

The Effect of Work Discipline, Job Training, and Work Stress on Employee Performance at PT. Kartika Utama Inti Batam

Rani Fereningsi Sianturi¹, Suhardi²

^{1,2}Universitas Putera Batam

Email: pb220910295@upbatam.ac.id¹, suhardi@puterabatam.ac.id²

The development of live streaming features on e-commerce platforms, particularly Shopee Live, has transformed consumer behavior in online shopping. Real-time interaction between sellers and consumers creates a more engaging shopping experience, thereby increasing the potential for impulsive purchasing behavior. Therefore, this study aims to analyze the influence of telepresence, perceived enjoyment, and trust on consumers' impulse buying behavior on Shopee Live. This research employed a quantitative method, with data collected through questionnaires distributed to 100 respondents who had previously made purchases via Shopee Live. The respondents were selected using a non-probability sampling technique based on predetermined criteria. The collected data were analyzed using IBM SPSS Statistics version 27 through data quality testing, classical assumption tests, multiple linear regression analysis, partial hypothesis testing (t-test), simultaneous hypothesis testing (F-test), and the coefficient of determination (R^2). The results indicate that telepresence, perceived enjoyment, and trust have a positive and significant influence on impulse buying, both partially and simultaneously. The Adjusted R Square value of 75.3% indicates that variations in impulse buying behavior can be explained by these three variables, while the remaining 24.7% is influenced by other factors not examined in this study. The findings are expected to serve as a reference for sellers and Shopee Live platform managers in designing live streaming strategies that enhance telepresence, perceived enjoyment, and consumer trust to encourage impulse buying behavior.

Keywords: Work Discipline, Job Training, Work Stress, Employee Performance, Human Resource Management.

This is an open access article under the [CC BY-NC](#) license



Corresponding Author:

Rani Fereningsi Sianturi
Universitas Putera Batam
pb220910295@upbatam.ac.id

1. Introduction

The development of the business world in the era of globalization is growing more rapidly so that the level of competition between companies is also getting higher, including in the Batam City industrial estate which is known as one of the centers of economic growth in Indonesia. This condition requires every company to be able to manage all its resources effectively, especially human resources, in order to maintain competitiveness and ensure the sustainability of its business. In this case, management has a very important role because the success of the organization in achieving the goals that have been set is greatly influenced by the management's ability to manage all company activities effectively and efficiently.

Human Resource Management (HRDM) is one of the fields in management science that specifically focuses on workforce management as the main asset of the organization. Through the implementation of good HRM, companies are expected to be able to create a conducive work environment so that they can increase job satisfaction and encourage employee productivity. Human resources are a factor that greatly determines the success or failure of an organization because it plays a role as the main driver of all company operational activities. Therefore, effective human resource management is an important prerequisite for the organization to be able to carry out its operational activities optimally and achieve the planned goals.

In a manufacturing company such as PT Kartika Utama Inti Batam, human resources are one of the elements that have a strategic role in addition to financial, production, and marketing aspects. In an effort to achieve organizational goals, companies need to pay attention to employee performance management because the success of the organization is highly determined by the quality of the performance of the individuals in it. If employees are not able to show optimal performance, the company will have difficulty in realizing the targets and objectives that have been set.

Performance is one of the main indicators that reflects the level of success of an organization in carrying out its operational activities. The achievement of optimal performance is greatly influenced by the quality of human resources as implementers of all work processes in the company. Therefore, management needs to pay serious attention to efforts to develop, coach, and manage employee performance in order to be able to make maximum contributions to the organization. According to , performance is the result of work achieved by a person in carrying out the tasks and responsibilities imposed on him, both individually and as part of a group in the organization.(Edy, 2017)

2. Literature Review and Problem Statement

Employee performance is the result of work achieved by individuals in carrying out their duties and responsibilities according to the standards set by the organization. High and low performance is influenced by various internal and external factors, including work discipline, job training, and work stress. Work discipline reflects the level of employee compliance with the regulations, procedures, and responsibilities that have been set by the company so that it can increase work effectiveness and productivity. On the other training is a systematic process that aims to improve employee knowledge, skills, and competencies in order to be able to carry out work more effectively. On the other hand, excessive work stress can cause physical and psychological fatigue, resulting in a decrease in productivity and the quality of work results. The results of the study show that work discipline has a positive effect on employee performance. Bangun research (2021) also proves that job training is able to improve employee competence and performance. Meanwhile, research explains that work stress that is not managed properly can reduce employee performance. These findings show that the three variables have a close relationship with the increase or decrease in employee performance. (Runtunuwu et al., 2015) (Novi et al., 2018)

Although research on work discipline, job training, and work stress has been widely conducted, most studies have only tested one or two variables separately and are conducted in different organizational sectors. Research that integrates these three variables in the context of manufacturing companies in Batam City is still relatively limited. The characteristics of the manufacturing industry that have high production targets, discipline demands, continuous training needs, and considerable work pressure allow the emergence of different relationships compared to other sectors. Based on these research gaps, this study is focused on analyzing the influence of work discipline, job training, and work stress on employee performance at PT Kartika Utama Inti Batam.

Thus, the formulation of this research problem is: (1) Does work discipline have a significant effect on employee performance?, (2) Does job training have a significant effect on employee performance?, (3) Does work stress have a significant effect on employee performance? and (4) Does work discipline, job training, and work stress simultaneously have a significant effect on employee performance?

Based on the formulation of the problem, the proposed research hypothesis is

- H1: Work discipline has a positive and significant effect on employee performance
- H2: Job training has a positive and significant effect on employee performance
- H3: Work stress has a negative and significant effect on employee performance

H4: Work discipline, job training, and work stress simultaneously have a significant effect on employee performance.

3. Method

This study uses a quantitative approach with the type of explanatory research, which is research that aims to explain the causal relationship between independent variables and dependent variables through hypothesis testing. The quantitative approach was chosen because it is able to produce objective, measurable, and analyzed data using statistical methods to determine the influence of work discipline, job training, and work stress on employee performance.

The location of the research is at PT Kartika Utama Inti Batam, Riau Islands Province. The research population is all employees of the company totaling 115 people. The sampling technique uses saturated sampling, so that all members of the population are used as research respondents. This technique was chosen because the population is relatively small and all respondents meet the characteristics needed in the research, so that it can provide a more comprehensive picture of the condition of the research object.

The data used consisted of primary data and secondary data. Primary data was obtained through the distribution of questionnaires to all respondents using a five-point Likert scale, ranging from 1 (Strongly Disagree) to 5 (Strongly Agree). In addition to questionnaires, data collection was also carried out through observation and interviews as support to obtain an overview of the company's condition. Secondary data was obtained from various sources, such as scientific journals, books, company documents, and other references relevant to the research variables. The independent variables in this study include work discipline (X_1), job training (X_2), and work stress (X_3), while the dependent variable is employee performance (Y). Each variable was measured using indicators that have been adapted from previous research and compiled in the form of research instruments.

Data analysis was carried out using IBM SPSS Statistics version 29. The analysis stage included descriptive analysis to describe respondent characteristics and respondents' response tendencies, followed by instrument quality testing through validity tests and reliability tests. Furthermore, a classical assumption test was carried out consisting of normality tests, multicollinearity tests, and heteroscedasticity tests to ensure that the regression model met the analysis requirements. Hypothesis testing was carried out using multiple linear regression analysis, which was complemented by partial tests (t-test), simultaneous tests (F tests), and determination coefficients (Adjusted R^2)

4. Results and Discussion

Validity Test Results

Validity Test

Table 1 Results of Work Discipline Test (X_1)

Statement	Calculation	rtable	Conclusion
X1.1	0,718	0,361	VALID
X1.2	0,684		
X1.3	0,619		
X1.4	0,688		
X1.5	0,687		
X1.6	0,570		
X1.7	0,615		

X1.8	0,646
------	-------

Source: SPSS Output 29, 2026

The validity test on the Work Discipline variable (X1) was carried out to determine the extent to which each statement item in the questionnaire was able to accurately measure the variables studied. This test was carried out by comparing the calculated r value with the r table at a significance level of 0.05, where a statement item is declared valid if the calculated r value is greater than the r of the table.

The test results showed that all statement items in the Work Discipline variable (X1) had a greater calculated r value than the r table. Thus, all indicators in the Work Discipline variable (X1) were declared valid and had met the eligibility criteria of the research instrument, so that they could be used for further analysis.

Table 2 Job Training Test Results (X2)

Statement	Calculation	rtable	Conclusion
X2.1	0,824	0,361	VALID
X2.2	0,598		
X2.3	0,805		
X2.4	0,676		
X2.5	0,708		
X2.6	0,568		
X2.7	0,838		

Source: SPSS Output 29, 2026

The validity test on the Job Training variable (X2) was carried out to determine the level of accuracy of each statement item in measuring the variable being studied. The test was carried out by comparing the calculated r value with the r table at a significance level of 0.05, where a statement item is declared valid if the calculated r value is greater than the r table.

The test results showed that all statement items in the Job Training variable (X2) had a greater calculated r value compared to the r table. Thus, all indicators in the Job Training variable (X2) were declared valid and met the eligibility requirements for the research instrument, making them suitable for further data analysis.

Table 3 Work Stress Test Results(X3)

Statement	Calculation	rtable	Conclusion
X3.1	0,688	0,361	VALID
X3.2	0,366		
X3.3	0,386		
X3.4	0,541		
X3.5	0,679		
X3.6	0,804		

Source: SPSS Output 29, 2026

The validity test on the Work Stress variable (X3) was carried out to determine the accuracy of each statement item in measuring the research variable. The test was carried out by comparing the calculated r value with the r table at a significance level of 0.05, where an item is declared valid if the calculated r value is greater than the r table.

Based on the test results, all statement items in the Work Stress variable (X3) have a greater calculated r value than the r table, so that all indicators are declared valid. Thus, all statement items in the Work Stress variable (X3) have met the feasibility criteria of the research instrument and can be used for further analysis.

Table 4 Results of Employee Performance Validity Test (Y)

Statement	Calculation	r table	Conclusion
Y1	0,729	0,361	VALID
Y2	0,718		
Y3	0,812		
Y4	0,748		
Y5	0,638		
Y6	0,746		

Source: SPSS Output 29, 2026

The validity test on the Employee Performance variable (Y) was carried out to find out the extent to which each statement item in the questionnaire was able to measure the research variable precisely. The test was carried out by comparing the calculated r value with the r table at a significance level of 0.05, where the statement item was declared valid if the calculated r value was greater than the r of the table.

The test results showed that all statement items in the Employee Performance variable (Y) had a greater calculated r value than the r table. Thus, all indicators in the Employee Performance variable (Y) were declared valid and had met the eligibility criteria of the research instrument, so that they could be used for further analysis.

Reliability Test Results

Reliability Test

Table 5 Results of Reliability Test

Variable	Cronbach's Alpha	In Of Item	Remarks
Work Discipline (X1)	0,804	8	<i>Reliable</i>
Job Training (X2)	0,839	7	
Work Stress (X3)	0,855	6	
Employee Performance (Y)	0,825	6	

Source: SPSS Output 29, 2026

The reliability test was carried out to determine the level of consistency of the research instrument in measuring each variable. This test uses Cronbach's Alpha value, where a variable is declared reliable if the Cronbach's Alpha value is greater than 0.60.

Based on the test results, all research variables showed a Cronbach's Alpha value above 0.60, so that all instruments were declared reliable. The Work Discipline variable (X1) obtained a Cronbach's Alpha value of 0.804 with 8 statement items, Job Training (X2) of 0.839 with 7 items, Work Stress (X3) of 0.855 with 6 items, and Employee Performance (Y) of 0.825 with 6 items.

Classical Assumption Test Results

Normality Test

The normality test is carried out to find out whether the residual values in the regression model have a normal distribution. This test is important because residual normality is one of the basic assumptions in regression analysis, so it needs to be fulfilled so that the results of the estimation and testing of the model become more valid and reliable.

Residual is said to be normally distributed when the pattern of data distribution follows the bell-shaped curve on the histogram graph, and the points on the Normal Probability Plot (P-P Plot) are spread around the diagonal line without extreme deviation.

In this study, the normality test was carried out using several approaches, namely histogram graph analysis, Normal Probability Plot (P-P Plot), and Kolmogorov–Smirnov statistical test. The use of several of these methods aims to provide more comprehensive results in assessing whether residual data has met the normality assumptions in the regression model

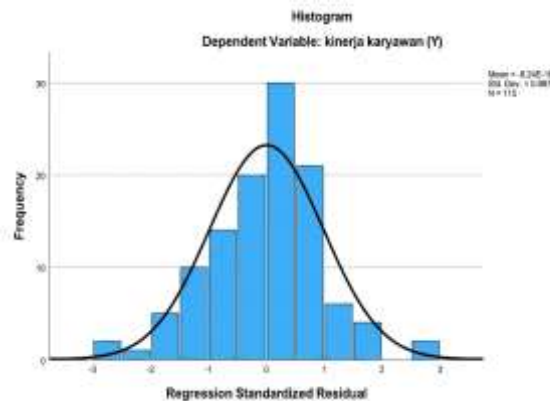


Figure 1 Histogram Diagram
Source: SPSS Output 29, 2026

Based on the results of the normality test shown through the standardized residual histogram graph, it can be seen that the distribution of residual data forms a pattern resembling a bell-shaped curve. The distribution of data appears to be concentrated around the middle value (0), with a higher frequency in the middle and decreasing towards the left and right sides.

In addition, the residual mean value is close to zero (≈ 0) with a standard deviation close to 1, which indicates that the residual data distribution is relatively stable. The sample count of 115 also shows that the data distribution is representative enough for further analysis.

Thus, based on the results of the histogram graph, it can be concluded that the residual in the regression model has met the assumption of normality because the data distribution pattern is close to the normal form.

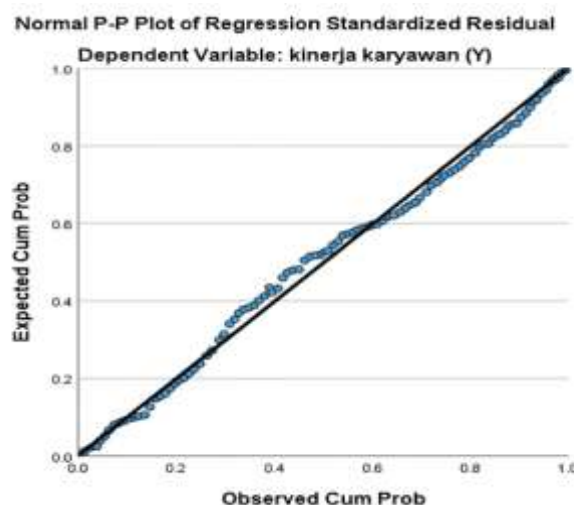


Figure 2 Normal Graph *P-P Plot of Standardized Regression*
Source: SPSS Output 27, 2026

Based on the results of the Normal P-P Plot of Regression Standardized Residual on the dependent variable (Y), it can be seen that the data points are spread along a diagonal line (normal line) from the bottom left to the top right. The relative spread of points around the line shows that the standardized residual values tend to follow the normal distribution.

Although there are slight deviations at some points in the middle and end of the chart, they are still relatively small and do not show extreme deviation patterns. Overall, the point distribution pattern does not form sharp curves or specific patterns that indicate abnormalities. Thus, it can be concluded that the assumption of normality in the regression model has been met, so that the regression model used is suitable for further testing such as the t-test and the F test in regression analysis.

Table 6 Kolmogorov-Smirno

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		115
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.50086178
Most Extreme Differences	Absolute	.077
	Positive	.057
	Negative	-.077
Test Statistic		.077
Asymp. Sig. (2-tailed)		.088 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS Output 27, 2026

This Kolmogorov-Smirnov test evaluates whether unstandardized residual (non-standardized residue) is normally distributed (Null Hypothesis, H₀). The statistical value of the test was 0.077. The Lilliefors-corrected asymptomatic (2-tailed) significance value was 0.088. Since the p-value (0.088) was greater than the standard significance level of 0.05, we failed to reject the null hypothesis. This suggests that the unstandardized residual data is normally distributed. This result is confirmed by the Monte Carlo estimation with a p-value of 0.086 (99% confidence interval [0.079; 0.093]), which also supports the conclusion that the residual is normally distributed.

Multicollinearity Test

Table 7 Multicollinearity Test Results

		Coefficients ^a							
Model	label	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
		B	Std. Error	Beta			Tolerance	VIF	
1	1	(Constant)	3,438	1,939		1,773	,079		
		disiplin kerja (X1)	,208	,071	,246	2,937	,004	,614	
		pelatihan kerja (X2)	,270	,079	,311	3,420	<,001	,518	
		stres Kerja (X3)	,291	,083	,297	3,486	<,001	,590	

a. Dependent Variable: kinerja karyawan (Y)

Source: SPSS Output 29, 2026

Based on the results of the classical assumption test using the *Coefficients* table above, this regression model is declared free from the problem of multicollinearity because all independent variables have a *Tolerance* value that is above 0.10 and a *Variance Inflation Factor* (VIF) value that is below 10.00. In detail, the Ease of Transaction variable has a *Tolerance* value of 0.563 and VIF of 1.777, the Electronic Service Quality variable of 0.523 and VIF of 1.911, and the Trust variable with a *Tolerance* value of 0.514 and VIF of 1.947. With the fulfillment of the classic assumption test, partial hypothesis testing through the t-test can be validly carried out to see the influence of each independent variable on the Purchase Decision.

In the partial test, the Ease of Transaction variable showed a value $t_{\text{calculated}}$ of 2.519 with a significance value (*Sig.*) of 0.013. Because the significance value is smaller than the standard significance of 0.05 ($0.013 < 0.05$), it can be concluded that Ease of Transaction has a positive and partially significant influence on the Purchase Decision. Furthermore, the Electronic Service Quality variable recorded a significance value of 3.095 with a significance level of 0.003. Given the significance value which is below 0.05 ($0.003 < 0.05$), this result proves that the Quality of Electronic Services also has a positive and significant effect on the Purchase Decision partially.

Finally, the test on the Trust variable resulted in the highest value of 4.454 with a significance value of 0.000. Because the significance value is much smaller than the alpha value of 0.05 ($0.000 < 0.05$), it can be concluded that Trust has a very significant positive influence on the Purchase Decision in part. Based on the direction of the regression coefficient (B), which is all positive, this indicates that the higher the level of ease of transactions, the quality of electronic services, and the trust given to consumers, the more purchasing decisions made by consumers will increase.

Heteroscedasticity Test Results

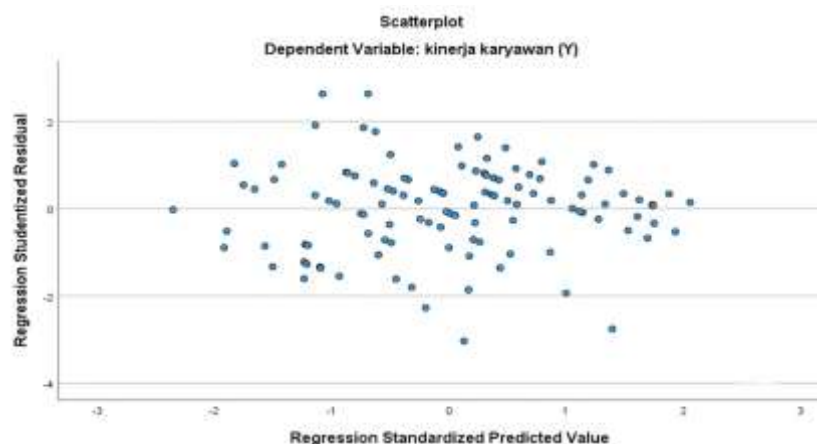


Figure 3 Scatterplot Chart

Source: SPSS Data Processing Results 29, 2026

The results of the test using a *scatterplot* graph show that the *residual* points are randomly scattered, either above or below the number 0 on the Y axis, and do not form a specific irregular pattern. This indicates that the regression model does not experience heteroscedasticity problems. Thus, the homoskedasticity assumption has been fulfilled so that the regression model is feasible to use for subsequent testing.

Table 8 Glacier Test

Coefficients ^a						
Model		Unstandardized Coefficient	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	4.643	1.213		3.828	.000
	Disiplin Kerja (X1)	-.019	.044	-.052	-.439	.661
	Pelatihan Kerja (X2)	-.019	.049	-.048	-.376	.707
	Stres Kerja (X3)	-.069	.052	-.159	-1.324	.188
a. Dependent Variable: ABS_RES						

Source: SPSS Data Management Results 29, 2026

Based on the results of the regression test in the *Coefficients table* above, a regression equation with a constant value of 4.643 was obtained which showed that if the variables of Work Discipline (X1), Job Training (X2), and Work Stress (X3) were considered constant, then the value of the dependent variable (ABS) was 4.643.

The Work Discipline variable (X1) has a regression coefficient value of -0.019 with a significance value of 0.661 (> 0.05), so it can be concluded that Work Discipline has no significant effect on ABS. The Job Training variable (X2) also has a coefficient of -0.019 with a significance value of 0.707 (> 0.05), which means that it has no significant effect on ABS. Meanwhile, Work Stress (X3) has a coefficient of -0.069 with a significance value of 0.188 (> 0.05), so it also has no significant effect on ABS.

Overall, the three independent variables showed significance values above 0.05, which means that there was no significant effect on the ABS variable. This indicates that this regression model does not show any symptoms of heteroscedasticity, as the independent variables have no significant effect on the residual absolute value.

Influence Test

Multiple Linear Regression Analysis Results

Table 9 Multiple Linear Regression Analysis Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	3,438	1,939		1,773	0,079
	Disiplin Kerja (X1)	0,208	0,071	0,246	2,937	0,004
	Pelatihan Kerja (X2)	0,270	0,079	0,311	3,420	<0,001
	Stres Kerja (X3)	0,291	0,083	0,297	3,486	<0,001

a. Dependent Variable: Kinerja Karyawan (Y)

Source: SPSS Output 29, 2026

Based on the Coefficients table above, the multiple linear regression equations obtained in this study are

$$Y = 3.438 + 0.208X_1 + 0.270X_2 + 0.291X_3 + e \text{ Formula}$$

: *Multiple Linear Regression*

The multiple linear regression equation can be described as follows. The constant value of 3.438 indicates that if the variables Work Discipline (X1), Job Training (X2), and Work Stress (X3) are considered constant or have a value of zero, then the Employee Performance value (Y) is 3.438 units.

1. The regression coefficient for the Work Discipline variable (X1) of 0.208 indicates that every one unit increase in the Work Discipline variable will increase Employee Performance by 0.208 units, assuming the other independent variables are of fixed value.
2. The regression coefficient of the Job Training variable (X2) of 0.270 indicates that every one unit increase in the Job Training variable will increase Employee Performance by 0.270 units, assuming that the other variables do not change.
3. The regression coefficient for the Work Stress variable (X3) of 0.291 indicates that every one unit increase in the management of Work Stress in a unidirectional way will increase Employee Performance by 0.291 units, assuming the other variables are constant.

Determination Coefficient Test Results (R2)

Table 10 R Square Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,724 ^a	,524	,511	2.53443
a. Predictors: (Constant), stres kerja (X3), disiplin kerja (X1), pelatihan kerja (X2)				
b. Dependent Variable: kinerja karyawan (Y)				

The results of the multiple linear regression test in the *Model Summary table* showed a correlation coefficient value (R) of 0.724, which indicates a strong positive relationship between the variables Work Discipline (X1), Job Training (X2), and Work Stress (X3) to the Employee Performance (Y) variable. Meanwhile, the value of the determination coefficient (*R Square*) obtained was 0.524. This shows that the ability of the independent variables of Work Discipline (X1), Job Training (X2), and Work Stress (X3) to explain the variation of the dependent variables of Employee Performance (Y) is 52.4%. In other words, the contribution of the influence of independent variables in this model is 52.4%, while the remaining 47.6% is explained by other variables that were not studied in this study. The standard value of the error deviation (*Std. Error of the Estimate*) was recorded at 2.53443.

Data Testing

T Test Results

Table 11 Test Results t

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	3,438	1,939		1,773	,079
	disiplin kerja (X1)	,208	,071	,246	2,937	,004
	pelatihan kerja (X2)	,270	,079	,311	3,420	<,001
	stres kerja (X3)	,291	,083	,297	3,486	<,001
a. Dependent Variable: kinerja karyawan (Y) ^a						

Source: SPSS Output 29, 2026

At a significance level of 0.05 with *two-tailed* testing and degrees of freedom (df) = $n - k - 1 = 115 - 3 - 1 = 111$, the table t-value of 1.98157 was obtained. Based on these values, the results of the partial test (t-test) on each variable can be explained as follows:

1. Work Discipline (X1) has a calculated t-value of 2.937 with a significance value of 0.004. The t-value of the calculation is greater than the t table ($2.937 > 1.98157$), and the significance value is smaller

than 0.05 ($0.004 < 0.05$). This condition shows that Work Discipline (X1) has a significant effect on Employee Performance (Y). Thus, the first hypothesis (H1) is declared accepted, while H0 is rejected.

2. Job Training (X2) shows a calculated t value of 3.420 with a significance level of <0.001 . Since t count is higher than the t table ($3.420 > 1.98157$) and the significance value is well below 0.05 ($<0.001 < 0.05$), it can be concluded that this Job Training variable (X2) has a significant influence on Employee Performance (Y). Therefore, the second hypothesis (H2) is also accepted.
3. Work Stress (X3) obtained a calculated t value of 3.486 with a significance of <0.001 . This value exceeded the t table ($3.486 > 1.98157$) and a significance of < 0.05 , thus showing a significant influence on Employee Performance (Y). Thus, the third hypothesis (H3) was declared accepted.

Overall, the three independent variables in this study were proven to have a positive and significant influence on the Employee Performance (Y) variable.

F Test Results

Table 12 Test Results F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	784,696	3	261,565	40,721	$<.001^b$
	Residual	712,991	111	6,423		
	Total	1497,687	114			

a. Dependent Variable: kinerja karyawan (Y)

b. Predictors: (Constant), stres kerja (X3), disiplin kerja (X1), pelatihan kerja (X2)

Source: SPSS Output 29, 2026

Simultaneous testing (F test) was used to determine whether all independent variables in the model have a common influence on the bound variables. Based on the ANOVA table presented, the calculated F value was recorded at 40.721 with a significance of <0.001 .

Because the value of F is much larger than the F of the table ($40.721 > 2.69$) and the significance value is smaller than 0.05 ($<0.001 < 0.05$), this regression model is declared fit (*goodness of fit*). This proves that the independent variables Work Discipline (X1), Job Training (X2), and Work Stress (X3) together exert a significant influence on the dependent variables of Employee Performance (Y).

Discussion

The Influence of Work Discipline on Employee Performance

The results of the study show that work discipline has a positive and significant effect on employee performance. This can be seen from the value of the regression coefficient of 0.208 with a significance value of 0.004. This means that the higher the work discipline that employees have, the better the performance produced. Work discipline has an important role because it is directly related to compliance with regulations, punctuality, responsibility, and consistency of employees in carrying out their work.

Employees who have high work discipline tend to be able to manage time well, obey work procedures, and complete tasks according to specified targets. Thus, work discipline not only has an impact on individual behavior, but also affects the effectiveness of the organization as a whole. In the context of this research, work discipline is one of the important factors that can improve the quality and productivity of employees' work.

The results of this study are in line with the results of previous research and where the study shows that Work Discipline has a positive effect on Employee Performance. (Runtunuwu et al., 2015) (Sammy Firwish & Suhardi, 2020)

The Effect of Job Training on Employee Performance

The results of the study show that job training has a positive and significant effect on employee performance. This is evidenced by a regression coefficient value of 0.270 and a significance value of less than 0.001. These results show that the better job training provided to employees, the higher the performance that can be achieved.

Job training is one of the organization's efforts to improve employee knowledge, abilities, and skills. Through training, employees can understand tasks better, master more effective work techniques, and be able to adjust to job developments. Training that is in accordance with work needs will make employees more confident, more productive, and better able to complete tasks appropriately. Therefore, job training is a strategic factor in improving employee performance. The results of this study are in line with the results of previous research where the results of the two studies prove that Job Training significantly affects employee performance. (Kurniasar et al., 2018)

The Effect of Work Stress on Employee Performance

The results showed that work stress had a positive and significant effect on employee performance. A regression coefficient value of 0.291 with a significance of less than 0.001 showed that work stress had a significant influence on performance. Based on beta value, job training had a beta of 0.311, work stress of 0.297, and work discipline of 0.246. Thus, the variable with the greatest relative influence based on beta was job training, although work stress also had a strong and significant influence.

The positive influence of work stress in this study can be interpreted as that work pressure at a certain level can encourage employees to work more seriously, be more focused, and try harder to achieve targets. However, organizations still need to manage work stress proportionally. Work stress that is at a reasonable level can be a productive boost, while work stress that is too high can have negative impacts such as fatigue, decreased concentration, and decreased work quality. Therefore, workload management, communication, and organizational support are important so that work stress does not turn into an obstacle to performance. The results of this study are in line with previous research, where the study proves that Work Stress significantly affects Employee Performance. (Novi et al., 2018)

The Simultaneous Effect of Work Discipline, Job Training, and Work Stress on Employee Performance

Simultaneously, work discipline, job training, and work stress have been shown to have a significant effect on employee performance. This is shown by an F value of 40.721 with a significance of less than 0.001. These results show that improving employee performance needs to be seen as a whole, not just from one aspect. Work discipline forms regularity and responsibility, job training improves employee skills, while work stress management helps employees stay productive in dealing with job demands.

With an R Square value of 52.4%, this research model is able to explain more than half of the variation in employee performance. This shows that the three variables studied have a strong contribution to performance. Therefore, organizations need to pay attention to discipline, provide continuous training, and create a work system that is able to manage work pressure in a healthy manner.

5. Conclusion

Based on the results of research on the influence of work discipline, job training, and work stress on employee performance at PT Kartika Utama Inti Batam, several conclusions can be drawn as follows.

1. Work Discipline (X1) has a positive and significant effect on Employee Performance (Y) at PT. Kartika Utama Inti Batam. This is evidenced by a t-value of 2.937 with a significance value of 0.004. The t-value of the calculation is greater than the t table ($2.937 > 1.98157$), and the significance value is smaller than 0.05 ($0.004 < 0.05$).
2. Job Training (X2) has a positive and significant effect on Employee Performance (Y) at PT. Kartika Utama Inti Batam. This is evidenced by a t-count value of 3.420 with a significance level of <0.001 . Because t count is higher than t table ($3.420 > 1.98157$) and the significance value is far below 0.05 ($<0.001 < 0.05$).
3. Work Stress (X3) has a positive and significant effect on Employee Performance (Y) at PT. Kartika Utama Inti Batam. This is proven by the calculated t value of 3.486 with a significance of <0.001 . This value exceeds the t table ($3.486 > 1.98157$) and the significance of < 0.05 .
4. Work Discipline (X1), Job Training (X2), and Work Stress (X3) simultaneously have a positive and significant effect on Employee Performance (Y) at PT. Kartika Utama Inti Batam. This is proven that the F value is much larger than the F table ($40.721 > 2.69$) and the significance value is smaller than 0.05 ($<0.001 < 0.05$).

6. References

- [1] P. Afandi, *Human Resource Management: Theories, Concepts and Indicators*. Pekanbaru, Indonesia: Zanafra Publishing, 2021.
- [2] M. Busro, *Theories of Human Resource Management*. Jakarta, Indonesia: Prenadamedia Group, 2018.
- [3] G. Dessler, *Human Resource Management*, 16th ed. New York, NY, USA: Pearson, 2020.
- [4] M. S. P. Hasibuan, *Human Resource Management*, revised ed. Jakarta, Indonesia: Bumi Aksara, 2019.
- [5] Kasmir, *Human Resource Management: Theory and Practice*. Depok, Indonesia: Rajawali Press, 2019.
- [6] R. Kurniasar, N. Oktiani, and G. Ramadhant, "Job training in an effort to improve the performance of new employees at PT Kusumatama Mitra Selaras Jakarta," *Journal of Secretary and Management*, vol. 2, 2018.
- [7] C. Katiandagho, V. A. Massie, and L. Rumokoy, "The Influence of Work Discipline, Leadership and Motivation on Employee Performance at PT. PLN (Persero) in the Suluttenggo region of Manado," *EMBA Journal*, vol. 2, no. 3, 2014.
- [8] A. A. A. P. Mangkunegara, *Corporate Human Resource Management*. Bandung, Indonesia: PT Remaja Rosdakarya, 2017.
- [9] C. Novi, C. Dewi, I. W. Bagia, G. P. A. J. Susila, and J. Susila, "The Effect of Work Stress and Job Satisfaction on Employee Performance in the Sales Force of UD Surya Raditya Negara," *Bisma: Journal of Management*, vol. 4, no. 2, 2018.
- [10] H. Runtunuwu, J. Lapijan, and L. Dotulong, "The effect of discipline, placement and work environment on the performance of employees on integrated services licensing Manado," *EMBA Journal*, vol. 3, no. 3, 2015.
- [11] S. Firwish and Suhardi, "The Influence of Motivation, Discipline and Compensation on Employee Performance at PT. Graha Dwi Perkasa," 2020.
- [12] Sedarmayanti, *Planning and Development of Human Resources to Improve Work Competence, Performance, and Productivity*. Bandung, Indonesia: PT Refika Aditama, 2017.
- [13] L. P. Sinambela, *Human Resource Management: Building a Solid Work Team to Improve Performance*. Jakarta, Indonesia: Bumi Aksara, 2019.

The Effect of Work Discipline, Job Training, and Work Stress on Employee Performance at PT. Kartika Utama Inti Batam. Rani Ferengingsi Sianturi et.al

- [14] E. Sutrisno, *Human Resource Management*. Jakarta, Indonesia: Kencana, 2017.
- [15] Wibowo, *Performance Management*, 5th ed. Jakarta, Indonesia: Rajawali Pers, 2017.