

## THE EFFECT OF WORK DISCIPLINE AND COMPANY COMMITMENT ON EMPLOYEE PERFORMANCE AT PT. OMAR GROUP MAKASSAR

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### ABSTRACT

*This research uses quantitative methods. Data was collected through questionnaires and processed using SPSS. This study took a sample of 58 respondents who are employees who work at PT. Omar Group Makassar.*

*The results show that (1) Work discipline has a significant effect on employee performance at PT. Omar Group Makassar (2) Company commitment has a significant effect on employee performance at PT. Omar Group Makassar (3) The work discipline variable that has the most dominant influence on employee performance at PT. Makassar Omar Group.*

**Keywords:** *Work Discipline, Company Commitment, and Employee Performance.*

### INTRODUCTION

A company is a structure that converts knowledge and financial resources into goods and services intended to satisfy customer wants and generate profits for the owners. If the managerial functions in a company are functioning properly and additional components are available and meet the needs, the business can operate successfully. Performance is considered important for company development. According to this argument, performance is very important because it serves as a measure of how well a business treats its workers. While poor performance prevents an organization from achieving its goals, good performance enables a company to move closer to its goals. Being late for work or traveling during working hours is one of the situations where employee performance is below standard. This incident is often seen in the news on television and electronic media. Workplace climate, organizational dedication, and work discipline are just a few of the variables that influence performance.

Companies need to focus on employee discipline to improve employee performance because discipline is a key factor in improving employee performance. Workplace discipline is discussed under circumstances that often appear to be unfavorable. More often than not, discipline is associated with sanctions or punishments. Every organization or business must have rules that must be obeyed by all employees. All rules of corporate conduct are governed by regulations. Like the right and wrong things to do, and business ethics. The phenomenon of work discipline can be seen starting from an employee entering the building to leaving the office and going home. Employees are required to adhere to hours set as standard when they are employed by the organization. Discipline ensures that performance is also in line with business goals.

Discipline is the ability and willingness of an employee to comply with all policies and standards set by the company. According to, (Andini et al., 2019) Work discipline is defined as an attitude, behavior that is carried out voluntarily, with full knowledge, and in a state of compliance with the norms norms set by the company, both written and unwritten. One of the main responsibilities of managers is to enforce discipline because more disciplined workers do better at their jobs and produce better workers overall. Therefore, it can be said that work discipline is an attitude of awareness and readiness of a person to comply with social norms that exist in his immediate environment. Apart from Work Discipline, company commitment is one aspect that influences employee performance in addition to work discipline. Due to its large impact on work behaviors such as performance, absenteeism and staff turnover, firm commitment has become a major issue in many studies. Employees will give their all for the business they work for if there is commitment throughout the organization.

Everyone is expected to have obligations that they must uphold while working for a business or organization. As an illustration, dedication to stay at work while working and devoted to business. Employees can be said to be committed if they agree that their success in carrying out their duties is the focus of everything they have. According to (Sunday et al., 2019) An organization must put in a lot of effort and have confidence that its values will be upheld in order to be considered committed. But to get a high commitment, the right conditions must exist. Due to the importance of this, several businesses have made the commitment component a prerequisite for filling open positions.

Furthermore (Sunday et al., 2019) explains how someone with a high level of commitment will help the business, will be actively involved in recruitment, and will have a beneficial impact on the organization. In addition, behaviors such as trying to fulfill organizational goals and long-term commitment to the business also emerge. Indiscipline at work and lack of dedication can harm a company's operations. For example, an individual who frequently arrives late at work disrupts a task that must be completed jointly by all staff members. A number of oddities, such as

tardiness, absenteeism, talking on the phone at work, carelessness, smoking on the job, broken office equipment, etc., should be handled properly.

PT. Omar Group is engaged in Sharia Property which focuses on selling Sharia Housing and Sharia Land Plots in Makassar City which was established in 2019. PT. Omar Group has 3 residential locations and 1 plot of land with a total of 58 employees.

**TABLE 1. 1 Number of Employees by Position**

No	Department	Number of employees)
1	Account Officer	2
2	Administration	5
3	Content Design	3
4	Architecture	1
5	Engineering and Production	11
6	Costumer Service	7
7	Marketing	29
<b>Amoun t</b>		<b>58</b>

PT. Omar Group Makassar, which is located at Jl. Kakatua has a phenomenon or issue that occurs, namely problems that often occur related to work discipline at PT. Omar Group Makassar, namely regarding work delays which cause employees to be unable to maintain optimal performance and several employees who are absent every week. The decrease in employee absenteeism resulted in decreased employee performance and low company commitment, which resulted in weaknesses in employees which had implications for performance where many tasks were not completed and working hours were less effective. Lack of company commitment to the willingness to work so that it affects the performance to be achieved. Low employee commitment has a negative impact and the company will suffer if the commitment is low.

The following table shows the level of attendance (late attendance) of employees of PT. Omar Group Makassar in 2022:

**TABLE 1. 2 Employee Tardiness Data for 2022**

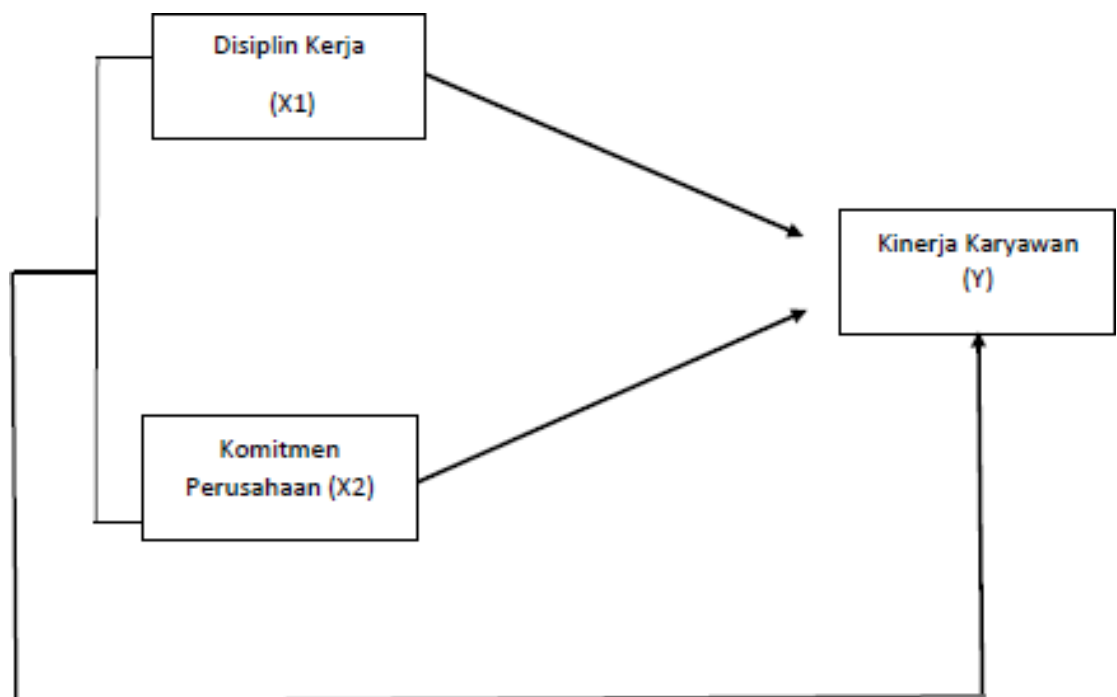
Period	Number of employees	Late	Percentage
January	58	6	10,3%
February	58	8	13,7%
March	58	5	8,6%
April	58	7	12%
May	58	11	18,9%
June	58	5	8,6%
July	58	8	13,7%
August	58	12	20%
September	58	11	18,9%
October	58	9	15,5%

November	58	7	12%
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If an employee who violates the rules does not heed the verbal warning or written warning given, the company can issue a warning letter if he commits 3 consecutive violations specifically addressed to the person concerned. If within one month after the issuance of the first warning letter the employee still commits a violation, then the company will issue a second warning letter namely cutting the employee's salary and if the employee still commits a violation after the issuance of the second warning letter, the company will issue a third warning letter namely the company will terminate the employee concerned. .This shows how a poor understanding of work discipline can have unfavorable effects and damage company performance. Similar problems include the fact that many workers lack discipline, are aware that they have broken the rules, but often lack the motivation to stop doing so.

### Mindset

Based on the description that has been stated previously, the variables involved in this study can be described in the following framework.



**Figure 1. Framework of Mind**

The hypothesis proposed in this study is as follows:

1. It is suspected that work discipline and company commitment have a partial positive effect on the performance of employees at PT. Makassar Omar Group
2. It is suspected that work discipline and company commitment have a simultaneous positive effect on employee performance at PT. Makassar Omar

Group.

3. Allegedly work discipline has the most dominant effect on employee performance at PT. Makassar Omar Group.

## RESEARCH METHODS

This research was carried out at PT Omar Group, Makassar City, South Sulawesi and the research time was estimated to be carried out for one month. In this study, the population is employees of PT. Omar Group Makassar, totaling 58 employees. For this study, the authors collected data and information using a questionnaire research method using written forms with questions distributed to individuals or groups of individuals to obtain answers or responses as well as relevant data. In this study, the total population is not more than 100 people, so this study uses a saturated sampling technique. The sample in this study were employees of PT. Omar Group, totaling 58. The analytical method that will be used by researchers is multiple linear regression, validity test, reliability test, coefficient of determination, t test, and F test. Using this analysis to find out the relationship between the independent variables and the dependent variable, whether each has a positive or negative relationship and can predict the value of the dependent variable if the value of the independent variable increases or decreases.

## RESEARCH RESULTS AND DISCUSSION

### Validity test

The validity test was carried out to find out whether or not a question item contained in the questionnaire was valid or not. With the assessment criteria if  $r_{count} > r_{table}$  then the items in the questionnaire are said to be valid.

TABLE 3. Validation Test Results

Variable	Statement items	r count	r table	Conclusion
Work Discipline (X1)	X1.1	0,757	0,266	Valid
	X1.2	0,726	0,266	Valid
	X1.3	0,788	0,266	Valid
Corporate Commitment (X2)	X2.1	0,709	0,266	Valid
	X2.2	0,797	0,266	Valid
	X2.3	0,867	0,266	Valid
Employee Performance (Y1)	Y1.1	0,783	0,266	Valid
	Y1.2	0,662	0,266	Valid
	Y1.3	0,714	0,266	Valid
	Y1.4	0,649	0,266	Valid
	Y1.5	0,723	0,266	Valid

Based on the table above, it can be revealed that the results of the tests carried out for each statement item given to the respondent are greater than the  $r_{table}$ , namely 0.266, which means that all statement items are said to be valid and can be trusted or can be continued for further testing.

### Reliability Test

Testing the reliability in this study is the Cronbach alpha formula which requires the variable to have good reliability if the Cronbach alpha value has a value greater than 0.60. The results of the reliability test for each variable are as follows:

**TABLE 4. REALIBILITY TEST RESULTS**

Variable	Cronbach Alpha	N of Items	Conclusion
Work Discipline	0,627	3	Reliable
Company Commitment	0,704	3	Reliable
Employee Performance	0,823	4	Reliable

### Multiple Linear Regression Analysis

Multiple linear analysis is a tool for analyzing the effect of changes in the independent (independent) variable on the dependent (both individually and collectively). The following is a table of test results from multiple linear regression analysis:

**TABLE 5. RESULTS OF MULTIPLE LINEAR**

Model		Unstandardize d Coefficients		Standardize d Coefficients	T	Si g
		B	Std. Error	Beta		
1	(Constan)	4.396	2.012		2.184	.033
	Disiplin Kerja	1.050	.181	.597	5.788	.000
	Komitmen Perusahaan	.302	.120	.259	2.513	.015

### REGRESSION ANALYSIS TESTS

Based on table 4.8, the multiple linear equations in this study are as follows:

$$Y = 4.396 + 1.050 X_1 + 0.302 (X_2) + e$$

The description of the explanation of the results of the regression equation above is as follows:

1.  $b_0$  = the constant value obtained is 4.396, meaning that if the variable Work Discipline (X1) and company commitment are equal to 0, then the employee performance variable (Y) is equal to 4.396 or positive.
2.  $1.050 X_1$  = the value of the regression coefficient on the Work Discipline variable (X1) is 1.050, meaning that price has a positive effect on employee performance.
3.  $0.302 X_2$  = the value of the regression coefficient on the variable Corporate Commitment (X2) is 0.302, meaning that Corporate Commitment has a positive effect on Employee Performance.

From the equation of multiple linear regression analysis it can be seen that all Independent Variables have a positive effect on the dependent variable. The results of the analysis also state that the most influential independent variable is Work Discipline with a value of 1.050, while Corporate Commitment has a lower value of 0.302.

#### 1. T Test (Partial Test)

The t test was conducted to determine the effect of each independent variable (Work Discipline and Company Commitment) on the dependent variable (Employee Performance). Tests were carried out to compare t-count with t-table.

**TABLE 6. PARTIAL TEST RESULTS**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig
		B	Std. Error	Beta		
1	(Constan)	4.396	2.012		2.184	.033
	Disiplin Kerja	1.050	.181	.597	5.788	.000
	Komitmen Perusahaan	.302	.120	.259	2.513	.015

Based on the table above, the following is an explanation of the results of the T Test (Partial Test), including:

##### 1. Work Discipline

The results of the T test stated that the t-count value of the price variable was 5,788 and the t-table value was 2.003. Based on this, the t-count value is greater than the t-table

,  $5,788 > 2.003$  and a significant value of  $0.000 < 0.05$ , it can be concluded that

partially, work discipline has a positive and significant effect on employee performance.

## 2. Company Commitment

The results of the T test stated that the t-count value of the Company's Commitment variable was 2,513 and the t-table value was 2.003. Based on this, the t-count value is greater than t-table,  $2,513 > 2.003$  and a significant value of  $0.015 < 0.05$ , it can be concluded that partially company commitment has a positive and significant effect on employee performance.

So, based on the results of the T test in table 4.9 it can be concluded that the variables of work discipline and company commitment have a significant effect on employee performance

## 2. f Test (Simultaneous Test)

The F test was conducted to determine the effect of the independent variables (Work Discipline and Company Commitment) together on the dependent variable (Employee Performance). Testing is done by comparing F-count with F-table. If F-count  $>$  F-table then the hypothesis is accepted, and if F-count  $<$  F-table then the hypothesis is rejected.

**TABLE 7. RESULTS OF THE F TEST**

Model		Sum Of Squares	Df	Mean Square	F	Sig.
1	Regression	140.120	2	70.060	40.679	.000 <sup>b</sup>
	Residual	94.725	55	1.722		
	Total	234.845	57			

**(SIMULTANT TEST)**

Based on the table above, the results of the F test stated that the calculated F-value was 40,679 and the F-table value was 3.16. Based on this, the calculated F-value is greater than F-table,  $40,679 > 3.16$  and a significant value of  $0.000 < 0.05$ , indicating that the influence of the independent variables (work discipline and company commitment) simultaneously has a positive and significant effect on the dependent variable (employee performance).



### 3. Determination Coefficient Test

Determination Coefficient Test ( $R^2$ ) aims to determine what percentage of the influence of the Independent variable (X) on the dependent variable (Y), namely Work Discipline (X1) and Company Commitment (X2) on Employee Performance (Y), as follows:

**TABLE 7. RESULTS OF THE DETERMINATION**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.779 <sup>a</sup>	.597	.582	1.31235	2.015

#### **COEFFICIENT TEST**

Based on table 4.11 above, the test results of the coefficient of determination ( $R^2$ ) a correlation value of  $R = 0.779$  is obtained, which means that the relationship between the variables of work discipline (X1) and company commitment (X2) has a very strong relationship to company performance. Then the coefficient of determination or R Square is 0.597 or 59.7%, the effect of performance Employees at PT. Omar Group Makassar is influenced by work discipline and company commitment variables and the remaining 40.3% is influenced by other variables not examined.

### **Discussion**

#### **The effect of work discipline and company commitment partially on employee performance at PT. Makassar Omar Group.**

Partially, based on the calculation of the t test, the work discipline coefficient (b1) is positive, which is equal to 1,050. 05). The coefficient value (b2) is positive which is equal to 0.302, the t-count is 2.513 and the sig value is 0.015. This means that t-count is greater than t-table ( $2.513 > 2003$ ) and a significant value of 0.015 is less than 0.05 ( $0.015 < 0.05$ ). Based on this analysis, it can be concluded that work discipline and company commitment have a positive and significant influence on employee performance at PT. Makassar Omar Group.

This research is in line with the results of research conducted by (Elviana et al., 2021) which proves that there is an influence of work discipline on the performance of employees of the Regional Secretariat of Tojo Una-Una Regency. The results of the analysis show that work discipline has a significant positive effect on employee performance. The results of research conducted by (Sherly et al., 2021) proved that organizational commitment has a positive and partially significant effect on employee performance. This research is also similar to the research of Irwan, I., & Latief, F. (2023). Increasing Employee Work Productivity Through Work Discipline, Emotional Intelligence and Communication which states that work discipline has an influence on employee work productivity.

### **The Effect of Work Discipline and Company Commitment Simultaneously on Employee Performance at PT. Makassar Omar Group.**

Simultaneously, based on the calculation of the F test, the f-count is 40,679 and the prob F is 0.000. Thus  $H_0$  is rejected and  $H_1$  is accepted because the probability of F is less than the significance level ( $0.000 < 0.05$ ) and the f-count is greater than the f-table ( $40,679 > 3.16$ ). So it is concluded that there is a positive and significant effect.

Furthermore, after the calculation is obtained the value of the coefficient of determination ( $R^2$ ) of 0.597 or 59.7%. This value indicates that employee performance is influenced by work discipline and company commitment, while the remaining 40.3% is influenced by other independent variables not examined. Company commitment affects employee performance, this is as stated by (Sunaryo & Nasrul, 2018b) suggests that commitment is defined as the level of frequency of identification and the level of individual attachment to a particular organization which is reflected in the following characteristics: strong belief and acceptance of organizational values and goals and a definite desire to maintain participation in the organization.

This research is in line with the results of research conducted by (Umrah et al., 2022) which stated that organizational commitment, work discipline and work enthusiasm simultaneously affect the performance of employees of the Barru Regency Transportation Service.

### **Dominant variable**

Based on the results of multiple regression analysis testing, it can be concluded that the most influential independent variable is work discipline with a value of 1,050 and followed by company commitment with a value of 0.302. So based on the results obtained work discipline is the most dominant variable in influencing employee performance at PT. Makassar Omar Group. So that work discipline is very important for the level of work performance achieved by employees of PT. Makassar Omar Group.

This can also be seen from the respondents' responses to the work discipline variable, where most of the employees of PT. Omar Group Makassar agrees with the existence of regulations in the company in completing work and also regulations in the work environment that make employees work better and more optimally. Based on the conditions felt by the employees, of course, the work discipline of the employees of PT. Omar Group Makassar will improve and in the end employee performance will get even better. This research is in line with the results of research conducted by (Umrah et al., 2022) which proves that the independent variables of work discipline, company commitment, and morale (X) significant effect on the performance of employees of the Barru District Transportation Office.

### **CONCLUSION**

Based on the results of hypothesis testing and analysis of the research conducted, it can be concluded that:

1. Work Discipline and Company Commitment partially have a positive and significant effect on employee performance at PT. Makassar Omar Group.

2. Work Discipline and Company Commitment simultaneously have a positive and significant effect on Employee Performance at PT. Makassar Omar Group
3. The Work Discipline variable that has the most influence on employee performance at PT. Makassar Omar Group.

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