



SYNERGY OF WORK DISCIPLINE AND PHYSICAL WORK ENVIRONMENT: EMPLOYEE PERFORMANCE TRANSFORMATION AT PT. PANRAMA VISTA GARMENT INDUSTRY

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Abstract

The purpose of this study was to determine the implementation of Work Discipline Synergy and Physical Work Environment at PT. Panrama Vista Garmen Industri. The method used is qualitative. The method used is a descriptive qualitative approach, which is a research method used to research natural object conditions, where the researcher is the key instrument. Data collection techniques used are triangulation or combined. Data were collected by observation, interviews, documentation. Data analysis through data reduction, data presentation, drawing conclusions or verification. where the goal is to systematically find out about the focus of the study. The results of the study indicate that the application of work discipline synergy and the physical work environment shows quadrant I "Progressive/Growth" which indicates that the company/organization has great potential to develop and improve its performance. The application of Work Discipline and Physical Work Environment can produce maximum performance levels if the company's employee needs are supportive and adequate.

Keywords: Work Discipline, Physical Work Environment and Employee Performance.

INTRODUCTION

As one of the production factors of organizations and institutions, human resources have an important part that can influence the achievement of the goals of the organization or institution itself. Every company has various important parts to support the sustainability of company activities and contribute to the achievement of company goals. Company development is the dream of every employee, the development that is expected can make the company able to compete and keep up with the times, and the company's goals can be realized successfully. In this context, the quality of employees in the company becomes important because the better the quality of employees, the better the image of the company itself. The role of human resources as a central element that determines the management of the company allows the company to achieve its goals.

Human resources is a very important department in every business unit or organization. Human resources managers are responsible for managing human resources, planning, developing employees, enforcing rules and regulations, providing optimal service and resolving problems related to various situations that occur, especially different policy programs and practices in an organization. Based on my analysis and observation at PT. Panrama Garment Industry, the quality of available human resources is not good enough. With many employees still not maximizing their rest time properly, such as taking their work time to perform the dhuhur prayer which should be done during the ishoma at 12.00 - 13.00 WIB, requiring these employees to work overtime to complete their work. Lack of cooperation between employees in one division or between related divisions causes miscommunication, which results in the delay in the delivery process.

Constrained by the completeness of documents for the shipping process, lack of accuracy in processing shipping documents, resulting in frequent shipping errors, which hamper the production process so that the production process stops and the target being pursued is not completed on time. Low contribution of Extra Role or Organizational Citizenship Behavior (OCB) in PT. Panrama Vista Garment Industri employees. Which means a lack of concern among fellow employees, and reluctance to help or employ extra work such as helping co-workers when their own work has been completed, or the responsibility of the owner of the goods during shipping is ignored.

According to Tanjung & Sunarto (2022:182) performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Prasetyo & Marlina (2019:24) performance is a series of activities as a process carried out by employees in their efforts to achieve the results that have been determined. In this case, companies must make efforts to assess good employee work discipline and also maximize employee performance potential by creating a good work environment (Abidin & Sunarto, 2023) in (Latif,.et All (2024:653). With work discipline A good and comfortable work environment can create good employee performance and help increase employee work productivity in the company.

Based on the results of observations at the office of PT. Panrama Vista Garment Industry, employee work discipline is still low as seen from the way employees work which causes them to go home late. The phenomenon of social needs problems that occur is that there is still a poor environment and relationship between co-workers. In addition, the physical work environment is inadequate, such as printers that are no longer suitable for use, slow internet conditions, and only 1 photocopier machine available and used by all employees. Therefore, it will have an impact on overall declining performance.

METHOD

The research method used is a qualitative research method. Qualitative methods are a type of research that focuses on an in-depth understanding of social phenomena and their contexts, and pays attention to individual perspectives and the processes that occur. (Suharsimi Arikunto, 2018:2-3). In qualitative research by Sugiyono in his book entitled "Quantitative, Qualitative, and R&D Research Methods" (2016:139). Sugiyono stated that in qualitative research, researchers focus more on social situations that occur in certain places by looking at the interactions between actors and activities that occur. Researchers try to understand the social situation in depth by digging up information from research participants that are relevant to the situation being studied. In this context, the use of the term "social situation" is more appropriate than the term "population" which is often used in quantitative research.

The researcher conducted the research at PT. Panrama Vista Garment Industri located at Jl. Bisma Raya Block A No. 70 North Jakarta. The reason the researcher conducted the research at that location was because the place was strategic and adequate to be used as a research object. Research instruments are tools or facilities used by researchers to make activities and data collection easier and the results better (Abubakar, R. 2020: 117). In qualitative research, the research instrument or tool is the researcher himself. Therefore, researchers as instruments must also be validated to what extent qualitative researchers are ready to conduct research and then go into the field.

In According to Sugiyono (2017:152), the unit of analysis is a unit selected as an object of analysis in research. The unit of analysis can be an individual, group, organization, or document. The selection of the unit of analysis must be based on considerations about the relationship between the unit of analysis and the phenomenon being studied and the relevance to the research objectives. Based on this definition, the the key informant and informant, while the non-individual analysis unit is PT. Panrama Vista Garmen Industry.

Data collection techniques according to Sugiyono (2013:224), namely data collection techniques are the most strategic steps in research, because the main goal of research is to obtain data, here are five kinds of data collection techniques in this study:

1. Interview

An interview is a conversation that occurs between two people, one of whom aims to explore and obtain information for a particular purpose. In the interview process it is possible to have interactive interviews between researchers and informants. The conversation was conducted by two parties, namely the interviewer (interviewer) who asked questions and the interviewee (interviewee) who provided answers to these questions. In qualitative research, interviews are the main data collection method. Most of the data obtained through interviews. To support the search for data, in this study the researcher used a type of semi-structured interview, where this type of interview was included in the in-depth interview category, which in practice was freer when compared to structured interviews.

2. Observation

Observation is a process of seeing, observing, observing, and recording behavior systematically for a certain purpose. The essence of observation is the existence of visible behavior and the goals to be achieved. Visible behavior can be behavior that can be seen by the eye, heard, counted or measured. Herdiansyah (2012:53). In practice the researcher observed the activities carried out by the subject and observed the subject in answering the researcher's questions during the interview.

3. Documentation Study

Documentation is used to obtain data about photographs or images of life from research objects. Thus, researchers seek data from various sources through scientific review books, papers and from other sources that support researchers in completing research.

4. Triangulation

According to Moleong (2012: 330) "triangulation is a data validity checking technique that utilizes something other than the data for checking purposes or as a comparison of the data".

5. SWOT analysis

A method for describing and comparing conditions and ways to evaluate an organizational problem based on external and internal factors, namely Strength, Weakness, Opportunity, and Threat.

RESULTS AND DISCUSSION

From the observation results, it was found that physically the Panrama office environment is not very comfortable, it can be assessed from various factors that affect the comfort, health, and productivity of workers. Such as cleanliness, noise levels, and inadequate office facilities.

The level of discipline in the Panrama office is considered lacking, with employees often arriving late and not going home on time. This causes employee performance productivity to be hampered. Other factors such as limited printer machine availability facilities and only one photocopier available for use by all employees, unstable internet conditions, which disrupt employee performance activities.

With the Panrama factory engaged in the garment industry services sector and located in Solo, Central Java, which has a branch office in the North Jakarta area with a special work team to handle export and import shipments of garments. *The stage after determining the score or value of each indicator is to calculate the weighted value of each indicator by multiplying the weight by the score per indicator. After the weighted value of each indicator is found, the weighted value is added up.*

$$\text{Weighted Value Strength} = 2,94$$

$$\underline{\text{Weighted Value Weakness}} = 1,56$$

$$\text{Positive difference} = \mathbf{1,38}$$

$$\text{Weighted Value Opportunity} = 2,96$$

$$\underline{\text{Weighted Value Threat}} = 1,85$$

$$\text{Positive difference} = \mathbf{1,11}$$

From the calculation of the weighted value, the strategic plan decision according to the 4 quadrant SWOT analysis can be described as follows:

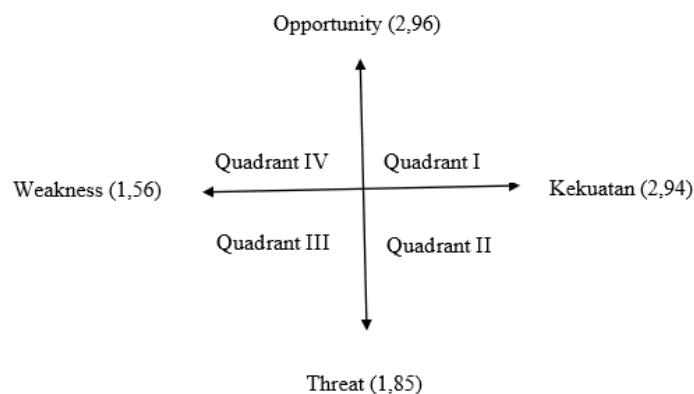


Figure 1 SWOT Analysis Diagram

The With a positive Strong - Weakness factor weighted value of 1.38 and a positive Opportunity - Threat factor weighted value of 1.11, the position of the Motivation strategy in the Four Quadrant SWOT matrix is located in Quadrant I with the "Progressive / Growth" strategy. Thus, the decision to implement Discipline and Physical Work Environment is heading in the right direction.

CONCLUSION

Based on the results and analysis of the research that has been conducted, the author can conclude that:

1. The implementation of work discipline and physical work environment play an important role in improving employee performance and productivity, both are interrelated.
2. The implementation of good discipline can improve performance and reduce errors in completing work.
3. SWOT analysis results (Strengths, Weaknesses, Opportunities, Threats)

The results of the SWOT analysis are located in quadrant I, namely aggressive, where the X-axis value and Y-axis value have positive values of 1.38 and 1.11. Where in this position is a profitable situation which is usually called Growth Strategy.

4. In its implementation, Work Discipline and Physical Work Environment do not immediately increase company performance, but with the implementation of both, it will produce more productive and collaborative employees so that performance becomes more optimal.
5. There are still many things that need to be improved so that the implementation of Work Discipline and Physical Work Environment can run well according to the wishes of the company

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