

The Effect of Performance Allowances on Training, Work Discipline that Impacts Employee Performance at the Library and Information Services Center at the National Library of the Republic of Indonesia

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Abstract:- The background of the problem that occurs at the National Library Information and Library Service Center is declining employee performance, low employee discipline such as arriving late, not complying with regulations. Now researchers want to see the extent of the effect on performance benefits through training, work discipline and employee performance at the Center for Library and Information Services at the National Library of the Republic of Indonesia. In this study, researchers used the Likert scale to measure the measurement scale. The method used is path analysis using a sample of 103 employees at the Center for Library and Information Services conducted in 2018. The conclusion of this study is that the Performance Allowance has a significant effect on training, employee work discipline and employee performance.

Keywords:- Performance Allowances, training, work discipline, employee performance.

I. INTRODUCTION

Development of an increasingly modern era occurs because of the impact of globalization, which also affects organizations and companies. An organization and company must continue to learn and run to be able to follow developments that exist, especially in the fields of science and technology. Organizations or companies that continue to improve in the fields of science and technology will have a positive impact on the progress of its organization, it will be easier to achieve organizational goals, namely the organization will be more effective and efficient in implementing human resources and the resources that exist in the organization.

The National Library Information and Library service center is located in the center of Jakarta on Jl. Merdeka Selatan No.11, Central Jakarta and most of its offices on Jl. Salemba Raya No. 28A, Jakarta Pusat. The National Library is under and is responsible to the President. The Center for Library and Information Services has the main task of carrying out library and information services where the Center for Library and Information Services is in charge of three fields, namely the General Collection Service Division, the Special Collection Service Division and the Collaboration and Automation Division. These three fields

support the Library and Information Service Center in carrying out its duties to achieve its objectives.

The National Library of the Republic of Indonesia in the Center for Library and Information Services has several problems related to employee performance, for example when employees receive a full monthly performance allowance, in fact some employees only come and go home on time but do nothing during hours office (there are still many employees who only play games or watch youtube during office hours) and there are still employees who come late to the office. Employees who arrive late to the office are not able to complete the work in accordance with the specified time and ultimately the target work provided by the employer is not reached. There are some employees who arrive late to work and pass deadlines to complete an assignment. Being late for work will reduce employee performance, and that can cause less work time than the specified time, so employees need more time to complete their tasks. In addition to performance benefits, the Library and Information Services Center routinely allows employees to take part in training programs every year, a minimum of 20 hours of training in turn. Training programs can be obtained from within or outside the National Library agencies, the purpose of the training program carried out by the National Library is to increase employee resources, which in turn employees at the Library and Information Services Center can more respect the time. If the Head of the Service Center can provide appropriate training to employees, it will have an impact on the level of employee discipline will indirectly improve employee performance and ultimately the objectives of the National Library can be achieved. With the problems that often occur in the field makes researchers want to know how the influence of performance and training allowances impact on employee discipline and performance at the Republic of Indonesia's National Library Service Center.

Problems identified at the National Library and Information Service Center of the Republic of Indonesia, is there any influence (1) performance allowance with employee work discipline, (2) training program on employee discipline, (3) performance allowance on employee performance, (4) training program on employee performance, (5) employee discipline on employee performance, (6) performance benefits and training

programs on work discipline and its effect on employee performance?

Meanwhile, this research at the National Library and Information Service Center of the Republic of Indonesia aims to find out (1) does the performance allowance received by employees affect the discipline of employees? (2) does the discipline of employees influence the training programs that have been followed by employees? (3) Does the performance allowance received by employees affect the performance of employees? (4) Does the training program affect employee performance, because training is a benchmark for an organization in achieving its goals, (5) Does employee discipline affect employee performance during bureaucratic reform? at this time ?, (6) does employee discipline affect performance influenced by employee behavior?

With this writing the author wants to provide benefits from the results of research at the Library and Information Services Center of the National Library of the Republic of Indonesia, namely: (1) researchers can inform the effect of benefits on training programs that have been carried out directly will have an impact on employee performance; (2) the researcher can provide additional input to the Library Services Center and information on how to improve employee discipline; (3) this research can be used as a benchmark in an evaluation activity at the end of the year for the provision of performance allowances, and training to be provided by leaders for employees

The results of this study will be useful for the general public or society, namely as: (1) a reference for the writer, to look for written subjects about performance benefits, training and employee discipline; (2) the general public can find out how the actual internal condition of the Republic of Indonesia's National Library and Information Service Center; (3) The reader will be more familiar with the National Library with a description of the activities written in this study.

II. LITERATURE REVIEW

➤ *Performance Allowance*

Performance allowances are benefits provided specifically for all Civil Servants, the amount of which is based on the results of job evaluations and work achievements of Civil Servants. With regard to several indicators, as follows:

- Receipt of benefits in accordance with the Regulations
- Benefits received increase employee income
- Timeliness of receiving performance allowances
- The level of sufficiency in meeting the needs of employees
- Beneficiaries are in accordance with employee discipline

Performance allowance is a component in employee welfare which will add to the monthly income of employees. According to Sadili (2006) it is said that one of the functions is given a performance allowance so that

employees are motivated to work well, with the aim of increasing employee productivity. According to the Big Indonesian Dictionary, performance allowances can be interpreted as giving gifts (awards for services) to Civil Servants.

➤ *Training*

According to Mathis & Jackson (2010), training is a process in which a person has the ability to assist organizations in achieving goals. It can be concluded that training is an activity or program created by an organization to increase employee resources in order to work optimally in achieving the goals of the organization. Sultana et al., (2012) have stated that organizations can develop if the training program is the organization's main role in increasing employee resources in terms of productivity, so that the organization can face developments that occur outside the organization.

According to Hasim & Tahir (2014: 89) it can be said that a training will be beneficial for individual employees but can develop for the progress of the organization. The training program can be interpreted to mean a systematic approach that will have an impact on the organization in terms of knowledge and skills and can improve the effectiveness of individuals, teams and organizations. According to Sukoco, Kurnartinah (2010: 77) states that a training is an effort to improve employee performance in a job that is carried out by employees responsibly, or one job related to their work.

According to (Setyo, 2019) training is a process of increasing the human resources or employees of an organization. Expected improvement is increased knowledge, improved skills and improved behavior where the results of quality improvement are aimed at achieving organizational goals.

According to Eneh (2015: 59), training is a calculated element that is very important for the development of human resources where training can improve, improve, update and modify the skills or knowledge possessed by employees to be able to carry out current and future work independently. more effective. It can be concluded, that the main objective of a training is to increase the effectiveness and efficiency of performance, where training must be able to increase employee knowledge, skills and abilities in order to respond to the challenges of competition which will sometimes demand different types of training programs. Therefore, through this understanding,

According to Nawangsari (2017) training is the process of transferring knowledge and expertise provided and held by organizations so that employees have the knowledge and expertise related to work that is charged at the workplace.

➤ *Work Discipline*

Work discipline is an employee's ability to obey obligations and avoid prohibitions, which if not obeyed or violated will be subject to disciplinary action. According to Byars & Rue (2006), work discipline is a sanction imposed on an employee who has violated organizational rules or who has deteriorated performance to the point that a corrective action is needed.

Work discipline influences the performance of Civil Servants positively and significantly (Sari & Purnama Widi., 2015), In a practical level within the scope of the organization, in particular the application of sanctions cannot be fully implemented in accordance with the rules and norms set by the government. However, through various approaches and enforcement as well as gradual assertiveness the enforcement of employee work discipline can be carried out properly. According to Priyono (2016), "Good discipline is a discipline that starts from self-discipline. Almost everyone can realize that behind self-discipline is increased laziness. Good employees are employees who have the awareness to always follow the rules that exist in an organization, which can be reflected in employee discipline,

According to Hasibuan (2017), it is argued that indicators of work discipline are: Purpose and ability, Leadership Model, Service Reward, Justice, Blessing, Penalty Sanction, Assertiveness, Human Relations. In general, the level of discipline is divided into 3 (three) types of sanctions, namely mild sanctions, medium sanctions, and severe sanctions. Each sanction is adjusted to the size of the violation committed by the employee. The main purpose of carrying out work discipline for employees who violate organizational norms is to improve and educate employees who violate discipline. Sanctions for disciplinary violations imposed must be commensurate with disciplinary violations committed so that they are equitably accepted. In general, the level and type of work discipline consists of severe disciplinary sanctions,

➤ *Employee Performance*

Robbins & Coulter (2005) says that performance is a result of the work of employees carried out individually or in groups in an organization to achieve its goals. Organizations are some of the performance of individuals that will affect the performance of a team or organization. It can be said that training and performance can influence each other, Awang (2010) has concluded that a training conducted in person can affect the work performance of the individual so that it can affect the overall performance of an organization (Productivity of an organization can be evaluated from individual skills and abilities) . Performance appraisal is a way to measure how well employees are carrying out or completing work,

A performance can be influenced by several related indicators, one of the indicators that greatly affect work is role-conflict and work / non-work stress (Setyo, 2002; Jayaweera, 2015). The performance of an employee is a combination of the ability of employees in terms of business, and opportunities that will be assessed from the work they do (Handayani, 2015). Traffic, environmental situations and efforts made by employees can affect individual performance (Setyo, 2016).

Other opinions about performance by Setyo et al. (2017) says that a performance is a result that can be achieved by employees of an organization based on the measures that apply to each job in question. The author can conclude that performance is a result obtained from employee activities carried out in a certain period to achieve the goals of the organization. The overall performance of a position is equal to the average performance of the function or activity carried out by the employee i.

According to Mangkunegara (2011. p. 67) it is said that the dimensions of employee performance are divided into five, namely quality of work, number of jobs, responsibilities, cooperation and initiative.

III. METHODOLOGY OF RESEARCH

Figure 1, first hypothesis:

Ho: not enough to affect the performance allowance with employee discipline at the National Library Information and Library Service Center of the Republic of Indonesia

Ha: quite influential performance allowance on employee discipline at the Center for Library and Information Services of the National Library of the Republic of Indonesia

The second hypothesis:

Ho: not enough to influence training with employee discipline at the Center for Library and Information Services of the National Library of the Republic of Indonesia

Ha: quite influential training and discipline of employees at the Center for Library and Information Services of the National Library of the Republic of Indonesia

Third Hypothesis:

Ho: not enough to affect the performance allowance with the performance of employees at the National Library Information and Library Service Center of the Republic of Indonesia

Ha: quite influential between the performance allowance with the performance of employees at the National Library Information and Library Center of the Republic of Indonesia

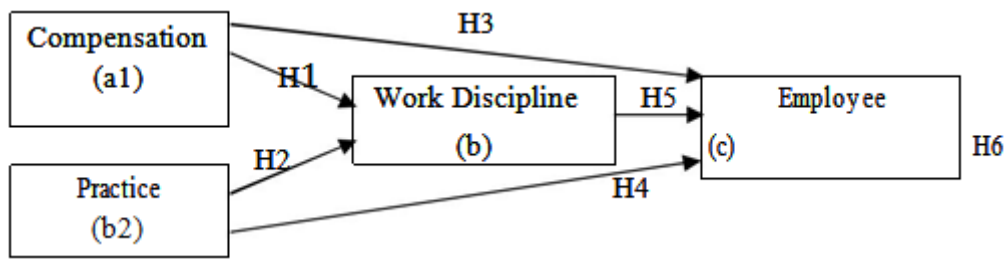


Fig 1:- Theoretical Framework

The fourth hypothesis:

Ho: not enough influence between training and employee performance

Ha: quite influential between training and employee performance

The fifth hypothesis:

Ho: not enough effect on employee discipline with employee performance at the National Library Information and Library Center of the Republic of Indonesia

Ha: quite influential between employee discipline with employee performance at the National Library Information and Library Center of the Republic of Indonesia

The sixth hypothesis:

Ho: not enough influence between performance allowances and training on employee discipline with employee performance

Ha: quite influential between performance allowances and training on employee discipline with employee performance.

To find out the independent effect of the dependent variable, researchers here use an associative design. Where

the units targeted for analysis are all employees at the National Library Information and Library Service Center as many as 103 employees. Probability technique is a sampling conducted by researchers in which every employee studied will have the same opportunity, sample selection using simple random methods with the aim of getting accurate results even though randomly chosen because the samples taken already represent the entire population in the Library Services Center and National Library Information. Data collection techniques used are by distributing questionnaires to the number of employees in the Center for Library and Information Services.

SPSS Version 20 was chosen by the researcher to measure the variables that exist as aliassa techniques. The results of this study will be used by the National Library specifically at the National Library and Information Service Center of the Republic of Indonesia to evaluate the performance allowance, which is received by employees at the Service Center in accordance with the training received by each employee, employee discipline to arrive on time and employee performance. The research table can be seen in Table 1.

Aim	Type		Unit of analysis	Time Horizon
	method	method		
H1-6	Associative	Survey	Clerk at	Cross
			Center for Library and Information Services of the National Library of the Republic of Indonesia	Sectional
Source: Author (2018)				

Table 1:- Research Table

The researcher uses independent variables, namely performance allowance (a1) and training (a2) as well as the dependent variable, namely employee discipline (b) and employee performance (c). Table 2 shows the operationalization of the research variables.

The research data used by researchers are quantitative and qualitative data, where quantitative data is an abstraction of certain events, applying formal theories and measuring numerical concepts. Whereas qualitative data is a rich descriptive approach to data collection and analysis. Research data sources consist of primary data and secondary data. Data collection techniques that the authors use in this research are literature studies and field studies.

Variable	Dimension	Indicator	Measurement
			Scale
Performance Allowances (a1)	Government employees	Attendance	Likert scale
	Non Civil Servants	Employee Performance Targets	
Training (a2)	Training program	The number of workers	Likert scale
		Work quality	
		Responsible Cooperation	
Staff Discipline (b)	Attitude and employee behavior	Presence	Likert scale
		Compliance with regulations	
Employee Performance (c)	Employees Performance Assessment	Quality of Work	Likert scale
		Punctuality	
		Initiative	
		Ability	
		Communication	

Source: Author (2018)

Table 2:- Operationalization of Research Variables

IV. RESULTS AND DISCUSSION

It can be interpreted that the effect of the causal variable performance allowance (a1) and training (b2) on employee discipline (b) and the impact on employee performance (c). Can be seen in Table 3.

Influence of Variables	Live	Causal Influence		Remainders ϵ	1 and	Total
		Indirect				
		Through b				
a ₁ headed b	0.442	-	-	-	-	0.442
a ₂ headed b	0.550	-	-	-	-	0.550
a ₁ headed c	0.128	-	-	-	-	0.128
a ₂ headed c	-	0.128 + (0.442 x 0.598)		-	-	.392
	0.270	-	-	-	-	0.270
b to c	-	0.270 + (0.550 x 0.598)		-	-	0.598
b to c	0.598	-	-	-	-	0.598
a ₁ a ₂ b to c	0.812	-	-	.188	-	1,00

Table 3:- Empirical Relations of Variable a₁, a₂, goes b to c

Source: Data Processing (2018)

V. CONCLUSIONS

It can be concluded the purpose of the research conducted by the author at the Center for Library and Information Services at the National Library, namely:

- The performance allowance that the employee gets is quite influential on the employee's work discipline, this happens because the performance allowance given by the employee every month is adjusted to the attendance of the employee calculated from the hours of entry and hours of return, if it is not appropriate then the employee will experience a deduction when receiving

performance benefits. Likewise with the absence of employees (sickness, permission, and leave for important reasons), the performance allowance will be reduced when the recipient.

- Employee discipline influences the training quite significantly because with the training program, employees have a greater sense of responsibility for their presence in the training program. With the training carried out every year for all employees at the Center for Library and Information Services, the quality of employees has increased in the ability and skills of employees, this happens because the training provided

is training that is really needed by the employee and can be useful to the unit work where the employee is on duty.

- The performance allowance obtained by employees is quite influential on employee performance. With the performance allowance giving a new atmosphere in the work environment, this is caused because the work weight of each employee will be assessed at the end of each year. This assessment gives encouragement to all employees to work on the work weights according to the targets given by their respective superiors. So that the performance appraisal can be evaluated every year, whether it will increase in the next year or still last last year.
- Training is quite influential on employee performance, this happens because training can improve the quality of employee resources so that the training program can indirectly help the National Library in achieving organizational goals. The main thing that is very important in running a training program is the human resources of an organization, the Library and Information Center has 103 employees. Where 80% of the number of employees are functional librarians and 20% is divided into several functional and administrative (in addition to the librarian, there are functional philologists and functional computer roles).
- Employee discipline is quite influential on employee performance, this is because performance allowances are a problem that arises in the implementation of Bureaucratic Reform that is being carried out by various ministries and non-ministries. So that the performance allowance can change the work culture of employees in the National Library environment, especially in the Center for Library and Information Services in terms of discipline. Performance allowances will be given in full according to the requirements for employees who have the best performance every month.
- Work discipline is quite influential on the performance of employees this is due to the behavior of employees who obey the rules that apply in the National Library so that there is good harmony in the work environment, which affects the final outcome of an organization that is achieving the objectives of the Central Library and Information Services National Library.

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