



The Effect of Work Supervision and Discipline on Employee Performance at PT. Personel Alih Daya (Persero) Jakarta Selatan

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Abstract:

The purpose of this study was to determine the effect of supervision and work discipline on employee performance at PT. South Jakarta Outsourcing Personnel (Persero). Either partially or simultaneously. The method used in this study is a quantitative method. The sampling technique used is saturated sampling using a sample of 80 respondents. The data analysis technique used is statistical analysis with validity test, rehabilitation test, classical assumption test, simple linear regression test, multiple regression test, correlation coefficient, coefficient of determination, hypothesis t test and hypothesis f test. The results of the supervision research have a significant effect on job satisfaction partially, as shown by the linear regression equation $Y = 9.784 + 0.333 X_1$ where the coefficient value is positive, which means that if the work environment increases, job satisfaction will also increase. This is evidenced by testing the hypothesis that the value of t arithmetic $>$ t table ($11.677 > 1.664$) is moderately related by the value $<$ Sig 0.05 or significance $<$ 0.05 ($0.000 < 0.05$). Work discipline has a significant effect on job satisfaction partially, as shown by the linear regression equation $Y = 13.839 + 0.943 X_2$ where the coefficient value is positive, which means that if the work environment increases, job satisfaction will also increase. This is evidenced by the hypothesis test that the value of t count $>$ t table ($12,309 > 1,664$) is moderately related by the value $<$ Sig 0.05 or significance $<$ 0.05 ($0.000 < 0.05$). The results of research on supervision and work discipline on employee performance are shown by the linear regression equation $Y = 8.501 + 0.401 + -0.562$ where the beta coefficient is positive, which means that if the work environment and motivation increase, job satisfaction will also increase. This is evidenced by the results of simultaneous hypothesis testing obtained by the calculated F value $>$ F table or ($93.996 > 3.12$) and strengthened by a significance value $<$ 0.05 ($0.000 < 0.05$). The results of the determination coefficient test of the supervisory variable (X_1) and work discipline (X_2) have an effect of 70.9% on the performance of employees at PT. Personel Alih Daya(Persero) Jakarta Selatan. Thus H_0 is rejected and H_3 is accepted. This means that it is proven that there is a simultaneous significant effect between supervision (X_1) and work discipline (X_2) on employee performance (Y).

Keywords: Supervision, Work Discipline, Employee Performance .

INTRODUCTION

Profile of PT. Personel Alih Daya (Persero), is a company established based on the Notary Deed of Julius Purnawan SH, MSi on 21 April 2006 which is engaged in the management of manpower services (Outsourcing). This company has experience in managing outsourcing services for almost 10 years, and has worked with more than 90 clients and a workforce of more than 8000 people throughout Indonesia.

Companies must always pay attention to the interrelationships between these production factors, thus companies are required to be able to manage them as well as possible, especially in the field of human resources. In managing human resources owned by the company must have human resource management so that it is able to form the human resources owned to work more effectively and efficiently.

Human resources are one of the factors that are directly involved in carrying out company activities and play an important role in increasing the company's productivity in achieving the goals that have been set. Human resources are required to be able to overcome all challenges and are expected to be able to take advantage of opportunities and be able to meet the demands of needs, especially those that exist or come from the work environment.

Based on research conducted at PT. Personel Alih Daya (Persero), information can be obtained about the problems that arise within the organization:

1. Does supervision affect employee performance at PT. Personel Alih Daya (Persero)?
2. How is the influence of discipline on employee performance at PT. Personel Alih Daya (Persero)?
3. How big is the influence of supervision and work discipline on employee performance at PT. Personel Alih Daya (Persero)?

An activity or activity certainly has a purpose. Likewise with the research that will be carried out by the author. The aims of this research are:

1. To find out the effect of supervision on employee performance at PT. Personel Alih Daya (Persero)
2. To know the discipline of employees at PT. Personel Alih Daya (Persero)
3. To determine the performance of employees at PT. Personel Alih Daya (Persero)
4. To find out how much influence work discipline has on employee performance at PT. Personel Alih Daya (Persero)

The expected benefits of this research are:

1. For Companies

With this research, the company will be able to find out what are the constraints on human resources in carrying out their work that have an impact on employee performance.

2. For Pamulang University

With this research, it is hoped that it can contribute to the development of science, especially in the field of human resource management.

3. For Researcher

This research was conducted to broaden and broaden knowledge in the field of human resource management, especially regarding the Effect of Supervision and Work Discipline on Employee Performance at PT. Personel Alih Daya (Persero) South Jakarta.

LITERATURE REVIEW

Human Resource Management Theory

Management comes from the English language management with the verb to manage, generally defined as managing. Furthermore, the definition of management developed more fully. Lauren A. Aply, as quoted by Tanthowi, translates management as "The art of getting done though people".

Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve certain goals.

Management is often defined as science, tips and professions. It is said to be a science by Luther Gulick because management is seen as a field of knowledge that systematically seeks to understand why and how people work together to achieve goals and make this system of cooperation more useful for humanity..

A. Management Elements

According to Hasibuan (2014:1) the management elements consist of man, money, method, machines, materials, and market, abbreviated as 6M, namely :

1. Man, referring to the human resources owned by the agency in management, the human factor is the most important determining factor. Humans make goals and humans also carry out the process to achieve goals.
2. Money, is one element that cannot be ignored. Money is a measuring tool and a means of measuring value, the size of the results of activities can be measured from the amount of money circulating in the agency. Therefore money is an important tool to achieve goals, because everything must be calculated rationally.
3. *Method*, is a work procedure that facilitates the work of managers. A method can be expressed as determining how to carry out a task by giving various considerations to the facilities, available facilities and the use of time and business activities.

B. Management Function

Management functions are the basic elements that will always exist and are inherent in the management process that will be used as a reference by managers in carrying out activities to achieve goals.

1) Employee Performance

A. Definition of Employee Performance

The meaning of actual performance comes from the words job performance and is also called actual performance or work performance or the actual achievement that has been achieved by an employee. According to Prof. Dr. Moehariono, M.Si. in his book entitled "Competency-Based Performance Measurement" employee performance is the result of performance that can be achieved by a person or group of people in an organization both qualitatively and quantitatively, in accordance with their respective authorities, duties, and responsibilities in an effort to achieve organizational goals. concerned legally, does not violate the law, and in accordance with morals or ethics.

B. Factors Affecting Employee Performance

Performance in an organization is carried out by all human resources in the organization, both elements of leadership and workers, many of which affect human resources in carrying out their performance. There are factors that come from within the human resources themselves and from outside themselves.

2) Hypothesis Development

Based on the description above, the researcher concludes the allegations of the effect of Supervision and Work Discipline on Employee Performance. Conclusions that can be drawn temporarily in the form of hypotheses include guessing :

$H_{o1}=0$: There is no effect of Supervision on Employee Performance at PT Personel Alih Daya South Jakarta in 2020-2021.

$H_{a1}\neq 0$: There is an influence of Supervision on Employee Performance at PT Personel Alih Daya South Jakarta in 2020-2021

$H_{o2}=0$: There is no influence of Work Discipline on Employee Performance at PT Personel Alih Daya South Jakarta in 2020-2021

$H_{a2}\neq 0$: There is an influence of Work Discipline on Employee Performance at PT Personel Alih Daya South Jakarta in 2020-2021.

$H_{03}=0$: There is no effect of Supervision and Work Discipline on Employee Performance in PT Personel Alih Daya Jakarta Selatan Tahun 2020-2021.

$H_{a3}\neq 0$: There is an effect of Supervision and Work Discipline on Employee Performance in PT Personel Alih Daya Tahun 2020-2021

RESEARCH METHODS

This research is a type of quantitative research and uses a descriptive method. Quantitative research quoted from Sugiyono (2019:16) quantitative research methods can be interpreted as a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the purpose of testing the hypothesis that has been set.

While the qualitative descriptive method according to Mukhtar (2013, 10) is a method used by research to find knowledge or theory at a certain time.

This research was conducted at the office of PT. Personel Alih Daya (Persero) which is located on Jl. Poltangan Raya Gunuk Block No. 35 Rt. 9/5 Tj. West District of Jagakarsa City of South Jakarta Special Capital Region of Jakarta 12530.

Operational Research Variables

Operational variables according to Sugiyono (2017: 63) argues "operational variables are as follows: "An attribute or nature or value of people, objects or activities that have certain variations that are applied by researchers to be studied and then drawn conclusions". Operationalization of variables is needed in determining the types, indicators, and scale of the variables involved in a study, so that hypothesis testing with statistical tools can be carried out correctly. In the research conducted by the author, it consists of independent variables and dependent variables. The explanation of each of the variables is as follows.

1) Independent or Free Variable (X_1 dan X_2)

According to Sugiyono (2017:33) argues "the independent variable is a variable that affects the dependent variable (dependent)". The independent variable is a stimulus variable or a variable that can affect other variables. The independent variable is the variable that is measured or selected by the researcher to determine its relationship with an observed symptom. The independent variables studied in this study include:

a. Supervision (X_1)

What is meant by supervision in this study is that supervision is the fourth managerial function after the planning field, so the next activity is organizing, and directing Handoko (2017: 86). The indicators used include: 1) Input Control, 2) Behavior Control, 3) Expenditure Control, 4) Supervision, 5) Alignment of Goals.

b. Work Discipline (X_2)

What is meant by work discipline in this study is a person's awareness and willingness to obey all company regulations and applicable social norms (Hasibuan 2012:153). The indicators used include: 1) Frequency of Attendance, 2) Level of Alertness, 3) Compliance with Work Standards, 4) Work Ethics.

2) Dependent or Bound Variable (Y)

According to Sugiyono (2017:39) he argues "the dependent variable is often referred to as the output variable, criteria, consequent or dependent variable, namely the variable that is influenced or which is the result because of the independent variable". In this study the dependent variable is employee performance. What is meant by employee performance in this study is the results obtained by an organization both profit oriented and non profit oriented which are produced over a period of time, according to Fahmi (2014: 127). The indicators used include: 1) Skills, 2) Ability, 3) Motivation, 4) Knowledge, 5) Achievement.

According to Sugiyono (2017: 215), "population is the number of generalization areas consisting of objects and characteristics that are determined by researchers and then

conclusions are drawn". Meanwhile, according to Arikunto (2014:173) said that "the population is the entire research subject". From the above understanding, it can be concluded that the population is the overall characteristics or properties of the subject or object that can be drawn as a sample. In the study, the population was employees of PT Personnel Transfer Daya South Jakarta, totaling 80 employees.

The sample is part of the number and characteristics possessed by the population, while the sample size is a step to determine the size of the sample taken in carrying out a study. Sugiyono (2016:81) states that the sample is part of the number and characteristics possessed by a large population, and research is not possible to study what is in the population..

Data collection is the most important step in research, because the main purpose of research is to obtain data. Without knowing data collection techniques, researchers will not get data that meets the data standards set (Sugiyono, 2019:296) in this study the data collected through:

1. Observation

According to Sugiyono (2017:141), "observation is a process composed of various processes so that data is obtained based on facts about the world of reality obtained through observation". In this case the authors carry out direct observations of PT. Personel Alih Daya where observations are limited to the subject matter so that attention is more focused on (real) and relevant data.

2. Kuesioner

Questionnaires are a number of questions posed to respondents in writing. The list of questions is intended primarily with regard to the problem under study. According to Sugiyono (2017:142), "the questionnaire is an efficient data collection technique if the researcher knows with whom the variables will be measured and what is expected of the respondents". In this study the questionnaire made in the form of statements with answers referring to the Likert scale: Strongly Disagree (weight 1), Disagree (weight 2), Disagree (weight 3), Agree (weight 4) and Strongly Agree (weight 5).

According to Sugiyono (2017:147), "In quantitative research, data analysis is an activity of collecting data from sources obtained". Activities in data analysis are grouping data based on variables and types, tabulating based on variables, presenting data based on the variables studied, performing calculations to answer the problem formulation, and performing calculations to test the proposed hypothesis. The data analysis methods used in conducting this research are:

1) 1) Test Instrument Data

In a study, data has a very important position. This is because the data is a description of the variables studied and serves as a means of proving the hypothesis. Valid or not the data will determine the quality of the data. This depends on the instrument used whether it meets the validation and reliability. As for testing this instrument, 2 (two) tests are used, namely:

2) Validity Test

Valid is showing the degree of accuracy between data that actually occurs on the object and data that can be collected by researchers. According to Sugiyono (2017:361), "valid means that there are similarities between the data collected and the actual data".

According to Ghozali (2017: 52), "a questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire". To test the validity, look at the Item-Total Statistics table.

This value is compared with the value of r arithmetic $> r$ table or it can also be with the Cronbach value of negligent $>$ Critical standard of negligent, then it is said to be valid. To test the validity of each instrument, the formula used is the product moment correlation coefficient as follows :

$$r_{xy} = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{\{n \cdot \sum x^2 - (\sum x)^2\} \{n \cdot \sum y^2 - (\sum y)^2\}}}$$

Source: Sugiyono (2017: 356)

Detail:

- rx_y = correlation coefficient between X and Y
- n = number of respondents
- x = Questionnaire item score
- y = total score of questionnaire items
- $\sum x^2$ = sum of squares of all scores X
- $\sum y^2$ = sum of squares of all scores Y

Reliability test

Reliability test is a series of measurements or a series of measuring instruments that have consistency if the measurements made with the measuring instrument are repeated. A good instrument will not tend to lead respondents to choose certain answers. According to Sugiyono (2017:168), "a reliable instrument, if used several times to measure the same object, will produce the same data. Meanwhile, according to Ghazali (2017: 47) argues "reliability is a tool to test the consistency of respondents' answers to statements in the questionnaire. A questionnaire is said to be reliable if a person's answer to the statement is consistent or stable from time to time.

The formula used in this research reliability is sought by using the alpha formula or Cronbach's alpha (α) because the questionnaire question instrument used is a range between several values in this case using a rating scale of 1 to 5.

According to Suharsimi Arikunto (2015:223) how to calculate the level of reliability of a data is by using the Alpha Cronbach formula as follows:

$$r_{11} = \left[\frac{k}{k-1} \right] \left[1 - \frac{\sum \sigma_b^2}{\sigma_1^2} \right]$$

Source: Suharsimi Arikunto (2015:223)

Detail:

- r₁₁ = Reliability coefficient
- k = Number of questions
- $\sum \sigma_b^2$ = Number of question item variances
- σ_1^2 = total variance

1. Descriptive Analysis

Descriptive method is the data used by conducting data collection and analysis in order to obtain a description, picture or phenomenon under study.

a. Likert Scale

In this study, for weighting the data, the researcher used a measurement scale. According to Sugiyono (2017: 92), the measurement scale is an agreement that is used as a reference to determine the length of the short interval in the measuring instrument so that when used it will produce quantitative data.

In statistics, many types of scales are studied and used both for the benefit of academics and practitioners. Of the many types of scales that have been developed, in this study the author uses a Likert Scale in the form of the data obtained.

b. Interval Scale

After making the Likert scale and the value scale (scoring), then look for the average of each respondent's answer. To facilitate the assessment of the average, then used an interval

scale. While the interval scale itself, according to Istijanto (2009: 83), is "a scale that has a sequence and has the same interval or distance between categories or its closest points."

2. Quantitative Analysis.

Qualitative analysis is a study to assess the condition of the influence value, and the significance of the influence. According to Sugiyono (2017: 55) argues "the verification method is a research that aims to determine the relationship between 2 (two) or more variables. Thus, the results of this analysis will provide an initial answer to the formulation of the problem regarding the effect of the independent variable on the dependent variable. The stages of analysis carried out are::

a. Simple Linear Regression Analysis

According to Sugiyono (2017: 277), he argues "Simple linear regression is used to estimate the magnitude of the coefficient resulting from a linear equation of one independent variable to be used as a predictor of the size of the dependent variable". The simple linear regression equation can be formulated as follows:

$$Y = a + bx$$

Where:

Y = Dependent variable

X = Independent variable

a = Intercept (constant) (Y value if X = 0 is called intercept point

b = Coefficient of linear regression direction to measure the magnitude of the effect of Y

According to Sugiyono (2017: 277), he argues "regression analysis is used to predict how the value of the dependent variable changes if the value of the independent variable is increased / decreased".

This relationship model is arranged in a multiple regression function or equation as follows:

$$Y = a + b_1X_1 + b_2X_2 + \acute{\epsilon}$$

Source: Sugiyono (2017:277).

Detail:

a = Constant number

Y = Dependent variable

$b_{1,2}$ = Regression coefficient of each variable

$X_{1,2}$ = Independent Variable

$\acute{\epsilon}$ = *Disturbance's error / variable disturbance*

b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of relationship between the independent variable and the dependent variable either partially or simultaneously. According to Sugiyono (2017: 274) the Pearson correlation equation is stated in the following formula::

$$r = \frac{n \sum XY - \sum X \sum Y}{\sqrt{(n \sum X^2 - (\sum X)^2) \cdot (n \sum Y^2 - (\sum Y)^2)}}$$

Source: Sugiyono (2017:183)

Detail:

r : Correlation between independent variable and dependent variable

n : Number of samples

X : Value of independent variable (free)

Y : Value of dependent variable (bound)

c. Coefficient of Determination Analysis

The analysis of the coefficient of determination is intended to determine the magnitude of the influence between the independent variables on the dependent variable either partially

or simultaneously. According to Andi Supangat (2015: 350) argues "the coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of percent." Based on this understanding, the coefficient of determination is part of the total diversity of the dependent variable which can be taken into account by the diversity of independent variables. calculated by the coefficient of determination with the basic assumption that other factors outside the variables are considered constant.

The formula used in this analysis according to Sugiyono (2017: 350) to determine the amount of the contribution of the independent variable to the dependent variable which can be calculated a coefficient called the coefficient of determination, which is formulated as follows:

$$KD = r^2 \times 100\%$$

Source: Sugiyono (2017:350)

Detail:

KD : Coefficient of Determination

r : Correlation Coefficient between independent and dependent variables (squared)

100% : Presented multiplication

d. Hypothesis test

Hypothesis testing is intended to determine whether a hypothesis should be accepted or rejected. According to Sugiyono (2017:213), "the hypothesis is a temporary answer to the research problem formulation, therefore the research problem formulation is usually arranged in the form of a question sentence." Thus the research hypothesis can be interpreted as a temporary answer to the research problem, until it is proven through the collected data and must be tested empirically. Then hypothesis testing is done through:

1) Partial Hypothesis Testing (t Test)

The t test or partial test is intended to test how the influence of each independent variable individually on the dependent variable. In this study, the formulation of the hypothesis made is as follows:

The formula used in testing this hypothesis (t test), according to Sugiyono (2017: 184) can be used by finding the t value calculated with the following formula:

$$t = \frac{r_1 \sqrt{n-2}}{\sqrt{(1 - r_1^2)}}$$

Source: Sugiyono (2017:184)

Detail:

t = Probabilitas

r = Partial correlation coefficient

n = Number of samples.

The level of significance used = 0.05 means that the possibility of the conclusion has a probability of 95% or an error tolerance of 5%.

2) Uji Hipotesis Secara Simultan (Uji F)

The F or simultaneous test is intended to test the effect of all independent variables simultaneously on the dependent variable. In this study the formulation of the hypothesis made, as follows:

The formula used according to Sugiyono (2017:252) "The F test is used to determine the effect simultaneously (together) between the independent variables on the dependent variable". To find the calculated F value, the following formula is used:

$$F_{hitung} = \frac{r^2 / k}{(1 - r^2) / (n - k - 1)}$$

Source: Sugiyono (2017:252)

Detail:

- r^2 = Multiple correlation coefficient
- k = Number of independent variables
- n = Amount of data (sample of respondents).

In this test, SPSS software version 26 is used. The criteria for the hypothesis are accepted or rejected, namely by comparing the calculated F value with the F table with the following criteria:

1. If value F count > F table, maka H_0 rejected dan H_a accepted.
2. If value F count < F table, maka H_0 accepted dan H_a rejected.

RESEARCH RESULTS AND DISCUSSION

Testing the data instrument to find out that the variables studied have a function as a means of proof, including validity and reliability tests.

A. Instrument Validity Test

Validity test is intended to test the statement on each item statement on the questionnaire is valid or not. To process the validity test, the study used SPSS Version 26 software with the following criteria::

1. If value r count > r table, maka instrumen valid
2. If value r count < r table, maka instrumen not valid

B. Instrument Reliability Test

The reliability tester is intended to test whether a questionnaire is reliable or not. According to Ghazali (2017:47) "Reliability test is a tool to measure a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answer to the statement is consistent or stable from time to time. The criteria or provisions in deciding whether the statement is reliable or not, are as follows: :

1. If value Cronbatch Alpha > 0.600, maka instrumen reliabel
2. If value Cronbatch Alpha < 0.600, maka instrumen tidak reliabel

Descriptive Analysis

A. Respondents Descriptive Analysis

Characteristics of respondents can be presented in the table below:

1). Characteristics of Respondents Based on Gender

Table 1. Characteristics of Respondents Based on Gender

		JENIS_KELAMIN			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Men	25	31.3	31.3	31.3
	Women	55	68.8	68.8	100
	Total	80	100	100	

Source : Data Diolah 2021

Based on the data above, there are 25 male respondents or 31.3%, while 55 female respondents or 68.8%.

2). Characteristics of Respondents Based on Age

Table 2. Characteristics of Respondents Based on Age

AGES				
	Frequency	Percent	Valid Percent	Cumulative Percent
< 20 Years Old	2	2.5	2.5	2.5
20-25 Years	64	80	80	82.5
Valid 26-30 Years	10	12.5	12.5	95
31-35 Years	4	5	5	100
Total	80	100	100	

Source : Processed data 2021

Based on the data above, there are 2 respondents aged <20 years or 2.5%, 64 people aged 20-25 years or 80%, aged 26-30 years as many as 10 people or 12.5%, and those aged 26-30 years. 31-35 years as many as 4 people or 5.0%.

3). Characteristics of Respondents Based on Education

Table 3. Characteristics of Respondents Based on Education

Education				
	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	47	58.8	58.8	58.8
Valid DIPLOMA (D1/D2/D3)	6	7.5	7.5	66.3
SARJANA (S1/S2/S3)	27	33.8	33.8	100
Total	80	100	100	

Source : Processed data 2021

Based on the data above, respondents with high school education are 47 people or 58.8%, 6 people have Diploma education or 7.5%, 27 people have Bachelor degree (S1) or 33.8%

B. Descriptive Analysis of Respondents' Assessment

The variables used in this study were Supervision (X1), Discipline (X2), and Employee Performance (Y). In analyzing, the writing uses descriptive analysis by providing an overview of the research subjects in relation to the variables studied. Prior to the analysis, the score of each variable was first weighed by giving a total score with the number of items from the weighted variables, through the questions given by the researcher in the questionnaire..

Table 4. Respondent Response Interval Table

Scale Range	Detail
1,00-1,79	Strongly Disagree
1,80-2,59	Do not agree
2,60-3,39	Disagree
3,40-4,19	Agree
4,20-5,00	Strongly Agree

Source : Sugiyono, (2017:95)

C. Quantitative Analysis

The verification analysis is intended to determine the magnitude of the influence and analyze the significance of the influence. In this analysis, the effect of the 2 independent variables on the dependent variable is carried out.

1. Linear Regression Analysis

This regression test is intended to determine how much influence the variables X1 and X2 have on the Y variable. In this study, supervision (X1) and work discipline (X2) on employee performance (Y) either partially or simultaneously. here are the results regression processing with SPSS version 26 which can be seen in the following table:i :

Table 5. Simple Linear Regression Test Results Monitoring Variable (X1) Against Employee Performance (Y)

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	11.953	4.255		2.809	0.006
	Supervision	0.807	0.069	0.798	11.677	0

Source : Processed data 2021

Based on the results of the regression calculations in the table above, the regression equation $Y = 11.953 + 0.807X$ can be obtained. From the above equation, it can be concluded as follows:

- A. The constant value of 11.953 means that if the supervisory variable (X1) does not exist, then there has been an employee performance value (Y) of 11.953 points..
- B. The supervisory regression coefficient value (X1) is 0.807. This number is positive, meaning that if the constant is fixed and there is no change in the work discipline variable data (X2), then every 1 unit change in the supervision variable (X1) will result in a decrease in employee performance (Y). of 0.807 points.

2. Correlation Coefficient Analysis (r)

The correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent variable and the dependent variable. The results of data processing are as follows:

Table 6. Results of Partial Correlation Coefficient Analysis Between Supervision (X1) on Employee Performance (Y)

Correlations			
		Supervision	Employee performance
Supervision	Pearson Correlation	1	.798**
	Sig. (2-tailed)		0
	N	80	80
Employee performance	Pearson Correlation	.798**	1
	Sig. (2-tailed)	0	
	N	80	80

Source : Processed data 2021

Based on the test results in the table above, the correlation coefficient value is 0.798 where the value is in the interval 0.600 - 0.799, meaning that the two compensation variables have a strong relationship..

3. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the power of influence between the independent variables on the dependent variable either partially

or simultaneously, in this study is supervision (X1) and work discipline (X2) on employee performance (Y).

The following is the result of the calculation of the coefficient of determination processed with SPSS version 26 as follows::

Table 7. Results of Partial Coefficient of Determination Analysis Between Monitoring Variables (X1) Against Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.798 ^a	0.636	0.631	4.57269

a. Predictors: (Constant), Pengawasan

Source : Processed data 2021

Based on the results of the test table above, the coefficient of determination is 0.636, so it can be concluded that the supervisory variable (X1) has an effect on employee performance by 63.6% while the remaining $(100 - 63.6\%) = 36.4\%$ is influenced by other factors.

Hypothesis Test

A. Partial Hypothesis Testing (Uji t)

Hypothesis testing of the supervisory variable (X1) and work discipline (X2) on employee performance (Y) was carried out by t-test (partial test). In this research, a significance criterion of 5% (0.05) is used by comparing the t-count value with the t-table, which is as follows:

1. If value $t_{count} < t_{table}$: Berarti H_0 accepted dan H_1 rejected
2. If value $t_{count} > t_{table}$: Berarti H_0 rejected dan H_1 accepted

As for determining the magnitude of the value of t table is sought by using the following formula:

$t_{table} = t_{\alpha, df}$ (Taraf Alpha x Degree of Freedom)

α = tarif nyata 5%

df = (n-2), maka diperoleh $(80-2) = 78$, maka $t_{table} = 1,664$

kriteria dikatakan signifikan If value $t_{count} > t_{table}$ atau p value < Sig 0,05.

The results of data processing using SPSS version 26, with the following results:

Table 8. Hypothesis Test Results (t Test) Supervision Variable (X1) Against Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.953	4.255		2.809	0.006
	Supervision	0.807	0.069	0.798	11.677	0

a. Dependent Variable: Kinerja Karyawan

Source : Processed data 2021

Based on the test results above, the value of t arithmetic $> t_{table}$ or $(11.677 > 1.664)$. This is also reinforced by the p value < Sig. 0.05 $(0.000 < 0.05)$. Thus, H_0 is rejected and H_1 is accepted, this shows that there is a positive and significant influence between supervision on employee performance.

B. Simultaneous Hypothesis Testing (F Test)

To test the effect of the variables of supervision and work discipline simultaneously on employee performance, the F statistic test (simultaneous test) was carried out with a

significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with the F table with the following provisions::

1. If value F count < F table : means H0 is accepted and H1 is rejected
2. If value F count > F table : means H0 is rejected and H1 is accepted

To determine the size of the F table, it is sought with the provisions of $df = (n-k - 1)$, then obtained $(80-2-1) = 77$ so F table = 3.12 criteria are said to be significant if F count > F table or P value < Sig 0.05 the formulation of the hypothesis is as follows:

H0 : $\rho_{1,2} = 0$ There is no positive and significant effect simultaneously supervision and work discipline on employee performance at PT. Personel Alih Daya (Persero) South Jakarta.

H3 : $\rho_{1,2} \neq 0$ Terdapat pengaruh yang signifikan secara simultan pengawasan dan disiplin kerja terhadap kinerja karyawan pada PT. Personel Alih Daya (Persero) Jaksel

Table 9. Hypothesis Results (Test F) Simultaneously Between Supervision (X1) and Work Discipline (X2) Against Employee Performance (Y)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3179.607	2	1589.804	93.996	<.001 ^b
Residual	1302.343	77	16.914		
Total	4481.95	79			

a. Dependent Variable: Employee performance
b. Predictors: (Constant), Work Discipline, Supervision

Source : Processed data 2021

Based on the test results in the table above, the calculated F value > F table (93.996 > 3.12) is also strengthened by the p value < Sig. 0.05 or (0.000 < 0.05) thus H0 is rejected and H3 is accepted, this shows that there is a simultaneous significant influence between supervision and work discipline on employee performance at PT. South Jakarta Outsourcing Personnel.

CONCLUSION

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion of the influence of supervision and work discipline on employee performance as follows::

1. Supervision has a positive and significant effect on employee performance with the regression equation $Y = 9.784 + 0.333$ correlation coefficient of 0.798 meaning that both variables have a strong correlation level. The value of determination or influence contribution is 0.636 or 63.6% while the remaining 36.4% is influenced by other factors. Hypothesis test obtained value of t count > t table or (11,677 > 1,664). Thus, H0 is rejected, H1 is accepted, meaning that there is a significant influence between supervision and employee performance PT. Personel Alih Daya (Persero) Jakarta Selatan.
2. Work discipline has a positive and significant effect on employee performance with the regression equation $Y = 13.839 + 0.943$ a correlation coefficient of 0.812 means that both variables have a very strong correlation level. The value of determination or contribution of influence is 0.600, it can be concluded that the employee discipline variable is 60.0% while the remaining 40% is influenced by other factors. Hypothesis test obtained value of t count > t table or (12,309 > 1,664). Thus, H0 is rejected, H2 is accepted, meaning that there is a positive and significant influence on work discipline on employee performance at PT. Personel Alih Daya (Persero) Jakarta Selatan.
3. Supervision and Work Discipline have a positive and significant effect on employee performance with the regression equation $Y = 8.501 + 0.401 + 0.562$. The value of the

correlation coefficient or the level of relationship between the independent variable and the dependent variable was obtained at 0.842, meaning that the supervision and work discipline variables have a strong correlation with employee performance. The value of the coefficient of determination or the contribution of the influence simultaneously is 70.9% while the remaining 29.1% is influenced by other factors that have not been researched. Hypothesis test obtained value of $F_{\text{arithmetik}} > F_{\text{table}}$ or $(93.996 > 3.12)$. Thus H_0 is rejected and H_3 is accepted. This means that there is a positive and significant influence simultaneously between supervision and work discipline on employee performance PT. Personel Alih Daya (Persero) Jakarta Selatan.

Suggestion

1. Based on the respondents' answers to the control variable, where the lowest score of 0.520 is found in question point No. 1. "Corrective action is very much needed in the supervision of every company". Where this indicates that the supervision in the company for employees at PT. South Jakarta Outsourcing Personnel (Persero) is still not optimal as a whole. And supervision within a company is very important to find quality human resources in the company.
2. 2). Based on the respondents' answers to the work discipline variable where the lowest answer score of 0.606 is found in the question point No. 4 "I always do my job according to the work standards set by the company". Where it indicates that employees must be able to have ideas for the company, not just doing work according to the work standards that exist in the company.
3. Based on the respondent's answer to the control variable, where is the answer the lowest score of 0.501 is found in the question point No. 3 "I do the task / work without making mistakes". Where this indicates that there are still employees who make mistakes and it is necessary to have supervision in employee performance.

Limitation Research

This research has been attempted and carried out in accordance with scientific procedures, however, it still has limitations, namely: :

- 1). The factors that have employee performance behavior in this study consist of supervision and work discipline, while there are many other factors that affect employee performance.
- 2). There are limitations of research using questionnaires, namely sometimes the answers given by the sample do not show the real situation.

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