Effect of Communication and Work Discipline on Employee Performance at PT. Means of Agro Nusantara Medan North Sumatra (Head Tank Rental Services)

Willy Yusnandar
Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Sumatera Utara
Jl. Kaptain Mukhtar Basri No. 3 Tel. (061) 6624567 Medan 20238
Correspondence Email: willyyusnandar@umsu.ac.id
ORCID ID: https://orcid.org/0000-0001-9020-4354

ARTICLE INFORMATION

ABSTRACT

Human resources in an organization are an indistinguishable unit, since they play a part in fostering the capability of representatives to support the organization. The possibilities of workers will decide the accomplishment of the execution of exercises inside the organization. Given the significance of Human resources, each organization endeavors to engage the capability of representatives to accomplish most extreme execution. To accomplish greatest execution, the organization should have the option to make conditions that can urge and empower representatives to create and work on their capacities and abilities ideally. To accomplish this objective, organizations need to focus on correspondence and work discipline. The consequences of this review show that the factors of Correspondence (X1) and Work Discipline (X2) together have a positive and critical impact on Worker Execution (Y). The worth of assurance of the speculation utilizing Changed R Square = 0.526, which implies that 52.6% of the Representative Exhibition variable (Y) can be clarified by varieties in the Correspondence (X1) and Work Discipline (X2) factors and the leftover 47.4% are different factors that are not proposed in this review. this exploration.

Keywords: Correspondence, Representative Execution, Work Discipline

JEL Classification: D86, E24, J01, J21

INTRODUCTION

The possibilities of representatives will decide the accomplishment of the execution of exercises inside the organization. To accomplish greatest execution, the organization should have the option to make conditions that can urge and empower representatives to create and work on their capacities and abilities optimally (Jufrizen, 2017). To accomplish this objective, organizations need to focus on correspondence and work discipline.

Execution is a significant angle in human asset the board, since Human resources are one of the variables that decide the achievement of an organization. (Roswita Hafni, Jasman Saripuddin Hasibuan, Muslih muslih, 2020) Therefore, the organization's presentation should be worked on to give greatest outcomes to the organization. With human asset the executives, it is normal that worker execution can increment to meet organization objectives.

Correspondence in an association is a vital element in going through cooperation with each other, assuming there is no correspondence all people in the association can't know how they should help the association, in light of the fact that functional and the executives frameworks can be driven by communication (Muhammad Ras Muis, J Jufrizen, 2018). The organization's achievement in managing and engaging Human resources which are organization resources can expand organization pay so that organizations can confront contest with other comparable companies (Rini Astuti, 2017). Human resources are organization resources that should be encouraged and coordinated so that organization objectives can be accomplished. Its execution alludes to the organization's guidelines and guidelines that have been pronounced and endorsed by the organization's management (Athoillah, 2017).

The possibilities of representatives will decide the accomplishment of the execution of exercises inside the organization. To accomplish greatest execution, the organization should have the option to make conditions that can urge and empower representatives to create and work on their capacities and abilities optimally (Zhang et al., 2018) To accomplish this objective, organizations need to focus on correspondence and work discipline.

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LITERATURE REVIEW

Correspondence

As indicated by (Sopiah, 2018, p. 141), correspondence is characterized as the conveyance or trade of data from the sender to the beneficiary, either orally, recorded as a hard copy or utilizing specialized instruments. As indicated by (Bangun, 2012, p. 361), correspondence can be characterized as the most common way of conveying data from the (sender) to the beneficiary of the message (collector) utilizing different compelling media with the goal that the message can be plainly and effortlessly comprehended by the beneficiary of the message.

Correspondence Pointers,(Umam, 2018, pp. 229–230):
a. Lucidity
b. Exactness
c. Context
d. Plot
e. Culture

Work Discipline

As indicated by (Sutrisno, 2016, p. 87), discipline is a demeanor of regard for organization rules and guidelines, which exist inside representatives, which makes workers adjust intentionally to organization rules and guidelines. Concurring to (Fahmi, 2017, p. 75) discipline is the degree of consistence and submission to pertinent principles and will acknowledge authorizations or disciplines assuming that they abuse the guidelines set out in the discipline.

Work Discipline Pointers, (Hasibuan, 2013, p. 194):
a. Objectives and capacities
b. Praiseworthy administration
c. Compensation
d. Equity
e. Waskat
f. Punishment endorse
g. Solidness
h. Human relations

Representative Execution

As indicated by (Mangkunegara, 2017, p. 67), execution (work accomplishment) is the consequence of work in quality and amount accomplished by a representative in doing his obligations as per the obligations given to him. As per (Bangun, 2012, p. 231), execution is the aftereffect of work accomplished by an individual dependent on work necessities. Representative Execution Pointers :
a. Number of occupations
b. Nature of work
c. Dependability
d. Presence
e. Participation capacity

Figure 1. Conceptual Framework
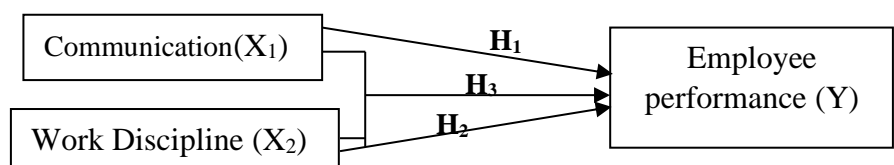
RESEARCH METHOD

Research Approach

The methodology utilized in this examination is a quantitative methodology. Quantitative methodology can be deciphered as an examination strategy dependent on the way of thinking of positivism, used to inspect specific populaces or tests, inspecting procedures are for the most part done haphazardly, information assortment utilizes research instruments, information investigation is quantitative/measurable determined to test foreordained speculations.(Sugiyono, 2013, p. 8).

Sorts of Examination

This sort of examination is quantitative elucidating research. Quantitative illustrative examination is an issue plan identified with the topic of the presence of autonomous factors, either just on at least one factors. So in this concentrate just searching for the relationship of one variable to another variable (Sugiyono, 2013, p. 53).

Nature of Exploration

This exploration is spellbinding illustrative. Logical examination is research that intends to clarify how the connection between factors of a peculiarity being considered. Since what this review needs to clarify is the means by which the connection between these factors is, regardless of whether the relationship brings about fortifying or debilitating, the scientists in this review should utilize a hypothetical system and speculations to fill in as a source of perspective for explanation (Soewadji, 2012, p. 35).

Populace and Test

The populace is a speculation region comprising of items/subjects that have specific characteristics and qualities controlled by specialists to be concentrated and afterward reached determinations (Sugiyono, 2013, p. 80). Straightforward arbitrary inspecting is supposed to be (basic) since test individuals from the populace are taken haphazardly regardless of the layers that exist in the populace. The example utilized in this exploration is straightforward irregular testing.

Information Assortment Strategy

Information assortment strategies should be possible with the accompanying procedures:
a. Meet
A typical and amazing method of understanding a need or need. Meet is a method of taking or through questions presented orally to respondents (Torang, 2014, p. 45).
b. Survey
A data gathering method that permits investigation to concentrate on the perspectives, convictions, practices and qualities of a few critical individuals in the association who can be impacted by the proposed framework or by the current framework (Syofian, 2014, p. 132).

As per (Sugiyono, 2010, p. 137) information assortment can utilize essential and optional sources.
1. Essential Information
2. Optional Information

RESULTS

Research Results Validity Test

Utilized in this review were 30 respondents with an importance level of 5%. In light of the consequences of the legitimacy test over, the factors of correspondence, work

discipline and worker execution are pronounced legitimate. With the goal that the instrument can be utilized in this review.

Reliability Test Results

Table 1. Reliability Test

Variabel	Cronbach's alpha	N of Item	Keterangan
Communication (X1)	0,824	10	Reliabel
Work Discipline(X2)	0,802	10	Reliabel
Employee performance(y)	0,790	10	Reliabel

Source: Research Results, 2019 (Processed Data)

From table 1 of the unwavering quality test above, it tends to be seen that the three variable estimation instruments (surveys) have a Cronbach Alpha worth > 0.70, so they are proclaimed solid.

Classic Assumption Test
Normality Test
Test using graphs
Tests using graphs are divided into 2, namely:
a. Histogram Graph
b.Grafik *Probability Plot*
1. Test using statistics, namely the Kolmogorov-Smirnov method

Table 2. Normality Test with Kolmogorov-Smirnov Method

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		104
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.52055196
Most Extreme Differences	Absolute	.058
	Positive	.043
	Negative	-.058
Kolmogorov-Smirnov Z		.593
Asymp. Sig. (2-tailed)		.874

a. Test distribution is Normal.
b. Calculated from data.
Source: Research Results, 2019 (Processed Data)

In table 2, it can be seen that the Asymp value. Sig. (2-tailed) of 0.874 is greater than the 0.05 or 5% significance level, then the data is declared to be normally distributed.

Multicollinearity Test
Multicollinearity test intends to test whether the relapse model tracked down a connection between's the free factors (autonomous). A decent relapse model ought not have a connection between's free factors. The multicollinearity test in this review was completed by taking a gander at the resistance worth and change expansion factor. A low resilience esteem is as old as high VIF esteem on the grounds that VIF = 1/Resistance. In the event that the resilience esteem is < 0.10 or equivalent to the VIF esteem > 10, then, at that point, there is no multicollinearity (Ghozali, 2009, p. 103).

Table 3. Multicollinearity Test

<div align="center">

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Communication	.890	1.123
	Work Discipline	.890	1.123

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a. Dependent Variable: Employee performance
Source: Research Results, 2019 (Processed Data)

From table 3 above, it tends to be seen that everything factors don't happen multicollinearity assuming the resilience esteem is < 0.10 and the VIF esteem is > 10. The end from the table above is that there is no multicollinearity issue in the relapse model.
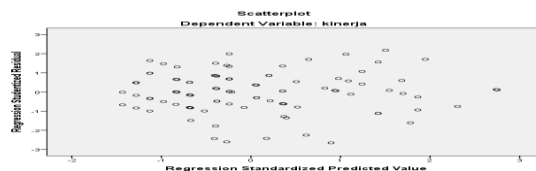
Heteroscedasticity Test
Heteroscedasticity test expects to test whether in the relapse model there is a disparity of difference from the residuals of one perception to another perception. In case the lingering change starting with one perception then onto the next perception remains, it is called heteroscedasticity.

Heteroscedasticity test is divided into 2 tests, namely:
    1. Test using the Scatterplot graph

Figure 2. Heteroscedasticity Test Results with Scatterplot

Source: Research Results, 2019 (Processed Data)

From Figure 2 above, it can be seen that the data spreads irregularly by not forming a certain pattern and away from point 0, then the data is declared free from heteroscedasticity.

1. Test using statistics, namely the Glejser method

Table 4. Heteroscedasticity Test Results with the Glejser Method

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.001E-013	1.611		.000	1.000
Communication	.000	.042	.000	.000	1.000
Work Discipline	.000	.072	.000	.000	1.000

a. Dependent Variable: AbsUt
Source: Research Results, 2019 (Processed Data)

From table 4 above, it can be seen that the value for each independent variable is communication (X1) = 1,000 and work discipline (X2) = 1,000 where the significance probability is above the confidence level of 0.05 (5%), it can be concluded that this regression model does not contain presence of heteroscedasticity.

Research Data Analysis Results

Multiple Linear Regression Analysis

Table 5. Multiple Linear Regression Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	7.565	1.611		4.696	.000
Communication	.248	.042	.422	5.865	.000
Work Discipline	.474	.072	.474	6.588	.000

a. Dependent Variable Employee performance
Source: Research Results, 2019 (Processed Data)

The test results of table 6, can be written in the form of Standardized Coefficients resulting in the following equation:

$$Y = 7,565 + 0,248 X_1 + 0,474 X_2$$

Keterangan:
X_1 = Communication
X_2 = Work Discipline
Y = Employee performance

In light of the numerous direct relapse condition over, the clarification is:
1. The consistent worth (a) is 7.565, which implies: if the autonomous factors, specifically correspondence (X1) and work discipline (x2), influence the reliant variable on representative exhibition (Y) with a worth of 1, then, at that point, worker execution (Y) is fixed at 7.565 units.

2. The coefficient of X1 (b1) is 0.248, which implies: if the correspondence variable on worker execution with a relapse coefficient of 0.248. This implies that each time there is an increment in the correspondence variable by 1 unit, the representative's presentation (Y) will increment by 0.248 units.
3. The coefficient of X2 (b2) is 0.474, which implies: assuming that the work discipline variable on worker execution with a relapse coefficient of 0.474. This implies that each time there is an increment in the work discipline variable by 1 unit, the representative's presentation (Y) will increment by 0.474 units.

Coefficient of Determination (R^2)
The coefficient of determination is denoted by R2. This value states the proportion of the overall variation in the value of the dependent variable that can be explained or resulted by a linear relationship with the independent variable, other than that the rest is explained by other variables. The coefficient of determination (R2) ranges from 0 to 1   (0   R2   1   ).

Tabel 6. Coefficient of Determination Test Results

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731^a	.535	.526	1.536

a. Predictors: (Constant), Work Discipline, Communication
b. Dependent Variable Employee performance
Source: Research Results, 2019 (Processed Data)

Table 6 shows the Adjusted R Square value of 0.526, which means 52.6% can be explained by Communication and Work Discipline on Employee Performance at PT. Sarana Agro Nusantara and the remaining 47.4% were varied by other factors not examined such as: organizational culture, supervision, compensation and so on.

Partial Test (T test)
Table 7 shows the Adjusted R Square value of 0.526, which means 52.6% can be explained by Communication and Work Discipline on Employee Performance at PT. Sarana Agro Nusantara and the remaining 47.4% were varied by other factors not examined such as: organizational culture, supervision, compensation and so on.

Table 7. T test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.565	1.611		4.696	.000
	Communication	.248	.042	.422	5.865	.000
	Work Discipline	.474	.072	.474	6.588	.000

a. Dependent Variable: Employee performance

The Communication variable (X1) has a tcount of 5.865 with a probability of 0.000, because the probability value (sig) t < 5% (0.000 <0.05) then partially the Communication variable has a positive and significant effect on Employee Performance (Y). The Work Discipline Variable (X2) has a tcount value of 6.588 with a probability value of 0.000. Because the probability value (sig) t < 5% (0.000 < 0.05) then partially

the Work Discipline variable (X2) has a significant positive effect on the Employee Performance variable (Y).

Simultaneous Test (F Test)
The F test (simultaneous test) was carried out to see together the positive and significant influence or relationship of the independent variables, namely Communication (X1) and Work Discipline (X2) on the dependent variable, namely Employee Performance (Y) at PT. Nusantara Agro Facilities.

Table 8. F Test Results

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	273.692	2	136.846	58.038	.000[b]
	Residual	238.144	101	2.358		
	Total	511.837	103			

a. Dependent Variable: Employee performance
b. Predictors: (Constant), Work Discipline, Communication
Source: Research Results, 2019 (Processed Data)

F test table to see significant results in the regression model used. The usual way is to compare Fcount = 58.038. Ftable = 3.09. It can be seen that the significant level is 0.000 < 0.05. So it is concluded that Ho is rejected and Ha is accepted, therefore Communication and Work Discipline simultaneously have a significant effect on Employee Performance.

DISCUSSION

The Impact of Correspondence and Work Discipline on Representative Execution
The consequences of the F test utilized by specialists can be clarified that Correspondence and Work Discipline significantly affect Representative Execution. The critical level is demonstrated to be more modest (<). So that there is a critical relationship all the while or at the same time Correspondence and Work Discipline on Worker Execution.

The Impact of Correspondence on Representative Execution
This review demonstrates the correspondence variable has a critical beneficial outcome on representative execution. This is on the grounds that successful and effective correspondence can assist convey with excursion work exercises well in the organization.

The Impact of Work Discipline on Representative Execution
This review demonstrates that the work discipline variable has a critical beneficial outcome on worker execution. This is on the grounds that viable and productive correspondence can assist convey with excursion work exercises well in the organization.

CONCLUSION

1. Correspondence and Work Discipline at the same time have a huge constructive outcome on Representative Execution at PT. Nusantara Agro Offices.
2. Correspondence to some extent has a huge constructive outcome on representative execution at PT. Nusantara Agro Offices.

3. Work Discipline to some extent has a huge constructive outcome on Representative Execution at PT. Nusantara Agro Offices.

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DECLARATION OF CONFLICTING INTERESTS
The author has no conflict of interest in writing this article

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