# COMMUNICATION AND WORKING DISCIPLINE RELATIONSHIPS PERFORMANCE OF STATE CIVIL SERVANTS (ASN) IN OFFICES GOVERNMENT OF KECAMATAN SIBABANGUN CENTRAL TAPANULI DISTRICT

**Fauziah Nur Simamora[1], Kaharuddin[2]**

**[1,2]STIE Al-Washliyah Sibolga**

**Corresponding Authors: Fauziahnur95@gmail.com,**

*A**bstract** : The research objective is to determine whether there is a relationship between communication and work discipline together with the performance of employees at the Sibabangun District Government Office, Tapanuli Tengah Regency. The author provides a temporary answer to this study are: There is a relationship between communication and work discipline with employee performance at the office of the Sibabangun subdistrict, Tapanuli Tengah regency. The research population of all State Civil Servants (ASN) at the Government Office of the Sibabangun District, Central Tapanuli Regency was 37 people and sampled. Based on the results of simultaneous testing, it was obtained that the Fcount value (46.753) was greater than Ftable (3.25) or (46.753> 3, 25) and Sig.á (0.000a) is less than alpha 5% (0.05). This indicates that the results of the study reject H0 and accept Ha. Thus the variables of communication and work discipline simultaneously have a relationship with performance. The partial test results are: 1). The value of tcount $\geq$ t table is (2.642 $\geq$ 2.026) and Sig-t $\leq$ 0.05 is (0.012 $\leq$ 0.05). 2) The value of t count $\geq$ t table, namely (4.158 $\geq$ 2.026) and Sig-t $\leq$ 0.05, which is equal to (0.00 $\leq$ 0.05) meaning that there is a positive relationship between the independent variable and the dependent variable. Based on the multiple linear regression model obtained, the regression equation $Y = -4.402 + 0.450 X1 + 0.686 X2$. Shows that there is a relationship between communication and work discipline with performance. It is suggested that communication between employees needs to be improved so that each task is carried out and the goals to be achieved can be achieved. Employee discipline enforcement should be done more firmly and with direction, this is very important to increase the responsibility of all employees, so that employee performance will increase.*

*Keywords: Communication, Work Discipline, Performance*

## I. INTRODUCTION

Human resources have an important role in various development sectors. Because human resources carry out and regulate the activities of the organization, quality human resources are needed, so that the goals expected by the organization can be achieved.

Improving employee performance in an organization is an absolute must, because increasing performance will have implications for increasing employee productivity. In terms of improving performance, it can be done in various ways, by applying communication strategies and work discipline to the employees themselves.

Likewise, work discipline will automatically grow, if communication in the organization is carried out well and effectively. Employee awareness to comply with organizational regulations and prevailing norms shows that employees have work discipline. Employees who are disciplined to work are a manifestation of their mental attitude and behavior from the aspects of compliance and obedience to the prevailing laws and regulations.

Discipline will be inherent in the employee's spirit, if they comply with the rules in the work environment and outside environment on a daily basis. In an organization, a leader needs a tool to communicate with employees about behavior and how to improve employee behavior for the better, so that work discipline applied is a communication tool for leaders. With work discipline, it can improve employee performance in the organization.

The results of research from simamora K. (2018) Leaders with character alone are not sufficient for the welfare of society, neither is moral leaders. Because a leader who is firm, hardworking, clever in building a public infrastructure can be considered to have character.

If this is done, the employee's performance will increase and the goals set will be achieved as expected. In connection with the description above, the authors are interested in making research with the title Communication Relations and Work Discipline on the Performance of the State Civil Apparatus (ASN) at the

Sibabangun District Government Office, Central Tapanuli Regency. the government office of Sibabangun District, Tapanuli Tengah Regency? The purpose of this study was to determine whether there is a relationship between communication and employee performance at the Sibabangun District Government Office, Central Tapanuli Regency.

## II. LITERATURE REVIEW

According to Margono (2007: 134) the relationship is "a systematic picture that describes the variables with one another with the aim of explaining the phenomenon." According to Ilham Prisgunanto (2006: 1), communication is a "process of transferring messages in distributing information through means or channels communication to the communicant is aimed ". Discipline comes from Latin, namely" Diciplina discipulus which means teaching, training or education of politeness and spirituality, discipline, rules and character development ". (Moekijat, 2010: 139). Furthermore, Marihot Tua EH (2002: 35) says that performance is "the work produced by employees or real behavior that is displayed in accordance with their role in the organization." Based on the above definition, it can be concluded that employee performance shows how the completion of tasks carried out by each employee. Performance is something that is urgent in the organization to achieve goals, so that various activities are carried out by the organization to increase high integrity. The contribution of the results of employee performance appraisals is something that is useful for planning organizational policies. Organizational policies can concern individual aspects and organizational aspects.

## III. METHOD

The research design used in this research is a descriptive correlation research design, which describes and provides an explanation of the relationship between the variable X (independent) as the independent variable which is interrelated with the variable Y (dependent) as the dependent variable. As for the independent variables, namely communication and work discipline, and the dependent variable, namely performance. This research was conducted at the Government Office of Sibabangun District, Central Tapanuli Regency.The population in this study were all State Civil Servants (ASN) at the government office of the Sibabangun District, Central Tapanuli Regency, totaling 37 (thirty seven) people and a sample of 37 (thirty seven) people to be studied. Research data will not be useful if the instrument used to collect research data does not have high reliability and validity. Validity and reliability tests in this study used statistical application software Statistical Package for Social Science (SPSS) version 21.

## IV.RESULT AND DISCUSSION

1. General Research Results

Sibabangun subdistrict before forming a subdistrict is a village called Desa Sibabangun which is under Lumut subdistrict with an address in Pinangsori. In 1992, Lumut Subdistrict was split and Sibabangun Subdistrict was formed. Sibabangun subdistrict is one of the subdistricts in Central Tapanuli regency located in the western region of North Sumatra, with most of the areas being mountains and plains. The capital of Sibabangun District is Sibabangun with the distance of the District Office to the Regent's Office of Central Tapanuli Regency is 30 Km.

Sibabangun subdistrict used to consist of 8 (eight) villages and 2 (two) subdistricts, namely:
1. Tebing Tinggi Village 6. Muara Sibuntuon Village
2. Pakkat Island Village 7. Aek Gambir Village
3. Mombang Boru Village 8. Masundung Village
4. Anggoli Village 9. Lumut Village
5. Sibio-bio Village 10. Sibabangun Village

As a result of the impact of development and population density is increasing so as to serve the growing needs of the community, then to approach the geographical reach of providing services to the community, in 2003 Sibabangun Subdistrict was expanded to 3 (three) Subdistricts namely:
1. Lumut District
2. Sibabangun District and
3. Sukabangun District
Sibabangun subdistrict currently consists of 6 (six) villages and 1 (one) sub-district, namely:

1. Anggoli Village
2. Huta Gurgur Village
3. Mombang Boru Village
4. Sibio-bio Village
5. Muara Sibuntuon Village
6. Simanosor Village
7. Sibabangun Village

Based on the geographical location of Sibabangun District located between 02 terletak 01 'North Latitude and 98 22' East Longitude, Sibabangun District is located at 0-800 m above sea level with the following boundary boundaries:

North side: North Tapanuli Regency
South side: Sukabangun District
West Side: Lumut District
East Side: South Tapanuli Regency

The area of Sibabangun District is 284.64 Km2

 2. Special Research Results
 a. Validation

The validity test of the instruments used to measure the research variables needs to be done before analyzing the subject matter. Testing the validity of the measuring instrument using the Pearson Product Moment formula. To prove the validity or not the validity of research instruments with the following criteria:

1) If rcount> critical, then the question is declared valid.
2) If rcount <rcritical, then the question is declared invalid.

The results of pre-survey data processing that have been carried out to 37 respondents outside the research sample can be seen in the table below

Table 4.1
Results of Testing the Validity of the Research Variable Instrument Variable X1 (Communication)

| No. Item | *Corrected Item-Total Correlation* | r – Ctitical | Remark |
|---|---|---|---|
| 1 | 0.679 | 0,300 | Valid |
| 2 | 0,435 | 0,300 | Valid |
| 3. | 0,583 | 0,300 | Valid |
| 4 | 0,754 | 0,300 | Valid |
| 5 | 0,634 | 0,300 | Valid |
| 6 | 0,620 | 0,300 | Valid |
| 7 | 0,501 | 0,300 | Valid |
| 8 | 0,579 | 0,300 | Valid |
| 9 | 0,615 | 0,300 | Valid |
| 10 | 0,662 | 0,300 | Valid |

Table 4.2
Results of Testing the Validity of the Research Variable Instrument Variable X2 (Work Discipline)

| No. Item | *Corrected Item-Total Correlation* | r - Critical | Remark |
|---|---|---|---|
| 1 | 0.533 | 0,300 | Valid |
| 2 | 0,579 | 0,300 | Valid |
| 3. | 0,684 | 0,300 | Valid |

| | | | |
|---|---|---|---|
| 4 | 0,807 | 0,300 | Valid |
| 5 | 0,527 | 0,300 | Valid |
| 6 | 0,616 | 0,300 | Valid |
| 7 | 0,376 | 0,300 | Valid |
| 8 | 0,688 | 0,300 | Valid |
| 9 | 0,577 | 0,300 | Valid |
| 10 | 0,710 | 0,300 | Valid |

## V.  TABLE 4.3

**RESULTS OF TESTING THE VALIDITY OF THE RESEARCH VARIABLE INSTRUMENT VARIABLE X2 (PERFORMANCE)**

| No. Item | Corrected Item-Total Correlation | r - Critical | Remark |
|---|---|---|---|
| 1 | 0,821 | 0,300 | Valid |
| 2 | 0,766 | 0,300 | Valid |
| 3. | 0,729 | 0,300 | Valid |
| 4 | 0,678 | 0,300 | Valid |
| 5 | 0,802 | 0,300 | Valid |
| 6 | 0,800 | 0,300 | Valid |
| 7 | 0,697 | 0,300 | Valid |
| 8 | 0,784 | 0,300 | Valid |
| 9 | 0,686 | 0,300 | Valid |
| 10 | 0,590 | 0,300 | Valid |

According to Sugiyono (2012: 124), "If the correlation price is below 0.300, it can be concluded that the instrument is invalid, so it must be repaired or discarded"

Based on the table above, it can be seen that the Corrected Item-Total Correlation is greater than the critical value (0.300), it can be concluded that the entire statement is valid.

b. Reliability Test

The reliability test in this study was analyzed using the Cronbach Alpha (α) technique. "A construct or variable is said to be reliable if it gives a Cronbach Alpha value> 0.8, the reliability is very good / very convincing, if 0.7 <Cronbach Alpha reliability is good, and Cronbach Alpha <0.7 reliability is less convincing" (Situmorang, 2012: 82 ).

Table 4.4

Research Variable Instrument Reliability Test Results

| No | Variabel | N of Items | Cronbach's Alpha | r-critical | Remark |
|----|----------|------------|------------------|-----------|--------|
| 1 | Comunication | 10 | 0,809 | 0,800 | Reliable |
| 2 | Discipline | 10 | 0,816 | 0,800 | Reliable |
| 3 | Performance | 10 | 0,907 | 0,800 | Reliable |

Based on the results of the research instrument reliability test in table 4.13, it is known that the Cronbach Alpha value of the Communication variable item (X1) is 0.809> 0.800 and the Work Discipline variable (X2) is 0.816> 0.800 and the Performance variable (Y) is 0.907> 0.800 which means the third item variable very good / very convincing.

c. Results of Determination Coefficient Testing

The coefficient of determination ($R^2$) is used to measure the ability of the model to explain the variation in the dependent variable. The coefficient of determination used is that the value of Adjusted R Square can increase or decrease if one independent variable is added to the model. In contrast to the value of $R^2$ which will certainly increase every additional one independent variable, it does not matter whether the variable has a significant effect on the dependent variable.

Table 4.5
Result of Determination Coefficient Test
**Model Summary[b]**

| R Square | Adjusted R Square | Std. Error of the Estimate |
|----------|-------------------|----------------------------|
| .733 | .718 | 3.725 |

d. Simultaneous Testing Results (Test F)

Simultaneous test (Test F) is used to test the significance of the effect of all independent variables simultaneously on the dependent variable. Hypothesis testing criteria to test simultaneously are:
1) If Fcount> Ftable, then H0 is rejected and H1 is accepted.
2) If Fcount <Ftable, then H0 is accepted and H1 is rejected.

Table 4.6
Simultaneous Testing Results (Test F)

**ANOVA[a]**

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|--|----------------|-----|-------------|---|------|
| 1 | Regression | 1297.345 | 2 | 648.672 | 46.753 | .000[b] |
| | Residual | 471.736 | 34 | 13.875 | | |
| | Total | 1769.081 | 36 | | | |

Based on table 4.6, it is found that the value of Fcount (46.753) is greater than Ftable (3.25) or (46.753> 3.25) and Sig.á (0.000a) is smaller than alpha 5% (0.05). This indicates that the results of the study reject H0 and accept Ha. Thus the variables of communication and work discipline simultaneously have a significant relationship with employee performance at the Sibabangun District Government Office, Tapanuli Tengah Regency.

e. Partial Test Results (t Statistical Test)

Partial test aims to test each independent variable related to the dependent variable with a significant level (α) indicating the probability level of error α = 5%.

Table 4.7

Partial Test Results (t Statistical Test)

**Coefficients**[a]

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | T | Sig. |
| 1   (Constant) | -4.202 | 4.606 | | .912 | .368 |
| Comunication | .450 | .170 | .354 | 2.642 | .012 |
| discipline | .686 | .165 | .558 | 4.158 | .000 |

Based on the table 4.77 above, it can be seen that:

1) The value of tcount ≥ t table is (2.642 ≥ 2.026) and Sig-t ≤0.05, which is equal to (0.012 ≤ 0.05) which means that there is a positive and significant relationship between the independent variable and the dependent variable.

2) The value of t count ≥ t table, namely (4.158 ≥ 2.026) and Sig-t ≤0.05, which is equal to (0.00 ≤ 0.05) which means that there is a positive and significant relationship between the independent variable and the dependent variable.

f. Multiple Linear Regression Analysis
The analytical method is needed to solve the predetermined problem formulation.

Table 4.8
Results of Multiple Linear Regression Analysis

**Coefficients**[a]

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | T | Sig. |
| 1   (Constant) | -4.202 | 4.606 | | -.912 | .368 |
| Komunikasi | .450 | .170 | .354 | 2.642 | .012 |
| Disiplinkerja | .686 | .165 | .558 | 4.158 | .000 |

From the regression results obtained, multiple linear equations can be made as follows:
$Y = a + b1X1 + b2X2$
$Y = -4,202 + 0,450 X1 + 0,686 X2$
In this equation, it can be explained as follows:

1) The regression coefficient value X1 for the communication variable has a positive value of 0.450, which means that the communication variable has a positive relationship with an increase in employee performance at the Sibabangun District Government Office, Tapanuli Tengah Regency

2) The regression coefficient X2 for the work discipline variable is positive at 0.686, which means the work discipline variable is in line with communication. Where this has a positive relationship with an increase in employee performance at the Sibabangun District Government Office, Tapanuli Tengah Regency.

## V.CONCLUSION

Based on the results of the analysis and discussion of the data in this study, the following conclusions can be drawn:

1. The calculation result of the coefficient of determination R Square of 0.733 means 73.3% of the factors of employee work performance are influenced by communication and work discipline. While the remaining 26.7% can be influenced by other factors that are not discussed in this study.

2. Simultaneous test results obtained that the value of Fcount (46.753) is greater than Ftable (3.25) or (46.753> 3.25) and Sig.á (0.000a) is smaller than alpha 5% (0.05). This indicates that the results of the study reject H0 and accept Ha. Thus, the variables of communication and work discipline

simultaneously have a significant relationship with the performance of employees at the Sibabangun District Government Office, Tapanuli Tengah Regency.

3. Based on the partial test results it can be concluded as follows:
   a. The value of tcount $\geq$ t table is (2.642 $\geq$ 2.026) and Sig-t $\leq$ 0.05, which is (0.012 $\leq$ 0.05), which means that there is a positive and significant relationship between the independent variable and the dependent variable.
   b. The value of tcount $\geq$ t table is (4.158 $\geq$ 2.026) and Sig-t $\leq$ 0.05, which is equal to (0.00 $\leq$ 0.05) which means that there is a positive and significant relationship between the independent variable and the dependent variable.
4. Based on the multiple linear regression model obtained, the regression equation is Y = -4.202 + 0.450 X1 + 0.686 X2. Shows that there is a positive relationship between communication and work discipline with the performance of employees at the Sibabangun District Government Office, Tapanuli Tengah Regency.

## VI. REFERENCES

1. Hariandja, Marihot Tua Efendi, 2002, Manajemen Sumber Daya Manusia, Jakarta : Grasindo
2. Margono, 2007, Metodologi Penelitian Pendidikan, Jakarta : Rineka Cipta
3. Moekijat, 2010, Manajemen Sumber Daya Manusia (Manajemen Kepegawaian), Bandung : Mandar Maju
4. Prisgunanto, Ilham, 2006, Komunikasi Pemasaran Strategi dan Taktik, Cetakan Pertama, Bogor : Ghalia Indonesia
5. Sastrohadiwiryo, Siswanto, 2010, Manajemen Tenaga Kerja Indonesia, Jakarta : Bumi Aksara
6. Simamora, K. (2018). Model Kepemimpinan Postmodern Berbasis Karakter Untuk Membangun Hubungan Kerja Yang Baik. Jurnal penelitian pendidikan sosial humaniora, 3(2), 396-403.
7. Sugiyono, 2012, Metode Penelitian Bisnis, Cetakan Pertama, Bandung : CV. Alfabeta
8. Tams, Jayakusuma, 2001, Hal 25, Dikutip dari Skripsi Erick, Sidauruk 2010 hal 18
9. Uchjana, Efendy Onong, 2009, Human dan Public Relation dalam Manajemen, Bandung : Mandar Maju