with a less dominant contribution and work experience affects employee performance giving a low contribution and work discipline and work experience simultaneously affect employee performance with a high influence contribution. So that researchers are interested in conducting research on the effect of work discipline and work experience on employee performance.

Based on general observations, the low work discipline of employees is due to a lack of employee awareness in carrying out their duties. In addition, the lack of discipline from employees is caused by employees who still arrive late every day, even to the point that some do not come to work without a clear reason and the lack of employees' ability to carry out their duties. The level of employee performance discipline greatly affects employee performance and affects the productivity of a company. The company does not run well if the management of employees in discipline is not managed properly. So based on the description of the background of the problem above, the researchers are interested in conducting research on "The Effect of Work Discipline and Work Experience on Employee Performance at PT. Bandar Trisula Pamekasan Regency".

Research purposes

The objectives to be achieved from this research are to determine the effect of work discipline partially on employee performance at PT. Bandar Trisula, Pamekasan Regency, to determine the effect of work experience partially on employee performance at PT. Bandar Trisula, Pamekasan Regency and to determine the effect of Work Discipline and Work Experience Simultaneously on Employee Performance at PT. Bandar Trisula Pamekasan Regency.

Theoretical Review and Hypotheses

Previous Research

Purwanto and Hermani, (2017), conducted a study entitled "The Effect of Work Experience and Work Discipline on Employee Performance CV. Bintang Utama Semarang Body Repair Section". This study uses the type of explanatory research, which intends to explain work experience and work discipline on the performance of CV employees. Bintang Utama Semarang Body Repair Section. The results of this study indicate that the variables of work experience and work discipline each have a significant, strong and positive influence on employee performance. Two variables have been tested in stages or together showing the results that the work experience variable (0.724) and work discipline (0.783) simultaneously have a strong relationship to the employee performance variable. The contribution of the work discipline variable is greater than the contribution of the work experience variable, the coefficient of determination (R²) for the work experience variable is 52.5% and work discipline is 61.4%. Basari, (2012), conducted a study entitled "Work Discipline and Work Experience on Employee Performance at PT. Centra Multi Karya Bandung". The method used in this study is a descriptive and verification method with a quantitative approach because the author wants to describe the effect of work discipline and work experience on employee performance. The results show that partially work discipline affects employee performance at PT. Centra Multi Karya Bandung with a less dominant contribution and work experience affects employee performance at PT. Centra Multi Karya Bandung gives a low contribution. While work discipline and work experience simultaneously affect the performance of employees at PT. Centra Multi Karya Bandung with a high contribution of influence. Broto, (2019), conducted a study entitled "The Effect of Work Discipline and Work Experience on Employee Performance at the Central Statistics Agency Office of Labuhan Batu Regency". The type of research used is quantitative research. The results of this study indicate that the variables of work discipline and work experience show a positive and significant influence on employee performance either partially or simultaneously. The predictive ability of these three variables on employee performance in this study was 46.4%, while the remaining 53.6% was influenced by other factors not included in the research model.

Work Discipline

In addition to the above understanding that has been mentioned, the definition of work discipline according to experts will also be conveyed, namely as follows: Singodimedjo (2002), Discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. Good employee discipline will accelerate company goals, while declining discipline will become a barrier and slow down the achievement of company goals (Sutrisno, 2017). According to Simamora (2004), discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms (Rivai, 2004). Hasibuan (2004), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Based on the above understanding, it can be concluded that work discipline is an attitude, behavior, and action that is in accordance with the regulations, both written and unwritten, and if it violates there will be sanctions for the violation.

Work experience

Experience is a learning process and an increase in the development of potential behavior from formal and informal education, or can be interpreted as a process that leads a person to a higher pattern of behavior (Bawono and Singgih, 2010). Manulang (2013), work experience is the process of forming knowledge or skills about the method of a job because of the employee's involvement in carrying out work assignments. Ranupandojo in Iswanto (2012) said that "Work experience and productivity are very related because the measure of the length of time or period of work that is seen as a person can understand the tasks of a job and have done it well. From the description it can be concluded that work experience is the level of mastery of a person's knowledge and skills in his work which can be measured from the period of service and from the level of knowledge and skills he has.

Performance

There are several understandings of performance according to experts which are explained as follows: Wirawan (2009), Performance is the output produced by the functions or indicators of a job or a profession within a certain time. Moh. As'ad (2001), argues that performance is a person's success in carrying out a job. Hasibuan (2001), performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience and sincerity and time. From some of the definitions above, the basis used in this research is Mangkunegara's opinion which suggests that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. So it can be concluded that the definition of the performance of the work of employees both in quality and quantity achieved by employees within a certain period is in accordance with the responsibilities given.

Relationship between Work Experience and Employee Performance

Work experience is the process of forming skills that are formed through the daily work of employees, the longer an employee works, the more experience he gets than new employees. Work experience can be obtained by mastering the work. Kotur & Anbazhagan (2014), found a study that provides evidence that experienced auditors perform better because they have a larger knowledge base to draw from and are more adept at organizing their knowledge. These advantages are beneficial for skill development. Various kinds of experiences that individuals have will affect the implementation of a task. Based on the research of Efendi et al., (2020), there is an influence between work experience and employee performance, but it is not significant. Work experience is the level of mastery of knowledge and skills possessed by employees at work which can be measured from the years of service and the type of work the employee has done during a certain period. This is in line with the theory stated by Robbins and Timothy (2011) that work experience is based on the knowledge and skills possessed by employees. Dokko & Wilk (2009), states that work experience is based on the period of service or the length of time the employee works. Khan et al., (2016), states that work experience is based on the type of work that has been done during a certain period. The size of work experience can affect a person in managing and carrying out performance tasks and employee income levels. So the data obtained shows that there is a gap between theory and reality. Goswami et al., (2021), states that an organization or company will tend to prefer applicants who are experienced rather than inexperienced because those who are experienced are seen as more capable of carrying out the tasks that will be given later. According to Bullock et al., (2009), placement supported by experience will improve performance. Employees who have high experience can foster cooperation in the learning process which can affect the performance of employees (Amoah-Mensah et al., 2018). Experience brings out one's potential. Full potential will emerge gradually over time in response to various experiences. Therefore, the more experience employees have, the better their performance will be. Work experience is supported by a person's length of service, skills, and ability to master work equipment. The more experienced an employee, the ability to complete the tasks assigned by the company, the faster it will be completed properly. The work experience possessed by employees will

support the creation of optimal performance. On the other hand, if employees lack work experience, achieving optimal performance will be difficult. This is in accordance with the results of research from Dalluay & Jalagat, (2016), which states that work experience has a significant effect on employee performance. Research results Epi et al., (2020), stated that work experience has a positive and significant effect on employee performance.

Relationship between Work Discipline and Employee Performance

According to Nurhuda et al., (2019), work discipline is basically always expected to characterize every HR in the organization, because with organizational discipline it will run well and can achieve its goals well too. Every employee must have work discipline within the organization or company, such as complying with written and unwritten regulations that have been set by the company because this can create a conducive and harmonious work environment so that it will have a positive impact on the performance of its employees (Razak et al., 2018). Based on the results of Chrisnanto et al.,(2020), it is stated that companies can pay more attention to employee abilities, remuneration for employees, sanctions for disciplinary violations, tighter supervision in an effort to improve or improve employee performance. These things prove that work discipline is an important factor in improving employee performance (Santoso et al.,2021). With good work discipline from employees such as arriving on time (Marlapa et al., (2020), carrying out work in accordance with what has been determined by the company, obeying company regulations (Mangkunegara et al., (2021), it will be able to improve the performance of these employees so that company targets will be achieved (Azzahra et al., 2019).

Research Hypothesis

The hypotheses tested in this study include the following:

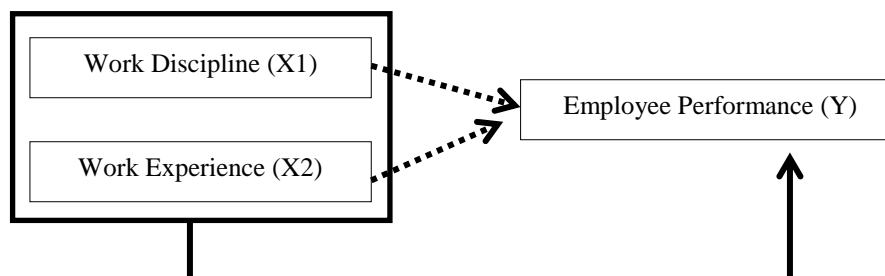
H1: Work Discipline has a partial effect on employee performance at PT. Bandar Trisula, Pamekasan Regency.

H2: work experience has a partial effect on employee performance at PT. Bandar Trisula, Pamekasan Regency.

H3: Work discipline and work experience have a simultaneous effect on employee performance at PT. Bandar Trisula, Pamekasan Regency.

Research Methods

Research Framework



Picture 1, Research Framework

Measures

The variables in this study were measured by a Likert scale with a range from 1 to 5 where 1 was equal to "Strongly Disagree" and 5 equal to "Strongly Agree". The variables studied consisted of Independent variables and dependent variables. The Independent variables include Work Discipline and Work Experience. Work Discipline which are adopted from Hasibuan (2005) and Work Experience which are adopted from (Basari, 2013), while the dependent variables are Employee Performance are adopted from (Setiawan & Kartika 2014). This study uses Multiple Linear Regression with SPSS tool.

Sample

The sample in this study is the Employee at PT. Bandar Trisula Pamekasan Regency, East Java Province, Indonesia as much as 32 employee, the sampling technique is saturated sampling technique. That is by giving a questionnaire to Employee PT. Bandar Trisula. This research includes Explanatory Research.

Result

Multiple Linear Regression Analysis

The data processing process uses multiple linear regression analysis which aims to measure the strength of the relationship between two or more variables. The variables used in this study are Work Discipline (X1), Work Experience (X2) as the independent variable that affects the Employee Performance (Y) as the dependent variable. Based on the results of data processing using SPSS, the results are as in table 1 below:

Table 1, Multiple Linear Regression Analysis Results

Variable	Regression Coefficient (b)	t-test	Sig	Explanation
Constant	58,075			
Work Discipline (X1)	0,476	4,564	0,001	Significant
Work Experience (X2)	0,297	3,987	0,004	Significant

Source: processed data (2022)

Based on the multiple regression equation above, it can be seen that the conclusions are as follows:

1. The constant value is 58,075 which means that if the variables of Work Discipline and Work Experience together do not change or are equal to zero, then the Employee Performance variable is 58,075 which is not influenced by any variables.
2. The regression coefficient value of the Work Discipline variable is 0.476, which means that the Work Discipline variable (X1) has a positive influence on Employee Performance (Y). This means that if Work Discipline increases, Employee Performance will increase.
3. The regression coefficient value of Work Experience is 0.297 which means that Work Experience (X2) has a positive influence on Employee Performance (Y). This means that if employees have a high level of self-confidence, the higher their Employee Performance.

Coefficient of Determination (R Square)

The coefficient of determination is a value that indicates the magnitude of the influence of the independent variable on the dependent variable. The value of the coefficient of determination can be seen in Table 2.

Table 2, Coefficient of Determination Test Results

R	R Square	Adjusted R Square	Std. Error of the Estimate
0,798	0,645	0,614	1,825

Source: processed data (2022)

Table 2 shows the R Square value of 0.645 which means that the Employee Performance is determined by the variables of Work Discipline and Work Experience of 64.5%, while the remaining 35.5% is influenced by other factors that are not included in the independent variables. This research. This means that the selection of Work Discipline and Work Experience variables is good in predicting the Employee Performance.

Hypothesis Testing

T test (Partial Test)

The t test is used to test an independent variable individually affecting the dependent variable. The results of the t-test for the coefficients 1 and 2 can be seen in Table 3.

Table 3, Partial Test Result Recapitulation

Variable	Nilai		Significance	Explanation
	t-test	t-table		
Work Discipline (X1)	4,554	1.671	0,002	Significant
Work Experience (X2)	3,286	2.014	0,003	Significant

Source: processed data (2022)

1. Work Motivation Variable (X1) has a t-count value of 4.554 > t-table of 1.671 with a significance value of 0.002 less than 0.05 ($0.002 < 0.05$), and the regression coefficient has a positive value, then the first hypothesis which states that " Work Discipline has a positive effect on the Employee Performance " is accepted.
2. Work Experience Variable (X2) has a t-count value of 3.286 > t-table of 2.014 with a significance value of 0.003 less than 0.05 ($0.002 < 0.05$), and the regression coefficient has a positive value, then the second hypothesis which states that "Work Experience has a positive effect on Employee Performance" is accepted.

F Test (Simultaneous Testing)

The F test is used to test whether Work Discipline and Work Experience affect the Employee Performance simultaneously by comparing the value of Fcount with F-table with the test criteria if Fcount > F-table then H_0 is rejected and H_a is accepted. The calculation of the F test can be seen in Table 4.

Table 4, F Significance Test Results

Variable	Value		Significance	Explanation
	F-test	F-table		
Work Discipline and Work Experience	47,896	3,34	0,003	Significant

Source: processed data (2022)

From Table 4, it is known that the results of the F test between Work Discipline and Work Experience simultaneously have a significant effect on the Employee Performance with a critical value in the F distribution at a significant level of 95% ($\alpha = 5\%$). So the degrees of freedom/df = $(n-k-1) = 62-$

$2-1 = 59$, then F-table is 3.15 and the Fcount is 47.896 with a significance level of 0.003. Thus it can be said that the third hypothesis is accepted, which states that " Work Discipline and Work Experience have a simultaneous effect on the Employee Performance."

Discussion

Work Discipline has a positive and significant effect on Employee Performance (H1 Accepted)

The results of this study prove that the hypothesis that has been compiled is that Work Discipline affects the Employee Performance. The contribution of the influence of both is positive, which means that the higher the work motivation of employees, the higher the level of Employee Performance.

Work Experience has a positive and significant effect on Employee Performance (H2 Accepted).

The results of this study prove that the variable of Work Experience has an effect on the Employee Performance. The influence of both is positive, which means that the higher the employee confidence, the higher the level of Employee Performance..

Work Discipline and Work Experience simultaneously have a positive and significant effect on Employee Performance (H3 Accepted).

The results of this study prove that the variables of Work Discipline and Work Experience affect the Employee Performance simultaneously which is indicated by the F test. This indicates that the high and low levels of Employee Performance in this study can be determined by Work Discipline and Work Experience at the same time. Employees with high Work Discipline and Work Experience have a high level of Employee Performance.

Conclusions

Based on the results of the analysis and discussion that has been carried out, it can be concluded that:

1. Work Discipline affects the Employee Performance. This means that high work motivation will increase the level of Employee Performance. this means that the first hypothesis is accepted.
2. Work Experience affects the Employee Performance. The higher the Work Experience, The higher the level of Employee Performance. This means that the second hypothesis is accepted.
3. Work Discipline and Work Experience simultaneously affect the Employee Performance. This shows that if an employee has high Work Discipline and Work Experience, the level of Employee Performance will be increase. This means that the third hypothesis is accepted.

Suggestions

Based on the results of the study and the conclusions above, the researchers need to provide suggestions, including:

1. From the research results, it is known that work experience (X2) is more dominant than Work Discipline (X1), this is expected from the increase in work experience and the acceptance of more experienced employees to increase Employee Performance (Y) at PT. Bandar Trisula Pamekasan Regency.
2. It is recommended to all employees of PT. Bandar Trisula Pamekasan Regency to improve discipline at

work, improve knowledge at work, and make more excellent contributions. With this, it is expected to improve the quality of human resources to advance the company to the national level.

3. The company must be able to maintain, maintain and improve the quality of human resources to provide excellent totality service to its customers.
4. For further researchers, the results of this study are expected to be a reference for future researchers who will discuss the same thing in other places. Furthermore, for researchers who want to research about the same variables and objects, it is recommended to pay attention to the results of previous studies in order to get better results.

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