

Analysis of Work Discipline in Ayam Geprek Sriwedari Karawang Employees

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Abstract

This study was carried out at Ayam Geprek Sriwedari Karawang with the objective of analyzing the employees' work discipline at the establishment. Work discipline plays a crucial role in human resources by enhancing performance in terms of productivity, resource utilization, service, and quality, ultimately leading to the achievement of primary objectives. Effective work discipline yields higher employee productivity and increased business earnings. The objective of this study is to assess the level of work discipline among employees at Ayam Geprek Sriwedari Karawang. The research employed a descriptive methodology that primarily focuses on qualitative research. Data collection strategies involved conducting interviews and observations of the business owner of Ayam Geprek Sriwedari Karawang. The research uses the qualitative descriptive analysis method for data analysis. The findings of this study indicate that the work discipline of employees at Ayam Geprek Sriwedari Karawang is satisfactory, as evidenced by four indicators. However, the indicator measuring attendance frequency still needs improvement. Therefore, it is imperative for business owners to allocate greater focus and enforce stringent penalties for any employee who fails to adhere to the designated arrival and departure times.

1. Introduction

In order to be regarded as gifted, there are undoubtedly numerous demanding prerequisites, among which discipline stands out as a crucial factor. Effective discipline is essential for employees to fulfill their function in the organization and contribute to the achievement of organizational goals. A person's sense of responsibility for assigned responsibilities is demonstrated by good discipline. This enhances passion, work ethic, and the attainment of corporate objectives.

Suparyadi (2017:56) defines discipline as an individual's consciousness and readiness to adhere to all organizational rules and relevant societal standards. Discipline can be defined as the consistent adherence of employees to punctuality, completing tasks with excellence, and complying with all relevant legislation.

Quoted from the official website of the Ministry of Tourism and Creative Economy of the Republic of Indonesia, kemenparekraf.go.id. As to the Law of the Republic of Indonesia Number 20 of 2008 on Micro, Small and Medium Enterprises (MSMEs), the objective of MSMEs is to enhance their enterprises in order to contribute to the establishment of a national economy founded on the principles of economic democracy. Equitable. Consequently, the significance of MSMEs in fostering economic growth in Indonesia cannot be overstated. The workforce's quality is a crucial foundational asset during the development phase.

This study focuses on the Ayam Geprek Sriwedari Karawang Business as the research subject. Ayam Geprek Sriwedari Karawang is a food establishment that specializes in selling Indonesian fried chicken coated or mixed with chili sauce. During the researcher's observations at Ayam Geprek Sriwedari Karawang, an investigation was conducted into the observed phenomena. Additionally, interviews were conducted with business owners. Through this process, it was determined that a problem existed: a lack of employee work discipline. This lack of discipline led to suboptimal employee performance and the failure to achieve goals.

Table 1 Ayam Geprek Employee Attendance Data for the 2024 Period

No	Month	Weekday	Permit	Arrived Late	Go Home Early
1	January	26	0	6	2
2	February	25	2	4	5
3	March	27	1	4	2
4	April	25	0	7	1
5	May	27	0	1	1
6	June	26	2	2	4

As can be seen in Table 1, the amount of employee discipline at Ayam Geprek Sriwedari Karawang has fluctuated from January to June of 2024. This is evidenced by the fact that the percentage of employees who have been disciplined has changed. On the basis of the explanation provided in table 1, it is possible to assert that the discipline at Ayam Geprek Sriwedari Karawang is typically the same. This is due to the fact that there are still individuals who arrive late and those who depart before it is time to go home.

At Sriwedari Karawang Geprek Chicken Business, the sole way to enforce employee discipline is to establish verbal regulations for compliance with work discipline. This is done to ensure that employees are able to accomplish their duties and obligations in accordance with the conditions that the owner of the business desires. Nevertheless, according to the findings of the researcher's own observations and interviews, it is known that there are still issues that cause a decline in the work discipline of employees at Ayam Geprek Sriwedari Karawang. These issues include the fact that some employees arrive on time, while others arrive late, and furthermore, some employees leave before their scheduled time.

Taking into consideration the fact that the role of employees is extremely influential in the process of accomplishing a predetermined objective, this state is not a good one, according to the findings of the author and various phenomena related to discipline. Research on "Analysis of Work Discipline of Ayam Geprek Sriwedari Karawang Employees" is something that the author is interested in conducting as a result.

2. Theory Review

2.1 Work Discipline

When it comes to human resource management, Fathoni (2016:126) identifies discipline as the sixth operative function. Employee discipline is the most important operational function of human resource management (HRM) since it is directly proportional to the level of performance that an employee is able to attain.

According to Simamora (2019:610), discipline is a form of employee self-control and regular implementation that demonstrates the level of seriousness of the work team in an organization. Therefore, discipline is a form of discipline.

Furthermore, according to Rivai and Sagala (2019: 824), work discipline is a tool that managers use to communicate with employees in order to encourage them to change their behavior. This is done in an effort to increase a person's awareness of and willingness to comply with all of the company's regulations and social norms that are applicable.

The conclusion that can be drawn from this is that work discipline is an effort to mold the conduct of employees based on the rules that are already in place inside the business. Whether the employee likes it or not, they are required to respect these regulations.

Indicators that can be used as a measure of employee discipline according to Sastrohadiwiryo (2021:291), namely:

Frequency of attendance means how often employees come to work and carry out their duties.

The level of alertness or readiness, namely employee attention to organizational tasks and plans or problems that will arise one day.

Respect work standards because each organization has its own work standards and in terms of time and implementation of tasks given to employees.

Compliance with work regulations, all employees are required to follow the regulations issued by the organization and this is also a form of employee compliance with regulations.

3. Framework of Thought

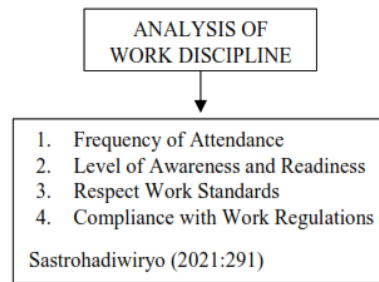


Fig.1 Framework

1. Frequency of attendance, the employee's obligation to comply with the work hours that have been determined, for example, the obligation to come on time to the Sriwedari Karawang Geprek Chicken Shop according to the schedule that has been set for each employee. It is good that every Ayam Geprek Sriwedari Karawang employee arrives on time and does not go home before it is time to go home in accordance with applicable regulations. What's bad is that Ayam Geprek Sriwedari Karawang employees always arrive late and leave before time. According to Sinungan (2017: 135) attendance is data collection on employee attendance which is also a tool to see the extent to which employees comply with the regulations applicable in the company.
2. Level of alertness or readiness, employee readiness in carrying out each task that has been given to each employee of Ayam Geprek Sriwedari Karawang. The good thing is that every employee of Ayam Geprek Sriwedari Karawang carries out every task given and the bad thing is that the employees of Ayam Geprek Sriwedari Karawang do not carry out the tasks given. According to Robbins (2016:94) responsibility is the result or consequence of an employee for the tasks assigned to him.
3. Respect work standards, every organization has work standards that must be implemented by every employee, as well as Ayam Geprek Sriwedari Karawang has work standards that serve as work guidelines for its employees. It is good that Ayam Geprek Sriwedari Karawang employees use work standards as a guideline in their work and it is bad that Ayam Geprek employees work not in accordance with applicable work standards. According to Nawawi (2016:65) work standards are a number of criteria that are used as benchmarks or comparisons to determine the success or failure of an employee or worker in carrying out their work.
4. Compliance with work regulations, all employees of Ayam Geprek Sriwedari Karawang are required to follow the regulations that have been set and this is also a form of employee compliance with the regulations. The good thing is that every employee of Ayam Geprek Sriwedari Karawang is obliged to follow all the rules that have been set and the bad thing is that the employees of Ayam Geprek Sriwedari Karawang do not obey the applicable regulations. According to Winarti and Syahrizal (2018:180) work regulations are regulations made in writing by employers which contain work conditions and work rules.

4. Research Methods

So that this research is more focused and in line with the desired objectives, the author uses descriptive qualitative research methods. Qualitative research is research that is descriptive in nature and tends to use analysis. The descriptive qualitative analysis method in this research was carried out by collecting and analyzing the data obtained by processing it into the information needed to answer the research objectives.

This research is located at Ayam Geprek Sriwedari Karawang and the subjects in this research include business owners and employees of Ayam Geprek Sriwedari Karawang, while the object is related to the analysis of employee work discipline. The main data sources are observation, documentation and interviews. Data analysis was carried out using data reduction and drawing conclusions and verification.

5. Results and Discussion

The results of the research described are analysis of interview results and observations of the level of work discipline of Ayam Geprek Sriwedari Karawang employees. The sample consisted of 3 people consisting of 1 business owner of Ayam Geprek Sriwedari Karawang and 2 employees of Ayam Geprek Sriwedari Karawang. The data obtained in this research consists of several stages, namely the interview stage, observation stage and documentation stage. The interview stage was used to find out and examine the enforcement of work discipline at Ayam Geprek Sriwedari Karawang and what factors caused violations of work discipline. The observation

stage was used to observe the level of work discipline compliance of Ayam Geprek Sriwedari Karawang employees, while the documentation stage was used to take photos of the results of the research survey.

In this discussion the researcher explains the results of interviews, observations and documentation obtained from the results of a field survey at Ayam Geprek Sriwedari Karawang. The data obtained is qualitative in nature and is described descriptively regarding the analysis of work discipline of Ayam Geprek Sriwedari Karawang employees. The explanation regarding work discipline indicators in this research is as follows:

5.1 Frequency of Attendance

Attendance is an important factor in achieving employee discipline goals. To find out the level of employee attendance at Ayam Geprek Sriwedari Karawang, observation techniques and in-depth interview techniques were carried out with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business who knew more about the level of attendance of his employees and 2 employees of Ayam Geprek Sriwedari Karawang.

From the results of observations made by researchers regarding attendance frequency indicators, it was found that the level of employee attendance showed results that could not be said to be good, because there were still Ayam Geprek Sriwedari Karawang employees who arrived late. Based on the results of an interview with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business, he confirmed this.

"It's true that there are still some employees who arrive late due to various reasons, what's more, my business is still in the development stage. Even attendance is still manual and only monitored via CCTV, maybe that's the reason why some employees come not according to their working hours. "I reprimanded several employees who always came late and always gave them motivation not to come late and I also carried out assessments without the employees knowing to find out who the employees were who often came late."

This is strengthened by the results of an interview with Mas Franky, one of the employees of Ayam Geprek Sriwedari Karawang who stated that:

"Yes, there are some employees who still like to come late and even leave before time. As a fellow employee, I can only give advice not to do that again."

Based on the results of interviews and observations that researchers have conducted, it can be concluded that the frequency of attendance of Ayam Geprek Sriwedari Karawang employees is still not good.

5.2 Level of Alertness and Readiness

The level of alertness or readiness is the employee's attention to the tasks and plans of the organization or problems that will arise one day. To determine the level of employee readiness at Ayam Geprek Sriwedari Karawang, observation techniques and in-depth interview techniques were carried out with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business and 2 employees of Ayam Geprek Sriwedari Karawang.

From the results of observations made by researchers regarding the level of alertness and readiness indicators, the results show quite good results, because employees are always ready when given a task and have the enthusiasm and initiative to complete the task. According to Mas Opet, one of the Ayam Geprek Sriwedari Karawang employees:

"We as employees must always be ready if we are given a task because that is the job of employees. Plus, Mr. Hanif always gives directions before giving a task which makes us as employees understand the task that will be given."

This was strengthened by the results of an interview with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business who stated that:

"I definitely give direction and teach before I give assignments to each employee, just like working in a PT, training and coaching are definitely given first, so that employees understand the tasks given and complete them effectively and efficiently"

Based on the results of interviews and observations that researchers have conducted, it can be concluded that the level of alertness and readiness of Ayam Geprek Sriwedari Karawang employees is quite good.

5.3 Respect Work Standards

Every organization has work standards that must be implemented by every employee. Likewise, Ayam Geprek Sriwedari Karawang has work standards that serve as work guidelines for its employees. To determine the level of employee work standards at Ayam Geprek Sriwedari Karawang, observation techniques and in-depth interview techniques were carried out with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business and 2 employees of Ayam Geprek Sriwedari Karawang.

From the results of observations made by researchers regarding indicators of respect for work standards, in terms of service the employees have done well by always smiling at every customer and employees are always responsible for every job they do, so that the indicators of respect for employee work standards have shown results. which is quite good. Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business said that:

"In a food business like this, apart from the taste having to be delicious and the price being affordable, it is also very important in terms of service to make consumers comfortable. Imagine if the service provided was not good, how could consumers come back to buy again, so the employees are responsible for their duties. give it to them"

Based on the results of interviews and observations that researchers have conducted, it can be concluded that the indicators of respect for the work standards of Ayam Geprek Sriwedari Karawang employees are quite good.

5.4 Compliance with Work Regulations

All employees of Ayam Geprek Sriwedari Karawang are required to follow the regulations that have been set and this is also a form of employee compliance with the regulations. To determine compliance with employee work regulations at Ayam Geprek Sriwedari Karawang, observation techniques and in-depth interview techniques were carried out with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business and 2 employees of Ayam Geprek Sriwedari Karawang.

From the results of observations made by researchers regarding indicators of compliance with work regulations, the results show quite good results, because the employees are obedient and diligent in completing their tasks because Mr. Hanif always gives bonuses if the sales target is achieved. Based on the results of an interview with Mr. Hanif as the owner of the Ayam Geprek Sriwedari Karawang business, he said that:

"In running a business, especially if you already have employees, there are definitely factors that make employees obedient if they are given orders and diligent in completing the work, so my method is to give a bonus to each employee if they succeed in achieving the desired target because that way my business will definitely continue to develop well and that is my way of giving appreciation to the employees"

The results of interviews with Mas Opet and Mas Frengky as employees of Ayam Geprek Sriwedari Karawang confirmed this by saying:

"It's true that every time we complete the target that we want, Mr. Hanif always gives us a bonus, that's what makes us Ayam Geprek Sriwedari Karawang employees diligent in completing every job we are given."

Based on the results of interviews and observations that researchers have conducted, it can be concluded that compliance with the work regulations of Ayam Geprek Sriwedari Karawang employees is quite good.

6. Conclusion

Based on the results of research and discussion regarding the analysis of work discipline among Ayam Geprek Sriwedari Karawang employees, conclusions can be drawn based on 4 indicators of work discipline as follows.

1. The aspect of frequency of attendance in this study, states that the level of attendance in this study is still not good. Judging from the presence of employees who are often late without giving permission or a clear reason, there are some employees who like to go home before it's time to go home.
2. Aspects of the level of vigilance and readiness, in this research it is stated that the level of vigilance and readiness of employees is quite good, it is assessed that the employees are always ready when given a task because Mr. Hanif as the business owner always provides direction and instructions before giving a task to each employee who makes Employees understand the tasks given which makes employees complete their work effectively and efficiently.
3. The aspect of respecting work standards, in this research it is stated that at the level of work standards of Ayam Geprek Sriwedari Karawang employees are quite good, it can be seen in terms of service, the employees have provided good service to each consumer, thus employees are responsible for the tasks they have been given.
4. Aspects of compliance with work regulations, in this research it is stated that employee compliance with work regulations is quite good, it is assessed that the employees are always diligent and obedient to every order given because for every target achieved the employees get a bonus as a form of appreciation given by Mr. Hanif as the business owner.

Based on conclusions and observations, the author would like to provide several suggestions as follows:

1. Frequency of attendance, to improve the quality of employee absenteeism, it is recommended that Mr. Hanif, as the owner of the Ayam Geprek Sriwedari Karawang business, make strict rules and provide strict sanctions if an employee comes and goes home without the specified time.
2. Level of vigilance and readiness, to maintain a good enough level of vigilance and readiness, it is hoped that Mr Hanif, as the owner of the Ayam Geprek Sriwedari Karawang business, will continue to provide direction

to every employee in completing every task given so that employees understand the tasks that have been given.

3. With respect to work standards, in an effort to maintain good quality work standards, it is hoped that every employee will continue to maintain them and always remind each other to continue to provide the best service to every consumer.
4. Compliance with work regulations, in an effort to maintain compliance with work regulations which are already good enough, Mr. Hanif, as the owner of the Ayam Geprek Sriwedari Karawang business, apart from giving bonuses to each employee if they meet targets, also hold a gathering agenda with all Ayam Geprek Sriwedari Karawang employees so that it can be achieved. solidarity and friendship between employees and business owners.

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Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

*The authors confirm contribution to the paper as follows: **study conception and design:** Y., E.S. and D.E.H.; **data collection:** Y., E.S. and D.E.H.; **analysis and interpretation of results:** Y., E.S. and D.E.H.; **draft manuscript preparation:** Y., E.S. and D.E.H. All authors reviewed the results and approved the final version of the manuscript.*

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