

THE IMPACT OF WORK DISCIPLINE AND WORK TRAINING ON EMPLOYEE PERFORMANCE AT THE SECRETARIAT OF THE REGIONAL PEOPLE'S REPRESENTATIVE COUNCIL (DPRD) OF TANJUNGPINANG CITY, RIAU ISLANDS PROVINCE

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ABSTRACT

This study aims to determine the influence of work discipline and work training on the performance of employees of the Tanjungpinang City DPRD Secretariat, Riau Islands Province. Work discipline is very important for the level of employee performance. The research method used in this study is a quantitative research method. The population of this study was 90 employees of the Tanjungpinang City DPRD, Riau Islands Province, while the sample in this study consisted of 90 employees of the Tanjungpinang City DPRD, Riau Islands Province. Based on the results of multiple linear regression tests, it can be concluded that work discipline and work training have an effect on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province of 65.1%, while the remaining 34.9% is influenced by other variables. The direction of the relationship between the two variables is positive, so it can be interpreted that the higher the work discipline, the higher the employee performance. Likewise, the higher the work training, the higher the employee performance.

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INTRODUCTION

Global economic growth has been increasing from year to year. Indirectly, business actors are encouraged to continue developing their businesses. One effort that can be made is by directing the company's attention to the human resources involved. Company objectives will not be achieved easily and well if its human resources are not capable. For company goals to be achieved, the members involved must strive to improve their performance. It is important for companies to know employee performance; through performance, one can see how far employees' ability to carry out the tasks assigned to them. There are several factors that influence a person's performance; according to Robbins and Judge (2013:83), the level of employee performance depends on the abilities within the employee themselves, such as training, knowledge, and discipline when employee capability improves, performance will also increase.

In addition, Mangkuprawira and Hubeis (2007:62) also argue that employee performance can be determined by several factors: personal factors including skills, self-confidence, discipline, and commitment possessed by each individual employee; leadership factors including the aspect of leader quality in providing encouragement and work support to employees; team factors including support from colleagues, team cohesion and closeness; system factors including the work system—work facilities, organizational processes, training for career opportunities, and performance culture in the organization; and contextual factors. One important factor that influences employee performance is discipline; as conveyed by Sinambela (2012:48), work discipline can influence performance—it is proven that the higher an employee's discipline, the higher that person's performance. Another important factor is employee work training activities; according to the theory conveyed by Rachmawati (2008:3), training is provided to help employees develop their capacity or knowledge so that employees can work better and improve performance to achieve company goals in the future.

The Secretariat of the Regional People's Representative Council (DPRD) of Tanjungpinang City, Riau Islands Province is a unicameral legislative institution that is positioned as and serves as a working partner of the Tanjungpinang City Government, Riau Islands Province. The Tanjungpinang City DPRD is a people's representative institution elected directly in the legislative general election every five years. To carry out public services, the Tanjungpinang City DPRD Secretariat, Riau Islands Province requires work achievement from its employees to support the achievement of national development goals that have been set through the vision and mission of the Tanjungpinang City Government, Riau Islands Province.

Human resources in an organization are the main supporting factor in carrying out organizational goals; to achieve these goals, employees who apply discipline at work are needed—in HR terms we call this employee performance. Performance is one of the important elements in achieving organizational goals, including in legislative institutions such as the Secretariat of the Regional People's Representative Council (DPRD). The DPRD has a strategic role in formulating policy, oversight, and approval of the regional budget. Therefore, the quality of employee performance in the DPRD Secretariat environment greatly influences the effectiveness and efficiency of regional government administration. If employees work with discipline, then the completion of administrative tasks or support for DPRD members will not experience delays and will be completed according to the targets that have been set.

Along with the development of the times and technology, as well as the increasingly complex tasks and responsibilities of the DPRD in carrying out legislative functions, improving the quality of human resources (HR) has become very important. One common way to improve HR quality is through employee training and development. Training and development are activities aimed at improving employee skills, knowledge, and attitudes so they can carry out tasks better. Every organization needs to pay special attention to employees by stimulating them to work with discipline, diligently and enthusiastically; in addition, the organization is also expected to provide rewards to employees who have good performance.

Education and training are an ongoing process, especially when technology and knowledge are developing rapidly as they are now; the role of education and training is very important to equip employees to be more creative in achieving organizational goals effectively and efficiently. In

general, the purpose of implementing education and training is to improve the effectiveness and efficiency of employee work in implementing and achieving the targets of work programs that have been set. The better the education and training programs carried out by organizational managers, the more skilled employees will be in completing work. This is based on the basic concept of education and training that provides employees with the ability to behave and act in accordance with the work problems they face. Employees who regularly receive education and training tend to produce better output compared to employees who do not.

However, in carrying out their duties there are still employees who lack enthusiasm and discipline in carrying out their duties as employees, both in daily individual routine tasks or in joint tasks when there are large-scale activities; they are still less innovative in developing ideas and ideas that are expected to emerge from employees, and this seems to be fixated only on routine matters. It is hoped that each employee can bring forth their ideas, or that there is competition in order to improve services or in achieving the workload targets of the Tanjungpinang City DPRD Secretariat. There is still employee placement that is actually far from their job descriptions due to task transfers both internally within the DPRD or externally to other agencies, and there is also a factor of insufficient availability of employees while the workload exceeds what each division should have in reality it is not met, and as a result some employees have an excessive workload.

To support work discipline in improving employee performance, training or technical guidance for Tanjungpinang City DPRD employees needs to be conducted at least once a year, because the cycle of employee placement in the DPRD is not always permanent—they may sometimes transfer to other agencies. Law Number 5 of 2014 concerning State Civil Apparatus (ASN). Training and competency development are the rights and obligations of ASN employees to improve organizational performance. Government Regulation Number 11 of 2017 concerning ASN Management emphasizes the importance of training as a strategic effort for HR development.

With that, the description of the background to the problem above has prompted the researcher to conduct research at the DPRD of Tanjungpinang City, Riau Islands Province, with the title "The Influence of Work Discipline and Work Training on Employee Performance at the Secretariat of the DPRD of Tanjungpinang City, Riau Islands Province."

RESEARCH METHODOLOGY

The method used in this research is descriptive and verificative method. According to Sugiyono (2012:53), the descriptive method is a formulation of problems concerning questions about the existence of independent variables, whether only one variable or more (independent variables are variables that stand alone, not independent variables, because independent variables are always paired with dependent variables).

RESULTS AND DISCUSSION

Table 1 Recapitulation of Work Discipline (X1)

No	Indicator	Mean	N	Category
1	Employees always arrive at work on time	3.99	90	Good
2	Employees never skip work	4.01	90	Good
3	Employees always wear work attire	3.97	90	Good
4	Employees always dress appropriately (long pants, shoes, shirt)	3.91	90	Good
5	Employees use work facilities (computer, camera, mobile phone) maximally only for work purposes	4.07	90	Good
6	Employees always take good care of office facilities	4.00	90	Good
7	Employees understand the work standards in their division	3.87	90	Good
8	Employees apply work standards when carrying out tasks	3.79	90	Good
9	Employees never neglect assigned tasks	3.94	90	Good
10	Employees never receive reprimands related to task negligence	4.17	90	Good
	Discipline	3.97	90	Good

Based on the table above, the recapitulation of the Work Discipline variable obtained an average result of 3.97, falling within the Good category.

Table 2 Recapitulation of Work Training Variable (X2)

No	Indicator	Mean	N	Category
1	Training material is in line with employee needs	3.80	90	Good
2	Training material is easy for employees to understand	3.99	90	Good
3	The method used by the instructor/trainer is easy for participants to understand	4.03	90	Good

No	Indicator	Mean	N	Category
4	The method used during training is very innovative and not tedious	3.86	90	Good
5	The instructor has full command of the material presented	4.18	90	Good
6	The instructor has the ability to interact well with employees	4.07	90	Good
7	Training duration is sufficient for employees to understand the training content	3.86	90	Good
8	The company often holds refresher training for its employees	3.96	90	Good
9	The company always provides other support in the form of facilities to support training	3.79	90	Good
10	Training support facilities provided by the company are very helpful to employees during training	4.00	90	Good
	Training	3.95	90	Good

Based on the table above, the recapitulation of the Work Training variable obtained an average result of 3.95, falling within the Good category.

Table 3 Recapitulation of Performance Variable (Y)

No	Indicator	Mean	N	Category
1	Employees always do work carefully and to the best of their ability	4.04	90	Good
2	Employee work results always meet consumer expectations	4.09	90	Good
3	Employees always coordinate with parties related to the work to avoid misunderstandings	3.99	90	Good
4	Employees never receive complaints from consumers or superiors regarding their work results	3.98	90	Good
5	Employees always complete work according to the set timeframe	4.14	90	Good
6	Employees do not object to the set time targets	4.04	90	Good

No	Indicator	Mean	N	Category
7	Employees have a strong command of work in their field	4.04	90	Good
8	Employees are able to carry out tasks in accordance with applicable standards	4.09	90	Good
9	Employees are always able to overcome obstacles faced	3.99	90	Good
10	Employees rarely receive intervention or assistance from others regarding completion of their work	3.93	90	Good
	Performance	4.03	90	Good

Based on the table above, the recapitulation of the Performance variable obtained an average result of 4.03, falling within the Good category.

Validity Test

Table 4 Validity Test for Work Discipline Variable (X1)

No	Indicator	Pearson Correlation	Sig. (2-tailed)	N	Validity
1	Employees always arrive at work on time	0.747**	0.000	90	Valid
2	Employees never skip work	0.752**	0.000	90	Valid
3	Employees always wear work attire	0.823**	0.000	90	Valid
4	Employees always dress appropriately (long pants, shoes, shirt)	0.536**	0.000	90	Valid
5	Employees use work facilities maximally only for work purposes	0.857**	0.000	90	Valid
6	Employees always take good care of office facilities	0.752**	0.000	90	Valid
7	Employees understand the work standards in their division	0.752**	0.000	90	Valid
8	Employees apply work standards when carrying out tasks	0.511**	0.000	90	Valid

No	Indicator	Pearson Correlation	Sig. tailed) (2-	N	Validity
9	Employees never neglect assigned tasks	0.351**	0.001	90	Valid
10	Employees never receive reprimands related to task negligence	0.715**	0.000	90	Valid

* Correlation significant at the 0.01 level (2-tailed)

* Correlation significant at the 0.05 level (2-tailed)

Based on the table above, the validity test results for the questionnaire items for the work discipline variable with critical $r < 0.025$ show that all items have significance values that are smaller, and are declared Valid.

Table 5 Validity Test for Work Training Variable (X2)

No	Indicator	Pearson Correlation	Sig. tailed) (2-	N	Validity
1	Training material is in line with employee needs	0.595**	0.000	90	Valid
2	Training material is easy for employees to understand	0.780**	0.000	90	Valid
3	The method used by the instructor/trainer is easy for participants to understand	0.738**	0.000	90	Valid
4	The method used during training is very innovative and not tedious	0.876**	0.000	90	Valid
5	The instructor has full command of the material presented	0.804**	0.000	90	Valid
6	The instructor has the ability to interact well with employees	0.659**	0.000	90	Valid
7	Training duration is sufficient for employees to understand the content	0.324**	0.002	90	Valid
8	The company often holds refresher training for its employees	0.659**	0.000	90	Valid

No	Indicator	Pearson Correlation	Sig. tailed) (2-	N	Validity
9	The company always provides facilities to support training	0.333**	0.001	90	Valid
10	Training support facilities are very helpful to employees during training	0.386**	0.000	90	Valid

** Correlation significant at the 0.01 level (2-tailed)

* Correlation significant at the 0.05 level (2-tailed)

Based on the table above, the validity test results for the questionnaire items for the work training variable with critical $r < 0.025$ show that all items have significance values that are smaller, and are declared Valid.

Table 6 Validity Test for Performance Variable (Y)

No	Indicator	Pearson Correlation	Sig. tailed) (2-	N	Validity
1	Employees always do work carefully and to the best of their ability	0.822**	0.000	90	Valid
2	Employee work results always meet consumer expectations	0.809**	0.000	90	Valid
3	Employees always coordinate with parties related to the work to avoid misunderstandings	0.885**	0.000	90	Valid
4	Employees never receive complaints from consumers or superiors regarding their work results	0.552**	0.000	90	Valid
5	Employees always complete work according to the set timeframe	0.914**	0.000	90	Valid
6	Employees do not object to the set time targets	0.885**	0.000	90	Valid
7	Employees have a strong command of work in their field	0.822**	0.000	90	Valid

No	Indicator	Pearson Correlation	Sig. tailed) (2-	N	Validity
8	Employees are able to carry out tasks in accordance with applicable standards	0.809**	0.000	90	Valid
9	Employees are always able to overcome obstacles faced	0.885**	0.000	90	Valid
10	Employees rarely receive intervention or assistance from others regarding completion of work	0.459**	0.000	90	Valid

** Correlation significant at the 0.01 level (2-tailed)

* Correlation significant at the 0.05 level (2-tailed)

Based on the table above, the validity test results for the questionnaire items for the performance variable with critical $r < 0.025$ show that all items have significance values that are smaller, and are declared Valid.

Reliability Test

Table 7 Reliability Test for Work Discipline Variable (X1)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,897	,723	10

Reliability testing on 90 respondents for the work discipline variable yielded a Cronbach's alpha reliability value of 0.897 for all statements, thus declared reliable.

Table 8 Reliability Test for Work Training Variable (X2)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,757	,767	10

Reliability testing on 90 respondents for the work training variable yielded a Cronbach's alpha reliability value of 0.757 for all statements, thus declared reliable.

Table 9 Reliability Test for Performance Variable (Y)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,879	,875	10

Reliability testing on 90 respondents for the performance variable yielded a Cronbach's alpha reliability value of 0.879 for all statements, thus declared reliable.

Table 10 Path Analysis Results for Work Discipline (X₁) and Work Training (X₂) Simultaneously

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,807 _a	,651	,643	3,573	,651	81,075	2	87	,000
a. Predictors: (Constant), Training, Discipline									
ANOVA _a									
Model		Sum of Squares	df	Mean Square	F	Sig.			
1	Regression	269,795	2	134,898	81,075	,000 _b			
	Residual	110,527	87	12,765					
	Total	380,322	89						
a. Dependent Variable: Performance									
b. Predictors: (Constant), Training, Discipline									

Based on the table above, the ANOVA section shows that the p-value sig. 0.000 < 0.05, while the correlation R = 0.807, meaning there is an influence of work discipline and training on performance. The decision from the simultaneous hypothesis test is: H₀ is rejected and H_a is accepted, meaning discipline and training have a significant simultaneous effect on DPRD Secretariat employee performance. The magnitude of the simultaneous effect is 65.1% (R² = 0.651). The remaining 34.9% is influenced by other factors not examined. The correlation values between the Discipline, Training, and Performance variables were then calculated. The SPSS output is as follows:

Table 11 Correlation Calculation Results for Discipline, Training, and Performance

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,173	3,634		1,424	,158
	Disiplin	,702	,129	,497	5,442	,000
	Pelatihan	,446	,109	,372	4,075	,000
a. Dependent Variable: Performance						

The correlation calculation results for the three variables (Discipline, Training, and Performance) meet the requirement $p\text{-value} < 0.05$. For the partial hypothesis test, for the discipline variable (X_1) $p\text{-value} 0.000 < 0.05$, and for the training variable (X_2) $p\text{-value} 0.000 < 0.05$. The decision from the partial hypothesis test is: First hypothesis: H_0 is rejected and H_a is accepted, meaning discipline (X_1) has a partial effect on performance (Y); Second hypothesis: H_0 is rejected and H_a is accepted, meaning training (X_2) has a partial effect on performance (Y).

CONCLUSION AND RECOMMENDATIONS

Conclusion

Based on the discussion results, in this chapter the researcher can conclude the research results as follows:

1. There is a positive and significant influence of work discipline on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province. The better the work discipline possessed by employees, the more employee performance will increase, because competent employees can guide employees to be disciplined well so that organizational goals are more easily achieved. The magnitude of the influence of work discipline on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province is 58.4%. This is in line with research conducted by Asyifa Syafrani Asmara (2016), entitled "The Influence of Training and Work Discipline on Employee Performance at PT. Infomedia Nusantara, Call Center Division, Bandung"; this study concluded that: 1) There is a positive and significant influence of work training on employee performance at PT. Infomedia Nusantara Bandung of 6.376 with significance $0.00 < 0.05$; 2) There is a positive and significant influence of work discipline on employee performance at PT. Infomedia Nusantara Bandung of 5.460 with significance $0.00 < 0.05$; 3) There is a positive and significant influence of work training and work discipline on employee performance at PT. Infomedia Nusantara Bandung, with a value of 34.262 and significance $0.00 < 0.05$.
2. There is a positive and significant influence of work training on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province. The better the work training provided by the organization, the more employee performance will increase, because with good work training employees will gain satisfaction regarding their needs in their work. The magnitude of the influence of work training on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province is 53.2%. This is in line with research conducted by Sahat Harefa (2014), entitled "The Influence of Discipline and

Training on the Performance of Personnel at the Fire Prevention and Suppression Agency of Medan City"; this study concluded that: 1) Partially, the work discipline variable has a positive and significant influence on personnel performance of 6.918 with significance $0.00 < 0.05$; 2) Partially, the work training variable has a positive and significant influence on personnel performance of 5.090 with significance $0.00 < 0.05$; 3) Together, the work training and work discipline variables have a positive and significant influence on personnel performance of 25.912 with significance $0.00 < 0.05$.

3. There is a positive and significant simultaneous influence of work discipline and work training on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province. The better the work discipline and work training provided by the organization, the more employee performance will increase. The magnitude of the simultaneous influence of work discipline and work training on the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province is 65.1%. This is in line with research conducted by Anton Tulim & Wily Julitawaty (2015), entitled "The Influence of Training and Work Discipline on Employee Performance at the Department of Industry, Trade, Cooperatives and SMEs of Banda Aceh City"; this study concluded that: 1) Training has a positive and significant influence on employee performance of 3.028 with significance $0.04 < 0.05$; 2) Work discipline has a positive and significant influence on employee performance of 4.916 with significance $0.00 < 0.05$; 3) Work discipline and work training together have a positive and significant influence on employee performance of 87.285 with significance $0.00 < 0.05$.

Recommendations

As recommendations from this research regarding work discipline, work training, and the performance of employees of the Tanjungpinang City DPRD, Riau Islands Province:

1. The performance of employees of the Tanjungpinang City DPRD, Riau Islands Province is in the good category, but still needs improvement such as providing rewards from leadership.
2. To improve employee performance through work discipline among employees of the Tanjungpinang City DPRD, Riau Islands Province, attention needs to be paid to several elements of good work discipline.
3. To improve employee performance through the performance function of employees of the Tanjungpinang City DPRD, Riau Islands Province, attention needs to be paid to several elements such as: Always strive to improve the quality of work results; always complete work well; always complete work well.

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