Analysis of the Discipline Factors of Employees at the Sony Sugema College Surabaya Tutoring Institute

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ABSTRACT

Human resources are the most important resource for each company because every individual person as human resources have talent or ability, energy and creativity that is needed by the company to achieve every goals that planned by the company. To achieve these goals, theres a lot of factors that relate to improve the performances, one of them is discipline. This study analyzes the factors that influence employee discipline at the Sony Sugema College Surabaya Tutoring Institute with a population of 106 respondents and the sample known by the Slovin formula is 84 respondents. The results of factor analysis using SPSS 20 form 9 disciplinary factors of 28 indicators consisting of punishment sanction factor, exemplary leadership factor, remuneration factor, human relations factor, fairness factor, firmness factor, objectives and ability factor, work moral factor and waskat factor (supervision attached).

Keywords: discipline, factor analysis

I. INTRODUCTION

The quality of the human resources are determined based on quality education at elementary school, junior high school and senior high school levels because the education is the key in the effort to educate the nation's life. The quality of human resources that have ability, responsibility and discipline must be maintained. One thing that can be done to maintain the discipline is by awards system as the sign of their achievement. Discipline will build professional performance because of good understanding, employees are able to understand and implement the rules and strategic steps in carrying out of their duties. Discipline is also one of the factors that can be used to improve employee performance or company performance.

In the face of business competition, employee performance is expected by the company to achieve goals and success. Employees are required to be able to complete their tasks on time and be responsible for the results of their work. The problems related to the performance of the Sony Sugema College Surabaya Tutoring Institute are related to discipline. From the results of observations and interviews conducted, the lack of discipline carried out by each individual employee will also affect other employees. The company does not only want to fulfill the desires and needs of employees but also expects employee discipline to achieve company goals. In addition to these problems, there are several factors that influence employee discipline that have an impact on company performance.

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II. LITERATURE REVIEW

Human Resource Management

Management is a job with people to achieve organizational goals by planning functions-planning (planning), organizing (organizing), regulating personnel or staffing (staff), direction and leadership (leading), and supervision. Human resources are people who collect and produce goods, request, market products, allocate financial resources, and formulate all organizational strategies and objectives. Human resource management is activities carried out so that human resources in the organization can be utilized by effective and efficient means to achieve various objectives (Samsudin, 2006).

Discipline

Discipline is the most important function of the main human resource management and becomes a benchmark for measuring or understanding the functions of human resource management that are more complete or not. The following indicators affect the level of discipline of employee in an organization, namely : 1. Objectives and Ability, 2. Exemplary Leadership, 3. Remuneration, 4. Fairness, 5. Waskat (Attached Supervision), 6. Punishment Sanction, 7. Firmness, 8. Human Relations (Hasibuan, 2002).
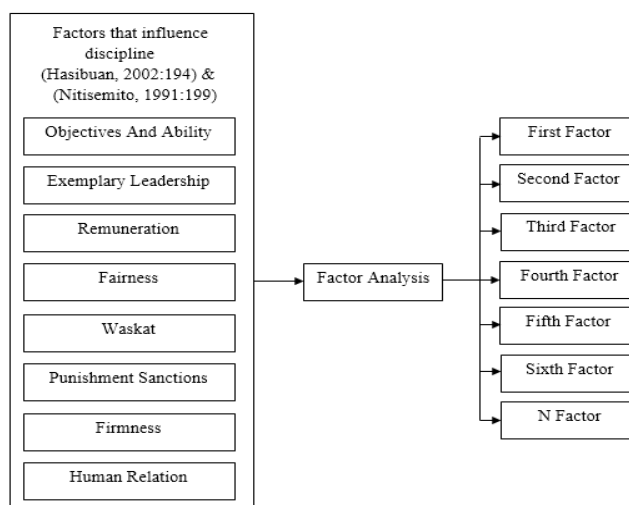
Discipline is more precisely interpreted as attitude, behavior and actions in accordance with the rules of the company both written and unwritten. The things that can influence or support discipline are as follows : 1. Welfare, 2. Threats, 3. Firmness, 4. Objectives and Ability, 5. Exemplary Leadership (Nitisemito, 2012).

Performance

Performance is the result or the level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as standard work results, targets and criteria that have been determined in advance and that have been agreed upon (Rivai, 2005). Performance is a condition that must be known and confirmed to certain parties to find out the level of achievement of an agency's results associated with the vision and mission carried out by a company and knowing the positive and negative impacts of an operational policy (Rismawati & Mattalata, 2018).

Research Conceptual Framework

Picture 1

Source: Concept developed in this study (2018)

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Research Consceptual Framework

Explanation :

1. Objectives And Ability (Hasibuan, 2002) (Nitisemito, 2012) in this study consisted of several indicators, namely : Company Objectives, Job Objectives, Workload.
2. Exemplary Leadership (Hasibuan, 2002) (Nitisemito, 2012) in this study consisted of several indicators, namely : Exemplary Leadership, Leadership Role.
3. Remuneration (Hasibuan, 2002) (Nitisemito, 2012) in this study consisted of several indicators, namely : Giving Remuneration, Satisfaction and Love, Salary, Welfare.
4. Fairness (Hasibuan, 2002) (Nitisemito, 2012) in this study consisted of several indicators, namely : Equal rights and obligations, Fairness of Leadership, Fairness of Punishment Sanction, Fairness of Remuneration.
5. Waskat (Hasibuan, 2002) in this study consisted of several indicators, namely : Leadership Supervision, Active Togetherness, Work Spirit And Work Achievement, Work Morale.
6. Punishment Sanction (Hasibuan, 2002) (Nitisemito, 2012) in this study consisted of several indicators, namely : The Role of Punishment Sanction, Determination of Punishment Sanction, Heavy or Mild Punishment Sanction, Educate and Motivate.
7. Firmness (Hasibuan, 2002) (Nitisemito, 2012) in this study consisted of several indicators, namely : Firmness in Giving Punishment Sanction, Leadership Firmness, Dare to Act.
8. Human Relations (Hasibuan, 2002) in this study consisted of several indicators, namely : Direct Single Relationship, Direct Group Relationship, Cross Relationship, Environment and Work Atmosphere.

III. METHOD

Research Approach

The research approach used in this study is quantitative research. Quantitative approaches emphasize objective phenomena and are assessed quantitatively. The maximization of design objectivity in this study was carried out using numbers, statistical processing, structure and controlled experiments. The method in this study is descriptive research. Descriptive research (descriptive research) is a research method that is intended to describe the phenomena that exist and take place at present or in the past. Descriptive research not only describes things, but can also describe the conditions in the stages of development (Hamdi & Bahruddin, 2012).

Population and Sample

The population in this study were 106 permanent employees in the Sony Sugema College Surabaya Tutoring Institute. The sampling technique in this study used Slovin techniques (Umar, 2003). The minimum number of samples that can be taken from population data if an error rate of 0.05 or 5% is used in this study is 84 respondents as a sample.

Types and Data Collection

1. Primary Data
   Primary data is data collected directly by the researcher to answer the problem or purpose of the research carried out in exploratory, descriptive and causal research using data collection methods in the form of surveys or observations (Hermawan, 2005). Primary data in this study was obtained through questionnaires distributed to respondents and respondents who had filled out questionnaires with a sample of 84 respondents.
2. Secondary Data
   Secondary data sources can be obtained from within a company (internal sources), various Internet Websites, public libraries and educational institutions, buy from companies that specialize in presenting secondary data and others (Hermawan, 2005). Secondary data in this study such as the number of employees, organizational struct ure obtained from the company being studied and from various library materials in the form of books, journals, and other documents related to research.

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Secondary data collection is done by conducting interviews with the HR coordinator who is able to expand the picture and knowledge of the data or information.

Research Variable

In this study, the method of factor analysis is included in the category of interdependence technique, which means there is no dependent variable or independent variable in this study. In the interdependent method there are no variables or calculated variables that predict or explain other variables. In this case there is no independent variable or independent variable (Hermawan, 2005).

Data Analysis Techniques

1. Validity Test
    Validity test is a measure that shows the level of validity of an instrument or questionnaire. Validity test is done by comparing the r count and r table through the stages of analysis (Sitinjak, Durianto, Sugiarto, & Yunarto, 2004).
2. Reliability Test
    Reliability testing is done using the Cronbach Alpha technique where a measuring device is considered reliable if the coefficient value of alpha obtained is equal to or greater than 0.6 (Simamora, 2000).

Factor Analysis

Factor analysis is included in interdependence techniques, which means there is no dependent variable or independent variable. The factor analysis process tries to find a relationship (interrelationship) between a number of variables that are initially independent from one another, so that one or several sets of variables can be made that are fewer than the number of initial variables (Santoso, 2018). This study reduces 28 factors that influence employee discipline in the performance of the Sony Sugema College Surabaya Tutoring Institute by reducing these initial factors to be the main factor.

IV. ANALYSIS AND DISCUSSION

Validity Test

In testing the validity if the r count is greater than r table then the statement item is declared valid and if the r count is smaller than r table then the item statement is invalid. From the results of the validity test using SPSS 20, data obtained stating that 28 indicators as a wholecan be said to be valid with the calculated r value shown in table 1 below.

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Table 1
Validity Test

Indicator	Correlation Coefficient (r-calculate)	Critical Value (r-table)	Result	Indicator	Correlation Coefficient (r-calculate)	Critical Value (r-table)	Result
I1	.608	0.212	Valid	I15	.554	0.212	Valid
I2	.597	0.212	Valid	I16	.465	0.212	Valid
I3	.472	0.212	Valid	I17	.539	0.212	Valid
I4	.617	0.212	Valid	I18	.372	0.212	Valid
I5	.593	0.212	Valid	I19	.591	0.212	Valid
I6	.428	0.212	Valid	I20	.567	0.212	Valid
I7	.501	0.212	Valid	I21	.634	0.212	Valid
I8	.649	0.212	Valid	I22	.654	0.212	Valid
I9	.587	0.212	Valid	I23	.572	0.212	Valid
I10	.690	0.212	Valid	I24	.694	0.212	Valid
I11	.540	0.212	Valid	I25	.495	0.212	Valid
I12	.643	0.212	Valid	I26	.336	0.212	Valid
I13	.668	0.212	Valid	I27	.554	0.212	Valid
I14	.626	0.212	Valid	I28	.629	0.212	Valid

Source: Data Processing Results SPSS 20 (2018)

Reliability Test

Reliability test is done to find out the extent to which a measurement can give results that are not different if a re-measurement is made of the same subject. In table 2 below, it is known that Cronbach's Alpha value is 0.919. - the questionnaire statement in this study can be said reliable. The Cronbach Alpha value can be seen in table 2 below.

Table 2
Reliability Test

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.919	.922	28

Source: Data Processing Results SPSS 20 (2018)

Factor Analysis

This study reduces 28 indicators into several factors through factor analysis using SPSS 20, while the stages in factor analysis are :

1. Identifying Problems
   The variables that will be used in factor analysis are variables that are specified and relevant based on the research conducted and based on previous studies, theories and opinions of the researchers themselves.

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2. Arranging the Correlation Matrix

Data that has fulfilled the following conditions are arranged in the form of a correlation matrix between indicators or items in the questionnaire. Several measures can be used as requirements for the adequacy of data as a rule of thumb in factor analysis, namely :

1) Barlett's method of test of spericity in the analysis of desired outcome factors is the correlation between one variable and to test whether the matrix formed is a correlation matrix.

2) The feasibility test of the Kaiser Meyer Olkin (KMO) factor analysis to measure the adequacy of sampling thoroughly and measure sampling adequacy for each indicator or item in the questionnaire. The Kaiser Meyer Olkin (KMO) value of 0.5 to 1 indicates the right factor analysis, while the Kaiser Meyer Olkin (KMO) value less than 0.5 indicates an inappropriate factor analysis.

Table 3
KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.778
Bartlett's Test of Sphericity	Approx. Chi-Square	1462.225
	Df	378
	Sig.	.000

Source: Data Processing Results SPSS 20 (2018)

In Table 3 above shows the value obtained from the Bartletts' Test Of Sphericity test is equal to 1462,225 with a significance of 0.000, it indicates that between variables there is a correlation. The Kaiser-Meyer-Olkin (KMO) test results obtained a value of 0.778 where the value indicates that the variables in this study can be further processed.

3) Test Measure Of Sampling Adequacy (MSA) to see the overall significant value of all correlations. Figures range from 0 to 1 with the following criteria :

(1) MSA = 1 indicates that these variables can be predicted without errors by other variables.

(2) MSA > 0.5 indicates that the variable can still be reduced and can be further analyzed.

(3) MSA < 0.5 indicates that the variable is unpredictable and cannot be analyzed further or excluded from other variables.

Tabel 4
Measure Of Sampling Adequacy Value

Indicators	MSA Value	Result	Indicators	MSA Value	Result
I1	0.841	Valid	I15	0.687	Valid
I2	0.879	Valid	I16	0.696	Valid
I3	0.757	Valid	I17	0.697	Valid
I4	0.764	Valid	I18	0.508	Valid
I5	0.777	Valid	I19	0.791	Valid
I6	0.709	Valid	I20	0.823	Valid
I7	0.761	Valid	I21	0.870	Valid
I8	0.836	Valid	I22	0.802	Valid
I9	0.894	Valid	I23	0.855	Valid
I10	0.756	Valid	I24	0.838	Valid
I11	0.803	Valid	I25	0.705	Valid
I12	0.797	Valid	I26	0.639	Valid

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| I13 | 0.737 | Valid | I27 | 0.745 | Valid |
| I14 | 0.768 | Valid | I28 | 0.873 | Valid |

Source: Data Processing Results SPSS 20 (2018)

In table 4 above is the result of the Measure Of Sampling Adequacy (MSA) test, where each variable is analyzed to find out which variables can be further processed and which variables cannot be processed and must be excluded. And it is known that the variables in this study have a value of MSA > 0.5 so that these variables can be further analyzed as a whole.

3. Extraction or Factoring Process

The factor extraction method used in this study is the Principal Component Analysis (PCA) method which is an analytical technique for transforming original variables that are still correlated with each other into a new variable that is not correlated.

Tabel 5
Communalities

Indicator	Initial	Extraction	Indicator	Initial	Extraction
I1	1.000	0.752	I15	1.000	0.780
I2	1.000	0.691	I16	1.000	0.826
I3	1.000	0.783	I17	1.000	0.830
I4	1.000	0.717	I18	1.000	0.760
I5	1.000	0.780	I19	1.000	0.698
I6	1.000	0.826	I20	1.000	0.806
I7	1.000	0.830	I21	1.000	0.826
I8	1.000	0.760	I22	1.000	0.859
I9	1.000	0.698	I23	1.000	0.765
I10	1.000	0.806	I24	1.000	0.827
I11	1.000	0.826	I25	1.000	0.863
I12	1.000	0.859	I26	1.000	0.820
I13	1.000	0.765	I27	1.000	0.858

Extraction Method: Principal Component Analysis.
Source: Data Processing Results SPSS 20 (2018)

4. Determine The Number Of Factors

Determination of the number of factors is based on the magnitude of the Eigen Value of each factor that appears. The core factors chosen are factors that have Eigen Value> 1. Based on table 6 below, it can be seen that out of 28 variables formed to analyze these factors, there are only 9 factors formed because from component 1 to component 9 shows an eigen value of more than 1. So it can be concluded that the 9 factors are the most optimal.

5. Factor Rotation

Tabel   6
Total Variance Explained

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5. Factor Rotation

Factor rotation is done to facilitate interpretation in determining which variables are listed in a factor because sometimes there are several variables that have a high correlation with more than one factor

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative%	Total	% of Variance	Cumulative%	Total	% of Variance	Cumulative%
1	9.292	33.185	33.185	9.292	33.185	33.185	3.263	11.653	11.653
2	2.578	9.208	42.393	2.578	9.208	42.393	3.211	11.469	23.122
3	2.184	7.799	50.192	2.184	7.799	50.192	2.987	10.667	33.789
4	1.926	6.880	57.072	1.926	6.880	57.072	2.573	9.190	42.979
5	1.529	5.462	62.534	1.529	5.462	62.534	2.245	8.018	50.997
6	1.214	4.336	66.870	1.214	4.336	66.870	2.181	7.789	58.786
7	1.180	4.215	71.085	1.180	4.215	71.085	1.926	6.877	65.663
8	1.099	3.926	75.011	1.099	3.926	75.011	1.823	6.510	72.172
9	1.003	3.582	78.593	1.003	3.582	78.593	1.798	6.421	78.593
10	.686	2.451	81.045						
11	.623	2.223	83.268						
12	.556	1.985	85.253						
13	.516	1.843	87.096						
14	.483	1.724	88.820						
15	.434	1.552	90.371						
16	.354	1.265	91.637						
17	.329	1.173	92.810						
18	.304	1.084	93.895						
19	.265	.945	94.840						
20	.251	.897	95.737						
21	.233	.834	96.571						
22	.217	.776	97.346						
23	.197	.705	98.051						
24	.158	.563	98.614						
25	.116	.415	99.030						
26	.111	.398	99.427						
27	.089	.317	99.744						
28	.072	.256	100.000						

Extraction Method: Principal Component Analysis.

Source: Data Processing Results SPSS 20 (2018)

or if some factor loading of the value variable is below the smallest which have been set. Factor rotation table to get the highest loading value. However, there is still a grouping of >1 component in 1 variable and it needs to be re-rotated to get a more valid value. the results of re-rotation can be seen in the table 7 below.

Table 7
Rotated Component Matrix[a]

	Component

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	1	2	3	4	5	6	7	8	9
I1	.179	**.774**	.068	.209	.126	.228	.060	-.008	-.026
I2	.129	**.736**	.044	.174	.135	.175	.031	.025	.223
I3	.117	.120	-.044	.019	.102	.084	**.826**	.195	.122
I4	.350	**.563**	.423	-.004	.036	.087	-.004	.290	-.072
I5	.023	**.737**	.211	-.007	.180	-.083	.217	.198	.256
I6	.046	.037	**.883**	.112	.070	.025	-.084	.000	.132
I7	.084	.113	**.882**	.141	.060	.039	.038	-.009	.074
I8	.164	.300	.429	-.022	.098	.170	**.582**	-.028	.283
I9	.171	.196	**.602**	.273	.142	.052	.393	-.081	-.099
I10	.291	.106	.414	.072	.246	**.550**	.407	-.035	-.059
I11	-.034	.479	-.073	.106	**.691**	.102	.210	-.126	.176
I12	.215	.156	.196	-.022	**.788**	.224	-.028	.121	.253
I13	.255	.015	.384	.235	**.580**	.027	.302	.261	-.025
I14	.125	.171	.219	.122	.184	.215	.024	.293	**.744**
I15	.211	.240	.002	.158	.214	-.001	.285	-.135	**.769**
I16	.160	-.220	-.064	.164	.013	.488	.385	**.499**	.280
I17	.153	.206	.020	.118	.032	.207	.158	**.832**	.130
I18	.570	.032	-.120	.089	.264	-.139	-.030	**.603**	-.208
I19	**.812**	.206	-.006	.116	.057	.122	.068	.053	.120
I20	**.843**	.052	.082	.009	.100	.038	.045	.123	.259
I21	**.731**	.149	.318	-.030	.023	.172	.206	.148	.012
I22	**.610**	.128	.216	-.112	.359	.431	.171	-.013	-.037
I23	.086	.399	-.013	.097	.123	**.710**	.001	.206	.098
I24	.233	.194	.085	.020	.517	**.588**	.072	.149	.222
I25	.067	.147	.178	**.820**	.214	-.055	.079	-.038	.007
I26	-.036	.022	.097	**.866**	-.099	.035	-.005	.086	.078
I27	.030	.227	.104	**.814**	.038	.201	-.004	.157	.133
I28	.190	**.505**	.081	.328	.033	.454	.204	-.078	.036

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 11 iterations.

Source: Data Processing Results SPSS 20 (2018)

6. Interpretation of Factor

   After obtaining a number of valid factors then interpreting the name of the factor, considering factors are a construct and a construct becomes meaningful if it can be interpreted. In the interpretation of factors can be done by knowing the variables that make it up. The factors that influence the Sony Sugema College Surabaya Tutoring Institute include :

   1) The punishment sanction factor consists of : determination of punishment sanctions (I19), haevy or mild punishment sanction (I20), educate and motivate (I21), and the firmness of punishment sanctions (I22). The punishment sanction factor is the main factor in determining the discipline of employees with the highest Eigen Value which is equal to 9,291.

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2) Exemplary factors of leadership consist of : company objectives (I1), job objectives (I2), exemplary leadership (I4), leadership role (I5), environment and work atmosphere (I28). Exemplary leadership factors are needed to help improve discipline because the leader's example is a role model for every employee with an Eigen Value of 2,578.

3) The factor of remuneration consists of : giving remuneration (I6), satisfaction and love (I7), welfare (I9). The factor of remuneration is also a factor in enforcing discipline because the existence of appropriate remuneration will make employees feel satisfied and comfortable with their work with an Eigen Value of 2.184.

4) Human relations factors consist of : direct single relationship (I25), direct group relationship (I26) and cross relationship (I27). Humanitarian relations factors are needed to build good relationships that exist between leaders and employees. Human relations factor with an Eigen Value of 1.926.

5) Fairness factor consists of : fairness of leadership(I11), fairness of punishment sanctions (I12) and fairness of remuneration (I13). Fairness factors also affect employee discipline because the existence of justice will make employees feel calm and comfortable with the rules applied by the company with an Eigen Value of 1,529.

6) Firmness factors consist of : equal rights and obligations (I10), firmness of leadership (I23) and dare to act (I24). Similar to fairness, firmness also influences employee discipline due to firmness and fairness in implementing company regulations with an Eigen Value of 1.214.

7) The objevtives and ability factors consist of : workload (I3) and salary (I8). The objective and ability factors affect the discipline of employees due to tasks or workloads and salaries given in accordance with the ability of employees and also the company's goals with an Eigen Value of 1,180.

8) Work moral factors consist of : work spirit and work achievement (I16), work morale (I17) and the role of punishment sanctions (I18). The work moral factor is a factor that influences discipline because with discipline there will be increased work spirit and achievement and then work morale with the Eigen Value of 1.099.

9) The waskat factors (attached supervision) consist of : leadership supervision (I14) and active togetherness (I15). The waskat factor (attached supervision) affects discipline because with the supervision of both superiors and subordinates good relationships will be established in the company with an Eigen Value of 1,003.

V. CONCLUSION AND SUGGESTION

Conclusion

Based on the results of analysis and discussion of respondents assessment of the analysis of factors that influence employee discipline at the Sony Sugema College Surabaya Tutoring Institute, it can be concluded that through factor analysis there are 9 influential factors in the Sony Sugema Tutoring Institute Surabaya College and the factors, namely :

1. The punishment sanction factor : determination of punishment sanctions (I19), haevy or mild punishment sanction (I20), educate and motivate (I21), and the firmness of punishment sanctions (I22). Second factor:

2. Exemplary factors of leadership : company objectives (I1), job objectives (I2), exemplary leadership (I4), leadership role (I5), environment and work atmosphere (I28).

3. The factor of remuneration : giving remuneration (I6), satisfaction and love (I7), welfare (I9).

4. Human relations factors : direct single relationship (I25), direct group relationship (I26) and cross relationship (I27).

5. Fairness factor : fairness of leadership(I11), fairness of punishment sanctions (I12) and fairness of remuneration (I13).

6. Firmness factors : equal rights and obligations (I10), firmness of leadership (I23) and dare to act (I24).

7. The objevtives and ability factors : workload (I3) and salary (I8).

8. Work moral factors : work spirit and work achievement (I16), work morale (I17) and the role of punishment sanctions (I18).

9. The waskat factors : leadership supervision (I14) and active togetherness (I15).

Suggestion

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Based on the results of research conducted on the analysis of the factors that influence employee discipline at the Sony Sugema College Surabaya Tutoring Institute, it is known that there are 9 main factors that are formed that influence employee discipline. And based on the results of research that out of 28 indicators can be extracted into 9 factors that influence employee discipline. Of the 9 factors, it is expected to improve employee performance and company performance. Lack of discipline will adversely affect employee performance or company performance. For that analysis of disciplinary factors will help companies to improve discipline and apply it, although the success of the company is not only related to disciplinary factors but to achieve success requires discipline in work which will also help improve employee performance and good company performance. And for researchers it is hoped that this research can be used as a reference to conduct further research and indicators that influence employee discipline.

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