

Factors Affecting the Effectiveness and Efficiency of Employees at STMIK Pelita Nusantara

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ABSTRACT

To enforce discipline, it is not enough just by threats, but it needs balance, namely a sufficient level of welfare. Even so, in fact, discipline is not only determined by the welfare factor, but there are many other factors, it also needs a continuous habit. Based on the preliminary research that has been carried out at STMIK Pelita Nusantara, the problems faced can be formulated as follows "what factors affect the effectiveness and efficiency of employee work at STMIK Pelita Nusantara", while the hypothesis of the problem is as follows: and employee work efficiency is discipline. "Discipline is an absolute requirement for employees of STMIK Pelita Nusantara, among others: To: comply with all official regulations and instructions from superiors in an orderly, precise and perfect manner. Enforcing a good workforce life. Employees are required to fill in the attendance list 2 (two) times namely when coming and going home.

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1. INTRODUCTION

To achieve company goals, the human element can be considered as one of the most important elements, because company leaders must work with or through other people. Therefore, proper management is needed so that the resources can be utilized effectively and efficiently to achieve the goals that have been previously set, so that the survival of the company can be guaranteed.

In order for this to be achieved, a high level of discipline is needed which aims to maintain employee morale or morale, which will assist the company in carrying out its activities. In other words, the implementation of activities within the company can run effectively and efficiently in realizing the overall goals.

To uphold justice is not enough with sufficient welfare. Even so, in fact, discipline is not only determined by the welfare factor, but there are still many other factors, it also needs a continuous habit.

Therefore, the authors take the title of this thesis "Factors that affect the effectiveness and efficiency of employee work at STMIK Pelita Nusantara." With the intention of choosing the title of this research is the author tries to discuss issues related to discipline.

2. RESEARCH METHOD

2.1. Types of Research

This type of research is quantitative descriptive, according to Djarwanto (1996), namely research that aims to describe or describe the characteristics (characteristics) of a situation or object of research carried out through the collection and analysis of quantitative data and statistical testing.

2.2. Place and Time of Research

Penelitian ini dilakukan di STMIK Pelita Nusantara, which is located at Jl. St. Iskandar Muda No. 1 Medan and held in Agustus 2020.

2.3. Population and Sampling Techniques

Population according to: Sugiono (2006: 7) is a generalization area consisting of objects or subjects that have certain quantities and characteristics that are determined by the researcher and studied, then the conclusions are drawn. Meanwhile, the sample according to Ruslari (2004: 139) is a study of a small portion of certain elements of a population or population that is a resource for a part of a representative of a population.

Populasi dalam penelitian ini semua pegawai STMIK Pelita Nusantara dan dimasukkan dalam sample penelitian.

2.4. Data Collection Instruments / Tools

The instrument in this study was a questionnaire containing questions. The data collection tools used were:

- a. Interviews are conducted to parties entitled and authorized to provide data and information.
- b. List of questions given to the employees of as research respondents.

Documentation study is carried out by collecting and studying documents that support this research, such as the number of employees, employee work research, education level, etc. which were obtained from the STMIK Pelita Nusantara.

3. RESULTS AND DISCUSSION

3.1. Factors affecting the effectiveness and efficiency of employees' work s

Every business entity will not be separated from problems that arise from within and outside the company. In improving employee discipline that has been applied at STMIK Pelita Nusantara, according to the author's observations there are still problems that can affect the effectiveness of the implementation of company tasks so that it also affects the final goals of the company.

As has been stated in Chapter III that employee discipline which includes obligations and prohibitions has been partly implemented in STMIK Pelita Nusantara in the form of implementing regulations accompanied by sanctions if they are violated or not obeyed.

However, seen from the overall form of discipline of company employees, there are still problems faced, namely

1. Oath or promise of employees
2. The relationship between effectiveness and work discipline with employee disciplinary penalties. Every employee at the time of his appointment as an employee of STMIK Pelita Nusantara takes an oath or promise of an employee according to religion or belief in God Almighty.

This oath or promise is one of the employee's obligations, which also means an obligation for company employees. Because this oath or promise is made according to religion or belief in God, then in essence this oath or promise is not the ability of the employee's superior who is authorized to carry out the task, but the ability to God that he / she will obey the duties but the provisions or requirements and will not commit any violations. against the prohibition.

As stated in chapter III that STMIK Pelita Nusantara employees are not civil servants but identify themselves with civil servants, it is also stipulated in the company environment. However, regarding the oath or promise of an employee who enters the company, an oath or promise of an employee who enters STMIK Pelita Nusantara is never taken, it is only carried out on a pre-supervisor or above, namely an oath or promise regulated in company regulations.

As a result of not taking an oath or promise against the employees of STMIK Pelita Nusantara, both employees who do not have a position and employees who have a supervisory position or above, it causes problems that essentially stem from the absence of an employee oath or promise, namely:

- a. There is a tendency for most employees not to exercise time discipline.
- b. There is a tendency for employees to prioritize their rights more than their obligations

As a result of the above tendency, it will cause diversions. Abuse is not only limited to criminal acts or the use of official money for personal gain, but also for other violations, for example being absent from work for several days without a valid reason.

Likewise, as a result of not taking oaths or promises from employees, fraud in the warehouses that often occurs is such as loss or fraud which is difficult to account for by the head of the warehouse.

As stated in chapter III, there are obligations and prohibitions that if the obligation is not fulfilled or the prohibition is prohibited, the employee will be subject to sanctions in the form of disciplinary punishment. Before an employee is sentenced to disciplinary action for an act that has resulted in the violation of the prohibition or not fulfilling the obligation, an examination is first held.

In fact, the imposition of mild, moderate and severe disciplinary sentences is felt to be unfair by some employees, because superiors or officials who have the authority to punish it are difficult to determine the level of violations committed by an employee. For example, based on the information on attendance, an employee named A for 4 consecutive days does not come to work without valid reasons and without notification to his supervisor. There is also an employee named B for 5 consecutive days who is always late or late for work, but it is difficult to prove that the two employees do not come to work, or violate discipline, because the attendance concerned comes to work earlier than office hours and returns on time. Due to the absence of concrete evidence, the employee's supervisor can only impose a disciplinary sentence in the form of a verbal warning. On the other hand, there was an employee named C who was negligent for three consecutive days so that his attendance card was red. Because the personnel section who manages the attendance card is submitted monthly reports to the leadership of STMIK Pelita Nusantara and then the leadership issues an oral warning letter to the employee concerned. As a result of a written warning, the effect is career obstruction and promotion of the employee, even though at the time the employee was sentenced to a disciplinary sentence in the form of a written warning there was no prior examination as per the disciplinary regulations, thus the examination was only one-sided, namely based on an attendance card which sometimes the truth was doubtful, because as mentioned above, there are also employees who do not come to work or are always late but do not receive a written warning, thus their career and promotion are smooth. This is what makes employees perceive it as unfair and feel they cannot defend themselves, which in turn becomes frustrated. On the other hand, other employees who feel that it is wrong that no action has been taken is likely to make mistakes and / or deviations.

3.2. The relationship between employee work discipline and employee work effectiveness and efficiency

With regard to problems that result from not being implemented, it is better if all company employees carry out the oath or promise of employees and to all officials who have positions, apart from taking the oath or promise of the employees, oaths or promises are also taken because of their position. The arrangement of this oath or promise can be carried out in stages or in stages or per group and per position.

By taking the oath or promise of STMIK Pelita Nusantara employees, it is hoped that employees will have personality and increase confidence in their ability to carry out those imposed on them, thus it is hoped that fraud and actions will defame employees' good names. Is it not true that by taking an oath or promise, every employee is morally bound to the promise he has made. Thus, it is hoped that STMIK Pelita Nusantara will get qualified, honest, disciplined employees so that it is not difficult for the company to achieve the stated goals.

In fact, employees can object to the disciplinary punishment decision, but in reality the punishment is difficult to rehabilitate, even so far STMIK Pelita Nusantara has never issued a decision to dismiss other friends and immediately find out by employees who are late or don't come to work. With the strict absence of attendance during working hours, the possibility of employees who may be or are late is very small and thus employees are educated to be on time, namely to be disciplined, and then efforts to increase work effectiveness are achieved.

4. CONCLUSION

In general, the motivation system, the education and training system, the payroll system and the incentives have worked well. Only the employee performance appraisal system still needs to be addressed. Employee coaching is carried out in several elements and stages, including the element of discipline, because discipline is the basis for the creation of qualified, honest, responsible and devoted employees, loyal to superiors, and enthusiastic in carrying out their duties, both in life in an official environment or in the community outside the service. Any breach of discipline will be punished in accordance with applicable regulations. The punishment referred to is in the nature of educating employees and as an example of other employees having not committed a violation. The factors applied by the company in influencing work effectiveness are: Motivation system, Education and training system, Payroll and incentive systems, The system for providing incentives for performance appraisal and promotion.

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