



The Relationship between Self-Control and Work Discipline for the Tanah Datar Communication Service Employees After the Covid -19 Pandemic

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ABSTRACT

The main problem in this research is the problem of employee self - control in the world of work . The purpose of this study was to determine the relationship between self-control and work discipline of employees of the Flat Land Communications and Information Service after the Covid- 19 pandemic . The type of research used is a correlational quantitative type. The population in this study were 54 communications and information service employees . The type of sampling is total sampling . The results showed that there was no significant relationship between self-control and the work discipline of the employees of the Flat Land Communication and Information Service. The data obtained showed that the correlation coefficient was $r = -0.093$ with a significance of 0.503 ($p > 0.05$), which means the hypothesis in this study H_a rejected and H_o accepted. With this the researchers obtained the result that there was no negative or significant relationship between self-control and work discipline of employees of the Tanah Datar communications and information service after the Covid- 19 pandemic.

Keywords : Self Control, Work Discipline, Employees

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INTRODUCTION

Employees are part the most important thing in the company, where the success or failure of a company depends on the performance of each employee, to maintain the stability of employee performance so that they are always enthusiastic and motivated. Employees are also living beings who have different thoughts, feelings, traits, behaviors

and needs within the company, so employees cannot be treated at will by their leaders (fadhilah, 2021)

Every Employees in a company must have different criteria from one another, such as attendance, work discipline, responsibility, confidence and cooperation. Therefore, as an employee of a company who is said to have good self-control, an employee must be able to discipline himself so that he arrives at the office on time and works as much as possible in order to achieve goals and maximum results (fadhilah, 2021)

Since the Covid-19 pandemic, there have been some employees who have WFH (Work From Home), which means that employees are not allowed to gather in groups, work directly to the office or just take turns coming to the office, but they still pay attention to their performance which they must be able to control. themselves so they don't get complacent even though they have to work at home. *The coronavirus itself is a group of viruses that can cause disease in animals and humans. The Ministry of Health also explained the main symptoms of this covid-19 disease, namely coughing, fever and shortness of breath. Covid-19 infection also causes very high deaths in various countries* (esp. , 2020)

Before the Covid-19 pandemic until the Covid-19 pandemic took place until after the Covid-19 pandemic brought quite a big change in a company where employees who previously used manual attendance which required employees to come to the office had to work at home using online attendance. or applications made by the office. However, this should not make work discipline or employee performance in a company decrease, employees in that company should continue to work according to company rules even though some employees in the office are WFH (Work From Home) but they should still carry out what is the task of these employees in order to achieve certain goals in a company and employees in the office continue to maximize self-control to be present on time (sari, 2020; Wati, et.al., 2022)

Meanwhile , according to Soejono, work discipline is function Which very important And is key realization goals , without the discipline of the work Good difficult materialized objective the maximum. Work discipline itself is a feeling of obedience and adherence to values trusted and is the responsibility of employees, such as tasks in office And presence employee on O'clock Which Already customized in a company . Work discipline is attitude willingness And willingness somebody For obey And obey regulatory norms that apply around it, With the existence of discipline in a company then will ensure maintained something system orderly at the company the. So that it can easily achieve the target and the desired goal with maximum, because in general true discipline can be realized if employees can obey the rules set by the company and come to the office on time (Yulistria, 2018)

This is in accordance with the initial observations made by researchers where there was a phenomenon that occurred in an office of the Office of Communication and

Information that after the pandemic period the discipline of employees in the office had increased quite a bit compared to before the pandemic, because before the pandemic the presence of employees inevitably had to be restricted or prohibited from gathering at work, so many of these employees are WFH (*Work From Home*) and take absences or register attendance through applications or online, but even though they are online or WFH, the Ministry of Communication and Information office employees continue to carry out the tasks given by superiors they are happy and on time to achieve maximum work results and goals for the office.

The results of the initial interview that the researcher conducted with DW, the supervisor's assistant who worked in the office, said that before the *Covid-19 pandemic* , the discipline and performance of employees in the office could be said to be disciplined and worked according to the rules set by the office, because before the *Covid- 19 pandemic*, the office still using manual attendance attendance which makes employees in the office obliged to follow and control themselves so that they remain disciplined at work and arrive on time at the office. After the *Covid-19 pandemic* , DW also said that discipline in the office had actually increased even though the work system and presence used an application/online, but they still enforced discipline in the office and employees who were previously WFH (*Work From Home*) were able to return to work directly to the office. as well as taking absences that are still through the application in a timely manner, because the office applies rules for employees who arrive late or not on time will receive sanctions such as salary deductions and so on.

Based on the description above, it can be concluded that discipline is an ability somebody For control self as well as comply with the rules or values that have been agreed upon in their environment, either society or the environment in which they work. With good discipline then will created Also Work The same Which Good between One person with his other people in operate trust form Work The same For reach specific purpose. This means that the discipline possessed by employees can be said to be closely related to self-control if the presence of employees indicates that employees have good self-control, which is what self-control means. prowess individual in sensitivityread situation self And environment, as well as ability For control and manage behavioral factors according to the situation and conditions for displays themselves in socializing the ability to control their behavior.

According to Averill (in Widyaningrum, 2021) self-control too emphasize on set individual ability to arrange And choose action in accordance with Which he believes, like ability self individual For modify behavior and abilities self individual in manage the desired information or not wanted. Like still Lots man Which Not yet maximum in self control, fine of things small down to things which will be more fatal consequences if they do not maximize self-control within themselves, which causes the individual to fall into things unwanted things happen. Conversely, individuals who are good at control themselves will tend to be effective in doing everything and be more careful in

achieving goals what you want to achieve maximally according to the plans they have arranged and them control.

As for other factors that influence individual self-control, namely external factors or factors from outside the individual such as family environmental factors or individual work environment or an employee himself. The family environment, especially parents, determines how a person's ability to control himself. Because an individual's perception of the increasingly democratic application of parental discipline tends to be followed by a high ability to control himself. Therefore, if parents apply discipline to children and their families intensely from an early age and parents remain consistent with all the consequences that have been carried out, if they deviate from what has been applied, then this attitude of consistency will be internalized by the family and their children and then will be self-controlled. Likewise, factors from the work environment, if the individual understands and applies the rules set by the superior and the company, then the individual should maximize his self-control as well. The more assertive the boss applies discipline at work, of course the employees working in the company will also be firm in controlling themselves (Lutfi, 2019)

Based on description Which has exposed in on can researcher conclude that control self is How somebody can regulate and direct his behavior, self-control so to speak as a mechanism that regulates, assists, and directs behavior individual, and choose action Which in accordance with Which he believes, like ability self individual For modify behavior, ability self individual in manage information Which wanted nor Which No wanted And ability For choose something action based on something Which believed as Wrong One characteristic personality, control self every individual That Can different, There is individual which has low self control and there are also individuals which has control self tall.

Based on the problems and explanation above, the researchers wanted to find out more about the relationship between self-control and the work discipline of the Tanah Datar Diskinfo employees after the *Covid-19 pandemic*. Motivated researcher to conduct research with the title " *The Relationship between Self-Control and Work Discipline of Tanah Datar's Communication and Information Service (Diskominfo) Employees After the Covid-19 Pandemic* ".

RESEARCH METHODOLOGY

Type study Which researcher use is method quantitative research with this type of correlational research. In In statistics, correlation is "the relationship between two variables or more" (Sugiyono, 2012). Meanwhile, according to (Noor, 2017), quantitative research is a method used to test certain theories by examining the relationships between variables.

The reason the researcher used this type of research was that the researcher wanted to know the relationship between self-control and work discipline of employees

at the Tanah Datar Communication and Information Service in a statistical way. This study has two variables, namely, the independent variable of work discipline and the dependent variable of self-control.

This research was conducted at the Tanah Datar Communication and Information Service Office, where researchers saw that there was still a lack of awareness among employees in maximizing self-control. In quantitative research, there are populations and samples in data collection where the population in this study are employees of the flat land communication and information service. In study This researcher use technique *total sampling*. Which is the *total sampling* technique is the technique of determining the sample when all members of the population are used as samples. The sample is used if the population is small, namely no more than 100 people.

Technique data collection used in study This is deployment questionnaire. Sugiyono (2018) say that questionnaire is technique Collecting data is done by giving series statement or question in writing that must be answered by the subject in research that can is said to be efficient if the researcher knows two things namely what is expected of the research subject and the research variables be measured. The scale used to collect data is a Likert scale. The Likert scale is a scale used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena (Sugiyono, 2012). Data analysis techniques in this study researchers used the normality test, linearity test and hypothesis testing with the *product moment correlation formula*.

RESULTS AND DISCUSSION

Based on the results of the research conducted by the researchers, the researchers found that what affects employee self-control to be low is the factor within the employee himself who is less than optimal in implementing self-control so that when he is in the company there are some employees who are still less responsible in their work and besides that there are also work environment factors, this is seen from the results of interviews that researchers conducted with employees where these employees stated that they were not optimal in controlling themselves plus the budget in the company was not in accordance with what they expected but the company asked for so many demands on its employees thus making the employee feel lazy in maximizing his work as well.

The results of the self-control scale study showed that there were no employees who were in the high category, 15 (27.8%) employees were in the medium category, and 39 people (72.2%) employees were in the low category. The results of the descriptive analysis obtained from 54 subjects obtained values range 63.00, minimum 41.00, maximum 104.00, mean 63.0556, Std.Deviation 12432246. Thus it can be seen that employee self-control is in the low category.

Furthermore, the results of the work discipline scale study showed that there were 9 (16.7%) employees in the high category, 38 (70.8%) employees in the medium

category, and 7 (13.9%) employees in the medium category. Descriptive analysis results were obtained from 54 subjects with a range of 69.0, minimum 65.00, maximum 134.00, mean 92.5741, Std. Deviation 21.49384. Thus it can be seen that the work discipline of employees is in the medium category.

The test results use SPSS 20 *For Windows*, which obtains a correlation value and the significance value used can determine whether or not there is a relationship between the two variables. So this study obtained the result that it showed a correlation coefficient of -0.093 with a significance value of $0.503 > 0.000$ meaning that H_0 was accepted, meaning that there was no significant relationship between self-control and employee work discipline.

This is not much different from previous research from Nurhayati (2014) which showed that there was a significant negative relationship between self-control and work procrastination in PT PLN (Persero) Rayon Samarinda Ilir employees. That is, the higher the self-control, the lower the work procrastination. Conversely, the lower the self-control, the higher the work procrastination of employees. From the data that the researchers have, it shows that employee self-control tends to be low in direct proportion to the data that the researchers have, which shows that employee work discipline is higher so that the self-control of the Diskominfo office employees tends to be low .

Based on the results of the research that the researchers have done with the existing and listed theories and phenomena, it can be said that the alternative hypothesis (H_a) is rejected, which states that there is a relationship between self-control and employee work discipline. Meanwhile, the null hypothesis (H_0) is accepted, which states that there is no relationship between self-control and employee work discipline. Based on the hypothesis testing that has been done, it is concluded that self-control has no significant relationship with the work discipline of an employee.

CONCLUSION

Based on the results of the research and discussion that the researchers have done about "Relationship of Self-Control with Work Discipline of Tanah Datar's Communication and Information Service Employees After the Covid-19 Pandemic" it can be concluded that the alternative hypothesis (H_a) is rejected, which states that there is a relationship of self-control with discipline employee work. While the null hypothesis (H_0) is accepted, which states that there is no relationship between self-control and employee work discipline.

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