

Analysis Of Employee Performance At UD Bintang Laut

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Article Info	ABSTRAK
Article history: Received October 14, 2024 Revised October 19, 2024 Accepted October 19, 2024 Kata Kunci: Kompetensi Disiplin Kinerja Karyawan Keywords: Competence Discipline Employee Performance	Supplier ikan beku, UD Bintang Laut berlokasi di Lenteng, Sumenep. Tuna segar dan ikan lainnya yang diperoleh dari pelabuhan Indonesia digunakan untuk membuat produk ikan beku. Dedikasi UD Bintang Laut dalam menawarkan ikan segar berkualitas tinggi tidak dapat dipisahkan dari peran setiap karyawan dalam mengatur, melaksanakan, dan memantau kualitas produk segar berkualitas tinggi dengan menggunakan berbagai teknik produktif dan manajemen yang kompeten, efektif, dan efisien. dan menegakkan disiplin pegawai. UD Bintang Laut terindikasi mengalami kendala pada kinerja karyawannya, karena hal tersebut disebabkan menurunnya produksi dan penjualan perusahaan. Pengumpulan data secara langsung dilakukan dengan menggunakan alat penelitian berupa kuesioner. Bentuk kuesioner berupa pertanyaan tertulis, tujuannya untuk memperoleh informasi dari responden tentang apa yang mereka alami dan ketahui di lingkungan kerjanya. Bentuk angket yang dibuat sebagai instrumen dalam penulisan ini adalah angket tertutup karena responden hanya tinggal memilih jawaban yang telah disediakan. Dalam penelitian ini, model persamaan struktural (SEM) berdasarkan analisis varian atau komponen digunakan untuk analisis kuantitatif. Populasi yang digunakan dalam penelitian ini adalah 25 orang yang bekerja di UD Bintang Laut. Karena jumlah responden dalam populasi kurang dari 100, maka pengambilan sampel jenuh/sensus akan menjadi metode sampel yang digunakan dalam penelitian ini. Oleh karena itu, penulis memasukkan seluruh 25 responden, atau karyawan, dari populasi UD Bintang Laut. Hasil penelitian menunjukkan Kompetensi (X1) berpengaruh positif signifikan terhadap Kinerja Pegawai (Y), Disiplin (X2) berpengaruh positif signifikan terhadap Kinerja Pegawai (Y). ABSTRACT <i>A supplier of frozen fish, UD Bintang Laut is situated in Lenteng, Sumenep. The fresh tuna and other fish obtained from Indonesian ports are used to make the frozen fish products. It is impossible to separate UD Bintang Laut's dedication to offering high-quality fresh fish from each employee's part in organizing, carrying out, and monitoring the quality of high-quality fresh products using a variety of productive and management techniques that are competent, effective, and enforce employee discipline. UD Bintang Laut is indicated to be experiencing problems with the performance of its employees, because this is due to the decline in company production and sales. Direct data collecting was done with the use of research tools in the form of questionnaires. The form of the questionnaire is in the form of written questions, the aim is to obtain information from respondents about what they experience and know in their work environment. The form of questionnaire created as an instrument in this writing is a closed questionnaire because respondents only have to choose the answers that have been provided. In this study, structural equation modeling (SEM) based on variant or component analysis is used for quantitative</i>

analysis. The 25 individuals who worked at UD Bintang Laut made up the population used in this study. Since there are fewer than 100 respondents in the population, saturated/census sampling will be the sample method employed in this study. Thus, the author included all 25 responders, or employees, from the UD Bintang Laut population. The research results show that Competence (X1) has a significant positive effect on Employee Performance (Y), Discipline (X2) has a significant positive effect on Employee Performance (Y).

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1. INTRODUCTION

An organization's strategic use of human resources affects how well it achieves its objectives and how successful it is in doing so [1]. The performance of an organization is influenced by the type and quantity of its human resources. All organizations strive to enhance employee performance with the expectation that the company's objectives will be met. According to Haryono [2], performance management is the process of overseeing all human resource-related operations within a company in order to meet pre-established objectives. Organizations can benefit from these initiatives in a number of ways, including better performance, more motivation, increased commitment, alignment of organizational goals with team and individual goals, enhancement of training and development procedures, expansion of the skill base, and support for cultural programming.

The effectiveness of personnel programs, job analysis programs, employee attraction, employee selection, management training and development, position promotion, knowledge sharing, employee estimates, work relations, employee service, work morale and attitudes, employee counseling, wage administration, work force quality, quality determination, skills list, work turnover, internal changes, and employee research are all considered to be components of human resource planning, according to Mangkunegara [3].

UD. Bintang Laut is a marine fish distributor company located in Lenteng Sumenep, East Java. UD. Bintang Laut has many years of experience in providing high quality fresh sea fish to customers throughout Indonesia. UD. Bintang Laut works with trusted local fishermen to ensure that UD. Bintang Laut only provides fresh sea fish caught in a sustainable way. Fish from UD. Starfish are processed and packaged carefully to maintain freshness and quality.

UD Bintang Laut is located in Lenteng, Sumenep district. This company is indicated to be experiencing problems with the performance of its employees, because this is due to the decline in the company's production and sales. The yearly production data of UD Bintang Laut over the previous three years is shown as follows:

**Table 1 Production of UD Bintang Laut
Fiscal Year 2021-2023**

No	Year	Target (KG)	Production (KG)
1	2021	50.000	45.500
3	2022	50.000	43.000
4	2023	50.000	40.000

Source: UD Bintang Laut 2024

The production and sales of UD Bintang Laut have not increased over the last three years, as evidenced by the table of the company's production levels. Specifically, in 2021, the production target was 50,000 KG, but the actual production was 45,500 KG; in 2022, the production target was 50,000 KG, but the actual production was 43,000 KG; and in 2023, the production target was 50,000 KG, but the actual production was 40,000 KG. Naturally, this is predicated on human resources and employees who perform poorly, making them poor users of corporate resources.

There are several factors that can influence performance, including competence and work discipline. Golemen [4] asserts that people with high levels of competence would perform better since competence is an input, a production, and a process in the workplace. Competency is the ability or potential that arises in a person to effectively address a problem. Here, capacity refers to conduct, knowledge, and skills. Two types of competency input exist: abilities that are developed internally by the individual and those that are learned, practiced, or experienced. According to Sutrisno [5], work discipline has an impact on performance since it is viewed as having significant advantages for the organization's and the employees' interests. Work discipline is necessary for businesses to maintain order and facilitate the efficient completion of duties, resulting in the best possible outcomes.

2. METHODS

Data collection was carried out directly using research instruments in the form of questionnaires. The form of the questionnaire is in the form of written questions, the aim is to obtain information from respondents about what they experience and know in their work environment. The form of questionnaire created as an instrument in this writing is a closed questionnaire because respondents only have to choose the answers that have been provided. Structural equation modeling (SEM) based on variant or component analysis is used in this study for quantitative analysis. The 25 individuals who worked at UD Bintang Laut made up the population used in this study. Since there are fewer than 100 respondents in the population, saturated/census sampling will be the sample method employed in this study. Thus, the author included all 25 responders, or employees, from the UD Bintang Laut population.

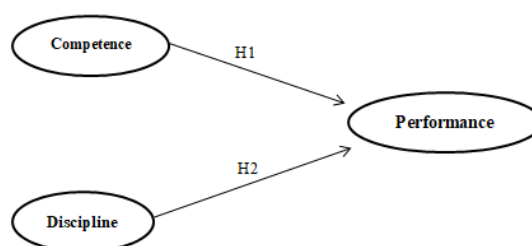


Figure 1. Research Framework

3. RESULTS AND DISCUSSION

The dedication of UD Bintang Laut to supplying high-quality fresh fish is inextricably linked to each employee's role in the planning, execution, and quality control of high-quality fresh products using a variety of efficient and effective management and production techniques while adhering to K3 (Occupational Health and Safety) standards and the workplace. UD Bintang Laut's work in providing quality fresh frozen fish will not run well without good support and cooperation with all company partners (fish suppliers, ports and human resources who have high competence). As a manifestation of a series of learning processes and company experience through technology management and effective – efficient fresh fish production methods, we are ready to provide quality fresh fish products that are able to compete both locally and internationally.

3.1 Data Analysis

3.1.1 Validity Test

Assessing the measurement model involves examining the factor loading values in the outer loading table. The indicator relationship model with the dimensions of knowledge, ability, and attitude in the competency variable is a reflective form; similarly, the indicator relationship model with the dimensions of adhering to time constraints, company policies, workplace behavior codes, and other regulations in the discipline variable is a reflective form; and lastly, the indicator relationship model with the dimensions of quantity, quality, and timeliness of employee performance variables is a reflective form. The results of the validity test can be seen in Table 2 below:

Table 2. Validity Testing Based on First Order Factor Loading

Variable	Dimensions	Indicator	Factor Loading	Information
Competence (X1)	Knowledge (X11)	COMP1	0.947	Valid
	Ability (X12)	COMP3	0.946	Valid
		COMP4	0.954	Valid
	Attitude (X13)	COMP5	0.960	Valid
Discipline (X2)	Obey time regulations (X21)	DIS1	0.961	Valid
		DIS4	0.980	Valid
	Comply with company rules (X22)	DIS5	0.980	Valid
		DIS6	0.946	Valid
	Obey the rules of behavior at work (X23)	DIS7	0.938	Valid
		DIS8	0.932	Valid
Performance (Y)	Quantity of Work (Y1)	PER1	0.963	Valid
		PER2	0.961	Valid
	Quality of Work (Y2)	PER3	0.955	Valid
		PER4	0.963	Valid
	Punctuality (Y3)	PER5	0.962	Valid

Source: Data processed 2024

Since all indicators have loading values greater than 0.5, as determined by testing the validity of the second stage of first order factor loading in Table 2, the indicators satisfy convergent validity, which indicates they have complied with the validity standards based on loading values. Therefore, any indication that has passed the validity test using the first order factor loading in its second step can be used to measure the dimensions.

The average variance extracted (AVE) first order value shown in Table 3 is the basis for validity testing, which is done as follows:

Table 3. Validity Testing Based on Average Variance Extracted (AVE)

Dimensions	Average Variance Extracted (AVE)	Information
Knowledge (X11)	0.895	Valid
Ability (X12)	0.905	Valid
Attitude (X13)	0.941	Valid
Obey time regulations (X21)	0.898	Valid
Comply with company rules (X22)	0.896	Valid
Obey the rules of behavior at work (X23)	0.918	Valid
Quantity of Work (Y1)	0.961	Valid
Quality of Work (Y2)	0.888	Valid
Punctuality (Y3)	0.865	Valid

Source: Data processed 2024

The first order average variance extracted (AVE) value, or the value representing the quantity of indicator variation contained by the dimensions, is the next measurement model. Good validity for the dimensions is also shown by convergent AVE values larger than 0.5. The average variance extracted (AVE) value for each construct (dimension) shows the reflecting indicator variable. If each construct has an AVE value greater than 0.5, a good model is needed. The test's validity is demonstrated by the AVE values for each dimension's constructs, which are all larger than 0.5.

3.2 Reliability Test

Table 4. Reliability Testing Based on Composite Reliability (CR)

Dimensions	Composite Reliability
Knowledge (X11)	0.962
Ability (X12)	0.966
Attitude (X13)	0.970
Obey time regulations (X21)	0.964
Comply with company rules (X22)	0.945
Obey the rules of behavior at work (X23)	0.971
Quantity of Work (Y1)	0.980
Quality of Work (Y2)	0.941
Punctuality (Y3)	0.950

Source: Data processed 2024

The composite reliability value is used to quantify construct reliability. A construct is considered reliable if its recommended CR value is greater than 0.7 (Sholihin & Ratmono, 2013). Thus, the latent variable is consistently measured by the indicator. According to the test results, all of the constructs (variables) have CR values greater than 0.7, indicating that they satisfy the CR-based dependability requirements. Subsequently, reliability testing was conducted using the Cronbach's alpha (CA) coefficient.

Table 5. Reliability Testing Based on Cronbach's Alpha (CA)

Dimensions	Cronbach's Alpha
Knowledge (X11)	0.941
Ability (X12)	0.947
Attitude (X13)	0.938
Obey time regulations (X21)	0.943
Comply with company rules (X22)	0.884
Obey the rules of behavior at work (X23)	0.955
Quantity of Work (Y1)	0.959
Quality of Work (Y2)	0.874
Punctuality (Y3)	0.922

Source: Data processed 2024

Cronbach's alpha is a measure of construct reliability; a construct is considered dependable if its suggested CA value is more than 0.7 [6]. Thus, the latent variable is consistently measured by the indicator. According to the test results, the constructs (variables) in every dimension have a Cronbach's alpha (CA) value more than 0.7, indicating that they satisfy the reliability standards.

The Influence of Competency on Employee Performance

Hidayat & Heryanda [8] define competency as a person's collection of abilities and knowledge that either directly influences or foretells the production of high-quality work products. Competency is the sum of human resources' knowledge, abilities, and attitudes to do duties that are delegated to them by the company. On the other hand, commitment refers to a person's conviction in and participation in advancing organizational goals, group loyalty, and concern for the organization's success and long-term growth. Work competency is claimed to have a favorable and significant impact on employee performance based on the findings of performed study. Thus, raising the work proficiency of UD Bintang Laut staff members will impact the degree of employee.

According to this research, an employee's ability has the biggest factor loading. As a result, an employee with high competence will be able to enhance his own performance, while an employee with low competence will not be able to improve his own performance. It is necessary to improve work competency inside the organization of the corporation. Workers with work competence typically possess strong job execution abilities and the know-how to finish projects on time and within budget. Employees may become more motivated to work and accomplish more as a result, which could boost productivity within the organization. Conversely, workers who lack high competence typically lack the capacity to labor. when workers perform poorly for the organization because they lack the necessary abilities to finish the task at hand. Employees may possess work-related knowledge, but if that knowledge is out of proportion to their skill set, it will be challenging to meet the goals set out, which could lead to less-than-ideal outcomes. A supporting program that is developed or implemented by the business is required to produce workers with high talents who are appropriate for their positions.

The Effect of Discipline on Employee Performance

According to Dharmawan [9], staff performance will increase and the organization's ability to accomplish its objectives will be facilitated by more discipline. For firms, achieving optimal results is difficult without strong staff discipline. Disciplinary rules are designed to control workplace behavior and are applicable to both large and small businesses, as well as those that employ a significant number of people to fulfill their responsibilities. Workplace discipline is thought to have a favorable and considerable impact on employee performance, according to research findings. This implies that improving UD Bintang Laut workers' work discipline will have an impact on their performance level inside the organization. so that the data produced are consistent with the hypothesis that has been developed.

In this research, the largest factor loading on the work discipline indicator is obeying the rules of behavior at work, therefore forming the employee's personality character in order to obey the rules will greatly influence their performance. The goal of establishing work

discipline is to enable employees to fulfill their obligations and responsibilities in line with the organization's expectations. Therefore, work discipline regulations in private companies are not much different from those in public organizations. The work discipline of employees is very important. Every employee should have a strong sense of work discipline since it entails the employee's moral accountability for his responsibilities. With good discipline, the achievement of organizational goals will soon be achieved, but if work discipline declines it will become an obstacle and will slow down the achievement of organizational goals. Therefore, employee awareness is needed in complying with applicable regulations. Employee discipline is formed from habits that are implemented, one of which is from programs created by the company, apart from that there needs to be appreciation or an award from the company for the best employees who always comply with company regulations and have good performance. Stable and optimal performance is not an accident. It has, of course, progressed through phases with effective performance management and the greatest possible effort. Without effective performance management, it's likely that the accomplishments you're proud of are phony and that your success is only a coincidental result without a solid basis.

4. CONCLUSION

Competence is able to make a positive contribution to the performance of UD Bintang Laut employees. This shows that the higher the competency of UD Bintang Laut employees, the higher the performance of UD Bintang Laut employees, and vice versa, the lower the competency of UD Bintang Laut employees, the lower their performance will be. Discipline is able to make a positive contribution to the performance of UD Bintang Laut employees. This shows that the more disciplined UD Bintang Laut employees are, the higher the performance of UD Bintang Laut employees, and vice versa, the less disciplined UD Bintang Laut employees are, the lower their performance will be.

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