

PUNISHMENT IN THE WORK DISCIPLINE OF PARAMEDIC EMPLOYEES IN THE CITY OF GORONTALO

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ABSTRAK

Punishment in the work discipline of paramedic employees in Gorontalo City. This study aims to determine the impact of punishment on the work discipline of paramedical employees in Gorontalo. The research method used in this study is a quantitative method and analyzed using multiple linear regression. The sample determination method used is saturated sampling technique. The data collection technique was carried out by distributing questionnaires or questionnaires with a sample of 54 respondents.

The results of this study indicate that punishment has a significant effect on the work discipline of Gorontalo paramedical employees. Then the R square value is 0.113, this value indicates that 11.3% of the work discipline of Gorontalo City paramedics employees is affected by punishment and the remaining 88.7% is influenced by other variables not examined in this study. Thus, the research hypothesis is verified and can be accepted.

In the work discipline of paramedical employees, there are several types of punishments or disciplinary actions that may be applied depending on the policies and procedures that exist in the workplace. Specific disciplinary policies and actions may vary between workplaces and countries. Paramedical employees are expected to follow the rules and procedures set by the health agencies and organizations where they work in order to maintain professionalism and patient safety standards.

Keywords: *Punishment and discipline*

Introduction

The work discipline of an organization or company raises the awareness of its employees to always follow all the rules that have been applied to that company or organization. Work discipline is very important for the growth and progress of an organization, moreover it is used to motivate employees to have self-discipline when doing work both individually and in groups. Discipline is also useful for educating employees to do their jobs well by complying with existing rules, procedures and policies. Discipline is the most important HRM operational function because the more disciplined employees are, the higher their job performance. In the absence of good employee discipline, it is difficult for an organization to achieve optimal results. Good discipline reflects a person's responsibility for the work assigned to him. This encourages work passion, morale, and the realization of company, employee and community goals.

Looking at the indicators of work discipline according to Singodimedjo (in Sutrisno, 2016: 94) which consist of hours of work, how to dress and behave in the company, as well as how to relate to other work units, several conditions were found which became

a problem in this study, especially during work hours. Work. According to observations made by researchers with the Head of Hospital Administrative Section in Gorontalo City, the level of employee discipline is close to the target to be achieved, for this reason employee discipline still needs to be improved seeing that acts of violation of employee discipline in Gorontalo City still occur frequently, among others, Employees come late to work and don't or are late for morning assembly. The problem that most often occurs in hospitals in Gorontalo City is the delay of employees and medical personnel including doctors during working hours.

The average tardiness rate for paramedical employees at Gorontalo City Hospital has decreased from 2017 to 2019, the average tardiness for paramedical employees in 2017 reached 45.8% and then fell to 38.5% in 2018 and then in 2019 it decreased again to as many as 24.7%, then in 2020 the percentage of employee tardiness increased again by 4.9% to 29.6%. However, this percentage has not met the expected target or has not reached the expected target of 0%. Meanwhile, the rate of delay/absence of paramedical employees at roll call was only recorded in 2019 and 2020 because researchers adjusted the data obtained from hospitals in Gorontalo City. The lateness/absence rate of paramedical employees at the roll call in 2019 was 3.97% and in 2020 it was 4.40% of the expected 0%.

There are several indicators that affect the level of discipline of organizational employees including according to Hasibuan (2017: 193) and Sastrohardiwiryo (in Nuryadin, et al, 2016: 3), namely doing the job well, respecting fellow employees, and obeying and complying with applicable regulations . Employees should comply with and adhere to the rules that apply at the Gorontalo City Hospital, but in reality there are still employees who do not meet these indicators by committing acts of violation such as coming to work late, not doing regular fingerprint absences and not attending gatherings.

To achieve effective employee performance, organizations can pay attention to several things that affect employee work discipline, namely the provision of rewards and sanctions, several factors that affect work discipline according to Hasibuan (2017: 194), namely goals and abilities, exemplary leadership, remuneration, fairness , waskat, punitive sanctions, firmness, and human relations. Based on these theories, it is known that the punishment given can affect employee work discipline and punishment.

According to Fahmi (2016: 68) Punishment is a sanction received by an employee because of his inability to do or carry out work as ordered. Sanctions are given to employees who are negligent at work intentionally, so that in the future the employee will not repeat it again. In addition, sanctions can also encourage employee morale. This research is supported by previous studies by Sujatmiko, et al (2020), Wahyuningrum, et al (2020), Astuti and Sujatna (2021), Sugianto, et al (2021), and Ramli (2019). Based on previous research, researchers are interested in studying the variables of punishment and work discipline. With work discipline as the problem variable, researchers will conduct research in Gorontalo City.

Work discipline includes individual competence in terms of attitudes, behavior and actions related to order, compliance, responsibility, diligence and adherence to rules, policies, procedures and values that apply in the workplace. It involves a person's ability to control oneself, maintain order, and perform tasks consistently and effectively. Work discipline is very important to maintain productivity, efficiency and success in the workplace. With good work discipline, employees can achieve their targets, maintain good working relationships, and make meaningful contributions to the organization.

As revealed by Schoen and Durand (in Bugdol, 2018) work discipline is the obedience of an employee in complying with all social rules and norms that apply in the

organization consciously and voluntarily or compulsorily. Talking about discipline is when employees are always present and go home on time. Carry out all work carefully and thoroughly, comply with all applicable company rules and social norms. In fact (Hasibuan, 2017). explained that it is said to be disciplined if someone obeys all the rules that apply in the company. Therefore, order in the organization is created because of discipline, discipline in an organization is carried out by the members of the organization itself. Discipline in an organization can be said to be good if its members comply with all applicable rules and norms and carry out the tasks that have become their responsibility, so that organizational goals are achieved.

While Punishment as a variable that is expected to have an impact on individual behavior change, is defined as a way for leaders to communicate with employees to make them change behavior while trying to increase awareness and willingness to comply with all applicable company regulations and social norms (Rivai, 2015: 444)).

Slim emphasizes punishment as a threat to control behavior that is not in accordance with the rules in the organization. Meanwhile, Fahmi defines punishment as communication that is carried out so that employees are willing to change employee behavior so that it is in accordance with the rules and norms that apply in the company. It can be seen that punishment is used by the company to control deviations committed by employees so that employees return to behavior according to company regulations. "Punishment is a sanction received by an employee due to his inability to carry out or carry out work in accordance with the orders given to him" (Fahmi, 2016: 68). Punishment in an organization is no less important because it brings regularity in the formation of an organization with great discipline and high responsibility so as to create a good personality within the organization. (in Wahyuni, et al, 2018: 21).

Sanctions are steps taken by management or superiors as disciplinary action to deal with violations or inappropriate behavior in the workplace. Sanctions aim to improve behavior, improve compliance, and maintain work discipline. It is important to note that sanctions must be applied fairly, consistently, and based on the procedures and policies established by the company or organization. The main purpose of imposing sanctions is to correct behavior, discipline employees, and create a professional and productive work environment.

Data analysis technique

In quantitative research, data analysis is an activity carried out after collecting data from all respondents or other sources. Data analysis activities include grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable, performing calculations to test the hypotheses proposed. (Sugiyono, 2018: 238). The statistical model used in this study is descriptive statistics. According to Sugiyono, (2018: 238- 239) "descriptive statistics are statistics used to analyze data by describing or describing the data that has been collected as it is without intending to make generally accepted conclusions or generalizations."

Data analysis in this study was carried out using multiple linear regression analysis. Regression is a statistical technique that can be used to analyze the relationship between the dependent variable and the independent variable (Pramesti, 2014: 13). The pattern of similarity in this relationship is the effect of Punishment (X) on Employee Work Discipline (Y). To test and analyze the effect of Punishment on Work Discipline of Paramedical Employees, a regression analysis tool is used.

The results of the multicollinearity test with SPSS show the Variance Inflation Factor (VIF) values for each variable shown in the following table:

Table 4. 14 Multicollinearity Testing Coefficients^a

	rdizedCoefficients		ized nts			ityStatistics	
t) MENT							

Dependent Variable: discipline

Source: Processed Data ; *SPSS 23*,

Regression Analysis Results

Multiple regression analysis was used to analyze the relationship between the dependent (dependent) and independent (predictor) variables. After testing the classical assumptions and fulfilling them, the next stage is data modeling using regression analysis. to test and analyze the effect of Punishment on Employee Work Discipline used a linear regression analysis tool with the following equation:

Table 4. 15 Regression Analysis Results
 Coefficients^a

	rdizedCoefficients		ized nts		
t) MENT (X)					

a. Dependent Variable: discipline (Y)
 Source: Processed Data ; *SPSS 23*,

Giving punishment in the organization is important to reduce violations committed by employees in the organization and also provides a deterrent effect to the offending employees so that in the future these employees do not repeat acts that violate or are not in accordance with organizational rules, and giving punishment is expected to be able to form a good personality. well, obey the rules and norms for every member of the organization and improve employee discipline in the organization.

There is a dimension that determines punishment, namely light punishment in the form of verbal and written warnings, moderate punishment in the form of a decrease in salary in accordance with company regulations, and severe punishment in the form of demotion and termination of employment. Punishment is often enforced in every organization and is an incentive for employees to be able to behave in a disciplined way at work. Punishment aims to create a good personality for each employee in order to form strong order, discipline, and responsibility within the organization. So that this research is in accordance with the theory put forward by Soekanto (in Lubis, 2019: 11-12) he explained that punishment prevents the repetition of unexpected behavior, is educational and strengthens motivation to avoid unwanted behavior so that it can form strong order and discipline in the organization.

It can be seen from the table above that the administration of punishment in Gorontalo City to paramedics from 2018 to 2020 is not more than 10 times, but punishment in the aspect of late fines (decrease in salary) has been given more than 30 times each year, this punishment is an example for other employees so that employees feel that giving punishment is a punishment that makes them ashamed and deterrent, therefore giving punishment affects the work discipline of paramedic employees in Gorontalo City.

The results of this study are in line with the results of research conducted by Kurniawan, Hermanto, and Susanto (2022) with the title *The Influence of Leadership, Supervision and Punishment on the Discipline of Work of the Regional Secretariat of Bima Regency*. The results of his research suggest that punishment has a positive and significant effect on the discipline of employees of the Regional Secretariat of Bima Regency.

This study aims to determine the effect of reward and punishment variables on the work discipline variables of paramedical employees at hospitals in Gorontalo City. Based on the test results, it was found that the t-value for the punishment variable was 2,209 with a t-table value of 2,008 so that if these two values were compared, the t-count value was greater than the t-table value, it could be concluded that H1 was accepted, Ho was rejected or in other words, there was an effect of punishment. towards discipline in the City of Gorontalo.

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