

Human Resource Management in Worker Performance: A Case Study at Distributor Warehouse

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This study proposes to examine the impact of worker discipline on performance at the distributor warehouse of PT Putra Gemilang Prima. Discipline among workers is crucial for sustaining operational efficiency and achieving corporate goals. Data was collected using a quantitative research methodology, surveys were distributed to warehouse workers, and the findings were analyzed employing statistical techniques. The findings reveal a significant positive association between employee discipline and performance, highlighting the imperative of implementing effective disciplinary procedures to enhance staff productivity. The results also provide recommendations for enhancing discipline and performance. This study utilizes a quantitative descriptive methodology, employing data derived from quantitative sources. The study employs a saturation sampling technique for data collection. We conducted the research with a quantitative methodology, employing a survey technique and basic linear regression analysis. Data was obtained through a questionnaire administered to 50 warehouse employees. The study's results indicate that discipline positively and significantly influences worker performance. These findings confirm the importance of discipline as a key factor affecting worker performance in a dynamic work environment.

Keywords: employee discipline, worker performance, business ethics

Introduction

Employee discipline is essential for the success of any firm. It guarantees that employees comply with corporate policies, uphold a high standard of professionalism, and contribute efficiently to the attainment of organizational goals. In warehouse operations, where precision and punctuality are paramount, staff discipline directly influences performance metrics such as efficiency, accuracy, and customer satisfaction. PT Putra Gemilang Prima, a prominent distributor in its sector, encounters difficulties in upholding employee discipline inside its warehouse operations. These issues frequently result in operational inefficiencies, inaccuracies in inventory management, and postponements in delivery timelines. Human resources are a vital component that contributes to the attainment of specified objectives. The efficient administration of human capital is crucial for the development of exceptional human resources. Workers are not only resources; they represent capital or assets for institutions or organizations. Consequently, a novel phrase arises beyond the realm of human resources,

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namely human capital. Employees continually play an active and crucial role in all organizational activities, as they are the architects, implementers, and essential contributors to achieving organizational objectives (Pepen Efendi & Pratminingsih, 2023). The performance of workers is assessed based on the quality and amount of work completed while meeting assigned responsibilities, in alignment with the company's stated criteria. The performance of workers can be evaluated through various factors, notably the motivation and discipline demonstrated by employees in the workplace (Surajiyo, Suwarno, Kesuma, & Gustiherawati, 2021).

Discipline is the commitment to the principles one upholds and the accountability one assumes for them. Discipline is not universally inherent; it fundamentally represents a desirable disposition; however, not all individuals exhibit a disciplined mindset. Discipline is an endeavor to inculcate ideals or impose force, enabling the subject to adhere to a norm (Pepen Efendi & Pratminingsih, 2023). The research findings of Vroom (1964) indicate a consistent conclusion: Discipline affects worker performance. The researcher examined the impact of work discipline (X) on worker performance (Y) at PT Putra Gemilang Prima, recognizing the significance of employee discipline to the organization. The emphasis was on the Gemilang Distributor Warehouse located in Gg. Guntur, Mawar, Central Banjarmasin District, Banjarmasin City, South Kalimantan. This is the location where merchandise is dispatched to all Gemilang stores in Banjarmasin and Palangkaraya. The Gemilang Distributor Warehouse functions as the principal distributor of Gemilang, providing the most extensive selection of building materials in Banjarmasin and Palangkaraya. The extensive scope of work including Banjarmasin and Palangkaraya clients at the Gemilang Distributor Warehouse motivates personnel to enhance their performance continuously. Employees that lack effective and efficient discipline may significantly impair the company's overall performance. Employees that lack effective and efficient discipline may significantly impair the company's overall performance.

The issue at the Gemilang Distributor Warehouse is the lack of discipline among staff. The significant degree of employee negligence in adhering to the provided guidelines underscores this problem. This form of negligence might be seen as employees' inability to acknowledge or understand their bosses' directives. The supervisor directs the employee to deliver the consumer order to an alternate address from that specified during the purchase, although the employee delivers to the original address and fails to comprehend the supervisor's instructions accurately. The consequence of this negligence is that while work is completed, the outcomes are suboptimal due to little errors escalating into significant issues. Employees that fail to execute instructions and obligations effectively exemplify substandard employee quality.

Discipline is described as the attitudes, behaviors, and actions that conform to the company's formal and unwritten regulations. Attitudinal criteria relate to employees' thought and behavior, derived from their self-awareness and willingness to adhere to the company's obligations and regulations (Robbins & Judge, 2017). The discipline of employees profoundly affects performance and overall organizational productivity. The organization cannot operate effectively if staff discipline is not managed appropriately by the management. Given the preceding elucidation of the relationship between work discipline attributes and worker performance (Surajiyo et al., 2021), the author has designated the research "Human Resource Management in Performance: The Distributor Warehouse of PT PUTRA Gemilang Prima: A Case Study From Central Kalimantan.

The present investigation examines the impact of work discipline on worker performance at PT Putra Gemilang Prima. This research elucidates the influence concerning management on enhancing worker performance throughout the company (Hasibuan, 2017). This research aims to enhance employees' understanding of discipline. For corporations this serves as supplementary information for the organization and

stakeholders, which may be utilized to formulate the company's disciplinary policy about employee performance. For the advancement of science, we anticipate that our research will act as a reference for future, more specialized investigations within the discipline. The study seeks to address this issue to bolster the company's strategic initiatives aimed at improving efficiency and sustaining its competitive advantage.

Theoretical Foundations and Hypothesis

Theoretical Background

Vroom's expectancy theory. Victor H. Vroom in his book explains expectancy theory, which is a framework for understanding how individuals make decisions regarding their work behavior based on expectations of certain outcomes (Vroom, 1964). Various factors, including motivation, skills, work environment, and discipline, influence performance. Vroom's expectancy theory (1964) suggests that disciplined behavior is often driven by the anticipation of rewards or consequences. The correlation between discipline and performance has been extensively researched, revealing that disciplined personnel tend to demonstrate elevated productivity, timeliness, and job quality. This research utilizes these theoretical frameworks to analyze the particular dynamics of PT Putra Gemilang Prima. Expectancy theory clarifies the relationship between work discipline and job performance through the impact of incentive. Discipline creates a definitive framework and anticipations, cultivating worker trust that their endeavors will result in benefits. Thus, organizations can improve performance by associating work discipline with relevant and valuable rewards for employees (Vroom, 1964).

Employee discipline refers to adhering to established rules and regulations within an organization. Discipline affects employee performance (Soelton, 2018). People often view it as a behavioral framework that guarantees employees meet performance standards and align with organizational goals. According to Robbins and Judge (2017), discipline serves as a mechanism to correct deviations and promote positive work habits. Conversely, employee performance is characterized as the extent to which individuals successfully and efficiently attain corporate objectives (Pitoyo & Sulistyowati, 2022).

Employee discipline. Discipline as adhering to the rules, policies, and procedures established by the organization (Hasibuan, 2017). Discipline is an important element in creating an orderly and productive work environment (Pitoyo & Sulistyowati, 2022). The performance of workers denotes the individual's capacity to fulfill assigned tasks and responsibilities in alignment with organizational norms (Ganyang, 2018; Jalil, Perizade, & Widiyanti, 2019; Saadah, Mutammimah, Fauziah, & Firmansyah, 2023). Factors that affect performance include motivation, competence, and discipline. The relationship between discipline and performance: According to Robbins and Judge (2017), disciplined employees tend to have higher levels of performance because they are able to comply with work procedures, respect time, and maintain consistency at work.

Human resources are vital as they may leverage the diverse assets inside the firm. Human resources comprise persons within an organization who function as strategists and executors to facilitate the attainment of organizational objectives (Brâncoveanu, 2014). The accessible nature of human resources is crucial, as precise ratios are deemed prerequisites for the successful execution of tasks or actions. The quantity of human resources is crucial in assessing the efficacy and efficiency of task accomplishment. Discrepancies in human resource allocation can lead to suboptimal and inefficient task execution. The function of human resources in organizations encompasses managerial tools, change management to enhance organizational performance, mediation to improve performance, and strategic thinking in the realm of organizational development. This job unequivocally demonstrates the significance of human resources in management. Human capability is essential for attaining

organizational objectives, particularly in the areas of organizing, arranging, directing, managing, and controlling activities. The proficiency of human resources is essential in enhancing the achievements and goals of an organization (Pitoyo & Sulistyowati, 2022). Given the swift pace of technological advancements, organizations cannot afford to remain stagnant. In this era of One Touch One Service, the ability to manage effectively, continuously, and consistently is essential.

Human resource management (HRM). Human resource management is a systematic program for acquiring, developing, maintaining, and utilizing human resources (Pitoyo & Sulistyowati, 2022). The program aims to support the organization in achieving its goals (Winanti et al., 2023). The human resource manager is a person who carries out human resource management functions in a company (Ganyang, 2018). In today's unpredictable and unstable business environment, human resources significantly impact a company, necessitating flexibility and avoiding organizational rigidity. Managing human resources within a company is not easy. Therefore, it is essential to execute effective human resource management within the company (Badri Munir Sukoco et al., 2018). Human resource management is commonly abbreviated as HRM. The HR branch of the organization is tasked with managing human resource needs, encompassing recruitment, training, career development, legal compliance, and employee welfare. Effective HR management entails the involvement of HR managers and their teams with other divisions to ensure visibility during the compilation of specifications and the creation of job descriptions that align with their requirements. The primary objective of human resource management is to guarantee that the organization's personnel possess adequate competencies to facilitate the attainment of objectives (Jalil et al., 2019).

Human resource management enhances effectiveness and efficiency by identifying suitable personnel to fulfill organizational requirements, establishing a work system that optimally achieves corporate objectives, fostering a supportive work environment that guarantees equal opportunities for all, facilitating the individual development of each talent, ensuring the fulfillment of employee rights and responsibilities to prevent harm, and recognizing employees as vital stakeholders in the organization. Companies derive numerous advantages from effective management, including the optimization of human resource quality, enhancement of employee productivity, improvement of job satisfaction and welfare, establishment of a favorable corporate image as an employer, assurance of competency within each division, facilitation of future human resource planning, and attainment of exemplary corporate governance through proficient employment management. Business entities derive numerous advantages from effective management, such as optimizing the quality of their human resources, enhancing employee productivity, improving job satisfaction and welfare, cultivating a favorable corporate image as an employer, ensuring each division is staffed with proficient personnel, facilitating future human resource planning, and attaining exemplary corporate governance through proficient employment man.

Work discipline. Discipline is a managerial action aimed at motivating employees to adhere to the requirements of numerous company regulations. Employee discipline is implemented to enhance and refine employee knowledge, attitudes, and behaviors, facilitating cooperative interactions among employees and improving work performance. Employees who adhere to regulations and exhibit great discipline will foster a more congenial corporate environment, hence positively influencing organizational activities. Establishing work discipline is crucial for the organization, as it ensures order and facilitates the efficient execution of tasks, hence yielding best results. For employees, work discipline positively influences a conducive work environment, hence enhancing their motivation to perform tasks. In an organization's existence, the compliance of its members is essential for the attainment of the company's objectives. Furthermore, a company endeavors to establish policies

that are clear, comprehensible, equitable, and applicable to both senior leadership and junior personnel. There exist various categories of work discipline within it, including proactive discipline. This discipline aims to motivate employees to adhere to numerous norms and regulations to prevent potential misappropriation.

Corrective discipline we implement measures to rectify rule infractions and endeavor to avert future occurrences. Regulations for the Hot Stove: Essentially, it asserts that disciplinary measures should possess analogous attributes to the penalties imposed on an individual for contacting a hot stove. Progressive discipline: The progressive discipline system imposes more severe consequences for recurrent infractions. The aim is to provide employees an opportunity to amend their conduct prior to enforcing harsher sanctions. The evaluation of employee attitudes towards work discipline also considers indications and facets associated with work discipline. The assessment of employee work discipline attitudes also takes into account indicators and aspects related to work discipline. Work discipline exhibits a substantial positive correlation with performance (Kusuma & Novaliza, 2024). Disciplined personnel typically exhibit greater efficiency, adhere to work norms, and facilitate the attainment of company objectives (Ahmad Hudaiby Galih Kusumah et al., 2021). By implementing consistent discipline, firms may foster a productive and competitive workplace. The book *Human Resource Management* defines work discipline as an endeavor to encourage employees to adhere to established regulations to attain corporate objectives (Brâncoveanu, 2014). Discipline establishes order in the workplace, and businesses with a robust culture of discipline generally exhibit superior performance. Job discipline directly enhances performance by constantly meeting job obligations.

Additionally, there exist three indications of job discipline, specifically: Attitude denotes the thinking and behavior of workers, arising from their recognition or readiness to adhere to the company's obligations and regulations, encompassing their attendance and their competence in properly operating equipment. Norms are directives that specify acceptable and unacceptable conduct for employees, providing a behavioral framework. Workers are required to deliberately comply with the company's regulations and to follow the designated operational procedures (Kusuma & Novaliza, 2024). Responsibility is the capacity to execute obligations and adhere to regulations inside the organization. Finalizing the task within the designated timeframe, the worker is obligated to complete the work punctually (Ahmad Hudaiby Galih Kusumah et al., 2021).

Factors that affect work discipline included in compensation, large or small, can affect the enforcement of discipline. The presence of a great leader in the firm is crucial. In an organization, all employees observe how the leader enforces discipline and manages their own words, acts, and attitudes that may undermine established disciplinary procedures. Specific regulations may function as foundational concepts. Discipline development will not be carried out in an organization or company (Winanti et al., 2023). The audacity of the leadership in initiating action is essential. Leadership must exhibit the fortitude to address disciplinary violations by employees in accordance with the severity of the infraction. Regardless of bosses' attentiveness, employees are individuals with distinct personalities.

Worker performance. Performance is determined by the quality and amount of work executed by a worker in fulfilling assigned obligations. This performance can be assessed through the attainment of established objectives, productivity metrics, quality of outcomes, and collaborative capabilities within a team (Sofwatillah, Jailani, & Saksitha, 2024). Employees who meet or exceed standards can be rewarded, while those who fall short may face consequences (Saadah et al., 2023; Badri Munir Sukoco et al., 2018). It is important for management to understand and appreciate employee performance in order to provide appropriate rewards and further development for mutual success. In measuring and analyzing employee performance, there are several types to

consider: quantitative performance data and figures, such as product production, sales, or target achievement, measure quantitative performance. This helps assess the extent to which employees are achieving the goals that have been set (Saputra, 2019). Qualitative performance: The quality of the deliverables, such as customer satisfaction, product quality, or innovation, measures qualitative performance. It assesses the added value that employees provide to a product or service, and individual performance. We assess each employee's performance based on their duties and responsibilities. It demonstrates the effectiveness with which employees accomplish their tasks. Team performance teamwork and its contribution to the achievement of a common goal serve as the basis for measuring team performance. Potential performance: Potential performance measures an employee's ability to grow and provide added value in the future. With indicators, management can clearly see employee performance and make more appropriate decisions to achieve company success.

The subsequent indicators can be utilized to assess the accuracy of task completion and time management in the workplace, as well as the precision of employees in executing their duties. The appropriateness of working hours is reflected in employees' willingness to adhere to company regulations regarding punctuality in entering and departing from work. The attendance rate can be determined by the frequency of employee absences within a specified timeframe. Furthermore, collaboration among employees denotes their capacity to work together effectively to accomplish designated tasks, thereby maximizing overall productivity (Istri, Maheswari, Agus, & Suputra, 2022; Anjelisa & Fatmawati, 2023). Significant factors impacting employee performance are profoundly influenced by several elements. The determinants of performance are: Capability index employee capabilities comprise potential (IQ) and actuality (knowledge + skills) (Jalil et al., 2019). Employees possessing an above-average IQ (110-120), coupled with appropriate education for their roles and proficiency in daily tasks, will find it easier to meet performance expectations. Employees require positions that align with their competencies. Incentives for motivation passion arise from an employee's disposition towards work-related circumstances (Ghozali, 2018; Susbiyantoro, 2022). Inspiring people to attain company objectives is an essential prerequisite.

The evaluation of worker performance is a critical process for evaluating and assessing workplace performance. Worker evaluations assist organizations in recognizing individual strengths and weaknesses while offering valuable input for future development. The followings are some of the commonly used employee performance evaluation methods in companies (Faeni, Syeikholbi, & Husada, 2023): evaluation by direct supervisor, evaluation by colleagues, evaluation by subordinates, evaluation by yourself, and evaluation by customers or service users. Employee performance evaluation has several benefits, including: assessing employee performance objectively, providing useful feedback for future employee development, identifying employee training and development needs, setting clear and measurable performance goals, encouraging employees to improve their performance, and identifying high-performing employees to be used as examples and low-performing employees for improvement. To overcome the challenges of employee performance evaluation, companies can ensure that the performance evaluation process is carried out objectively and measurably, involve employees in the evaluation process, and provide training for appraisers in conducting appropriate and effective employee performance evaluations.

Employee performance evaluation can have several challenges, including difficulty in accurately measuring employee performance, difficulties in identifying factors that affect employee performance, employees who feel uncomfortable or do not trust the performance evaluation process, and difficulty in conveying constructive feedback to employees. It is important for an employee to know how well they are performing, as it will help them know how good or inadequate they are performing at work. Employees can also evaluate themselves and

identify areas where they need to improve their performance. Presented below are five strategies that can enhance productivity of workers in the workplace: facilitate training and development: Delivering training and development is an effective method to enhance worker effectiveness (Istri et al., 2022). By providing training, employees can improve their knowledge, skills, and abilities to carry out job tasks better. Companies can also provide career development opportunities to employees to help them achieve higher career goals; provide constructive feedback: Providing constructive feedback to employees can help them improve their performance in the future; provide objective, clear, and specific feedback to help employees understand what needs improvement; foster a constructive workplace environment: Establishing a constructive work culture can enhance employee engagement and performance (Tutuhatunewa, 2023).

A constructive work culture encompasses qualities such as collaboration, mutual respect, honesty, and integrity. Corporations can cultivate a positive work culture by establishing exemplary conduct from management and leadership. Enhance the quality of work life: Enhancing the quality of employees' work life can augment their performance (Sofwatillah et al., 2024). Corporations can enhance the quality of workers' work life by offering sufficient work amenities, including ergonomic workspaces, contemporary equipment, and robust job security. Create a joint work plan: Creating a joint work plan can help improve employee performance. In making a joint work plan, companies can involve employees in formulating clear goals and work strategies. Thus, employees will be more motivated to achieve the goals that have been set and can clearly understand the work tasks that must be done (Kusuma & Novaliza, 2024).

The study revealed that organizational commitment and job discipline both affected employee performance. Nonetheless, work discipline and organizational commitment concurrently influenced worker performance. The study's findings demonstrated that work discipline affected employee performance, work inspire influenced worker performance, and both work discipline and work motivation jointly contributed to it.

Hypothesis Formulation

A hypothesis is generally described as a provisional answer or conjecture of a research's problem. Research employs a quantitative approach to test the hypothesis. Based on similar theories and previous studies (Badri Munir Sukoco et al., 2018), the following hypotheses are obtained: H0: Work discipline does not affect the performance of workers at PT Putra Gemilang Prima (Ghozali, 2018). There is an impact of work discipline on the performance of workers at the distributor warehouse of PT Putra Gemilang Prima.

H0: Employee discipline does not significantly influence worker performance in the distributor warehouse of PT Putra Gemilang Prima.

H1: Discipline for employees significantly impacts outcomes for the distributor warehouse of PT Putra Gemilang Prima.

Methods and Data Sources

Research Design

The research design methodology employed is descriptive quantitative (Ahmad Hudaiby Galih Kusumah et al., 2021). The study population comprises all warehouse employees of PT Putra Gemilang Prima, with a sample of 50 employees selected through purposive sampling. Research instruments: questionnaires utilizing a Likert scale to assess the degree of discipline and employee performance. We employ simple linear regression for data analysis, utilizing statistical software. Research design encompasses the comprehensive framework

necessary for planning and executing research. Quantitative research design enhances the flexibility of the research initiatives. So social researchers generally apply experimental designs to conduct quantitative research. You can use quantitative research to compare groups treated as experimental and control subjects. The purpose of using a quantitative approach is to find out the relationship or influence of independent variables (work discipline) on dependent variables (employee performance) in a population in this study (Damayanti, Fahmi, & Saptono, 2023).

Types and Data Sources.

Data types. This study employs quantitative data. As to the NSW Government Education, quantitative data denotes information expressed in numerical values that may be calculated and compared on a numerical scale (Anjelisa & Fatmawati, 2023). It includes averages, totals, differences in amounts, and other components. Quantitative data is often structured and suitable for statistical analysis. This data was employed by researchers to investigate the “what” and “how much” aspects.

Data sources. This research employs both primary and secondary data sources. Primary data is information obtained directly in the field by researchers from the participants concerned. Secondary data is research information acquired by researchers via intermediaries or documented by other entities. Secondary data in this study comes from a document containing a recapitulation of company and employee data that has been processed by the company and obtained from HRD PT Putra Gemilang Prima.

Population and Sampling Techniques

Population and sample. According to Ismiyanto, based on his opinion, population is the total number or totality of the subjects in the research; it can be in the form of people, objects, or anything in the total. We can get a lot of information for the research data that we are doing (Arya & Nelly, 2020). A population can additionally represent a collection of individuals, things, or any item that acts as a basis for sampling. Consequently, we can employ these criteria to address research challenges efficiently. The population in this study is all employees in the distributor warehouse of PT Putra Gemilang Prima, which totals 30 people. The division name is Merchandising Manager (one person), Head Merchandising (two people), SPV Merchandising (one person), Merchandising Staff (13 people), Manager Warehouse (one person), Staff Admin Warehouse (three people), Staff Barcodes (five people), Driver Operators (two people), Helper Operators (two people), and totally 30 people.

Sampling techniques. This study employs the saturated sampling technique (Agusetiawan Shavab, Fuadi, & Rohman, 2021). Each individual in the population serves as a sample in the saturated sampling approach. The saturation sampling method gathers samples from the complete population. Permanently employed individuals at PT. Putra Gemilang Prima fulfill the established requirements for the sample. The specified criteria produced a study sample of 30 persons who fulfilled the selection requirements. Data acquisition and procedural methodologies: The methodologies employed by researchers to gather and compile data are that survey researchers employ a questionnaire as a mechanism for data collection. A questionnaire is a research tool comprising a sequence of inquiries designed to gather information from targeted respondents. This study employs a Likert measurement scale, wherein the researcher posed multiple questions and offered five possible responses to the employees of PT Putra Gemilang Prima, on a scale from one to five. The Likert scale is a technique for quantifying attitudinal comments. The Likert scale employs responses as a distribution or determinant of values in research. This value will thereafter serve as a study variable. The respondents' answers were assigned specific

weight values as follows: Robustly agreement is weighted five, agreement is assigned a weight of four, neutrality a weight of three, disagreement a weight of two, and strong disagreement a weight of one (Yusuf, 2017). According to Ahmad Hudaiby Galih Kusumah et al. (2021), observation is one way to get information from an event. This is done by directly watching a process or object in order to understand it based on what is already known and on ideas and knowledge that have been gathered in the past. In this case, the author made observations about the influence of work discipline on employee performance at the PT Putra Gemilang Prima (Pitoyo & Sulistyowati, 2022).

Interview. An interview is a conversation with certain intentions, conducted face-to-face to get information orally with the aim of obtaining data that can explain the research problem. Work discipline (X): According to Hasibuan (2017), there are three indicators of work discipline, namely: (1) attitude, (2) norma, (3) responsibility. Data using intervals employee performance (Y): According to employee performance, it uses the following indicators (Istri, 2022): (1) accuracy of task completion, (2) suitability of working hours, (3) attendance rate, (4) cooperation between employees, and (5) data using intervals (Istri, 2022).

Data Analysis Techniques

This study utilizes computer software, specifically the SPSS program, to facilitate a simple linear regression data analysis technique. Quantitative data analysis methods are computational and statistical techniques that emphasize the statistical, mathematical, or numerical examination of data sets (Sofwatillah et al., 2024). This strategy commences research with descriptive statistics and thereafter does more detailed analyses to augment insights. Quantitative research enables the collection and analysis of substantial data sets (Iqbal Robbie, Roziqin, Deniar, & Praharjo, 2022).

Descriptive statistics. Descriptive statistics is a method that deals with data processing to obtain information. Descriptive statistics is the process of collecting, analyzing, and presenting data which can be in the form of a mean, median, standard deviation, range, and so on. Descriptive statistics encompass: (a) mean, defined as the average value of the observed data, (b) maximum, denoting the apex value of the observed data, (c) minimum, defined as the least value inside the observed dataset (Ahmad Hudaiby Galih Kusumah et al., 2021). We utilize the standard deviation to determine the variability of deviations from the mean.

Test Instrument

Validity test. The validity test determines correctness based on existing evidence, logic of thought, or legal force (Khoeriyah & Widarta, 2024). The validity test assesses how accurate the measuring tool is; reliability assesses how consistent the measuring tool is. Validity measures how accurately the research method measures what is to be measured using the asking tools. We checked the research tool's validity by looking at the significance number, which is found by comparing the value of the corrected item-total correlation with the table for degree of freedom ($df = n - 2$). The questionnaire is declared valid if the score is less than 0.005 (Tutuhaturnewa, 2023; Yusuf, 2017).

Reliability. The reliability test evaluates the rigor and accuracy of the measurement technique. A measurement is said to be reliable if it consistently gives the same results when the same methods are used in the same conditions (Anjelisa & Fatmawati, 2023), this is what the reliability test looks for. That is, reliability is the ability to repeat test results and produce similar results. Typically, a data validity test precedes the data reliability test. However, if the data measured is invalid, then there is no need to conduct a data reliability test.

Classic assumption test. In the examination of multiple linear regression utilizing OLS (Ordinary Least Squares), the assumption test constitutes a statistical prerequisite that must be satisfied. If it is found that the data results in the assumption test are not the same as the hypothesis, then the researcher should not manipulate it.

Normality test. A statistical procedure called the normality test assesses whether the observed data conforms to a normal distribution (Harahap & Ritonga, 2023). When doing quantitative research, normality tests are often used to make sure that the data matches the assumptions that some statistical analysis methods, like regression analysis or t-tests, need. When the data lacks a normal distribution, these methods may yield inaccurate results; hence, it is crucial to ascertain the normality of the data. The normality of the data can be evaluated by depicting its distribution on a graph. If the data is aligned along the diagonal and conforms to its trajectory, the regression model meets the criterion of normalcy.

Linearity test. The linearity test aims to ascertain the presence of a significant linear relationship among two or more examined variables. Test for heteroscedasticity: The heteroscedasticity test evaluates the variance disparity of residuals across all data in a linear regression model. If the regression model does not satisfy the heteroscedasticity assumption, it is deemed invalid as a forecasting instrument. The consistency of residual variance across observations is referred to as homoskedasticity, while variability in residual variance is termed heteroscedasticity. An appropriate regression model exhibits homoscedasticity, indicating the absence of heteroscedasticity. The presence of heteroscedasticity was assessed by the graphical test method, which entailed examining and evaluating randomly dispersed points. The points diverged further from the number zero (0) on the Y-axis, both above and below.

Simple linear regression. Evaluation: A straightforward regression analysis seeks to ascertain the impact of one variable (X) on another variable (Y). In regression analysis, a variable that exerts influence is termed an independent variable, whereas a variable that is affected is referred to as a dependent variable. A regression equation is deemed simple if it has a single independent variable and one dependent variable. In basic regression, we can ascertain the degree to which variation in the independent variable affects the dependent variable. Linear regression analysis helps establish the variance in impact resulting from the influence of the preceding time period. A linear regression method was utilized to evaluate the extent of the projected influence of work discipline on worker performance.

Hypothesis testing. Hypothesis testing is a deciding methodology utilizing data analysis obtained from both controlled tests and in-depth investigations. In statistics, an outcome is deemed statistically significant if the event is highly improbable to result from a chance component, based on a predetermined probability threshold. As a result, statistical tests must validate the accuracy of the hypothesis. This study investigates the hypothesis that work discipline, as an independent variable, affects worker performance, which is the dependent variable (Soelton, 2018).

Significance T-test. The T-test is a statistical method that evaluates the significance of the difference between two groups or populations. We conducted a T-test to assess the impact of the independent variable on the partially bound variable. The T-test assumes that the data demonstrate a normal (or nearly normal) distribution and exhibit homogeneity of variance. The test was conducted at a significance level of 0.05, corresponding to 5%. The assessment of a hypothesis is performed according to the subsequent criteria.

Research Results and Discussion

Description of the Research Object

In 1975, Banjarmasin saw the establishment of PT Gemilang Wahyu Persada, a pioneer in the Gemilang Group. Armed with more than 35 years of building materials business experience, the management continues to develop the building materials distribution business and others, namely, PT Gemilang Wahyu Persada (Distribution of Building Materials), PT Gemilang Baru Lestari (Distributor of Ceramics, Granite, Bathroom Equipment and Supplies), PT Tri Industri Alami (TIA) (Bottled Mineral Water), PT Tri Industri Alami (Arowana) (Plastic and Stainless Steel Water Tanks), Gemilang Pusat Bangunan Materials (Modern Retail Building Materials). PT Putra Gemilang Prima is a company that serves sales for building materials. Gemilang distributor warehouse is the main distributor of Gemilang, which is able to provide the most complete variety of building material needs in Banjarmasin, Banjarbaru, and Palangkaraya. Number gender frequency percentage (%): (1) male, 20, 66.7, (2) female, 10, 33.3, totally 30, 100.0. Age respondent characteristics by gender can be seen in the following table

Validity Test

Table 1

Result of Validity Test

Indicator	R-count	R-table	Information
Employee performance (Y)			
Y.1	0.507	0.361	Valid
Y.2	0.790	0.361	Valid
Y.3	0.806	0.361	Valid
Y.4	0.515	0.361	Valid
Y.5	0.638	0.361	Valid
Y.6	0.703	0.361	Valid
Y.7	0.797	0.361	Valid
Y.8	0.861	0.361	Valid
Y.9	0.653	0.361	Valid
Y.10	0.630	0.361	Valid
Y.11	0.847	0.361	Valid
Y.12	0.697	0.361	Valid
Y.13	0.654	0.361	Valid
Y.14	0.840	0.361	Valid

Table 1 shows that all indicators in the work discipline variable (X) are valid, which is measured by the R-calculation value being greater than the R-table value (0.361). However, the data processing indicates the presence of invalid variables, making them unsuitable for inclusion in the reliability test. The followings are the results of the validity test on the worker performance variable (Y). Based on the validity test in Table 1, it shows that all indicators in the employee performance (Y) variable are valid, which is measured by the R-calculation value being greater than the R-table (0.361).

Reliability Test

Table 2

Reliability Test Results

Variable	R-count	R-table	Information
Work discipline (X)	0.889	0.6	Reliable
Worker performance (Y)	0.921	0.6	Reliable

Notes. Processing SPSS 2024 data: Variable: R-calculation, R-table; Description of work discipline (X), 0.889, 0.6; Reliable: Employee performance (Y), 0.921, 0.6; Reliable source: Primary data processed 2024. Based on Table 2 above, it was obtained that the research variable had a good level of reliability with an Alpha Cronbach value of > 0.60 (Sugiyono, 2018).

Classical Assumption Test

One-Sample Kolmogorov-Smirnov.

Table 3

Kolmogorov-Smirnov Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized residual
N		30
Normal parameters ^{a, b}	Mean	0.0000000
	Std. Deviation	0.37474007
	Absolute	0.110
Most extreme differences	Positive	0.110
	Negative	-0.100
Test statistic		0.110
Asymp. Sig. (2-tailed)		0.200 ^{c, d}

In Table 3, it is known that the sig value is $0.200 < 0.05$, so it can be concluded that the results of the data are normally distributed.

Linearity test. We conducted the linearity test to determine the linear correlation between each independent variable and the dependent variable. The standard signifies that a linear relationship exists between the independent and dependent variables when the amount of the divergence from linearity exceeds 0.05.

Table 4

ANOVA

			Sum of squares	df	Mean square	F	Sig.
Worker performance Work discipline	Between groups	(Combined)	970.100	10	97.010	2.894	0.022
		Linearity	808.762	1	808.762	24.128	0.000
		Deviation from linearity	161.338	9	17.926	0.535	0.831
	Within groups		636.867	19	33.519		
	Total		1.606.967	29			

In the Table 4 above, the value of Deviation from Linearity Sig. is $0.831 > 0.05$, which means that the relationship between the work discipline variable (X) and the employee performance variable (Y) has a significant linear relationship.

Correlation test.

Table 5

Correlation Test

Model summary				
Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.709 ^a	0.503	0.486	0.38137

Note. a. Predictors: (Constant), AVE_X.

Based on Table 5 above, the value of the determination coefficient (Adjusted R Square) is 0.486. This shows that the variable of job satisfaction can be explained by the variable, namely work discipline by 48.6% while the remaining 51.4% is explained by other variables outside the research variable. Based on Table 5 above, the value of the determination coefficient (Adjusted R Square) is 0.486. This shows that the variable of job satisfaction can be explained by the variable, namely work discipline, by 48.6%, while the remaining 51.4% is explained by other variables outside the research variable. Discussion of research results: Attitudes, norms, and responsibilities. The study of the influence of work discipline on performance used 30 respondents who were employees at PT Putra Gemilang Prima. The majority of respondents in this study were between 20 and 26 years old, with 40.0% of all employees, the male gender being more dominant (66.7%), and 46.7% had worked for one to five years.

The study found that the statements in the work discipline questionnaire got an average score of 4.29 out of all the possible scores. This means that most of the people who answered agreed with the statements about work discipline. Similarly, the statements in the performance questionnaire got an average score of 3.97 out of all the possible scores. This means that most of the people who answered agreed with the statements about employee performance. The validity test and reliability test results for the research instrument showed that it was valid and reliable. In the validity test, the R-calculation value for work discipline and employee performance was higher than the R-table value (0.361). In the reliability test, it produced an Alpha Cronbach value of > 0.60 for both work discipline (X) and employee performance (Y). We can conclude that the instrument is a valid and reliable tool for data collection. So the researcher used the distribution of questionnaires with the same instrument. We analyzed the questionnaire results to validate the previously formulated hypothesis.

Hypothesis Testing

Table 6

Partial Test (T-Test)

Coefficients ^a					
Model		Unstandardized coefficients		Standardized coefficients	t
		B	Std. error	Beta	
1	(Constant)	0.464	0.663		0.699
	AVE_X	0.817	0.153	0.709	5.326

Note. a. Dependent variable: AVE_Y.

The regression analysis showed that work discipline has a positive and partially significant effect on employee performance, with a value of 0.817 for the regression coefficient and a significance level of 0.000 < 0.05 (Table 6). The hypothesis test showed that the calculated T value of 5.326 was greater than the T value in table 2.042. The significant value of the compensation variable was 0.000 < 0.05, which meant that work discipline did affect the performance of PT Putra Gemilang Prima employees. This meant that H1 was accepted

and H_0 was rejected. Then there are the results of the determination coefficient test that show that the employee performance variable can be explained by the work discipline variable (48.6%), while the remaining 51.4% is explained by other variables outside the research variable. The overall results of the study can show that there is a strong relationship between work discipline and employee performance at PT Putra Gemilang Prima. From the above results, it shows that with the right disciplinary policy and acceptable to employees, the performance of employees at PT Putra Gemilang Prima can improve. Employees who show discipline also tend to comply with the established procedures and standards so that they are able to maintain the quality of the services produced. Moreover, disciplined personnel can enhance their company's image, fostering customer trust and elevating the organization's reputation. This study facilitates a comparison between the author's research and prior studies. The author's research examined the impact of employee discipline on performance within the distributor warehouse of PT Putra Gemilang Prima, revealing significant findings that work discipline affects employee performance at this location. This is a comparable research result and consistent with the statement (Soelton, 2018; Robbins & Judge, 2017).

The findings of this study underscore the importance of employee discipline in enhancing performance in the distributor warehouse of PT Putra Gemilang Prima. A disciplined workforce ensures adherence to operational standards, reduces errors, and improves overall efficiency. To foster a culture of discipline, the company should implement comprehensive policies, provide regular training, and establish clear communication channels. By doing so, PT Putra Gemilang Prima can achieve higher levels of productivity and maintain its position as a market leader.

Conclusion

Final assessment: The study's results indicate that employee discipline positively affected performance ($p < 0.05$). Enhancing staff discipline can elevate performance, particularly in the management of PT Putra Gemilang Prima. It is recommended that the company fortify its discipline policy via constant training, incentives, and oversight to facilitate the attainment of its objectives. From the data collected and the outcomes of the measurements in this investigation, the following conclusions can be inferred: The calculation results indicated a correlation coefficient of 0.709, demonstrating a positive and somewhat significant effect of work discipline on employee performance. A correlation is present between work discipline and employee performance, demonstrated by a T value of 5.326, surpassing the T value of 2.042 in Table 6, and a significant value of 0.000, which is below 0.05 for the pay variable. This signifies that H_1 is approved while H_0 is rejected.

The coefficient of determination indicates that work discipline accounts for 48.6% of the variance in employee performance. The remaining 51.4% was attributed to unexamined variables. The study's results indicate a robust correlation between work discipline and employee performance at the distributor warehouse of PT Putra Gemilang Prima. Effective and acceptable disciplinary rules for employees can enhance their performance by increasing focus, efficiency, compliance with processes and standards, and enhancing time management. Furthermore, work discipline may also impact the findings of the study regarding the effect of work discipline on employee performance at the warehouse of PT Putra Gemilang Prima, which has been analyzed and hypothetically tested through the distribution of questionnaires utilizing SPSS. The subsequent conclusions may be inferred:

To enhance employee performance, firms must consider their specific circumstances, including work culture and disciplinary rules. Companies are advised to sustain and enhance the impact of work discipline on performance

management. Companies can enhance work discipline by consistently monitoring employee performance and implementing various strategies, including offering training and education as outlined by Ganyang (2018) establishing clear and measurable rules and procedures, and providing rewards or incentives to positively influence the company's image and reputation among customers. Companies should reward employees who exhibit strong discipline and impose consequences or sanctions on those who breach rules or fail to adhere to established schedules and deadlines (Damayanti et al., 2023). By improving employee work discipline, it is expected to improve the company's overall performance and productivity (Iqbal Robbie et al., 2022). The next researcher, who aims to conduct research on employee performance, should consider incorporating variables beyond work discipline to influence employee performance training, ensuring a more accurate assessment of employee performance. This research may be different regarding the selection of research objects and subjects so that it cannot be the only benchmark in determining overall employee performance (Susbiyantoro et al., 2022). It is recommended to consider some additional factors that can affect the relationship, such as place, time, number of variables discussed, data processing methods, and depth of analysis (Indira Rachmawati, 2019). In addition, it is necessary to pay attention to other environments.

Limitations

This study's limitation pertains solely to the examination of the impact of work discipline on worker performance at PT Putra Gemilang Prima.

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