

The Influence of Teamwork and Work Discipline towards Employees' Performance

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Abstract: This study aims to investigate the influence of teamwork and work discipline towards the employees' performance at PT. Haleyora Power, Ogan Ilir Area. The population of this research was all the employees of PT. Haleyora Power, Ogan Ilir Area that was 50 employees. All members of the population were selected as the sample by using non-probability sampling technique with saturated sampling. The method of this study was quantitative method with ex-post facto research design. Multiple linear regression analysis and coefficient of determination were used to analyze the data. Based on the results, it can be concluded that there is significant influence of teamwork on employees' work performance, there is significant influence of work discipline on employees' work performance, and there is simultaneous influence between teamwork and work discipline toward employees' work performance at PT. Haleyora Power, Ogan Ilir Area.

Keywords: Teamwork, Work Disciplines, Work Performance

A. Introduction

Human resource management plays a vital role in carrying out organizational functions. The quality of the individuals who work are important for organization success. Therefore, companies must take efforts to improve and develop the quality of human resources. Human resource is the most important part in every organization because it is the motor of movement. Human resources (employees) are the most crucial and valuable assets to a company's performance. Employees are significant because their knowledge, experience, and abilities contribute to an organization's market value (Batarliene et al., 2017). Human resources in every organization must be managed optimally in order to help realize the organization's vision and mission. Human resources in the era of globalization are very important, one of the efforts that must be made is to improve the quality and development of resources.

In the context of human resource development, employee performance has a very important basis for the company as a tool for making decisions for employees and the company. The performance of the company's employee plays a vital part in determining its success or failure. Employee performance and perspective are seen as

crucial to the organization since there is a direct correlation between the staff's performance and the organization's success in achieving its objectives (Kelidbari et al., 2016). Performance refers to the quality and quantity of work that an employee completes in carrying out their duties in accordance with the responsibilities assigned to them. Further, Mangkunegara, (2011) associates' performance with achievement. Performance is derived from the words job performance or actual performance (work performance or actual achievement achieved by someone) (Mangkunegara, 2011).

Pentury, (2022) states that work achievement of performance is a result obtained from activities carried out by a person which can be seen from an increase in a person's status level in the organization where they work. More performance can be achieved if someone uses a regular work pattern, discipline and concentration. Further, Baehaki & Faisal, (2020) explain that work performance is the level of task implementation that can be achieved by a person, unit or division using existing abilities and limitations. Moreover, (Hasibuan & Melayu, 2017) explains the work performance is what a person achieves in completing the tasks assigned to him based on skill, experience, seriousness and time. From the descriptions above, it can be concluded that work performance is the result of work carried out by people who have experience and are serious about their work. Performance is crucial to achieve the goals of a company, therefore company management must encourage employees to give their contributions and work performance so that they objective of the organization can be achieved.

Baehaki & Faisal, (2020) argued that there are several indicators of work performance. They are; quality of work, measuring the extent to which employees do their work competently; working quantity; working quantity, the amount produced from the number of workers based on a certain time cycle; work discipline, employee self-control and regularity to show seriousness in an organization and; initiative, the level of intelligence required to complete certain tasks related to the problems that occur.

One of the aspects that contributes to the employee performance in an organization or company is teamwork. As stated by (Jaenab et al., 2023) teamwork is the most effective way to ensure that each employee does their part in completing tasks and producing better results. Moreover, (Kasmir, 2016), teamwork is a type of group interaction in which members have complementary abilities and are committed to achieve a common goal. According to (West, 2014) there are various aspects that influence teamwork in an organization, including a sense of responsibility, mutual contribution, trust and relationships, promoting solidarity. Teamwork is a group of people who have different talents, abilities and experiences that allow them to work together to achieve good work results.

Another component that relates to employees' performance and can help them achieve their objectives is work discipline. According to (Muhammad Arif et al., 2024) work discipline is a situation where a person decides to obey and follow all the

regulations that apply in the company. Work discipline greatly influences the level of work performance of an individual in a company. (Ganyang, 2018) explains that discipline is a condition where employees accept and follow various existing regulations, whether explicitly stated or existing cultural habits. Further, (Indriati & Nazhifi, 2022) explains that work discipline is an employee's attitude towards company or organization regulations so that employees can voluntarily adapt to the company or organization's rules and regulations. In brief, work discipline is a person's awareness of obeying all the rules that exist in an organization.

The Haleyora Power company which is State Electricity Company (PLN) Group, is an outsourcing company which operates in the fields of security, industrial cleaning, building management, operation and maintenance services on medium voltage, low voltage transmission networks and electric power distribution networks. Currently it has 45,724 employees throughout Indonesia. Established on October, 18, 2011, it operates in the Sumatra, Java and Bali regions. As a subsidiary of PLN company, Haleyora Power company is assigned to manage the electricity sales business (retail), which in the future is expected to become more competitive through the development of electricity supply with special services and tariffs, so as to reduce subsidies. It is established with the PLN board of directors collaborating with Pelindo company to distribute and sell electricity to tenants in Pelindo's areas with a bulk electricity sales scheme and premium rates to a joint venture company formed by Pelindo II with Haleyora Power company as a representative of PLN.

Based on initial observation on PT. Haleyora Power, Ogan Ilir Area, the researcher identified some issues which related to work performance of the employees. Those are teamwork and work discipline that still require additional attention. Some employees are still lack cooperation or collaboration with others. Moreover, there were also several employees who occasionally did not comply with the regulations set by the company, did not work optimally, and sometimes postpone the work given.

Relating to this issue, the researcher was interested to examine the influence of teamwork and work discipline towards the employees' performance at PT. Haleyora Power, Ogan Ilir area. The research questions of this study were formulated as follows: is there any influence of team work towards employees' work performance at PT. Haleyora Power, Ogan Ilir Area?; is there any influence of work discipline towards employees' work performance at PT. Haleyora Power, Ogan Ilir Area?; and is there a simultaneous influence between teamwork and work discipline towards employees' work performance at PT. Haleyora Power, Ogan Ilir Area?

B. Methods

This study was conducted in PT. Haleyora Power, Ogan Ilir Area. The population of this study was 50 employees of Haleyora Power, Ogan Ilir Area. All the population members were selected as the sample by using non-probability sampling technique

with saturated sampling. Quantitative with ex-post facto was employed as the method design of this study. To obtain the data, this study used observation, documentation, and questionnaires. There are three kinds of questionnaire used in this study. First, questionnaire for teamwork which consist of six statements referred to indicators; cooperation, togetherness, and trust. Second, questionnaire for work discipline that consist of six statements involved indicators; time, and responsibility. The last, questionnaire for work performance that consists of eight statements referred to indicators; quality of work, quantity of work, work discipline, and initiative. All the questionnaires consisted of five options that had to be selected by respondents with Likert scale 1-5, and was distributed to all the 50 employees as the sample. After collecting the data, multiple linear regression analysis and coefficient of determination were used to analyze the data and to answer the formulated research questions.

C. Results and Discussion

Based on the results of the validity test, it showed that all statements items on the questionnaire for the teamwork variable were valid, since the value of significance $< 0,05$. Meanwhile, the results of the reliability test for teamwork showed that Cronbach's alpha value was $0.762 > 0.60$, so it can be concluded that all questionnaire items are reliable. Apart from that, the result of the validity test for work discipline variable showed the value of significance was $< 0,05$, so that all statements items on the questionnaire used in the discipline variable were valid. Whereas, the results of the reliability test for work discipline showed that Cronbach's alpha value was $0.709 > 0.60$. Further, all the statement items for work performance were valid since the significance value $< 0,05$. While the result of the reliability for work performance also indicated that all the items were reliable, since the Cronbach's alpha value was $0.828 > 0.60$.

Influence of team work on employees' work performance

The t test was carried out to know whether the independent variables teamwork had or no any influence on the dependent variable, work performance. From the results of hypothesis testing (t test), the significant value of teamwork variables on work achievement is $0.001 < 0.05$. The result of hypothesis testing can be seen in table 1 below:

Table 1. The Result of the T-Test for Teamwork Toward Employees' Work Performance

Model		Unstandardized Coefficients		Standardized	T	Sig.
		CoB	Std. Error	Coefficients		
				Beta		
1	(Constant)	7.030	3.587		1.960	.056
	Team work	.557	.155	.460	3.607	.001

a. Dependent Variable: employees' work performance

Based on the result, it is found that there is a significant influence of teamwork on employee work performance at PT. Haleyora Power, Ogan Ilir Area. It is in line with Manzoor et al., (2011); Odumegwu et al., (2018) that teamwork can enhance productivity, improve organizational performance, competitive advantages, and higher quality and quantity of products produced. Teamwork also has a positive and significant impact on employee performance (Aydıntan & Abdulle, (2019; Rukhayati et al., (2024).; Samwel, (2019). Employees who work well together can perform tasks more effectively and efficiently, which increases their performance (Rukhayati et al., (2024). Moreover, an employee's performance naturally improves and job satisfaction inevitably rises when they work in a team (Odumegwu et al., 2018). The importance of teamwork on employee performance in the organization cannot be overstated; organizations that implement a teamwork strategy have a longer survival rate. As a result, organizations should encourage collaboration in their daily operations and foster an environment in which employees may continue to collaborate with one another (Samwel, 2019). In brief, teamwork maximizes the collective strengths of individuals, leading to improved performance, efficiency, and overall job satisfaction. Investing in team-building activities and fostering a collaborative culture can significantly enhance these benefits and drive organizational success.

In contrast, some studies indicates that some individuals disliked working in groups, which might pose challenges. Work teams have become so popular that they are often used in situations when individual work is more appropriate. Research on quality circles shows ineffective teamwork, whereas studies on factories yield inconsistent results (Khawam et al., 2017) . In line with that study from (Jaenab et al., 2023) also revealed that there was no significant influence of teamwork on work performance.

Influence of work discipline on employees' work performance

To know whether there is or no any influence of work discipline toward employees' work performance at PT. Haleyora Power, Ogan Ilir Area, the t-test was also used in this study. The result of hypothesis testing can be seen in table 2 below:

Table 2. The Result of the T-Test for Work Discipline Toward Employees' Work Performance

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	CoB	Std. Error	Beta		
1	(Constant)	7.030	3.587	1.960	.056
	Work discipline	.476	.168	.361	2.834

a. Dependent Variable: employees' work performance

Based on table 2 above, it can be seen that the significant value is $0.007 < 0.05$. This means that H_0 is rejected and H_a is accepted. In other words, work discipline has a significant influence on employees' work performance.

This finding in accordance with some studies from (Ali & Simamora, 2022; Astuti & Amalah, 2018; Mara Kesuma & Gustiherawati, 2021; Nasution & Priangkatara, 2022) that work discipline has a significant influence on employee performance. According to Winarsih et al., (2020), work discipline is essential for companies to achieve their goals. Employees who have work discipline are more likely to follow company rules and advance the company's objectives. Good discipline demonstrates a sense of responsibility for given work. Employees with strong discipline tend to perform better, as it is a key aspect in boosting performance (Nisa et al., 2017) Work discipline is critical for a company to fulfill its goals, because optimal results are impossible to achieve without it. Good discipline demonstrates a high level of accountability for the tasks allocated by the organization to its employees. Effective discipline among staff leads to improved work performance. Employee work discipline influences the work responsibilities they receive, and failure to complete duties on time can impair employee performance. With a strong work discipline will help the organization attain the targets to be reached.

Influence of teamwork and work discipline towards employees' work performance

To examine whether there is or no any simultaneous influence between teamwork and work discipline towards employee' work performance at PT. Haleyora Power, Ogan Ilir Area, the f-test was used in this study. The result of f-test can be seen in table 3 below:

Table 3. The Result of the F-Test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	326.968	2	163.484	29.707	.000 ^b
	Residual	258.652	47	5.503		
	Total	585.620	49			

a. Dependent Variable: employees' work performance

b. Predictors: (Constant), team work, work discipline

Based on the result of f-test on table 3 above, it can be seen that significance value 0,000 was lower than 0,05. So, Ha was accepted and Ho was rejected. It meant that there is a simultaneous influence between teamwork and work discipline towards employees' work performance at PT. Haleyora Power, Ogan Ilir Area.

This finding in line with several studies conducted by darAfrizy et al., (2023); Cecilia & Iskandar, (2024); Wahyu et al., (2024) that there is a significant influence simultaneously between teamwork and work discipline on employee performance. Team works and work discipline are the essential elements in a company. Working as a team will be more effective than working individually and employees will provide effective and efficient performance when there is high work discipline in an organization.

D. Conclusions

Based on the results of the study that has been carried out to employees of PT. Haleyora Power, Ogan Ilir Area, to examine teamwork and work discipline on employees' performance, it can be concluded that; first, there is a significant influence of teamwork on employee work performance at PT. Haleyora Power, Ogan Ilir Area; second, work discipline has a significant influence on employees' work performance; the last, there is a simultaneous influence between teamwork and work discipline towards employees' work performance at PT. Haleyora Power, Ogan Ilir Area

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