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# Impact of Work Discipline and Work Culture on Employees' Employment at PT Bukit Asam, TBK

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**Abstract---** This research is aimed at finding out the impact of work discipline and work culture on employee performance at Bukit Asam, Tbk. The population in this study is the entire employees of Bukit Asam, Tbk by 2023 as many as 1,545 employees. The sample in this study was 142 employees using Slovenian techniques. The results of the double linear regression analysis show that work discipline and work culture have a positive and significant influence on employee performance. Working discipline is expected to provide training appropriate to the field of work that is required if it is done rotation on the work unit. In addition, training and development of skills and knowledge for new employees. This will provide supplies to employees in the face and conduct of the new job given. The work culture, the expected role of the supervisor as well as the role of colleagues in providing support and establishing good relationships between the same employees are felt quite important to do, given the need for adaptation for employees if they are in the new environment and job desc.

**Keywords---** employee performance, good relationships, job description, working culture, working discipline.

## Introduction

With the changing globalization of today and in the conditions of society today, we often find some problems that cause an agency/company to fail in achieving its goals, either because of its inability to compete and adapt to the advances of technology at the moment or because of the low performance of the human resources themselves in the agency /company, while as we all know that human beings are the most important factor in the success of an agency (company) to its goals (Mohamed et al., 2009). Without a human role, even though the various factors that it requires are available, the agency/company will not work. Since human beings are the drivers and directors of an organization, therefore, the agency itself should give positive direction to its purpose (Maretta, 2022).

An employee's performance is a very important thing in carrying out an effort in an organization to its objectives. Performance is a result achieved by an employee in his work according to certain criteria that apply to a job (Robbins, 2016). The success or failure of an individual in carrying out his or her duties in an organization is determined by the performance he or she achieves in a given period. So performance is a process that runs within the

company by utilizing the resources that the company has particularly human resources (employees) that aim to realize the company's vision and mission towards the development and progress of the company with the process that they go through (Ardilla, 2017).

Bukit Asam, Tbk is part of MIND ID which mainly operates in coal mining. By the end of 2022, the company will hold Mining Enterprise Permissions (MIPs) with a total land area of 64,750 hectares with total stone reserves of 3,02 billion tons. Its business activities include conducting coal mining operations, including research, exploration, exploitation, processing, transportation, and trade; managing and operating ports and harbours for coal, both internal and external use; managing and operating heat power plants, for internal or external uses, and provide coal mine and consulting and engineering services related to production. The company has coal mining concessions in several areas in Indonesia, including Tanjung Enim, Peranap, Ombilin and Bantuas. The company is also active in briket production. Briket production plants are located in Tanjung Enim, South Sumatera, Indonesia, which produces carbonated brikets.

As BUMN has a vital role in contributing to national income, PT Bukit Asam, Tbk continues to strive to improve and improve the performance of its employees, among others, with employee discipline and creating a professional work culture. In the work, discipline requires the ability to follow the rules of law and order so that consciously will implement and obey the rules. Working discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him. It encourages the passion for work and the spirit of work that supports the realization of the goals of the organization (Casper et al., 2007; Vidyasagar et al., 2004).

Working discipline is one of the measurements of the evaluation of employee performance (Eliyana & Ma'arif, 2019; Güngör, 2011). Every employee who can demonstrate discipline in his work is rigorous and has great responsibility for work or tasks that have become his responsibility. An employee who can cope with all the problems associated with hard work is better able to complete the task on time (Pratiwi, 2021).

A work culture is a system of meaning related to work, work and work interactions that are agreed upon and used in everyday life (Robbins, 2016). It is the quality of the character of the work culture that will shape the great little will, passion, and passion of the members of the organization to emerge and exploit their human potential to contribute to the process of creation of organizational performance (Enjeli, 2020). The phenomenon that occurs at Bukit Asam, Tbk that the level of work discipline and culture of work greatly affects the performance of employees.

## Research Method

The population in this study is the entire employees at PT Bukit Asam, Tbk by 2023 as 1,545 employees. Based on the calculation using the Slovin formula, the sample that became respondents in this research was as many as 142 employees in PT Bukit Assam, Tbk. This is done to facilitate data processing and for better test results. Samples are taken based on random sampling techniques where researchers give equal chances for each member of the population (employee) to be selected into a randomly done sample that exists in the population itself. The primary data in this study is collected with the method of data collection through a questionnaire that was distributed to all employees at Bukit Asam, Tbk PT in 2023 as many as 142 employees.

## Result and Discussion

The results of the study show that; 1) The  $t_{\text{count}}$  value of the variable of the discipline of work (X1) is 5,862 and the significance value is 0,000 then the  $t_{\text{count}}$  value  $> t_{\text{table}}$  is  $(5,862 > 1,977)$  or the value (Sig.)  $0,000 < 0,05$ . This means that the work discipline has a significant influence on the performance of employees at Bukit Asam, Tbk. This proves that the first hypothesis of work disciplines has a positive and significant impact can be accepted. 2) The  $t_{\text{count}}$  value of the working culture variable (X2) is 8,212 and the significance value is 0,000 then the  $t_{\text{calculate}}$  value  $> t_{\text{table}}$  is  $(8,212 > 1,977)$  or the value (Sig.)  $0,000 < 0,05$ . This means that the work culture has a significant influence on the performance of employees at Bukit Asam, Tbk. This proves that the hypothesis that both work cultures have a positive and significant impact can be accepted.

### *Impact of working discipline on employee performance in Bukit Asam, Tbk*

The results of the analysis obtained in this study show that work discipline has a positive and significant influence on employee performance so the first hypothesis is acceptable. The results of this study are in line with the results of (Merchant et al., 2003; Pirawati, 2023; Chan et al., 2022; Moningkey et al., 2022; Yanti et al., 2022; Pane et al., 2022; Sopandi, 2022; Alfiyani & Indriyaningrum, 2022; Satato et al., 2022; Maretta, 2022; Herwanto & Radiansyah,

2022; Soss et al., 2011; Shi et al., 2020; Ferriz-Valero et al., 2020; Khasifah & Nugraheni, 2015; Yan, 2020; Torlak & Kuzey, 2019; Dube & Zhu, 2021; Dube & Zhu, 2021; Adinegara et al., 2023) the results show that work discipline has a positive and significant impact on employee performance.

Based on the respondent's response to the indicator this employee can master the given job and on this indicator the employee gives the work result according to the company's target showing the lowest value. It is assumed that some employees, especially employees who have a working time of < 1 year in which the employee has not been able to master the given job, then will affect the output of the work produced by employees. Based on the responses of the respondents who were met directly said that employees who have a working time that is considered new and the transfer of employees to different divisions require adaptation as well as the provision of additional training to develop the skills that they have. The provision of training and knowledge development provided to employees is expected to yield work results in line with the company's expectations (Chen & Zhang, 2017; Azar et al., 2008).

The response of respondents to this indicator of employee work always according to the SOP established by the company shows the highest score. This shows that employees at PT Bukit Asam, Tbk have been able to work following SOPs that have been imposed and established in the company. Employees of PT Bukit Assam, Tbk strive to always obey the SOP imposed by the company in carrying out the job that is the duty and responsibility given. It is very good when employees can already obey what are the orders and prohibitions that apply in the company in performing the job given (Sridevi & Suganthi, 2022).

#### *Impact of working culture on employee performance in Bukit Asam, Tbk*

The results of the analysis obtained in this study show that the work culture has a positive and significant influence on employee performance so the second hypothesis is acceptable. The results of this study are in line with the results of (Sinha et al., 2010; Aluko, 2023; Saad, 2023; Liden et al., 2014; Parry, 2022; Satato et al., 2022; Maretta, 2022; Herwanto & Radiansyah, 2022; Mohd Isa, 2016; Shokef & Erez, 2006; Joiner, 2001; Manley et al., 2011; Ezirim et al., 2010; Cravens et al., 2015; Mearns, 2019; Jamshed & Majeed, 2019; Bedarkar & Pandita, 2014) which shows that the work culture has a positive and significant influence on employee performance.

Based on respondents' responses to the indicators I easily understand the regulations and bans imposed by the company indicate the lowest value. It is suspected that employees at PT Bukit Asam, Tbk said that they are still trying to adapt and understand the regulations and prohibitions imposed especially on employees who have a new working time that needs to be adapted. The provision of clear information as well as the presence of directions and support from the bosses and colleagues is important to employees especially employees who do not have much experience in the field.

On indicators, I've always been honest in working showing the highest value. It shows that the employees of Bukit Asam, Tbk will work honestly and abide by all SOPs imposed by the company. Employees will behave well and honestly in carrying out the work and the responsibilities given. This has a positive impact on the company because with honest behavior the employees will affect the company's viability for the future.

## **Conclusion**

- a) Working discipline has a positive and significant impact on employee performance at Bukit Asam, Tbk.
- b) The work culture has a positive and significant impact on the performance of employees at Bukit Asam, Tbk.

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