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## Proceeding Medan International Conference Economics and Business

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“Entrepreneurship on Global Economics Development in the Era of Society 5.0”

### **The Effect of Work Discipline and Training on the Performance of BPKP Employees in East Java Province**

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#### **ABSTRACT**

This research is a quantitative study by distributing questionnaires. The population used in this study was all BPKP employees of East Java Province and used saturated samples. The data of this study was processed using SPSS 25. The results of data analysis show that all statement items of each variable are declared valid and reliable. Normality test results show normally distributed data. The results of the multicholnearity test showed that there were no symptoms of multicholnearity. The results of the heteroskedasticity test showed that there were no symptoms of heteroskedasticity. The results of the t test showed that all variables in this study had an effect on employee performance with a t count of  $> t$  table and a Sig value of  $< 0.05$

**Keywords:** Work Discipline, Training, and Employee Performance

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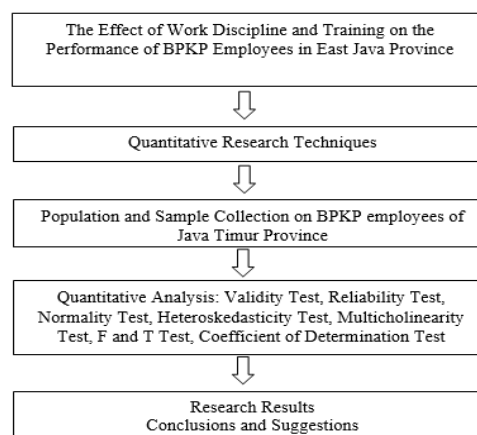
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### INTRODUCTION

In the era of globalization, the problem of human resources is the main concern for companies to survive in their business environment. Human resources (HR) are company assets that need to be stimulated and directed so that the company can continue to grow. Muttaqin (2014) stated that every government and private organization will focus on a long-term business development orientation, namely increasing business income which at the same time has an effect on improving the welfare of employees. This is one of the indicators of the creation of Good Corporate Governance of a Company. Meanwhile, Setiawan (2014) argues that improving quality, efficiency and effectiveness does not only depend on the technology of modern machines, and the existence of sufficient capital. However, all these factors will not happen without the support of good human resources and can develop their abilities and skills and can show them in increasing work productivity charts.

The BPKP is an internal government supervisory body that reports and is responsible to the President. Based on the Presidential regulation, the main task of the BPKP is to carry out government affairs in the field of state/regional financial supervision and national development. To carry out its duties and functions in the regions, the BPKP established BPKP representative offices in each province. BPKP East Java Province is headed by the Head of Representative and has sections, namely the General / Administrative Section and the Functional Position Section. The Administrative Section consists of the Personnel Subdivision led by the Personnel Sub-Coordinator, the Finance Subdivision led by the Finance Subdivision and the General Subdivision led by the Head of the General Subdivision. The functional position groups in the East Java Province Representative are the Auditor Functional Position, the Archives Functional Position, and the Computer Institution Functional Position. The success of some of these coordinators can be measured through the application of SPIP (Government Agency Control System). Kasmir (2016:189) states that there are factors that affect employee performance, namely: ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. While the factors that can be used to improve employee performance include work discipline and training.

The framework of thought in research is as follows :



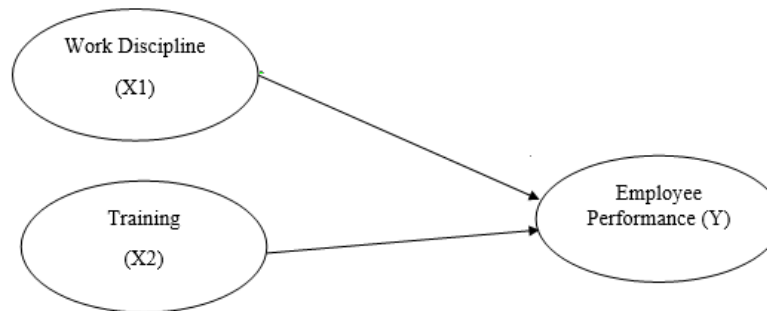
**Figure 1.** Framework of thought

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The conceptual framework is as follow :



**Figure 2.** Conceptual framework

The hypotheses in this study are as follows:

1. Work Discipline has a significant effect on the performance of provincial BPKP employees East Java.
2. Training has a significant effect on the performance of provincial BPKP employees East Java.

### METHOD

This study used quantitative research and data processing using SPSS 25. Quantitative Research is research that aims to understand phenomena such as behavior, perception, motivation, activity and others holistically and through words and descriptions based on the experience of the subject. Language in a particular natural context uses a variety of natural methods. (Moleong 2017:6). This study used primary data sources and secondary data.

The variables in this study are:

1. Work Discipline (X1)
2. Training (X2)
3. Employee Performance (Y)

The population in this study were BPKP employees of East Java Province. The sample collection technique uses a saturated sampling technique. The saturated sampling technique is a sampling technique in which all members of the population are sampled. (Sugiyono 2017:85). The reason why authors use saturated samples is because the authors considers the target population small.

Surveys use the Likert Scale to measure respondents' statements. Sugiyono (2017:134) argues that the Likert Scale measure respondents' attitudes, opinions, and perceptions of social phenomena that support research as a response consistent with statements that delivered. There are five levels in the Likert scale which can be seen in the following table:

**Table 1.** Likert Scale

No.	Statement	Score
1	Strongly Agree	5

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2	Agree	4
3	Neutral	3
4	Disagree	2
5	Strongly Disagree	1

There are several data processing techniques that need to be done, namely:

### 1. Validity Test

The validity test is used to determine whether a research questionnaire is legitimate or not. A Questionnaire is invalid if the questions in the questionnaire are able to reveal something measured by the questionnaire. Whether or not a research instrument is valid is valid if  $r \text{ count} \geq r \text{ table}$  with a value of 0.05 then the research instrument is declared valid. (Ghozali 2018:51)

### 2. Reliability Test

Reliability Test is the degree of consistency and stability of data. Unreliable data leads to biased conclusions and cannot be further processed. The reliability test criterion is that if the Cronbach Alpha value  $\geq 0.60$  then the data is declared consistent or reliable. Conversely, if the Cronbach Alpha value  $< 0.60$  then the data is declared inconsistent or reliable. (Sugiyono 2018:268)

### 3. Normality Test

The normality test is a test that is carried out to find out whether all variables are normally distributed or not. The normality test is shown on the spread of the plot on the diagonal axis. The normality test criterion is that if the plot spreads along the diagonal line, the regression model meets the normality assumption, on the contrary if the plot spreads not along the diagonal line, the regression model fails to meet the normality assumption. (Ghozali 2016:15)

### 4. Multicholinerity Test

The Multicholinerity Test is used in regression model research to test independent variables that correlate or have a fairly close linear relationship. A multicholinerity test was performed to see if there was an indication of multicholinerity in the regression model. The criteria are for Tolerance  $> 0.10$  and VIF  $< 10.00$  regression models do not show multicholinerity. (Ghani and Amalia 2015)

### 5. Heteroskedasticity Test

The Heteroskedasticity Test is a test that analyzes the state of variance of unequal residual values between one observation and another. (Gani dan Amalia 2018:126) Test this using the Scatterplots Test method, no symptoms or problems occur heteroskedasticity if the spreader data points are above and below or around number 0, dots do not collect only above or below, The spread of data points should not form a dilated corrugated pattern then narrowing and widening back, and the spread of data points not patterned.

### 6. Multiple Linear Regression Analysis

The regression test is a test used to check for the existence of relationships between all variables. The formula for displaying multiple regression equations is

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Information:

$\alpha$  = constant

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$\beta$  = regression coefficient

X1 = labor discipline

X2 = training

e = random error

### 7. Coefficient of Determination Test

The coefficient of determination is used to find out how much the ability of a free variable can be to explain a bound variable. The magnitude of the R value ranges from 0-1, the closer to the number 1 the R value, the greater the free variable is able to explain the bound variable (Y). (Sugiyono 2017) As for the correlation interpretation is as follows :

**Table 2.** Interpretation of Coeffesien Correlations

Coefficient Intervals	Relationship Level
0,00 – 0,199	Very low
0,20 – 0, 399	Low
0.40 – 0,599	Keep
0,60 – 0,799	Strong
0,80 – 1,000	Very powerful

### 8. F test

The F test is used to test all independent variable hypotheses as to whether the model is viable for the dependent variable and is also used to determine the feasibility of the regression model. The criterion is that if the probability value  $> 0.05$  and F calculate  $< F$  of the table then  $H_0$  is accepted. Conversely if the probability value  $< 0.05$  and F calculate  $> F$  of the table then  $H_0$  is rejected.

### 9. t-test

The t-test is a partial hypothesis test used to determine the influence of independent variables on dependent variables. The criterion is That the free variable (X) has a significant effect on the bound variable (Y) if the t-count is  $> t$ -table and the Sig value  $< \alpha 0.05$  conversely The free variable (X) has no significant effect on the bound variable (Y) if the t-count  $\leq t$  table and the Sig value  $\geq 0.05$ . (Sugiyono 2018: 223)

## RESULT AND DISCUSSION

### Validity Test

**Table 3.** Validity Test Results

Variable	Items	R count	R table	Description
Discipline (X1)	X1.1	0,694	0,279	VALID
	X1.2	0,883	0,279	VALID
	X1.3	0,870	0,279	VALID
	X1.4	0,790	0,279	VALID
	X1.5	0,727	0,279	VALID
Training (X2)	X2.1	0,777	0,279	VALID
	X2.2	0,887	0,279	VALID
	X2.3	0,820	0,279	VALID
	X2.4	0,829	0,279	VALID

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	X2.5	0,826	0,279	VALID
Employee Performance (Y)	Y1.1	0,705	0,279	VALID
	Y1.2	0,822	0,279	VALID
	Y1.3	0,748	0,279	VALID
	Y1.4	0,747	0,279	VALID
	Y1.5	0,667	0,279	VALID
	Y1.6	0,799	0,279	VALID

Source: Data Processed, 2023

The validity test was carried out using the Pearson correlation method at a significance level of 5% or 0.05. Each item is valid if  $r\text{-count} > r\text{-table}$ , then the  $r\text{-table}$  value used in this study is known to be 0.279. Based on the results of the X1, X2, and Y validity tests in table 2 all  $r\text{-counts}$  are greater than  $r\text{-tables}$ , so all statements in this study are accepted as valid.

### Reliability Test

**Table 4.** Reliability Test Results

No.	Variable	Cronbach's Alpha
1.	Work Discipline (X1)	0,848
2.	Training (X2)	0,882
3.	Employee Performance (Y)	0,838

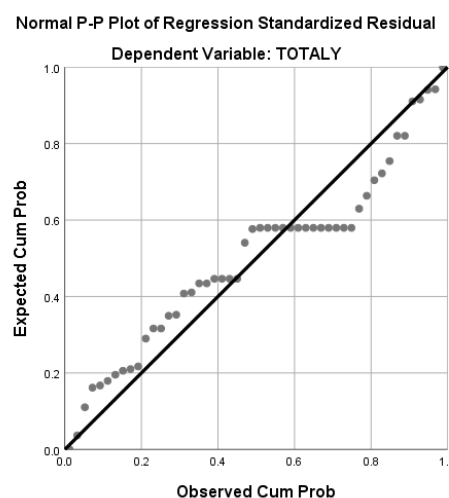
Based on table 4 shows that all variables are used in reliable research because of all Cronbach's Alpha values for each variables greater than 0.60.

### Test Classical Assumptions

There are 3 classical assumption tests to be performed, namely normality test, multicollinearity test, and heteroskedasticity test. Results of the 3 tests of such classical assumptions can be deciphered as below:

#### a. Normality Test

The results of the normality test study can be seen in figure 3 as follows



**Figure 3.** Normality Test Results Scatters Plot

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Based on the results of the study in figure 3 shows that the dots spread around a diagonal line whose spread follows a diagonal line so that this regression model meets the assumption of normality and the data follows a pattern normal distribution.

**b. Multicholinerity Test**

The results of the Multicholinerity Test in this study can be seen in figure 4 as follows :

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.529	2.117		1.667	.102		
	TOTALX1	.445	.095	.426	4.657	.000	.796	1.256
	TOTALX2	.566	.095	.544	5.940	.000	.796	1.256

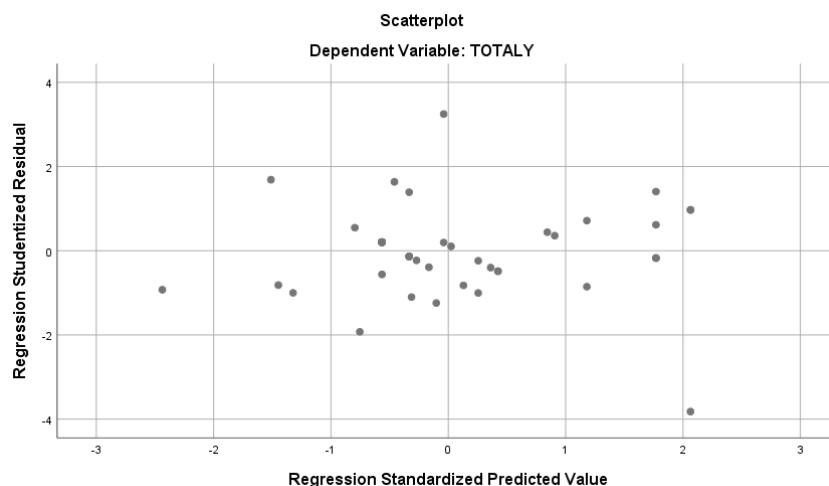
a. Dependent Variable: TOTALY

**Figure 4.** Multicholinerity Test Results

Based on Figure 4 can be known the Tolerance value for the variable Work Discipline (X1) and Training (X2) is 0.796 greater than 0.10. While the VIF value for the variable Work Discipline (X1) and Training (X2) is 1.256 less than 10.00. Then it can be concluded that the model Regression does not indicate the presence of symptoms of multicholinerity.

**c. Heteroskedasticity Test**

The results of the Heteroskedasticity Test in this study are as follows:



**Figure 5.** Heteroskedasticity Test Results

Based on Figure 5. it can be known that it is stated not to have experienced symptoms of heteroskedasticity due to the plot spreading above and below the number 0 on the axis Y and the plot is patternless.

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### Multiple Regression analysis

Multiple regression analysis is used to test the influence of multiple variables independent of dependent variables. Results of multiple regression analysis research are as follows :

**Table 5.** Multiple Regression Analysis Results

Model	Unstandardized Coefficients	
	$\beta$	Std. Error
1 (Constants)	3.529	2.117
Work Discipline	0.445	0.095
Training	0.566	0.095

Based on the calculations in table 5 can be known formula as follows :

$$Y = 3.529 + 0.445.X1 + 0.566X2$$

From the regression equation above, it can be concluded that:

- a. If the variables of work discipline, training and career development has a value of 0, then employee performance has a value of 3,529 units
- b. The regression coefficient of variable X1 is 0.445, hence the indicates that every increase of 1 unit of work discipline then Employee performance will increase by 0.445 units with assumptions of other variables (Training) constant.
- c. The regression coefficient of variable X2 is 0.566, hence the indicates that every increase of 1 training unit then Employee performance will increase by 0.566 units with assumption of other variables (Work Discipline) constant

### Determinant Coefficient Analysis

Adjusted R ( $R^2$ ) aims to find the magnitude of the variation of the bound variable which can be explained by unexplained variations of free variables is a variation part of other variables that are not included in the model.

**Table 6** Determinant Coefficient Analysis Results

Model	R	R square	Adjusted R Square	Std. Error of Estimates
1	0.829 <sup>a</sup>	0.687	0.673	1.325

Based on the table 5 it can be known that the value of Adjusted R Square is 0.673, this indicates that the variables Work Discipline (X1) and Training (X2), contribute to Employee Performance (Y) by 67,3%. The rest is a contribution from other factors that are not included in variables. From the results it follows that the determinant coefficient shows a strong degree of connection.

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### F Test

To find out if  $F_{count} > F_{table}$  then in this study will the calculation is carried out with the following formula:

$$K : n - k$$

$$2 : 50 - 2$$

$$2 : 48 \Rightarrow 0,0417 \text{ F tabel}$$

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	180.826	2	90.413	51.474	.000 <sup>b</sup>
	Residual	82.554	47	1.756		
	Total	263.380	49			

a. Dependent Variable: TOTALY

b. Predictors: (Constant), TOTALX2, TOTALX1

**Figure 6.** F Test Results

Based on Figure 6 it can be concluded that  $H_0$  is rejected and  $H_1$  Accepted. This can be seen from the calculated F value of 51,474. The significance value is 0.000 less than 0.05. Thus it can be concluded that multiple regression models can be applied and independent variables that include work discipline, and training are able to explain phenomena that which is analyzed so that the model is worthy of research.

### t Test

The t test statistics follow t with  $df = (n-k-1)$ . where t table is obtained from table list of distribution t with  $\alpha = 0.05$

$$dk = n - k - 1$$

$$= 50 \text{ responden} - 2 - 1$$

$$= 47 \text{ responden} \Rightarrow t \text{ table is } 2,01174$$

**Table 7.** t Test Results

Model	t	Sig.
1 (Constant)	1.667	.102
Work Discipline	4.657	.000
Training	5.940	.000

Based on the table 7 it can be known that the value of the Significance of the work discipline variable ( $X_1$ ) is 0.000 less than the probability of 0.05 and t count is 4.657 greater than t of the table. The significance value of the training variable ( $X_2$ ) of 0.000 is less than the probability of 0.05 and t count 5.940 is greater than t of the table.

## DISCUSSION

Based on table 6 of the t test it can be seen that the influence variable Work Discipline to Employee Performance (Y) generated t count of 4,657 > t table of 2.01174 with a significant rate of  $0.000 < 0.050$  meaning  $H_0$  rejected and  $H_1$  accepted, so that work discipline affects performance bpkp employees of East Java Province. This research supports 2 previous studies conducted by Andri, et al (2020) and Sidarman, Rahayu (2019) who stated that the variable of work discipline has a significant effect on the performance of Office

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employees East Medan Primary Tax Service and Regional Secretariat Development Administration Section Konawe County. The results of this study are in accordance with the research conducted in BPKP of East Java Province due to the better work discipline applied by every employee and in accordance with applicable regulations, the more increased employee performance.

Based on table 6 of the t test it can be seen that the influence training variable (X2) to employee performance (Y) generated t count 6,007 > t table 2.01290 with a significant grade of  $0.000 < 0.050$ , meaning  $H_0$  is rejected and  $H_2$  is accepted so that the training affects the performance of BPKP employees in Java Province East. This research supports previous research conducted by Jumawan, Martin (2018) and Andri, et al (2020) who stated that training has an effect significant to the performance of employees of the Corporate Company and employees of the Office East Medan Primary Tax Service. The results of this study are in accordance with the research which is carried out at the BPKP of East Java Province because employees need training periodically or regularly to improve employee performance. Therefore that, the training has a significant effect on the performance of BPKP employees in East Java Province.

### IMPLICATIONS

Based on the results of the study, it was concluded that the variables of work discipline and training affect the performance of BPKP employees in East Java Province. On the other hand, there are several managerial implications to be aware of. Some aspects that need to be improved or improved, namely:

1. Work Discipline (X1)

The work discipline variable has five indicators, namely Attendance, Observance of Work Obligations and Regulations, Observance of Work Standards, High Level of Vigilance and Ethical Work. There is a statement in this indicator that should be improved to make it even better, namely the attendance indicator because some employees are late to the office.

2. Training (X2)

Training variables have five indicators, namely Training Objectives, Materials, Training Methods, Participant Qualifications and Coach qualifications. There is a statement in the indicators that must be improved in order to be even better, namely the indicators of training methods. if the method of presenting training according to the type of training needed can improve employee performance.

3. Employee Performance (Y)

Employee performance variables have six indicators, namely Quality, Quantity, Time, Cooperation between employees, Cost Suppression, and Supervision. There is a statement in the indicator that must be improved in order to be even better, namely the time indicator. if it precedes a job that has a minimum time limit then other work can be completed quickly.

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### CONCLUSION

Work Discipline (X1) has an influence on the performance of BPKP Java employees East because if every employee applies good work discipline so that can Improve Employee Performance. Training (X2) has an influence on the performance of BPKP East Java employees because by attending training regularly will increase knowledge and the skills of each employee in completing a job effective and efficient so as to improve employee performance

### ACKNOWLEDGEMENT

The researcher also wrote down several suggestions that could be used for similar research, including:

1. Work Discipline has a significant influence, so the advice that can be conveyed is Every BPKP employee needs to improve quality in completing a work that is careful and meticulous so that a job that has been done minimal errors because every employee has been careful and meticulous in the process Completion of work.
2. Training has a significant effect, so the advice that can be conveyed is BPKP East Java to adjust the serving method training that suits the needs of employees in order to attend training can be a means for employees to improve knowledge and skills employees so that employee performance also improves.

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(diakses pada tgl 31 Agustus 2022 Pk : 19.00)