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## **The Influence Of Discipline And Work Effectiveness On Employee Performance Of The East Jakarta Damkar Employees**

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### **Abstract**

This study aims to determine the Effect of Discipline and Work Effectiveness on Employees. This research is a quantitative research that uses primary data in the form of questionnaires distributed to East Jakarta Firefighters employees. Withdrawal to all employees, namely as many as 74 employees. The analytical method used in this study is descriptive analysis, casual analysis, outer model test analysis, inner model test analysis, which is analyzed using SmartPLS version 4. The results of this study state that Discipline has a significant effect on Employee Performance, Work Effectiveness has a significant effect on Performance Employees, Discipline has a significant effect on employee performance, and Discipline has a significant effect on East Jakarta Firefighters Employee Performance.

**Keywords : Discipline, Effectiveness, Employee Performance**

### **Introduction**

Discipline describes an important thing that must be attached to a person's personality. Discipline will be attached to a person because he is used to following the directions of the rules that are applied and discipline is a coercion and a person's obligation to follow existing regulations. Every company requires its employees to have good discipline, with employees who have good discipline, they can do their jobs smoothly without any obstacles or obstacles such as being late for work, not complying with the rules that have been implemented by the company, being negligent at work.

Understanding Effectiveness is a business that is carried out optimally as expected, besides that effectiveness can also be interpreted as one effort that is never tired before the expectations that are desired have not been achieved. A business really needs to be done effectively so that the effort is not wasted. The effective way is very good to do so as to build the human spirit not to give up easily. For that business effectiveness is needed in every human being. The most popular method for assessing and rewarding performance is performance evaluation.

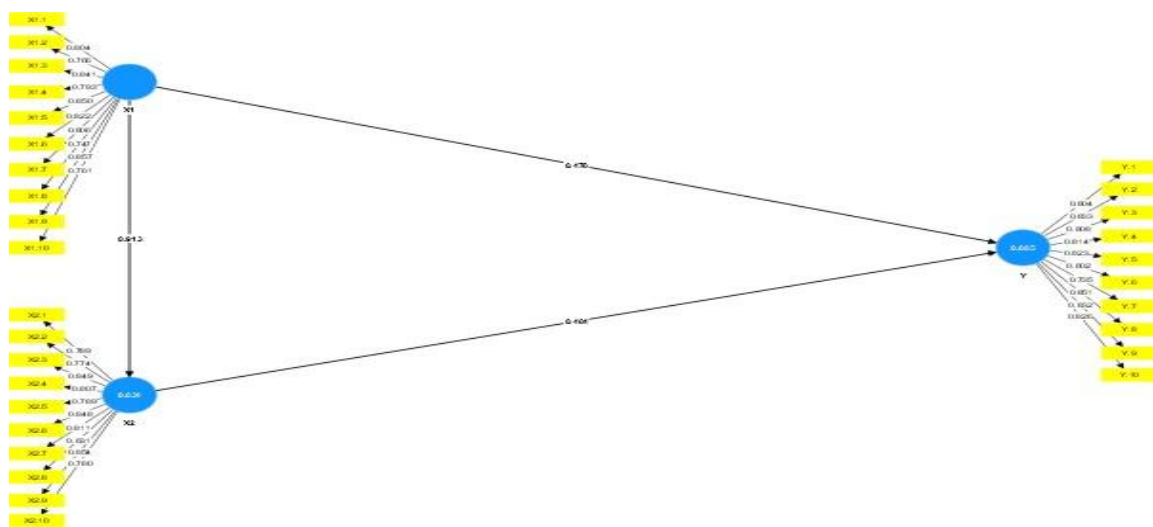
Performance reviews are done to improve communication between managers and staff by letting them know what is expected of them. Performance evaluations put a lot of emphasis on assessment, which is a process of determining how much a person's or a group's work can be helpful in achieving current objectives. The terms employee evaluation, performance review, and results assessment are all variations of performance appraisal. Performance evaluation is the procedure for assessing performance, creating development plans, and informing the employees of the process' findings. This is consistent with the idea that employee performance is the outcome of a person's work in quality and quantity that has been achieved by employees in carrying out their duties in accordance with the responsibilities assigned. Improving employee performance will benefit the business by ensuring that employees are working at their best capacity to support company goals. (Dewi 2019, 2013) The writer is interested in doing study on "The Influence of Discipline and Work Effectiveness on Employee Performance in Sector Office Service 8 East Jakarta Fire Management and Rescue" based on the background of the concerns mentioned above. (1)

## Method

This study uses primary data and is quantitative. namely data sources obtained directly from researchers. In this research, data was obtained in the form of questionnaires which were distributed to employees of the Sector 8 Office of the East Jakarta Fire and Rescue Service. Sampling is part of the population being studied and is called sample research if the research intends to generalize the results of the researcher (Abadiyah, 2016). So research can use samples taken from this population, namely 74 employees. Data analysis techniques performed were descriptive analysis, casual analysis, outer model test analysis, inner model test analysis, which were analyzed using SmartPLS version 4 (6)

## Result

### First Outer Loading Factor Analysis



**Figure 1 Results of the First Outer Loading Analysis**

Source: SmartPLS data processing, 2023

Description: Figure 1

The picture above is the result of the first outer loading factor for the disciplinary variable indicators as follows X1.1 (0.804), X1.2 (0.766), X1.3 (0.747), X1.4 (0.793), X1.5 (0.850) X1. 6 (0.822) X1.7 (0.806), X1.8 (0.747), X1.9 (0.857), X1.10 (0.761), as well as the results on the variable Work Effectiveness the indicators are as follows: X2.1 (0.789), X2 .2 (0.774) X2.3 (0.849), X2.4 (0.807), X2.5 (0.789), X2.6 (0.848), X2.7 (0.811), X2.8 (0.631), X2.9 (0.854) X2.10 (0.780) and the results for Employee Performance indicators are as follows: Y.1 (0.804), Y.2 (0.833), Y.3 (0.808), Y.4 (0.814), Y.5 ( 0.823), Y.6 (0.602), Y.7 (0.735), Y.8 (0.851), Y.9 (0.823), Y.10 (0.826). The results of all items have a loading value of > 0.6 so that they meet the minimum value of the validity test limit, so that it can be said that the indicators above are declared valid and can be used for further analysis.

## Botstrapping Model Analysis

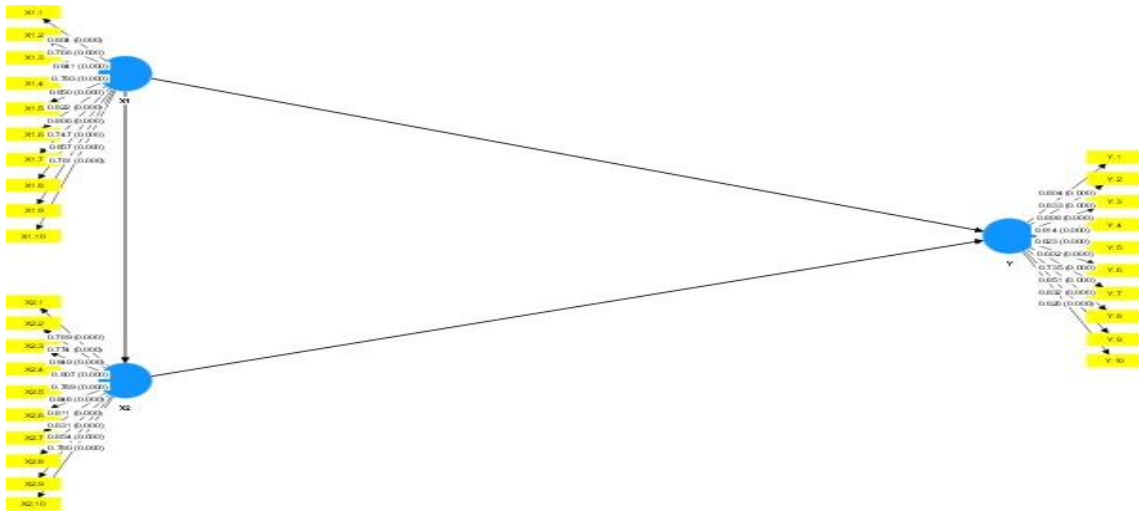


Figure 2 Botstrapping Model Analysis

Source: SmartPLS data processing, 2023.

Figure 2 Caption:

The results of data processing in Figure 3 show valid results, which means that the indicators meet the criteria for forming a construct, so that the results of this analysis can be used for further research.

Convergent Validity Test (Outer Loading)

Table 1 Convergent Validity Test (Outer Loading)

X 1	Outer Loading	X2	Outer loading	Y	Outer Loading
X1.1	0.804	X2.1	0.789	Y.1	0.804
X1.2	0.766	X2.2	0.774	Y.2	0.833
X1.3	0.841	X2.3	0.849	Y.3	0.808
X1.4	0.793	X2.4	0.807	Y.4	0.814
X1.5	0.850	X2.5	0.789	Y.5	0.823
X1.6	0.822	X2.6	0.848	Y.6	0.602
X1.7	0.806	X2.7	0.811	Y.7	0.735
X1.8	0.747	X2.8	0.631	Y.8	0.851
X1.9	0.857	X2.9	0.854	Y.9	0.832
X1.10	0.761	X2.10	0.780	Y.10	0.826

Source: SmartPLS data processing, 2023.

Description Table 1

As can be seen from the results of the validity of the convergent outer loading rule of thumb, which is typically used to evaluate convergent validity, the outer loading value must be more than 0.7 for the research to be confirmatory and the outer loading value is between 0.6 and 0.7, it can be said that the instrument is declared valid based on the table above, which shows the outer loading indicators for the variables X1, X2, and Y in the SmartPLS application.

### Discriminant Validity Test

The value of the Discriminant Validity Extracted AVE test is  $> 0.5$  in table 2. The results of the AVE value in this study are  $> 0.5$ , which means that the value in this study is valid and can be used as further research.

### Reability Test

Reability test using Cronbach's Alpha and Composite Reability

**Table 2. Validity and Reliability Test results**

	Cromboch's Alpha	Composite reability (rho_a)	Composite reability (rho_c)	Average variance extraced (AVE)
<b>Discipline</b>	0.940	0.941	0.949	0.649
<b>Work effectiveness</b>	0.935	0.937	0.945	0.633
<b>Employee performance</b>	0.934	0.939	0.945	0.633

Source: SmartPLS data processing, 2023.

Description:

In Cronbach's Alpha, the variable has a value of . 0.7 it can be concluded that all variables are reliable and can be used as further research.

### Inner Model Test Analysis

The inner model analysis's findings were bootstrapped. R-Square (Goodnees Fit Model), Path Efficient, and Indirect Effect are used in Inner Model Analysis.

### R-Square

Exogenes affect endogenous variables in R-Square models. Exogenous factors Employee Performance is influenced by Discipline and Work Effectiveness by 8.85%, whereas Work Effectiveness is influenced by Discipline and Employee Performance by 8.34%.

**Table 3 R-Square Test Results**

	R-Square	R-Square adjusted
<b>Effectiveness</b>	0.834	0.832
<b>Employee performance</b>	0.885	0.882

Source: SmartPLS data processing, 2023.

### Path Coefficient

Path Coefficient through T arithmetic P Value. The test results in Table 3 show that the 3 pathways have a positive and significant influence with a T count > 1.99 and P value < 0.005

**Table 4 PathCoefficient Test**

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
<b>Work Effectiveness &gt; Employee performance</b>	0.484	0.482	0.118	4.089	0.000
<b>Discipline &gt; Work Effectiveness</b>	0.913	0.911	0.029	31.42	0.000
<b>Discipline -&gt; Employee Performance</b>	0.478	0.480	0.119	4.014	0.000

Source: Results of SmartPLS data processing, 2023.

### Indirect Effect

indirect interaction between exogenous and endogenous factors. The effect of discipline on employee performance as measured by effectiveness has a considerable impact, as indicated by the t-value of 3.955 > 1.99 and the P-value of 0.000 0.005.



Table 4 Testing the Indirect Effect

	Original sample	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P Value
<b>Discipline &gt; Effectiveness &gt; Employee performance</b>	0.442	0.439	0.112	3.955	0.000

Source: SmartPLS data processing, 2023.

Table 4 description

The influence of discipline (X1) through work effectiveness (X2) on employee performance (Y) can be seen in the table above, where the T-count value is 3,955 Original Sample (O) = 0,442 and significant P Value = 0,000 < 0.05 (Hypothesis Accepted) Ha4 show a very significant relationship. In light of this, it may be claimed that all valid items correlate positively and significantly with each latent variable

### Conclusion

It is clear from the explanation of the research analysis's findings that employee performance at East Jakarta Firefighters is significantly influenced by their sense of discipline. Effectiveness significantly affects the performance of the East Jakarta Firefighters' employees, while discipline significantly affects that performance. Discipline significantly affects employee performance via the variable effectiveness of the East Jakarta Firefighters' work. According to the research, it is clear that discipline and work efficiency have a big impact on how well the employees of the East Jakarta Firefighters perform. Consequently, one of the factors in enhancing firm performance is the success of employee performance. The East Jakarta Damkar personnel are expected to improve as high discipline and efficiency are attained. Further research is anticipated to add additional factors that affect profitability that were not covered in this study and to always listen to complaints, wants, and suggestions from employees in order to create a more happy work environment. Additionally, broadening the study's focus is anticipated to provide new knowledge for academics in the future.

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