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Sirajuddin Saleh

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The Effectiveness of Employee Discipline Culture at the Office of the Environment and Forestry Office

Jamaluddin¹, Baswal², Sirajuddin Saleh³, Muhammad Darwis⁴, Muh. Nasrullah⁵

^{1,2,3,4,5}Office Administration Education Study Program, Universitas Negeri Makassar.

Email: jamaluddin8002@unm.ac.id

ABSTRACT

The culture of employee work discipline is used as a habit of self-actualization in realizing attitudes and behaviors that can reflect obedience and compliance with the regulations that have been set by the organization to create quality employees. Research objectives to determine an overview of the effectiveness level of employee discipline culture in the Office of the Environment and Forestry Office of Sinjai Regency and the supporting factors and inhibiting factors of the effectiveness of the employee work discipline culture. This research uses quantitative methods. Data collection techniques are observation, questionnaire, interview, and documentation techniques. Analysis of the data presented through the frequency table and processed through the technique of calculating scores. The data analysis technique in this study uses the percentage formula. The results showed that the level of effectiveness of the employee discipline culture was in the very effective category in terms of punctuality, using office equipment properly. This research can be used as a reference to determine the level of work discipline and awareness of employees at the Office of the Environment and Forestry Office of Sinjai Regency. Because there are still employees who still do not comply with the regulations that have been set.

Keywords: Effectiveness, work discipline culture, employees;

INTRODUCTION

In the daily life of society, it will not be separated from the culture that has been created by the community concerned. Culture is created by individual and group communities to serve as a comprehensive lifestyle and organize one's activities, especially in organizations or agencies. Culture can distinguish individuals from one another in the way they interact and act in completing their duties and responsibilities within the agency or organization (Hidayat 2020). Over time, culture will be formed in organizations, both government and private organizations to support the overall effectiveness of the organization, especially the discipline of employees in organizations or agencies.

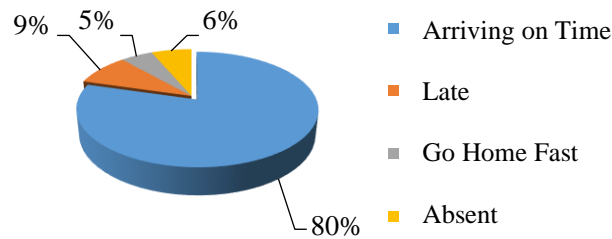
Discipline is compliance in respecting and implementing the rules set by an organization to increase employee effectiveness at work and can motivate employees to be self-disciplined in carrying out their duties and responsibilities. Niticomito (Saleh, 2014: 10) argues that "discipline is more appropriate if it is defined as an attitude of behavior and actions that are by the regulations of the company or agency, whether written or not". Discipline culture is very important to be applied as a prerequisite for the formation of attitudes and behavior. Thus, discipline trains oneself to form, straighten or perfect something, as an attitude of ability or moral character. Discipline culture can be used as an effort to make adjustments to the existing government agencies or institutions to understand the existing values and how they should act and behave in government institutions so that employees can be disciplined in their work and carry out their responsibilities

as employees. . Work discipline is a form of awareness and willingness of a person to obey the rules that have been set by an organization or agency and are willing to accept sanctions if they violate these rules. Keith Davis (Mangkunegara, 2011: 129) argues that "work discipline can be defined as the implementation of management to reinforce organizational guidelines". Work discipline can be used as an important capital that must be owned by every employee because it involves the provision of public services. The main goal of work discipline is to increase efficiency as much as possible by preventing wastage of time and energy (Saleh 2014a; Sarman, Akib, and Niswaty 2015; Utari 2015). In addition, work discipline is also to overcome mistakes and negligence caused by inattention, incompetence, and delays.

This work discipline culture is used as self-habituation in realizing attitudes and behaviors that can reflect obedience and compliance with the rules and regulations that have been set by the organization or agency to create more qualified employees in carrying out their duties and responsibilities. The main role in developing and improving the culture of work discipline is human resources, commonly referred to as employees who work in the agency or organization. Employees are human resources specially selected in carrying out their duties and responsibilities. Employees have very strategic roles and tasks in developing general government and development tasks in various fields (Saggaf et al. 2014). Government officials are directed to improve the quality of employees who are more wise and wise to carry out their duties and responsibilities so that they can provide maximum service to the community. In the organization, every employee is always required to be able to improve work abilities, so that every employee can be trained in the activities of government organizations, especially in carrying out the duties and responsibilities that have been given to him. The selection of the right employees can strengthen the organization in achieving its goals. With a culture of employee work discipline that reflects the employee's ability to comply with regulations and can be a role model for employees in the agency. If the work environment is all disciplined,

The Department of Environment and Forestry of the Sinjai Regency is a government agency that has the task of preparing and implementing regional policies in the environmental field. The Department of Environment and Forestry of Sinjai Regency has several fields, among others, the field of environmental pollution and control, the field of forest park management, the field of waste management, hazardous and toxic waste (B3), and capacity building, as well as the field of environmental protection and management. life. To carry out the duties of the Department of Environment and Forestry of Sinjai Regency properly, human resources are needed that can work optimally. So, therefore,

Based on the results of a pre-research conducted in September 2020, at the Office of the Environment and Forestry Office of the Sinjai Regency, there are still some employees who show that they are still lacking discipline in the regulations that have been set in the agency. It was found that several employees were still found to be late to the office, did not enter the office without notification, took an early break, left the office before the appointed time. The following is the percentage of absenteeism for the Sinjai Regency Environment and Forestry Office in September 2020.



Source: General Affairs and Personnel Department of the Environment and Forestry Office of Sinjai Regency.

The percentage of absenteeism for the Sinjai Regency Environment and Forestry Service shows that during September 2020 with an effective day, 80% of employees who arrived on time were recorded, 9% of employees who arrived late, 6% of employees who were absent, and 5% of employees who returned home. fast by 5%. Based on the phenomena found in the field, it aims to determine the level of effectiveness of the work discipline culture of employees at the Office of the Environment and Forestry Office of the Sinjai Regency and the supporting and inhibiting factors of the effectiveness of the culture of employee discipline in the Office of the Environment and Forestry Office of the Regency of Sinjai. So it is interesting to raise the research title "the effectiveness of the culture of employee discipline in the Office of the Environment and Forestry Office of Sinjai Regency".

METHOD

This research is research with a quantitative approach because the data used are data in the form of numbers and the processing uses statistical analysis and has met the scientific principles, namely objective, concrete, rational and systematic. This research uses descriptive quantitative research. (Sugiyono, 2016: 35-36) argued that "descriptive problem formulation is a problem formulation relating to the question of the existence of independent variables, either only on one or more variables (stand-alone variables)". To measure this variable using a questionnaire instrument using a Likert scale based on variable indicators. The population in this study were all staff of the Office of the Environment and Forestry Office of Sinjai Regency, amounting to 72 people.

The data collection of this research is based on the technique, namely; observation techniques, questionnaire techniques, interview techniques, and documentation techniques. After the data is collected, then it is analyzed based on questions using descriptive data analysis which aims to describe and explain a situation as a percentage in the form of a frequency table, then the data analysis technique used is using the formula proposed by Sugiyono (Niswaty and Arhas 2019) that is:

$$P = \frac{F}{n} \times 100 \%$$

Where :

P = Percentage Number

F = Frequency of Respondents' Answers

N = Number of Respondents

The research data were analyzed using presentation analysis by presenting each question to determine the level of effectiveness of the work discipline culture of employees at the Office of the Environment and Forestry of Sinjai Regency, with the formula proposed by Ali (Sirait, Arhas, and Suprianto 2019).

$$\% = \frac{n}{N} \times 100$$

Information:

% : Percentage

n : Earned value

N : Total Value

RESULTS AND DISCUSSION

The results of the analysis of the data presented in this study are data obtained from the percentage results that have been given to 69 respondents who became the research sample which aims to determine the description of the culture of work discipline of employees at the environmental and forestry office of Sinjai Regency and the results of the interviews presented are data that obtained from 3 informants who became the sample aimed at knowing the factors supporting and inhibiting the work discipline culture of employees at the Office of the Environment and Forestry Office of Sinjai Regency, described as follows:

Punctuality

Timeliness in an organization, both private and government, is very important in supporting employee performance. Punctuality is an important key to the accuracy of a target (Amirullah and Saleh 2015; Jamaluddin et al. 2017). Where these activities can be completed or a job can be achieved, either at the beginning of the time set by the agency or maximizing the time available for other activities. Punctuality is one of the indicators to measure or assess employees who are disciplined at work or undisciplined at work and the level of activity for completing work at the beginning of the specified time. The results of data processing on timeliness indicators.

Table 1.
Respondents' Answers for Punctuality Indicators

No. Items	Frequency					Value x Frequency					Amount
	5	4	3	2	1	5	4	3	2	1	
1	35	27	7	0	0	175	108	21	0	0	304
2	23	25	19	2	0	115	100	57	4	0	276
3	19	27	19	4	0	95	108	57	8	0	268
4	20	32	15	0	2	100	128	45	0	2	275
5	27	35	7	0	0	135	140	21	0	0	296
6	34	26	9	0	0	170	104	27	0	0	301
	Amount										1720

Source: Research data processing, 2021

Based on Table 1, it can be seen that the effectiveness of the work discipline culture of employees at the Office of the Environment and Forestry Office of Sinjai Regency based on timeliness indicators is used the formula:

$$\% = \frac{n}{N} \times 100$$

$$\% = \frac{\text{Amount of Value Obtained}}{\text{Number of items} \times \text{Ideal Score} \times \text{Sample}} \times 100$$

$$\% = \frac{1720}{6 \times 5 \times 69} \times 100$$

$$\% = \frac{1720}{2070} \times 100 = 83.09\%$$

Based on the results of data analysis in table 1 shows that the timeliness indicator is in the very effective category with the results obtained at 83.09%. Judging from the results of observations regarding punctuality at the Office of the Environment and Forestry Office of the Regency of Sinjai Regency, it is relevant to the results of the questionnaire that has been distributed to respondents, indicating that employees have implemented a very effective work discipline culture. This can be seen from the recapitulation of employee attendance, employees are used to coming on time, leaving on time, employees are orderly in carrying out the attendance process, although there are still some employees who show a lack of discipline at work.

Using Office Equipment Well

Using office equipment properly is an obligation for every employee to support daily office work activities. Office activities can run effectively and efficiently if the employee who will complete the work assigned to him can complete it using available equipment such as computers, printers, scanners, and so on. Employees can be said to have good work discipline if they can use office equipment properly and always have a caring attitude in using office equipment to reduce the volume of damage to office equipment. (Saleh 2014a; Sarman et al. 2015). The results of data processing on indicators using office equipment properly.

Table 2.
Respondents' Answers for Indicators of Using Office Equipment Well

No. Items	Frequency					Value x Frequency					Amount
	5	4	3	2	1	5	4	3	2	1	
1	23	30	16	0	0	115	120	48	0	0	283
2	31	32	6	0	0	155	128	18	0	0	301
3	27	36	6	0	0	135	144	18	0	0	297
4	27	35	7	0	0	135	140	21	0	0	296
5	32	24	13	0	0	160	96	39	0	0	295
6	32	24	13	0	0	160	96	39	0	0	295
Amount											1767

Source: Research data processing, 2021

Based on table 2, it can be seen that the effectiveness of the work discipline culture of employees at the Regency Environment and Forestry Office based on indicators of using office equipment properly, the formula is used:

$$\% = \frac{n}{N} \times 100$$

$$\% = \frac{\text{Amount of Value Obtained}}{\text{Number of items} \times \text{Ideal Score} \times \text{Sample}} \times 100$$

$$\% = \frac{1767}{6 \times 5 \times 69} \times 100$$

$$\% = \frac{1767}{2070} \times 100 = 85.36\%$$

Based on the results of data analysis in table 2 shows that the indicators of using office equipment well are in the very effective category with the results obtained by 85.36%. Judging from the results of observations at the Office of the Environment and Forestry Service, the majority of employees can use office equipment including computers, printers, and other equipment. The fact seen in the office, employees have used office equipment following the procedures for their use, employees have used office equipment following office interests, employees have been able to use office equipment properly, so that office work can run effectively.

High Responsibility

High responsibility is very important for every employee because in carrying out the tasks assigned to each employee it will be mandatory to follow work procedures and be responsible for the results of their work (Joseph 2018). From the high responsibility that each employee has to achieve the success of an agency. The results of data processing on the indicators are high responsibility.

Table.3 Respondents' Answers for Indicators of High Responsibility

No. Items	Frequency					Value x Frequency					Amount
	5	4	3	2	1	5	4	3	2	1	
1	23	36	10	0	0	115	144	30	0	0	289
2	31	30	8	0	0	155	120	24	0	0	299
3	24	33	12	0	0	120	132	36	0	0	288
4	34	33	1	1	0	170	132	3	2	0	307
5	28	28	12	1	0	140	112	36	2	0	290
6	18	38	13	0	0	90	152	39	0	0	281
	Amount										1754

Source: Research data processing, 2021

Based on table 3, it can be seen that the effectiveness of the work discipline culture of employees at the Regency Environment and Forestry Office is based on indicators of high

responsibility, the formula is used:

$$\% = \frac{n}{N} \times 100$$

$$\% = \frac{\text{Jumlah nilai yang diperoleh}}{\text{Jumlah item} \times \text{Skor ideal} \times \text{Jumlah Responden}} \times 100$$

$$\% = \frac{1754}{6 \times 5 \times 69} \times 100$$

$$\% = \frac{1754}{2070} \times 100 = 84.73\%$$

Based on the results of data analysis in table 3 shows that the indicator of high responsibility is in the very effective category with the results obtained by 85.36%. It can be seen from the observation that employees at the Office of the Environment and Forestry Office of the Sinjai Regency have carried out their obligations by carrying out the tasks assigned to them by the specified work procedures, most of the employees have paid attention to the time to start office work and the time to complete the work according to the time so that the work office can run effectively. The employee has described being responsible for the work marked by the results of his work being accountable to the leadership, if the work is not by what was ordered, the employee asks for directions to improve the work.

Compliance with Office Rules

Each agency has certain rules to be able to regulate employees in the office environment. Employees who always obey office rules are expected the progress of an organization. Employees who obey office rules can be marked apart from good punctuality and also obey the rules in wearing office uniforms and office attributes, this is a reflection of good work discipline (Nurlaila 2016; Sarman et al. 2015; Utari 2015; Wairooy 2017). The results of data processing on the indicators have the following high responsibilities.

Table.4 Respondents' Answers to Indicators of Compliance with Office Rules

No. Items	Frequency					Value x Frequency					Amount
	5	4	3	2	1	5	4	3	2	1	
1	26	33	10	0	0	130	132	30	0	0	292
2	27	34	6	1	1	135	136	18	2	1	292
3	25	37	7	0	0	125	148	21	0	0	294
4	17	42	10	0	0	85	168	30	0	0	283
5	39	23	7	0	0	195	92	21	0	0	308
6	33	36	0	0	0	165	144	0	0	0	309
Amount											1778

Source: Research data processing, 2021

Based on table 4, it can be seen that the effectiveness of the work discipline culture of employees at the District Environment and Forestry Office based on indicators of obedience to

office rules is used the formula:

$$\% = \frac{n}{N} \times 100$$

$$\% = \frac{\text{Amount of Value Obtained}}{\text{Number of items} \times \text{Ideal Score} \times \text{Sample}} \times 100$$

$$\% = \frac{1754}{6 \times 5 \times 69} \times 100$$

$$\% = \frac{1778}{2070} \times 100 = 85.89\%$$

5 Based on the results of data analysis in table 3 shows that the indicator of high responsibility is in the very effective category with the results obtained by 85.36%. Judging from the reality at the Sinjai Regency Environmental and Forestry Office, employees in addition to paying attention to punctuality issues also always comply with office rules such as using office uniforms by the provisions, using ID/identity, and issuing permits when not entering the office, if the rules are not stated. obeyed by employees, sanctions and reprimands are given, both direct warnings and written warnings from the leadership as a reflection of employees to improve their work discipline culture. Although there are still employees who show that they do not comply with official rules.

Factors Supporting the Effectiveness of Employee Discipline Culture at the Office of the Environment and Forestry Office of Sinjai Regency

2 Office infrastructure is one of the factors that support the implementation of work discipline at the Office of the Environment and Forestry Office of Sinjai Regency. Regarding the infrastructure in the office, it is quite adequate so that it can support the continuity of employees in doing their work every day. The infrastructure facilities in question, such as educated human resources, organizational relations at the Environmental and Forestry Office, are quite good and the equipment needed when working in the office or the field is sufficient, such as computers, printers, and other equipment specifically for employees who are often on duty. in the field or in social and financial service activities that are sufficient to meet the needs of the agency. If this is fulfilled, it will support employee work discipline and organizational goals can be achieved.

Office rules can support or support the success of the organization so that it can be a guide for employees so that all employees in the office are self-disciplined at work. Office regulations already exist and have been given to every employee. Every month at the Office of the Environment and Forestry Office of the Sinjai Regency, especially the office leadership, often evaluates employee discipline, starting from attendance to employee work results. Every time an evaluation is carried out at the leadership office, it always conveys to employees that the rules must be obeyed if employees who violate the rules can be subject to sanctions by the violation. In addition, if the rules are not obeyed, such as attendance and order at work, it will affect salaries and promotions.

Supervision is one of the factors that support the success of an organization in terms of always controlling employees every time they do work both in the office and in the field. The head of the Environment and Forestry Office of Sinjai Regency always controls his employees by looking directly into the room while communicating such as giving directions at work, instructions, and guidance to all employees. In addition to the head of the Department of Environment and Forestry who always controls the employees, there is also an opportunity for the head of each sub-section to control and see directly his subordinates when carrying out office activities by traveling to each room and giving directions to employees who have difficulty working.

Factors Inhibiting the Effectiveness of Implementing a Culture of Work Discipline in the Office of the Environment and Forestry Office of Sinjai Regency

Employee awareness is very important in improving the culture of employee work discipline because it starts from the self-awareness of each employee so that the culture of work discipline for each employee will be good. To improve the culture of employee discipline, one of which is self-awareness of each employee. Self-awareness is important to be instilled in the personality of every employee to support success in work so that agency goals can be achieved. Work discipline culture will not be implemented without being based on positive habits from employees because high awareness that each employee has will support the performance of each employee.

DISCUSSION

Punctuality

Punctuality can be known if the employees come on time, orderly and regularly, so it can be said that good work discipline. Without good discipline, it is difficult for an organization or agency to achieve optimal results. Based on the results of data analysis obtained in the field, it can be seen that the punctuality of employees at the Office of the Environment and Forestry Office of Sinjai Regency is in the very effective category. From the point of view of employees who are accustomed to coming to the office on time, employees are accustomed to taking breaks on time, employees are accustomed to going home on time. time, orderly in carrying out the attendance process, and orderly in carrying out office work. The results of this study are in line with research (Yudiningsih, 2016: 2) that discipline can be measured by punctuality, a sense of responsibility, and can make a good contribution to service recipients. With high work discipline, employees in an agency show the integrity and responsibility of employees to the organization. Discipline about punctuality is obedience in carrying out obligations or what is expected by an agency so that every employee can carry out the rules that require the office so that every employee can carry out his work in an orderly and orderly manner. This research is in line with the opinion expressed by (Goncharenko and Khadaroo 2020; Hidayat 2020; Wilandari 2020) that "discipline is not just following orders or rules, obeying orders and rules is a form of short-term discipline. Thus, if the employee's punctuality is continuously maintained and improved, it will be able to give progress to the Office of the Environment and Forestry Office of the Sinjai Regency.

Using Office Equipment Well

Caution in using office equipment can show that someone has good work discipline so that equipment can avoid damage. It is very important to be careful at work for every employee who will do office work, to minimize the level of damage to office equipment. Based on the results of data analysis obtained in the field, it can be seen that employees in using office equipment are very effective. This is seen from the employees always pay attention to the level of vigilance in using office equipment, employees use office equipment by the procedures for use, employees are always careful in using office equipment, employees use office equipment by office interests, employees perform maintenance on office equipment, employees put office equipment in its original place after use. The results of this study are in line with the opinion expressed by (Darwis et al. 2020) that the quality of human resources is a person's knowledge, skills, and abilities that can be used to produce professional services. With the existence of human resources or commonly called qualified employees, they can complete work using good office equipment. Supported by the theory put forward (Ayu et al. 2019) that "if a certain goal can finally be achieved, we may say that the activity is effective, but if the consequences are not sought, the activity assesses the importance of the results achieved so that it results in satisfaction even though it is effective, it is called inefficient. On the other hand, if the desired result is not important or trivial, then the activity is efficient. So that they can improve their performance while working and provide services to the community. This aspect of support is adequate office infrastructure, so that it can achieve the success of an organization.

High Responsibility

High responsibility means that employees always carry out the tasks assigned to them by procedures and are responsible for the results of their work. Based on the results of data analysis obtained in the field, it can be seen that the responsibilities of employees at the Office of the Environment and Forestry Office of the Sinjai Regency are very effective. Viewed from the aspect of employees always starting work by the specified time, employees completing work by the specified time, employees carrying out work according to their respective expertise, employees are responsible for the results of their work, employees in carrying out their duties and responsibilities receive guidance from superiors, employees try to work harder than they should. (Hariyono et al. 2019) "Responsibility is the ability to determine an attitude towards an act or task carried out and the ability to assume the risk of an act committed. Then supported from the opinion of the Sultan (Joseph, 2018: 25) argued that responsibilities in improving work performance include: working diligently and highly dedicated, providing optimal service to the community, being responsible, coordinating organizational resources, working efficiently and effectively according to organizational analysis, providing solutions to organizational management as part of the responsibility responsible for empowering and empowering the organization. Employees have carried out their responsibilities in doing a job, this can be seen from the time in starting a job, completing work on time, employees can understand the procedures for carrying out office work, and can be responsible for the results of their work.

Compliance with Office Rules

Adherence to office rules means that employees wear office uniforms, use identification/identity cards, and make permits when not in the office. Each organization has certain rules that regulate employees as well as at the Environmental and Forestry Office of the Sinjai Regency and it has become an obligation for every employee to obey these rules. Obedience to office rules is one of the disciplined cultural attitudes that an employee must-have. Based on the results of data analysis obtained in the field, it can be seen that employee compliance with office rules is very effective. In terms of employees wearing office uniforms when in the office by predetermined uniform rules, using identification cards/identity when in the office, make a permit if not enter the office. The results of this study are in line with the opinions expressed (Halomoan 2020; Kale, Ryan, and Wang 2019; Schleu and Hüffmeier 2020) "Work discipline is an attitude of respect, appreciation, obedience and obedience to the applicable regulations, both written and unwritten and being able to carry out them and not evading receiving sanctions if he violates the duties and authorities given to him. In addition, the office uniform rules, office attributes are regulated in (Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P. 25/MenLHK-Setjen," 2015) concerning official attire within ministries, regional work units, and state-owned enterprises in the environmental and forestry sector. Employees who always obey the rules that have been set are highly expected for the progress of an organization. this will be a reflection of high discipline, especially obedience to office rules.

Factors Supporting the Effectiveness of Work Discipline Culture at the Office of the Environment and Forestry Office of Sinjai Regency

The creation of professional employees in carrying out their functions, duties, and obligations as well as for the realization of the vision and mission of the Sinjai Regency Environment and Forestry Service. A good culture of employee work discipline cannot be separated from the background of employees who do the work and factors that can support the implementation of a culture of work disciplines such as office infrastructure, office rules, and supervision by the leadership. Adequate infrastructure will support the smooth and orderly implementation of office work such as office equipment needed by every employee who will do the work. This is in line with the opinion of Gunawan and Benty (Primadani 2020) that "infrastructure is the equipment used by an institution or agency, each institution or agency has different meanings about facilities and infrastructure according to its function, infrastructure has a very important function in an organization in an agency or a company.

Based on the findings in the field that the Infrastructure at the Department of Environment and Forestry of Sinjai Regency, facilities: tables, chairs, computers, printers, stationery, clocks, scanner machines, and examples of infrastructure: rooms/buildings according to the number of employees, air circulation, and so on. Apart from infrastructure, there are also clear office rules and supervision by leaders who are very supportive in implementing employee work discipline. The leader supervises and provides direction to his subordinates to make it easier to carry out their duties and obligations. This is in line with the opinion expressed by Siagian (Nurlaila, 2016: 27) Supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out goes according to the established plan. Office leaders often carry out supervision at the office such as the leader visiting each room to see the condition of the employee is doing the work, if the employee has difficulty working then the direction is given

from the leader. Furthermore, office rules become one of the supporters to improve good employee work discipline.

Factors Inhibiting the Effectiveness of Work Discipline Culture at the Office of the Environment and Forestry Office of Sinjai Regency

The occurrence of a violation of employee work discipline can not be separated from the element of awareness of each employee and obedience to official regulations. Employee self-awareness is one of the factors that hinder the implementation of work discipline culture in achieving the success of an agency. Employee self-awareness is the most important thing needed in work discipline because it starts from self-awareness so that employees can show achievements, good habits, and good performance for government agencies and the community so that they can reach the point of success of an agency. The results of this study are in line with the opinion expressed by Sunny (Ikhsan et al. 2019) that "self-awareness is the process of recognizing our motivations, preferences, and personality and then realizing the influence of these factors on our judgments, decisions, and interactions with others". Self-awareness will be the basis of the ability to control feelings from time to time. Self-awareness comes from the employee himself and the only external factor that raises is the employee's self-motivation. External motivation comes from outside the employee.

16 CONCLUSION

Based on the results of the analysis and discussion described on the effectiveness of the work discipline culture of employees at the Office of the Environment and Forestry Office of Sinjai Regency, it can be concluded as follows:

Work Discipline Culture of employees at the Office of the Environment and Forestry Office of Sinjai Regency is in the very effective category. This can prove that at the Office of the Environment and Forestry Office of the Sinjai Regency, the effectiveness of the employee discipline culture has met punctuality, uses office equipment properly, has high responsibility, and adheres to official rules. This can be seen from the 4 (four) aspects that are assessed, namely: punctuality, using office equipment properly, high responsibility, and obedience to official rules.

3 factors are supporting the effectiveness of the work discipline culture in the Office of the Environment and Forestry Office of the Sinjai Regency, namely, office infrastructure, office rules, supervision by the leadership. While the inhibiting factor for the effectiveness of the work discipline culture at the Office of the Environment and Forestry Office of Sinjai Regency is employee awareness.

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