



The Impact of Job Promotion and Work Discipline To Employee Performance at Kantor Pertanahan Kota Bekasi

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ABSTRACT

The study aims to see if promotions and job discipline have affected the performance of employees at the Bekasi city land office. The population in this study is the staff at Bekasi city land office. The sample pickup uses a population of 30. Data analysis methods use a correlated technique with product product, cromback alpha, and linear regression with the help of SPSS programs. Studies show that promotion (x1) has significant effect on the performance of employees (y) (sig. 0.002 < 0.05) and value t count (3.328) > t table on the right (1.672) and for t table on the left of the table (2.042). Work discipline (x2) has significant effect on the performance of employees (y) (sig. 0,000 0.05) and the value of t count (3.904) > t table on the right (1.672) and for t on the table on the left for (2,042). As for the results of the test f of promotion (x1) and work discipline (x2) have significant impact on the performance of employees (y) (sig. 0,000 0.02) and the value off count (7.750) > f table (4.170).

Keywords: promotion, job discipline, employee performance

RESEARCH BACKGROUND

In general, low performance achievement is associated with low work motivation and vice versa The low work motivation of employees at the Bekasi City Land Office is shown from the level of employee discipline, which is seen from the declining attendance of employees and the number of employees who arrive late In line with what was expressed (Sinungan, 2021), the more often the employee is absent, the more the employee's work motivation will decrease

In addition to the level of attendance, other data that can show low employee motivation is seen from lateness The attendance system at the Bekasi City Land Office uses a fingerprint system, automatically from this system the entry hours of the employees will be known It can be seen that there are still many employees who arrive late and the percentage of lateness that has increased and decreased unstable This indicates that there are still many employees who arrive late from the time specified by the company. This shows the lack of

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motivation for employees to come to work on time, of course in carrying out work will not be effective and efficient In connection with this, steps are taken to support and improve position promotion, work discipline on employee performance

LITERATURE REVIEW

Employee Performance

Performance is the result that has been achieved by employees (Mangkunegara, 2019), performance is the result of employee work in terms of quality or quantity that has been achieved by an employee in carrying out his duties in accordance with the responsibilities given to employees. Afandi, (2018) "performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics".

Performance is the result of a person's work and work behaviour in a certain period Synthesised performance is the work result that can be achieved by an employee in a certain organisation according to his authority and responsibilities in a certain period of time and assessed by his direct supervisor in an effort to achieve organisational goals, which is reflected in the dimensions: targets, quality, completion time, and compliance with principles; with indicators: work results, ability, effectiveness, efficiency, speed, accuracy, and responsibility (Kasmir, 2016).

Job Promotion

Position promotion is the transfer of employees/employees, from one position/place to another higher position/place and followed by higher duties, responsibilities, and authorities than the previously occupied position And in general, promotions are followed by an increase in income and other facilities Awards for performance results are usually expressed in the form of promotions An employee views a promotion as the most attractive thing compared to other compensation, this is because the promotion is permanent and valid for a long period of time The term promotion means advancement, where a promotion can occur when an employee is promoted from a low position to a higher position Salary increases and responsibilities usually accompany job promotions

Siagian, (2019) "Promotion occurs when an employee is transferred from one job to another job with greater responsibility, higher level in the position hierarchy and greater income." M. S. P. Hasibuan, (2020) "Promotion means a transfer of authority and responsibility to a higher position in the organization followed by obligations, rights, status and income greater than before".

Work Discipline

Hasibuan, S. H., & Munasib, (2020) "discipline is a person's awareness and willingness to obey all agency regulations and applicable social norms". Based on the above understanding, it is concluded that work discipline is an attitude, behavior, and act that is in accordance with

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the rules both written and unwritten, and if it is violated, there will be sanctions for the violation".

Dewi, (2019) Discipline comes from the United Kingdom discipline which means follower or adherent, teaching, practice and so on Sinambela, (2021) regulations are very necessary to create good order in the office where the workplace works, because the discipline of an office or workplace is said to be good if some employees obey the existing regulations Discipline is needed by both the individual concerned and the agency, because discipline really helps individuals to straighten out what can and cannot be done in an office Discipline shows a condition or attitude of respect that exists in employees towards the rules and regulations of the organization Agustini, (2019) "Work discipline is also the willingness and obedience to behave in accordance with the regulations in the agency concerned."

Theoretical Framework

A framework of thought is a model that describes how a theory's relationship with important factors is known in a particular problem Based on the background of the problem, theoretical review and the results of previous research that give the conclusion that there is an influence of position promotion and work discipline on employee performance, the following theoretical framework can be made:

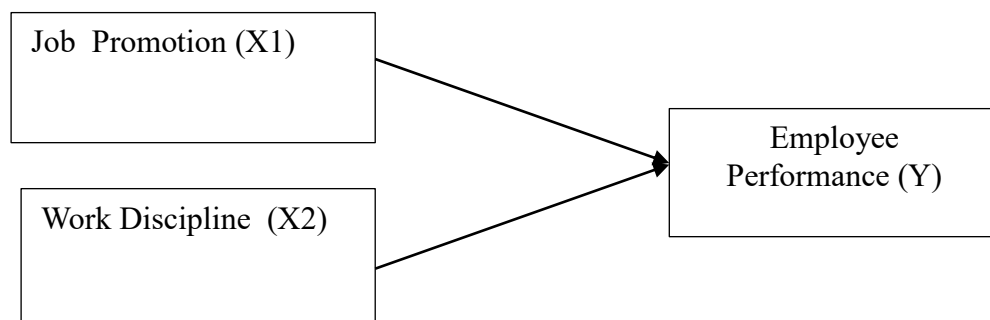


Figure 1. Theoretical Framework

DISCUSSIONS AND RESULT

Respondents Characteristics

To find out the Promotion of Position and Work Discipline on Employee Performance, the author distributed a questionnaire to 50 PPNNP respondents of the Bekasi City Land Office Overview of Respondents Based on Education Of the 50 respondents who were sampled in this study, the level of education of the respondents can be seen in the following table:

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Table 1 Number of Respondents by Education

Education Background					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	12	36,4	36,4	36,4
	D3	8	24,2	24,2	60,6
	S1	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

Sourced: Data Proceed by SPSS 26 (2023)

Data Analysis & Discussions

This research was conducted at the Bekasi City Land Office which is located at jl. Chairil Anwar no.25. Where the object of this research is PPNNP employees of the Bekasi City BPN Office. The research through the dissemination of this questionnaire aims to measure whether there is a significant influence between the variables of Position Promotion (X1) and Work Discipline (X2) on Employee Performance (Y).

Frequency Test

Based on the results of the test, it is known that N and the sum of all valid Y variable data (Performance) amount to 33 out of 33 sample data, the minimum value is 2 and the maximum value is 5. It is known that the mean value is 4.348 and the standard deviation is 0.529 which means that the mean value is greater than the standard deviation value so that the data deviation is low, so the distribution of the value is even.

X1 (Departmental Promotion) has a minimum value of 1 and a maximum value of 5. It is known that the mean of X1 is 4.814 and the standard deviation is 0.595 which means that the value of the mean is greater than the standard deviation so that the data deviation is low, so the distribution of the value is even.

X2 (Work Discipline) has a minimum value of 2 and a maximum value of 5. It is known that the mean of X2 is 4.160 and the standard deviation is 0.553 which means that the value of the mean is greater than the standard deviation so that the data deviation is low, so the data distribution is evenly distributed

Validity Test

Based on table 4.5, it shows that the variable questionnaire for Position Promotion (X1) is declared valid. Based on table 4.6, it shows that the questionnaire for the variable of Work Discipline (X2) is declared valid. Based on table 4.7, it shows that the variable questionnaire for Employee Performance (Y) is declared valid.



.Reliability Test

Table 2 Reliability Test Results of Job Promotion (X₁)

Reliability Statistics	
Cronbach's Alpha	N of Items
,760	13

Sourced: Data Proceed by SPSS 26 (2023)

Table 2 shows that the reliability value of the Position Promotion level has a Cronbach Alpha of 0760, the value has a limit above 07, so it can be said to be reliable Thus, it can be concluded that the statements in the Position Promotion variable are reliable.

Table 3 Reliability Test Results Work Discipline (X₂)

Reliability Statistics	
Cronbach's Alpha	N of Items
,759	13

Sourced: Data Proceed by SPSS 26 (2023)

Table 3 shows that the reliability value of Work Discipline has a Cronbach Alpha of 0759, the value has a limit above 07, so it can be said to be reliable Thus, it can be concluded that the statements in the Work Discipline variable are reliable.

Table 4 Reliability Test Result Employee Performance (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,766	13

Sourced: Data Proceed by SPSS 26 (2023)

Table 4 shows that the Employee Performance reliability value has a Cronbach Alpha of 0766, the value has a limit above 07, so it can be said to be reliable Thus, it can be concluded that the statements in the Employee Performance variable are reliable



Classic Assumption Test

Table 5 Normality Test Results Kolmogorov-Smirnov

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	Df	Sig.
X1	,187	33	,005	,919	33	,017
X2	,191	33	,003	,897	33	,005
Y	,206	33	,001	,891	33	,003

a. Lilliefors Significance Correction

Sourced: Data Proceed by SPSS 26 (2023)

From the data above, it shows that the Sig value is below 05, so it can be concluded that the distributed data is not numerical This can happen because the distribution of the questionnaire is only in the PPNPN section that has the same educational background, namely high school equivalent The data can be seen from table 6 below:

Table 6 Normality Test Result – Respondents Positions

Respondents Positions					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PPNPN	33	100,0	100,0	100,0

Sourced: Data Proceed by SPSS 26 (2023)

Tabel 7 Normality Test Result – Education Background

Education Background					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	12	36,4	36,4	36,4
	D3	8	24,2	24,2	60,6
	S1	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

Sourced: Data Proceed by SPSS 26 (2023)



Multicollinearity Test

Table 8 Multicollinearity Test Results

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	22,491	7,601		2,959	0,000		
X1	,145	,204	,168	3,328	0,002	,394	2,538
X2	,451	,240	,443	3,904	0,004	,394	2,538

a. Dependent Variable: Y

Sourced: Data Proceed by SPSS 26 (2023)

From the above data, it can be seen that the tolerance value of the two independent variables is $0.394 > 0.1$ VIF is $2.538 < 10$, so it can be concluded that in the regression model there is no multicollinearity problem.

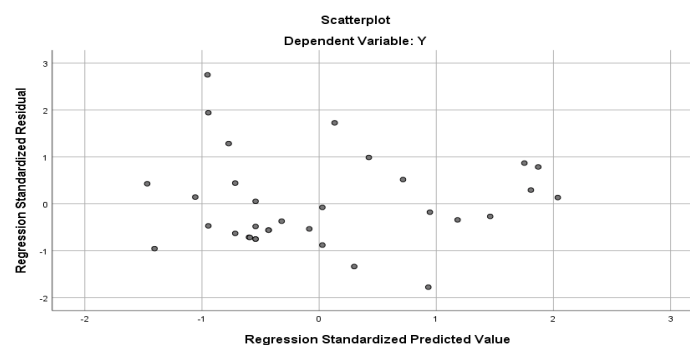


Figure 2 Scatterplot Variable Y

In the performance variable figure, it can be seen that the points of the scatterplot graph have a clear distribution and the points are above and below the number 0 on the Y axis This is influenced by the lack of information about the promotion aspect of positions to encourage better employee performance

Based on the regression results shown in table 415, it can be concluded in this linear equation as follows:

$$Y = a + b1 x1 + b2 x2$$



Remarks:

Y = Dependent Variable
A = Constanta
b1 x1 = Coefficient Regression
b2 x2 = Independent Variables
Y = 22,491 + 0,145 X1 + 0,451X2

Goodness of Fit Test Results

Table 9 Coefficient of Determination of Position Promotion Level and Work Discipline

Model Summary ^b					
Mode	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,584 ^a	,341	,297	3,731	1,651
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Sourced: Data Proceed by SPSS 26 (2023)

Based on the results of calculations through SPSS (Statistical Product and Service Solution) as in the table above, it can be seen that the adjusted value of R² (R Square) is 0341, this can show the magnitude of the role of independent variables (X1 and X2), namely Position Promotion and Work Discipline together can affect the dependent variable (Y) of employee performance by 341% while the remaining 659% of the variation in the value of the dependent variable is explained by other variables that are not studied

Table 10 Determination Coefficient of Position Promotion Level

Model Summary ^b					
Mode	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,513 ^a	,263	,239	3,880	1,614
a. Predictors: (Constant), X1					
b. Dependent Variable: Y					

Sourced: Data Proceed by SPSS 26 (2023)



Based on table 10, which partially affects the variable of Position Promotion (X1) on Employee Performance (Y) by 263%

Table 11 Coefficient of Determination of Work Discipline Level

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,574 ^a	,330	,308	3,701	1,603
a. Predictors: (Constant), X2					
b. Dependent Variable: Y					

Sourced: Data Proceed by SPSS 26 (2023)

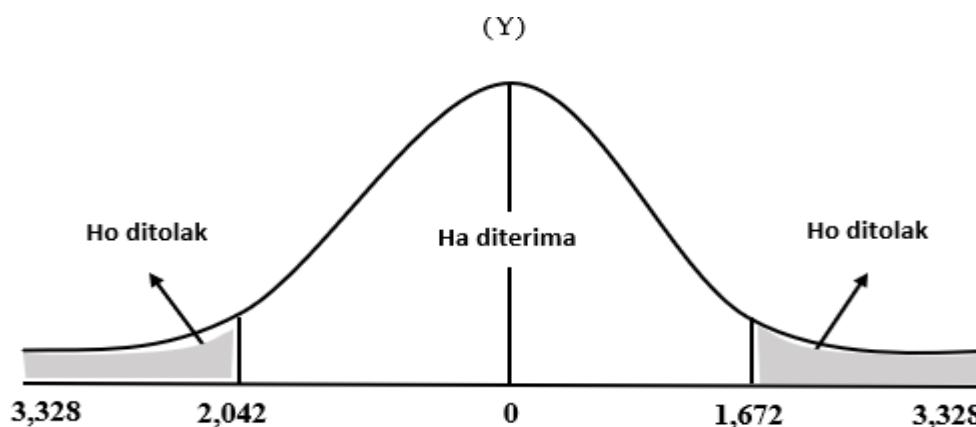
Based on table 11 which partially affects the variable Work Discipline (X2) on Employee Performance (Y) by 330%

T-Test

Table 12 T-Test Result Variable Job Promotion (X₁)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	22,491	7,601		0
	X1	0,145	0,204	0,168	0,002

Sources: Data Proceed by SPSS 26 (2023)



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Figure 3 T-Test Curve of variable Job Promotion (X1) to Employee Performance

Based on table 12 and Figure 3 of Position Promotion (X1) has a significant influence on the performance of employees (Y) (Sig 0002 < 005) and the value of t calculation (3328) > t of the right table is (1672) and for t of the left table is (2042) The following is a partial t-test through the variable of Work Discipline (X2) on Employee Performance (Y).

CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the results of research and discussion on the influence of Position Promotion and Work Discipline on the performance of Employees at the Bekasi City Land Office, the following conclusions can be drawn:

1. Based on research conducted by the author at the Bekasi City BPN Office It is known that there is a decrease in work productivity This is influenced by the lack of information about the promotion aspect of positions to encourage better employee performance
2. Based on the collection of data aimed at the object of research, namely the variables of Position Promotion (X1) and Work Discipline (X2) by using the dissemination on the questionnaire and the available answers gradually obtained data that can be processed through SPSS version 26.
3. The data from the research results were processed by the SPSS 26 method The author collected data that showed that the aspects of Position Promotion (X1) and Work Discipline (X2) had a positive relationship with Employee Performance (Y) As the function that has been processed into $Y = 22491 + 0145 X1 + 0451 X2$
4. Based on the positive relationship, the author concludes that there is an influence either jointly or partially, which has been proven in the t test and f test as described in the data above
5. Based on the joint influence that partially affects the variable of Position Promotion (X1) on Employee Performance (Y) by 26.3%. Because together they produce significant results between the influence of Position Promotion (X1) on Employee Performance (Y). And based on the influence of the work discipline variable (X2) on Employee Performance (Y) by 33.0%. Because together they produce significant results between the influence of the level of Work Discipline (X2) on Employee Performance (Y).

Suggestion

From the results of the research on the influence of position promotion and work discipline on employee performance at the Bekasi City Land Office, the author will propose suggestions that hopefully can be useful for all of us, namely:

1. Theoretical Advice



Based on the research that has been carried out at the Bekasi City Land Office, it can be suggested for future researchers to be able to add subjects to the research, this is done so that the research can really represent the state of the research population. Then it can be suggested to try other factors that can affect performance such as educational background, skills, motivation, income level and so on in the next research.

2. Practical Advice

- a. It is hoped that the Head of the Bekasi City Land Office can continue to maintain, pay attention, and maintain existing employees so that employees feel enthusiastic and comfortable to work and increase the promotion of positions given to employees so that in the future the company can continue to develop.
- b. It is hoped that the Head of the Bekasi City Land Office will continue to support the process of carrying out the duties of employees and give appreciation to employees who have good performance so that they can be more motivated in improving their work discipline.
- c. It is hoped that all employees at the Bekasi City Land Office will be more aware of their obligations as employees to obey all applicable rules to improve work discipline and make the work environment more comfortable
- d. It is hoped that the next researcher will research and analyse variables outside of this research variable on the same object so that the next research becomes a perfect research

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