



The Effect of Training and Application of Disciplinary Sanctions on Work Discipline of Civil Service Police Unit

Akhmad Aspiannor,
STIMI Banjarmasin
E-mail: akh.aspiannor@gmail.com

Received: Juny, 2022 Accepted: July, 2022; Published: August, 2022

Abstract

As an institution tasked with maintaining order and enforcing regional regulations, work discipline is an absolute for officers in the Civil Service Police Unit. This work discipline is related to training and application of sanctions obtained by officers so that they can realize optimal discipline. The purpose of this study was to analyze the effect of training variable and application of disciplinary sanctions variable on work discipline in Civil Service Police Unit of South Kalimantan Province. This study uses descriptive quantitative methods through questionnaires with a sample of 92 respondents who have served more than 1 year. From the result of multiple regression analysis with SPSS, the calculated F value is 39.707 which means that training and application of disciplinary sanctions simultaneously affect work discipline. The result of t-test analysis stated that training was 5.320 and application of disciplinary sanctions was 4.081 which means that it has a significant effect on work discipline

Keywords: disciplinary sanction, training, work discipline

INTRODUCTION

Currently, the line of the government sector is required to be able to carry out its duties efficiently to create a system of good governance. To ensure the implementation goes well, it is necessary to prepare human resources who have discipline. Discipline is one of important indicator to measure the quality of the state civil apparatus. The study Widikusyanto et al (2016) found that low discipline in the state warden apparatus will encourage them to commit violations which in the future will have a negative impact on their performance and the performance of the provincial government as a whole.

This study focuses on work discipline in the Civil Service Police Unit of South Kalimantan Province. As an institution in charge of maintaining and implementing public order by enforcing regional regulations and governor regulations, discipline is absolutely must exist in every line of its members, especially at this time the actions of the Civil Service Police Unit are often highlighted related to the implementation of their duties which often deal directly with the community.

In essence, discipline is something that can be trained, work discipline is expected to foster self-control, character, and order. So it can be concluded that discipline is related to self-control, so in the long term it can foster responsible behavior. There are many factors that can affect work discipline, in this study the



authors chose the factor of training and application of disciplinary sanctions as factors to be investigated for their influence on work discipline.

From the description above, the factors mentioned above need to be taken seriously by the leadership. Work discipline greatly affect the performance of the state civil apparatus, especially the Civil Service Police Unit which is tasked with maintaining and implementing public order.

LITETURE REVIEW

Work Discipline

Work discipline is a tool used to make employees willing to change behavior and is an effort to increse awareness and willingness to comply with all applicable regulations (Rivai & Sagala, 2011). Research by Tanjung (2015) found the better the workdiscipline of employees, the higher the work performance that can be achieved, it is very difficult for organizations to achieve optimal result wihout work discipline.

Training

Mangkunegara (2011) suggest that training is a short-term educational process that uses a systematic and organized procedure in which non-managerial employees learn technical knowledge and skills for limited purposes. Sulaefi (2017) prove that training can improve work discipline, training is needed so that employees can adapt to the new enviroentment. Within the Civil Service Unit, training is a lerning process that emphasizes practice rather than theory to improve skills with systematic and organized procedures.

Applicaion of Disciplinary Sanctions

According to Hasibuan & Hasibuan (2016) , the application of disciplinary sanctions is a real and effective action to prevent mistakes, correct mistakes, maintain discipline, improve work performance, activate the roles of superiors and subordinates, explore an effective work system, and create the best internal controls to support the realization of desired goal. Chania & Aris Siregar (2021) found the appropriate of application disciplinary sanctions must be maintained so that employees have guidelines and self-control when working. Application of disciplinary sanctions serves as a benchmark to show seriousness of disciplinary violations.

RESEARCH METHODS

According to Sugiyono (2017) descriptive quantitative analysis technique is data analysis by describing the data that has been collected as it is. This sudy uses descriptive quantitative research with the research subject of officers in theCivil Service Police Unit of South Kalimantan Province, which is located on Jalan Aneka Tambang (Trihora) Banjarbaru. The population in this study was 92 respondents determined by Slovin Formula from 120 people who had served more than 1 year. Data was collected by distributing questionnaires to all respondents. To prove the proposed hypothesis, the following analytical mthods were used: (1) Conducting a descriptive analysis that describes the variation of respondents in responding to the



questionnaire items submitted to them; (2) Multiple Linear Regression to show the causal relationship between the dependent variable and the independent variable.

Multiple linear regression analysis is used to determine the relationship of two or more independent variables to one dependent variable linearly, this method can prove whether there is a functional relationship or causal relationship between two or more independent variables, the multiple linear regression model is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Where:

Y = Work Discipline

A = Constant

X₁ = Training

X₂ = Application of Disciplinary Sanctions

b₁, b₂ = Regression coefficient to be observed

e = Error

The conceptual framework being studied is to determine whether training variable (X₁) and application of disciplinary sanctions variable (X₂) have an effect on work discipline variable (Y). From this description, conceptual framework can be formulated in the following figure:

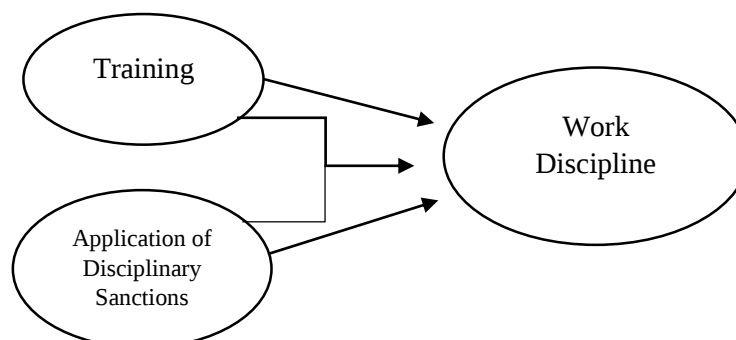


Figure 1. Conceptual Framework

RESULT AND DISCUSSION

Validity Test

The validity test was used to determine the validity of questionnaire in collecting data. Questionnaire items are declared valid if $r_{count} > r_{table}$ at a significance value of 5% with 94 respondents being tested in this study.

Table 1. Validity Test Result

Item		r_{count}	r_{table}	Validity
X1	X1.1	0.813	0.207	Valid
	X1.2	0.860	0.207	Valid
	X1.3	0.687	0.207	Valid
	X1.4	0.831	0.207	Valid



	Item	r_{count}	r_{table}	Validity
X2	X2.1	0.777	0.207	Valid
	X2.2	0.848	0.207	Valid
	X2.3	0.841	0.207	Valid
	X2.4	0.949	0.207	Valid
	X1.5	0.845	0.207	Valid
Y	Y.1	0.818	0.207	Valid
	Y.2	0.891	0.207	Valid
	Y.3	0.791	0.207	Valid
	Y.4	0.815	0.207	Valid
	Y.5	0.775	0.207	Valid

Source: Data processed (2022)

The result of the validity test from the table above show that all $r_{count} > r_{table}$ at a significance of 5%, so it can be concluded that all items in this research questionnaire are valid.

Reliability Test

The realibility test was carried out using the Alpha formula at a significance of 0.05 ($\alpha = 0.05$). The instrument is said to be reliable if the alpha value is greater than r_{table} .

Table 2. Reliability Test Result

Variable	Cronbach's Alpha	Result
Training (X1)	0.779	Reliable
Application of Disciplinary Sanctions (X2)	0.898	Reliable
Work Discipline (Y)	0.857	Reliable

Source: Data processed (2022)

The Result of the reliability test showed that the realibility coefficient value of training variable (X₁) was 0.779, variable for application of disciplinary sanctions (X₂) was 0.898 and work discipline variable (Y) was 0.857. Based on these values, it can be concluded that all the instruments in this research questionnaire are reliable or consicent.

Multiple Linear Regression

Based on data analysis with SPSS, the results of the multiple linear regression equation are as follows:


Table 3. Multiple Linear Regression Result

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.876	1.544		4.452	.000
Training	.515	.097	.456	5.320	.000
Application of Disciplinary Sanctions	.282	.069	.350	4.081	.000

Source: Data processed (2022)

$$Y = 6.876 + 0.515X_1 + 0.282X_2 + e$$

The regression equation above shows the relationship between independent variable and dependent variable partially. The value of work discipline variable (Y) is a constant of 6.876 if there no change in the independent variable. The partially independent variable coefficient values are as follows: (1) training regression coefficient 0.515 and (2) regression coefficient for application of disciplinary sanctions is 0.282. It means that if training variable (X_1) increases by 1% it will increase work discipline variable by 0.515 and it means that if application of disciplinary sanctions variable (X_2) increases by 1% it will increases work discipline variable by 0.282.

T Test

A partial test (t test) was conducted to test effect of each independent variable on dependent variable whether it was signifant or not. The partial test was conducted by comparing t_{count} of each independent variable with t_{table} with a significance level of 5% ($\alpha = 0.05$). if t_{count} is smaller than t_{table} , then the independent variable has a significant effect on the dependent variable.

From the table above, it can be concluded that training variable (X_1) has a significant effect on work discipline in the Civil Service Police Unit of South Kalimantan Province with a significant $0.00 < 0.05$ and $t_{count} 5.320 > t_{table} 1.990$. And application of disciplinary sanctions variable (X_2) has a significant on work discipline in the Civil Service Police Unit of South Kalimantan Province with significant $0.00 < 0.05$ and $t_{count} 4.081 > t_{table} 1.990$.

F Test

A simultaneous test (f test) was conducted to determine whether independent variables simultaneously had a significant effect on the dependent variable. This test compares f_{count} of independent variables simulteneously against f_{table} with a significance level of 5% ($\alpha = 0.05$). If f_{count} is grater than f_{table} , then the independent variables simultaneously had a significant offect on dependent variable.



Table 4. Calculation Results of F Value

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	256,942	2	128,471	39,707	,000 ^b
	Residual	287,960	89	3,236		
	Total	544,902	91			

Source: Data processed (2022)

The table above shows that $f_{\text{count}} 39.707 > f_{\text{table}} 3.09$ with a significant $0.00 < 0.05$ which means that training and application of disciplinary sanctions simultaneously have a significant effect on work discipline in the Civil Service Police Unit of South Kalimantan Province.

CONCLUSION AND SUGGESTION

Based on the of data analysis in this study, it can be concluded partially that Training and Application of Disciplinary Sanctions have significant effect on Work Discipline in the Civil Service Police Unit of South Kalimantan Province. Based on the results of data analysis in this study, it can be concluded that simultaneously Training and Application of Disciplinary Sanctions have significant effect on Work Discipline in the Civil Service Police Unit of South Kalimantan Province.

Civil Service Police Unit must conduct training programs that are in accordance with their field of work so that members can improve their skills which in turn improve work discipline. Leadership elements in the Civil Service Police Unit must implement the application of disciplinary sanctions to improve work discipline.

REFERENCES

- Chania, T. I., & Aris Siregar. (2021). Insentif Terhadap Disiplin Kerja Karyawan. *Jurnal Manajemen, Ekonomi Sains*, 1–11.
- Hasibuan, M. S. P., & Hasibuan, H. M. S. P. (2016). *Manajemen sumber daya manusia*. Bumi Aksara.
- Mangkunegara, A. A. A. P. (2011). *Manajemen sumber daya manusia perusahaan*. Remaja Rosdakarya.
- Rivai, V., & Sagala, E. J. (2011). MANAJEMEN SUMBER DAYA MANUSIA UNTUK PERUSAHAAN: DARI TEORI KE PRAKTIK, Cet. IV; Jakarta: PT. In RajaGrafindo Persada.
- Sugiyono, P. D. (2017). Metode penelitian bisnis: pendekatan kuantitatif, kualitatif, kombinasi, dan R&D. In Penerbit CV. Alfabeta: Bandung (Vol. 225).



- Sulaefi, S. (2017). Pengaruh Pelatihan Dan Pengembangan Terhadap Disiplin Kerja Dan Kinerja Karyawan. *Jurnal Manajemen Dan Kewirausahaan*, 5(1). <https://doi.org/10.26905/jmdk.v5i1.1212>
- Tanjung, H. (2015). Pengaruh Disiplin Kerja dan Motivasi Kerja terhadap Prestasi Kerja Pegawai pada Dinsa Sosial dan Tenaga Kerja Kota Medan. *Jurnal Ilmiah Manajemen Dan Bisnis*, 15(1), 27–36.
- Widikusyanto, M. J., Wibowo, H. A., Mada, U. G., Nafiudin, N., Raya, U. S., Isqodrin, N. A., & Raya, U. S. (2016). FAKTOR-FAKTOR YANG MEMENGARUHI DISIPLIN KERJA DAN DAMPAKNYA TERHADAP KINERJA APARATUR SIPIL NEGARA (Factors That Influence Work Discipline And Their Impact On The Performance Of Th ... *Jurnal Sains Manajemen*, 2 No.2(Juni 2016), 69–83.