

# The Influence of Communication Teamwork and Work Discipline on Employee Performance at PT. Pratomo Putra Teknik Palopo

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## ABSTRACT

*This study aims to determine the effect of communication teamwork and work discipline on employee performance at PT Pratomo Putra Teknik Palopo. This research method is a quantitative one, and data collection involved distributing questionnaires directly to employees of PT Pratomo Putra Teknik Palopo, with the subject of this research involving 40 respondents. In this study, using a Likert scale with a questionnaire statement, respondents answered "strongly disagree" to "strongly agree" to each question on each indicator. The data analysis method used is multiple linear regression analysis. The results of the partially tested research show that communication and teamwork have a positive and significant effect on employee performance at PT Pratomo Putra Teknik Palopo. Meanwhile, work discipline has a positive and significant impact on employee performance, and employee performance has a positive and significant impact on work discipline and communication teamwork at PT Pratomo Putra Teknik Palopo.*

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## INTRODUCTION

Employees are the company's most valuable asset, which must be maintained properly. Therefore, companies and employees must be able to work together, one of which is by creating discipline at work through good communication to increase high performance (Lestari, 2022). Employees are also very important in the company because, without them, the company cannot run. Apart from that, there is also communication and motivation. The organizational life of a company also requires solid teamwork to be able to complete the process of achieving company goals.

Teamwork or work teams are groups whose individual efforts result in higher performance than the sum of individual inputs (Stephen and Timothy, 2008:406). The work team produces positive synergies through coordinated efforts and the performance achieved by a team is better than the performance per individual in an organization or a company. Even so, teamwork must also be effective in order to make a good contribution to employee performance and work results in an institution or company. (Eva Silvani Lawasi, 2009).

In work discipline must improve employee performance which is a very important process. In addition to financial benefits for the company, this process is also very important to build a good corporate image in the eyes of the public. Where then employee performance refers to the employee's ability to carry out general tasks that are his responsibility. These tasks are usually based on predetermined indicators of success. As a result, it is known that the employee achieves a certain level of performance (Eva Silvani Lawasi, 2009). Therefore the results of research by Purwant and Triasty (2017), Krisnawat et al., (2019) concluded that transformational leadership style has a positive and partially significant effect on employee performance.

According to Hasibuan (2013) an employee is said to have high work discipline if he meets the criteria based on attitude, norms, and responsibility. Then what is meant by Discipline is someone's behavior that is in accordance with regulations, existing work procedures or discipline is attitude, behavior and actions in accordance with the rules of the organization both written and unwritten(Saputri et al., 2021).

## RESEARCH METHOD

This type of research is quantitative research, according to Sugiyono (2016) revealing that this type of quantitative research is a type of research used to examine certain populations or samples, and data collection uses research instruments. The research data uses primary data with a questionnaire instrument to collect information related to work discipline and work environment. The research questionnaire contains indicators for each research variable. The location of this research is at PT. Pratomo Putra Teknik Palopo and the total population in this study were all employees working at PT Pratomo Putra Teknik Palopo, totaling 40 employees. Then all employees will be used as respondents, in other words in research using the census method using a Likert scale to measure attitudes, opinions and perceptions of a person or group of people about social phenomena, these social phenomena have been specifically determined by researchers and are hereinafter referred to as research variables.

$$P = \frac{\text{Rentang}}{\text{banyak kelas interval}}$$

Information:

range = highest value – lowest value

Lots of interval classes = 5

Based on this formula, we can calculate the length of the class interval as follows:

$$P = = 0.8 \frac{5-1}{5}$$

The analysis used is descriptive analysis, multiple linear regression analysis, validity test, reliability test, coefficient of determination, t test (partial) and F test (simulation) using SPSS 25.

## RESULTS AND DISCUSSION

### *Multiple Linear Regression Analysis*

Multiple linear regression analysis in this study was conducted to determine how much influence the independent variables have on the dependent variable. Based on statistical calculations using SPSS, an estimated multiple linear regression model is obtained which can be seen in the following table:

**Table 1. Results of Multiple Linear Regression Analysis**

		<b>Coefficients<sup>a</sup></b>			
		<b>Unstandardized Coefficients</b>	<b>Standardized Coefficients</b>		
<b>Model</b>		<b>B</b>	<b>std. Error</b>	<b>Betas</b>	<b>t</b>
1	(Constant)	7,045	2033		3,465
	Teamwork	.330	.155	.396	2,129
	Work Discipline	.347	.156	.413	2,221

a. Dependent Variable: Employee Performance

Source: SPSS 2022 Data Processing

Inform the regression equation model obtained from constant coefficients and variable coefficients. From the data presented, the regression equation model is formed as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 7.045 + .330 X_1 + .347 X_2$$

$$= (0.001) + (0.040) + (0.033)$$

Number-the numbers contained in brackets are the magnitude of the significant value of each independent variable where if the regression coefficient  $< \alpha$  (0.05) means that it has a significant effect on the dependent variable.

Based on the multiple linear regression equation model with the effect above, it can be explained that:

1. A constant value of 7,045 indicates that if the variable Teamwork (X1) and Work Discipline (X2) has a zero value, then the value of employee performance (Y) is 7,045 units.
2. The regression coefficient value of the Teamwork variable (X1) is -0.330, meaning that if the other independent variables have a fixed value and Teamwork has increased by one unit, it will result in Employee Performance increasing by 0.330 units. The regression coefficient of the Teamwork variable has a positive relationship with Employee Performance.
3. The regression coefficient value of the Work Discipline variable (X2) is -0.347, meaning that if the other independent variables have a fixed value and Work Discipline has increased by one unit, the employee's performance has increased by 0.347 units. The regression coefficient of the Work Discipline variable has a positive relationship with employee performance.

*Analysis of the Coefficient of Determination (R<sup>2</sup>)*

**Table 2. Results of the Analysis of the Coefficient of Determination (R<sup>2</sup>)**

<b>Summary models</b>				
<b>Model</b>	<b>R</b>	<b>R Square</b>	<b>Adjusted R Square</b>	<b>std. Error of the Estimate</b>
1	.774a	.599	.577	1008

a. Predictors: (Constant), Work Discipline, Teamwork

Source: SPSS 2022 Data Processing

Table 2 shows that the value of  $R = 0.774$ , this shows that there is a very strong relationship between teamwork and work discipline on employee performance at PT. Pratomo Putra Teknik Palopo.

From the table above, it is obtained that the R Square number is 0.599 or in other words the variation of the independent variables used in this research model is able to explain 59.9% of the variation in the dependent variable while the remaining 40.1% is influenced or explained by other variables not included in the this research model.

#### *Partial Significance Test (t test)*

Testing is carried out on each hypothesis with the following sequence of steps:

##### *A. T test for Teamwork variable*

From the calculation results in table 1, the significance value (sig.) of the Teamwork variable (X1) is 0.040 which is smaller than 0.05 ( $\alpha$ ) or in other words  $t$  count (2.129) >  $t$  table (2.028) then the decision from testing this hypothesis is to reject  $H_0$  and accept  $H_a$ . Thus, it can be interpreted that teamwork has a positive effect on employee performance.

##### *B. T test for Work Discipline variable*

From the calculation results in table 1, the significance value (sig.) of the work discipline variable (X2) is 0.033 is smaller than 0.05( $\alpha$ ) or in other words  $t$  count (2.222) >  $t$  table (2.028) then the decision from testing this hypothesis is to reject  $H_0$  and accept  $H_a$ . Thus it can be interpreted that work discipline has a positive effect on employee performance.

#### *Simultaneous Significance Test (F Test)*

Technical significance of the effect of the independent variables simultaneously on the dependent variable is determined using the Simultaneous Significance Test (F Test).

**Table 3. Simultaneous Significance Test Results (F Test)**

ANOVA <sup>a</sup>						
	Model	Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	56,021	2	28011	27,579	.000b
	residual	37,579	37	1016		
	Total	93,600	39			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Teamwork

Source: SPSS 2022 Data Processing

Table 3 shows a significance value (sig.) of 0.000 or less than 0.05 ( $\alpha$ ) or in other words  $F$  count (27,579) >  $F$  table (3.25) then the decision from testing this hypothesis is to reject  $H_0$  and accept  $H_a$ . Thus, it can be stated that the variables of teamwork (X1) and work discipline (X2) together have a positive effect on employee performance (Y).

## **CONCLUSION**

Based on the results of the research and studies that have been described previously, it can be concluded into several things that Communication Teamwork has a positive and significant effect on Employee Performance at PT Pratomo Putra Teknik Palopo, Work Discipline has a positive and significant effect on Employee Performance at PT Pratomo Putra Teknik Palopo, Employee Performance Has a Positive and Significant Influence on Work Discipline and Communication Teamwork at PT Pratomo Putra Teknik Palopo.

## Suggestions

It is hoped that the leadership of PT. Pratomo Putra Teknik Palopo to better understand what is the need of employees and provide the best for employees so that employees can improve their performance in the company, and it is hoped that employees must also have teamwork and work discipline so that the company is even better and can achieve targets set by the company.

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