

ANALYSIS OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE NASARI SAVING AND LOAN COOPERATIVE IN LHOKSEUMAWE

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ABSTRACT

The purpose of this study was to determine the level of work discipline in the activities of Nasari Savings and Loans Cooperative Employees. This research is qualitative research using descriptive techniques. Data collection through interviews, observation and documentation at the Nasari Lhokseumawe Savings and Loans Cooperative. The results of this study indicate that at the level of work discipline, the number of employees in construction companies is still small, which has an impact on the low quality of human resource work. The reasons are several things. Examples of low employee discipline include lack of discipline for being late to work, lack of awareness of discipline, and efforts to increase employee efficiency. To overcome this, companies must set an example of discipline for their employees and reward disciplined employees. Keywords: Discipline, work discipline, employee performance

Abstract The purpose of this study is to determine the level of work discipline activities of Employees of the Nasari Savings and Loans Cooperative. This research is qualitative research with descriptive data collection techniques through interviews, observation and documentation at the Nasari Lhokseumawe Savings and Loans Cooperative. The results of this study indicate that at the level of work discipline, the number of employees in construction companies is still small, which has an impact on the low quality of human resource work. The reasons are several things. Examples of low employee discipline include lack of discipline for being late for work, lack of awareness of discipline, and efforts to increase employee efficiency. To overcome this, the company must provide an example of discipline to its employees and reward disciplined employees. Savings and Loans Nasari Lhokseumawe held Supervise staff to ensure that personal activities do not deviate from plans and goals set by the company.

Keywords: Discipline, work discipline, employee performance

1. INTRODUCTION Background Research

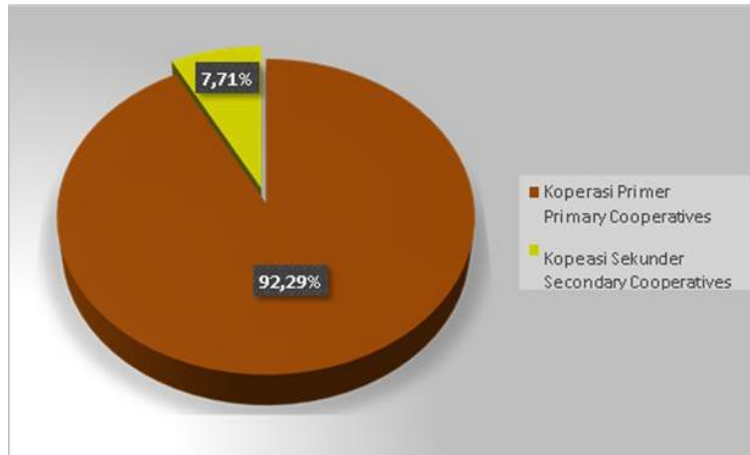
So that a village can develop. So, a cooperative was formed to build and develop the potential and abilities of its members in particular and society in general. Within a cooperative there are various kinds of businesses according to the needs of the community which will be managed later. In general, cooperatives can be interpreted as business entities owned and managed by their members. And also, cooperatives are one form of implementing Pancasila in the economic field. According to Law number 17 of 2012 concerning Cooperatives, it can be interpreted as an association of people or business entities that have the same goal, namely achieving economic prosperity based on the principle of kinship (ombo, 2019) Cooperatives also consist of several types, according to article 16 of Law No. 25 of 1992 explaining that types of cooperatives are based on the similarities and economic interests of their members. The types of cooperatives include consumer cooperatives, producer cooperatives, savings and credit cooperatives, marketing cooperatives, and service cooperatives. In this paper we will discuss savings and loan cooperatives. Consumer Cooperative. This cooperative is intended for consumers of goods and services. Usually, they sell various daily needs such as groceries or stationery so that at first glance it looks like an ordinary shop. The difference is, the profit earned from the sale will be shared among its members. A savings and loan cooperative are a cooperative whose business activities collect and distribute funds to its members at low interest. A savings and loan cooperative are a non- bank financial institution with business activities accepting deposits and providing loans to its members

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(kompas.com, this is the meaning of savings and loan cooperatives and function, 2022). According to Rudianto, the definition of a savings and loan cooperative is a cooperative that is engaged in cultivating the savings of its members. Below is a list of pictures, graphs, and a table of the percentage of savings and loan cooperatives by level in 2020

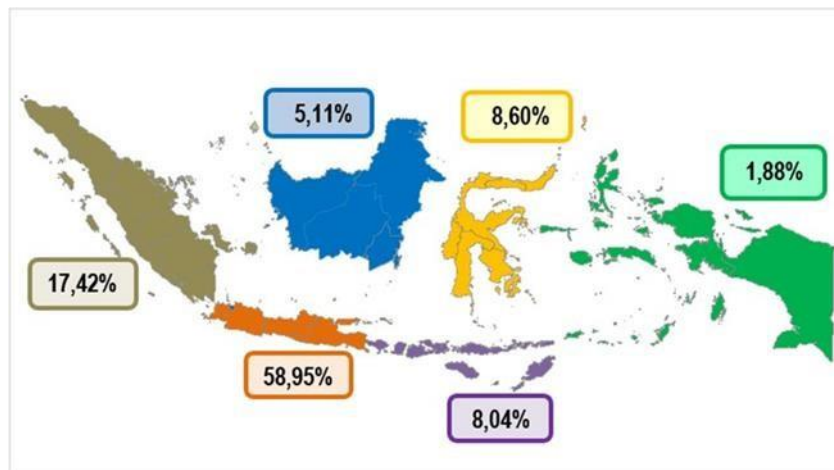
Graph of Percentage of Savings and Loans Cooperatives by Level, 2020



(Ksp statistics center: data to be processed in 2021)

Figure 2

Distribution of Savings and Loans Cooperatives by Island, 2020



(Ksp statistics center: data to be processed in 2021)

From the picture above, we can conclude that the islands of Maluku and Papua have the least number of savings and loan cooperatives compared to other islands.

RESEARCH METHODS

Research location the researcher took the research object at the Lhokseumawe Nasari Savings and Loans Cooperative, which is at JL Samudera Baru, No. 4, Banda Sakti, Gampong Kramat, Lhokseumawe, Mangrove Aceh Darussalam (NAD), Indonesia. Types of research This approach uses a qualitative approach (interview technique). The interview technique is to observe the field and conduct interviews with company employees. Data collection technique Data collection is done by the method of literature and documentation. Literature research was carried out by reviewing literature, articles, magazines and other written media related to this research topic. If the documentation is done by collecting

documentary data sources, such as the company's annual report which is the research sample.

2. THEORY BASIS

Employee Work Discipline

Based on observations and interviews conducted it shows that Lack of discipline in late entry to work The interview was conducted directly with Mr. M. Sidik Mahanda as the staff of the Engineering section who has worked for 2 years at PT Insan bonafide Banjarmasin On Friday, 18 June 2021 who stated that "There are frequent delays in entering work that has been set because I lack be assertive in using sufficient time to adjust clock entry.

2) The occurrence of employee inaccuracies in collecting or completing work

The interview was conducted directly with Mr. Ahmad as the chairman of the supervisor who has worked for 3 years at the Nasari savings and loan cooperative, Lhokseumawe city, On Tuesday 20 December 2022, he stated that "My members often cannot complete work on time due to the They do it on time because they take the initiative to do it themselves without wanting help. Therefore, they often can't do the job on time.

Employee performance

Cooperatives need things that can become factors of employee performance so that employee performance continues to run well, and it is possible to achieve maximum work results so that employees can adjust to the tasks assigned to them. Good performance always shows a high level of responsibility towards fulfilling the tasks set by the cooperative. In this case it is said that employee performance can arouse employee enthusiasm to work with enthusiasm, so leaders should always try to pay attention to the performance of their subordinates so that employee performance can run well without obstacles in working together.

PERFORMANCE APPRAISAL

FORM OF NASARI SAVING AND LOAN KOPRASI

No	Strategic objective	KPI/Deliverable	weight	Scoring			
				target	achievement	score	Total score
1	Employee attendance	%employee attendance	25 %	97%	80%	82	21
2	Collective labor agreement socialization	%employee koin socialization	25%	100%	80%	80	20
3	Labor case handling	% case closed	20%	100%	90%	90	18
4	Legal compliance	%Compliance	20%	100%	100%	100	20
5	Lks bipartite	Amount of lks bipartite meeting	10%	12	12	100	10

Subject: source: processed data

At the Nasari savings and loan cooperative, Lokseumawe city

With different motives a person wants to work and be a driving force in doing something as expected by the leader or manager concerned. To achieve the expected goals in providing employee work discipline, motives are needed so that people want to act and carry out their duties and responsibilities with full awareness, understanding, tolerance, and high dedication to the work desired by the company. Discipline that is active or dynamic in the presence of a positive effort so that employees make every effort as possible in productivity to achieve the specified company goals. This is useful for the needs of the cooperative in promoting employee work discipline that the Nasari Lhokseumawe Savings and Loans Cooperative is not only for meeting the benefits of the cooperative but for people who are inside or outside the cooperative. By creating a sense of discipline in having a sense of responsibility of employees to the cooperative in carrying out discipline in the Lhokseumawe savings and loan cooperative. This is because the company and

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its employees are partners who need each other in carrying out the goals that have been set. Based on data from the information that the authors obtained from the Lhokseumawe savings and loan cooperative, there were problems resulting from a lack of employee discipline. This can be seen from some of these problems, among others:

1. Nasari ksp employees

Members of savings and loan cooperatives have increased from year to year when compared to previous years.

2. Lack of self-discipline awareness.

Lack of awareness of self-discipline in employees will make employee performance decrease in working for the company, this is an indication of a lack of self-discipline among employees in following the rules of the established cooperative.

3. Inaccuracy of employees in completing work

Employees cannot complete work on time. However, the work that is done does take a long time and is difficult to do and cannot ensure that it is always on time for the job

Biofloc Cultivation System

Biofloc technology is a technology that uses bacteria, both heterotrophs and autotrophs. These bacteria can convert organic waste intensively into a collection of microorganisms in the form of flocs. The floc formed is utilized by fish as a food source. In the floc there are organisms in the form of planktonic bacteria, fungi, algae and suspended particles that affect the structure and nutritional content of the biofloc. Bacteria are the dominant microorganisms in floc formation (Avnimelech, 2012).

Research methods

Research sites

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Data Analysis Methods Preliminary studies

The study was conducted to obtain an overview of the object of research outline. Field Study The study was carried out by observing directly the parties concerned to obtain concrete data from the discussion. Library Studies The study was carried out by using it to study books that are closely related to the problem that the writer discusses and to obtain relevant theories as the basis for this thesis. Interview Techniques The study was conducted to observe the field and conduct interviews with company employees.

RESULTS AND DISCUSSION

Research location

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discipline that the Nasari Lhokseumawe Savings and Loans Cooperative is not only for meeting the benefits of the cooperative but for people who are inside or outside the cooperative. By creating a sense of discipline in having a sense of responsibility of employees to the cooperative in carrying out discipline in the Lhokseumawe savings and loan cooperative. This is because the company and its employees are partners who need each other in carrying out the goals that have been set. Based on data from the information that the author obtained from the Lhokseumawe savings and loan cooperative, there were problems resulting from a lack of employee discipline. This can be seen from some of these problems, among others: 1. Nasari ksp employees Members of savings and loan cooperatives have increased from year to year when compared to previous years. 2. Lack of self- discipline awareness. Lack of awareness of self-discipline in employees will make employee performance decrease in working for the company, this is an indication of a lack of self-discipline among employees in following the rules of the established cooperative.

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CONCLUSIONS AND RECOMMENDATIONS

employee performance in the Hospital Regional General Kanjuruhan Malang partially. Employee motivation at the Regional General Hospital Malang's recommendations is sufficient significant and positive effect and this will improve performance employee. Here's what makes motivation has a positive influence and significant is due awareness of distributors for improve employee performance. Not only on work discipline the employees alone are high however the motivation given should be more too tall and employees to respond well to this because in general employees will choose to accept those thing stimulating occupational of on such pressure obey the rules that apply. In this case the agency management is more leads to bonuses which is more on employees who reach the target or achievement, this is shown by the results of the judgment questionnaire on motivational variables with bonus giving items has a higher value. As for the items for offerings enthusiasm and hope still under giving.

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Based on the results of the research, the conclusions that can be drawn are that Savings and loan cooperatives experience various problems that arise in this study, such as: 1. There needs to be a pingger print (fingerprint) attend with the existence of delays that are still high, companies are required to provide more supervision and affirmation to employees so that there are no more delays in work. Doubling rewards for employees who are disciplined in complying with company regulations with a record of good performance. 2. Instill a culture of participation in the company. To achieve good work performance results and in accordance with company goals, the company's performance must be self-disciplined and work discipline in doing a job. 3. Give awards to employees who complete their work on time, to motivate other employees. especially through bonuses more for employees' achievers.

SUGESSTION

To further improve the work discipline and performance of the Nasari Savings and Loans Cooperative employees better, the cooperative head office, dealing directly with community services in the social sector should continue increase the following efforts:

1. Improvement of Work Discipline by taking into account the level of attendance, the level of compliance with rules and work ethic
2. Increasing work motivation by taking into account the level of responsibility in carrying out tasks, the level of desire for achievement and the fulfillment of physical and psychological needs
3. Increasing the performance of cooperative employees taking into account the level of work ability according to the standard, level success in completing tasks or programs and the level of ability to carry out orders, instructions and directions from the leadership.

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