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The Influence of Work Discipline and Internal Communication on Employee Performance at PT Draco International

Rosiana Andarsisi[1], Heriyanti[2], Ayu Larasati[3], Safiani A Faaroek[4]
Esa Unggul University
Corresponding Author: Heriyanti heriyanti@esaunggul.ac.id

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ABSTRACT

Internal communication has an important role in the company to facilitate coordination so that employees are more productive at work and have a positive impact on the development of the company. Without communication, everything will not go well, resulting in miscommunication which will have a negative impact on individuals and companies. Work discipline in the company PT Draco Internasional has also not gone well because it is still free to enter the office so that a lot of work cannot be completed on time. This can be seen from the condition of frequent employees who are absent, arriving late which causes delays in delivery to customers with a predetermined time period. The purpose of this study was to determine the effect of work discipline and internal communication on the performance of PT Draco International employees. Research is quantitative positivism paradigm. The sample amounted to 50 respondents. The sampling technique is non-probability sampling with purposive sampling type. The results in this study indicate that internal communication has a significant influence on the performance of employees of PT Draco Internasional seen from the results of partial testing (t-test) with a significance value of 0.000 < 0.05. These results mean that internal communication factors including communication skills and the accuracy of selecting communication channels/media will result in satisfactory work.

INTRODUCTION

In today's globalized economy, businesses face increasing competition, necessitating that companies strengthen all operational elements to adapt and tackle challenges effectively. Human resources play a crucial role as planners, actors, and key determinants in achieving company goals. They are essential in executing various functions within the organization.

Performance in an organization pertains to the behaviors and activities aimed at achieving optimal job results and fulfilling responsibilities. One significant factor influencing employee performance is work discipline. According to Fernanda (2021), work discipline is crucial for both individuals and organizations, as it helps individuals understand and adhere to office norms and regulations. Discipline reflects the respect employees have for company rules and guidelines. Besides discipline, internal communication within the company is also vital for enhancing employee performance.

Communication is an important element in the company to facilitate coordination so that employees are more productive at work and have a positive impact on the development of the company. Without communication, everything will not go well, resulting in miscommunication that will have a negative impact on individuals and companies.

Internal communication is also called the heart of a company. Internal communication within the company is expected to improve the quality of human resources. With internal communication, each HR will issue opinions, suggestions, ideas that will be discussed in two directions with other members. Internal communication has the aim of focusing the conversation in an organization only, then conveying and receiving opinions which ultimately lead to feedback or reciprocity that provides benefits. Internal communication will help companies to make the right decisions and the right strategies within a certain time frame and budget. Companies with a communication strategy

Strong internals achieve higher customer satisfaction and retention based on employee performance.

A leader is important to have efficient teamwork, they are the ones who make communication flow productively and delegate teamwork to avoid unnecessary conflicts. For team members to know their tasks and company goals, a manager must be an effective and efficient communicator. For PT Draco Internasional, (PT.Draco International, n.d.)where the company is engaged in a total and comprehensive service provider for fire protection, mechanical and electrical base Indonesia. (PT.Draco International, n.d.)has worked with many clients from government, industry, telecommunications and others in Indonesia. Internal communication plays a big role for employees, both as superiors and subordinates in carrying out every job where giving authority and responsibility for the work itself.

Work discipline in the company PT Draco Internasional has also not been running well because it is still free to enter the office so that a lot of work cannot be completed on time. This can be seen from the condition of frequent employee absences, arriving late which causes delays in delivery to customers with a predetermined time period. The following shows the attendance of

employees at PT Draco Internasional at work which shows the lack of employee discipline with the following table:

Table 1. Employee Work Discipline Data 2023

MONTH	CRITERIA				TOTAL
	LATE ARRIVALS	PERMISSON	WITHOUT DESCRIPTION	GO HOME EARLY	
MAY	16	3	0	0	19
JUNE	12	1	1	4	18
JULY	17	7	2	7	33
AUGUST	26	10	5	19	60
SEPTEMBER	19	5	2	0	26
OCTO	13	2	1	0	16

Source : PT. Draco International year 2023

From the employee discipline table data, we can see that the overall number of numbers starting from May to October, the highest number of overall average summation is in August. This proves that in every month there are always employees of PT Draco International who are less disciplined at work, resulting in work that is not disciplined. that will cause a decrease in employee performance.

High work discipline PT. Draco International Tapline and internal communication that runs well and effectively will be able to improve employee performance to achieve maximum results. Employee performance also plays an important role as a reference in assessing the quality of employees in achieving predetermined goals.

Based on the background of the problem, the authors aim to investigate whether internal communication influences employee performance. Observations have noted instances of employees arriving late and leaving work for personal reasons during working hours, particularly at PT Draco Internasional.

LITERATURE REVIEW

The main theory or grand theory in this study is goal setting theory or goal setting theory proposed by (W. Lawrence Neuman, 2014)in his paper "Toward a Theory of Task Motivation and Incentives" where this research shows that more challenging goals tend to lead to high performance. (Yelvita, 2022)refers to the goal setting theory that an individual is committed to a goal that will affect his performance. And in this study the variables of work discipline and internal communication will be the determining factors for setting goals that can improve performance. The survival of a company is influenced by employee performance through work discipline and internal communication. The supporting theories in this study are work discipline, internal communication and employee performance. In the journal (Heriyanti et al., 2022), communication is successful if the sender of the message gets feedback or reciprocity from the interlocutor or recipient of the message.

METHODOLOGY

This research uses the positivism paradigm, where knowledge in the form of experiences that we have gone through is valid knowledge. Research Methods.

In looking at social phenomena, almost all quantitative researchers are based on the positivism paradigm. (W. Lawrence Neuman, 2014) quantitative research departs from researcher hypotheses with concepts in the form of clear variables. Calculations are made systematically before data collection with existing standardisation. Data is collected in the form of numbers from careful calculations with analysis using statistics or tables and then discussed in relation to the initial hypothesis that was built. This type of research uses an associative research strategy. According to (Sugiyono, 2021) associative research is a formulation of research problems that asks about the relationship between two or more variables. In this study the authors will use two types of data sources that the authors distinguish based on how to obtain the data: primary data sources of data obtained through questionnaires and secondary data is data obtained outside the object of research, data obtained through literature studies related to research problems.

The population and sample in a study must be determined to ensure the research collects the expected data. The discussion of population and sample is as follows. The population refers to the entire group or individuals within the scope of the study. It is a general area consisting of objects or subjects with specific qualities and characteristics defined by the researchers to study and draw conclusions from. Therefore, the population includes not only people but also objects or subjects along with their characteristics. In this study, the population comprised all employees at PT Draco International.

According to Sugiyono (2021), a sample is a portion of the population that reflects its number and characteristics. Samples drawn from the population must be truly representative. Sample size refers to the number of samples to be taken from a population. In this research, since the population is less than 100 respondents, the researchers took a sample of 100% of the total population at PT Draco Internasional, which is 50 respondents. Thus, the researchers used a saturated sample or census technique, making all population members part of the sample. This study employed nonprobability sampling, a sampling technique that uses specific criteria to determine the population, namely the 50 employees of PT Draco International. The data collection technique used in this study was a questionnaire. A Likert scale questionnaire was used, where respondents answered several statement items with four options: Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD). The authors excluded the Neutral (N) option to avoid ambiguous responses from respondents who might not answer the given statements clearly.

A validity test is an instrument used to assess whether the obtained data is accurate. The commonly employed method for evaluating the validity of a questionnaire is the Pearson correlation, also known as the product-moment correlation. This method involves correlating the score of each question item with the total score, often referred to as inter-item total correlation. The data is

considered valid if the significance value is less than 0.05.A reliability test determines whether the measurement results of data are consistent when repeated on the same phenomenon using the same tool. In this study, reliability will be tested using Cronbach's Alpha. A variable is deemed reliable if it has a composite reliability value of 0.6 or higher.

Multiple linear regression is a model that describes the relationship between one dependent variable (Y) and two or more independent variables (X). According to Ghozali (2018), multiple linear regression analysis is used to determine the direction and extent of the influence that independent variables have on the dependent variable. The multiple linear regression equation is typically represented by the following formula:

$Y = \alpha - \beta1 . X1 - \beta2 . X2 - \beta3 . X3 - \beta4 . X4 - \varepsilon$

Keterangan :

Y = CETR
α = Konstanta
β1-4 = Koefisien Regresi
X1 = Kepemilikan Institusional
X2 = Profitabilitas
X3 = Leverage
X4 = Ukuran Perusahaan
ε = error (Kesalahan)

According to Ghozali (2018), the t-test is employed to assess whether an independent variable significantly affects the dependent variable on a partial basis. This test is performed with a significance level of 0.05 (α = 5%). The criteria for interpreting the results are as follows:

1. If the significance value (sig) is ≤ 0.05, the result is considered significant. In this case, you should check the value of the regression coefficient: if its direction aligns with the hypothesis, then the alternative hypothesis (Ha) is accepted.
2. If the significance value (sig) is > 0.05, the result is deemed insignificant. This indicates that the alternative hypothesis (Ha) is rejected, meaning the independent variable does not have an effect on the dependent variable.

Simultaneous Significance Test (F Test)

The F test is used to evaluate whether the independent variables, when considered together, have a significant impact on the dependent variable. This test examines the combined effect of all independent variables on the dependent variable, using a significance level of 0.05 (5%). The criteria for interpreting the F test results are as follows:

1. If the significance value of F is < 0.05, then H0 (the null hypothesis) is rejected and H1 (the alternative hypothesis) is accepted. This indicates that all independent variables have a significant impact on the dependent variable.

2. If the significance value of F is > 0.05, then H0 is accepted and H1 is rejected. This means that all independent variables do not have a significant effect on the dependent variable.

RESEARCH RESULT

Based on the research conducted by the author using a questionnaire among employees of PT Draco International, the findings reveal that the gender distribution among the 50 respondents is nearly balanced between men and women.

Validity Test Results

According to Sugiyono (2021), a validity test is an instrument used to determine whether the collected data is accurate. The table below presents the results of the validity test for work discipline, internal communication, and employee performance variables:

Table 2. Work Discipline Validity Test Results (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Total
X1.1	Pearson Correlation	1	.408**	.531**	.462**	.204	.432**	.118	.036	.678**
	Sig. (2-tailed)		.003	.000	.001	.156	.002	.414	.806	.000
	N	50	50	50	50	50	50	50	50	50
X1.2	Pearson Correlation	.408**	1	.401**	.304*	.309*	.281*	.073	-.227	.576**
	Sig. (2-tailed)	.003		.004	.032	.029	.048	.613	.112	.000
	N	50	50	50	50	50	50	50	50	50
X1.3	Pearson Correlation	.531**	.401**	1	.499**	.226	.419**	.187	.020	.684**
	Sig. (2-tailed)	.000	.004		.000	.114	.002	.193	.888	.000
	N	50	50	50	50	50	50	50	50	50
X1.4	Pearson Correlation	.462**	.304*	.499**	1	.261	.576**	.115	.128	.747**
	Sig. (2-tailed)	.001	.032	.000		.067	.000	.427	.376	.000
	N	50	50	50	50	50	50	50	50	50
X1.5	Pearson Correlation	.204	.309*	.226	.261	1	.477**	.384**	.286*	.611**
	Sig. (2-tailed)	.156	.029	.114	.067		.000	.006	.044	.000
	N	50	50	50	50	50	50	50	50	50
X1.6	Pearson Correlation	.432**	.281*	.419**	.576**	.477**	1	.198	.213	.767**
	Sig. (2-tailed)	.002	.048	.002	.000	.000		.167	.137	.000
	N	50	50	50	50	50	50	50	50	50
X1.7	Pearson Correlation	.118	.073	.187	.115	.384**	.198	1	.589**	.448**
	Sig. (2-tailed)	.414	.613	.193	.427	.006	.167		.000	.001
	N	50	50	50	50	50	50	50	50	50
X1.8	Pearson Correlation	.036	-.227	.020	.128	.286*	.213	.589**	1	.322*
	Sig. (2-tailed)	.806	.112	.888	.376	.044	.137	.000		.023
	N	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	.678**	.576**	.684**	.747**	.611**	.767**	.448**	.322*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.023	
	N	50	50	50	50	50	50	50	50	50

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
X2.1	Pearson Correlation	1	.511**	.543**	.234	.043	.415**	.451**	.419**	.389**	.367**	.622**
	Sig. (2-tailed)		.000	.000	.101	.766	.003	.001	.002	.005	.009	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.2	Pearson Correlation	.511**	1	.426**	.561**	.167	.103	.109	.180	.444**	.638**	.661**
	Sig. (2-tailed)	.000		.002	.000	.247	.476	.451	.210	.001	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.3	Pearson Correlation	.543**	.426**	1	.637**	.410**	.274	.521**	.322*	.491**	.479**	.767**
	Sig. (2-tailed)	.000	.002		.000	.003	.054	.000	.022	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.4	Pearson Correlation	.234	.561**	.637**	1	.513**	.080	.212	.069	.545**	.518**	.695**
	Sig. (2-tailed)	.101	.000	.000		.000	.580	.139	.636	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.5	Pearson Correlation	.043	.167	.410**	.513**	1	.249	.225	.261	.575**	.326*	.581**
	Sig. (2-tailed)	.766	.247	.003	.000		.081	.116	.067	.000	.021	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.6	Pearson Correlation	.415**	.103	.274	.080	.249	1	.540**	.446**	.253	.240	.495**
	Sig. (2-tailed)	.003	.476	.054	.580	.081		.000	.001	.077	.094	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.7	Pearson Correlation	.451**	.109	.521**	.212	.225	.540**	1	.667**	.331*	.350*	.621**
	Sig. (2-tailed)	.001	.451	.000	.139	.116	.000		.000	.019	.013	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.8	Pearson Correlation	.419**	.180	.322*	.069	.261	.446**	.667**	1	.444**	.366**	.590**
	Sig. (2-tailed)	.002	.210	.022	.636	.067	.001	.000		.001	.009	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.9	Pearson Correlation	.389**	.444**	.491**	.545**	.575**	.253	.331*	.444**	1	.658**	.788**
	Sig. (2-tailed)	.005	.001	.000	.000	.000	.077	.019	.001		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.10	Pearson Correlation	.367**	.638**	.479**	.518**	.326*	.240	.350*	.366**	.658**	1	.786**
	Sig. (2-tailed)	.009	.000	.000	.000	.021	.094	.013	.009	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	.622**	.661**	.767**	.695**	.581**	.495**	.621**	.590**	.788**	.786**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

Table 3. Employee Performance Validity Test Results (Y)

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Total
Y1	Pearson Correlation	1	.417**	.453**	.383**	.441**	.366**	.460**	.268	.639**	.691**
	Sig. (2-tailed)		.003	.001	.006	.001	.009	.001	.060	.000	.000
	N	50	50	50	50	50	50	50	50	50	50
Y2	Pearson Correlation	.417**	1	.458**	.668**	.536**	.433**	.402**	.304*	.315*	.702**
	Sig. (2-tailed)	.003		.001	.000	.000	.002	.004	.032	.026	.000
	N	50	50	50	50	50	50	50	50	50	50
Y3	Pearson Correlation	.453**	.458**	1	.601**	.460**	.426**	.504**	.167	.427**	.711**
	Sig. (2-tailed)	.001	.001		.000	.001	.002	.000	.247	.002	.000
	N	50	50	50	50	50	50	50	50	50	50
Y4	Pearson Correlation	.383**	.668**	.601**	1	.537**	.506**	.644**	.234	.371**	.772**
	Sig. (2-tailed)	.006	.000	.000		.000	.000	.000	.102	.008	.000
	N	50	50	50	50	50	50	50	50	50	50
Y5	Pearson Correlation	.441**	.536**	.460**	.537**	1	.499**	.398**	.357*	.500**	.735**
	Sig. (2-tailed)	.001	.000	.001	.000		.000	.004	.011	.000	.000
	N	50	50	50	50	50	50	50	50	50	50
Y6	Pearson Correlation	.366**	.433**	.426**	.506**	.499**	1	.573**	.641**	.445**	.762**
	Sig. (2-tailed)	.009	.002	.002	.000	.000		.000	.000	.001	.000
	N	50	50	50	50	50	50	50	50	50	50
Y7	Pearson Correlation	.460**	.402**	.504**	.644**	.398**	.573**	1	.354*	.454**	.744**
	Sig. (2-tailed)	.001	.004	.000	.000	.004	.000		.012	.001	.000
	N	50	50	50	50	50	50	50	50	50	50
Y8	Pearson Correlation	.268	.304*	.167	.234	.357*	.641**	.354*	1	.338*	.575**
	Sig. (2-tailed)	.060	.032	.247	.102	.011	.000	.012		.016	.000
	N	50	50	50	50	50	50	50	50	50	50
Y9	Pearson Correlation	.639**	.315*	.427**	.371**	.500**	.445**	.454**	.338*	1	.706**
	Sig. (2-tailed)	.000	.026	.002	.008	.000	.001	.001	.016		.000
	N	50	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	.691**	.702**	.711**	.772**	.735**	.762**	.744**	.575**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Based on the validity test results shown in the table above, the questionnaire, which includes variables on work discipline, internal communication, and employee performance, comprises 27 statements filled out by 50 respondents in this study. The validity calculation results in the table above indicate a significance value of less than 0.05, meaning that all 27 statements are deemed valid.

Reliability Test Results

Reliability is a test designed to determine whether data measurement results are consistent when repeated on the same phenomenon using the same tool. This study will assess reliability using Cronbach's Alpha. A variable is considered reliable if it has a composite reliability value of ≥ 0.6. The results of the reliability test for the research variables are as follows:

Table 4. Reliability test results on work discipline variables

Reliability Statistics

Cronbach's Alpha	N of Items
.761	8

The results of the reliability test for the work discipline variable (X1) show that the Cronbach's Alpha for this variable is 0.761, which is higher than the threshold value of 0.60. This indicates that all statements in the work discipline variable questionnaire are reliable.

Table 6 Results of reliability testing on internal communication variables

Reliability Statistics

Cronbach's Alpha	N of Items
.856	10

Source of SPSS 16 Output Results, 202

The results of the reliability test for the internal communication variable (X2) show that the Cronbach's Alpha for this variable is 0.856, which is higher than the threshold value of 0.60. This indicates that all statements in the internal communication variable questionnaire are reliable.

Table 7. Results of reliability testing on internal communication variables

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
X2.1	Pearson Correlation	1	.511**	.543**	.224	.043	.415**	.451**	.419**	.389**	.367**	.622**
	Sig. (2-tailed)		.000	.000	.101	.766	.003	.001	.002	.005	.009	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.2	Pearson Correlation	.511**	1	.426**	.561**	.167	.103	.109	.180	.444**	.638**	.681**
	Sig. (2-tailed)	.000		.002	.000	.247	.476	.451	.210	.001	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.3	Pearson Correlation	.543**	.426**	1	.637**	.410**	.274	.521**	.322*	.491**	.479**	.767**
	Sig. (2-tailed)	.000	.002		.000	.003	.054	.000	.022	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.4	Pearson Correlation	.224	.561**	.637**	1	.513**	.260	.212	.069	.545**	.518**	.695**
	Sig. (2-tailed)	.101	.000	.000		.000	.580	.139	.636	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.5	Pearson Correlation	.043	.167	.410**	.513**	1	.249	.225	.261	.575**	.326*	.581**
	Sig. (2-tailed)	.766	.247	.003	.000		.081	.116	.067	.000	.021	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.6	Pearson Correlation	.415**	.103	.274	.260	.249	1	.540**	.446**	.253	.240	.495**
	Sig. (2-tailed)	.003	.476	.054	.580	.081		.000	.001	.077	.094	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.7	Pearson Correlation	.451**	.109	.521**	.212	.225	.540**	1	.667**	.331*	.350*	.621**
	Sig. (2-tailed)	.001	.451	.000	.139	.116	.000		.000	.019	.013	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.8	Pearson Correlation	.419**	.180	.322*	.069	.261	.446**	.667**	1	.444**	.366**	.590**
	Sig. (2-tailed)	.002	.210	.022	.636	.067	.001	.000		.001	.009	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.9	Pearson Correlation	.389**	.444**	.491**	.545**	.575**	.253	.331*	.444**	1	.658**	.788**
	Sig. (2-tailed)	.005	.001	.000	.000	.000	.077	.019	.001		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2.10	Pearson Correlation	.367**	.638**	.479**	.518**	.326*	.240	.350*	.366**	.658**	1	.786**
	Sig. (2-tailed)	.009	.000	.000	.000	.021	.094	.013	.009	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	.622**	.681**	.767**	.695**	.581**	.495**	.621**	.590**	.788**	.786**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

Table 8. Results of reliability testing on employee performance variables

Reliability Statistics

Cronbach's Alpha	N of Items
.875	9

The results of the reliability test for the employee performance variable (Y) show that the Cronbach's Alpha for this variable is 0.875, which is higher than the threshold value of 0.60. This indicates that all statements in the employee performance variable questionnaire are reliable.

Normality Test Results

The purpose of the normality test is to assess whether the variables in the research follow a normal distribution. For effective regression analysis, the residual values should approximate a normal distribution. The normality test is conducted using the Kolmogorov-Smirnov method. Below are the results of the normality test using the Kolmogorov-Smirnov approach.

Tabel 9. One-Sample Kolmogorov-Smirnov Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.070	1.410		-.759	.452
	Disiplin Kerja	.105	.062	.297	1.689	.098
	Komunikasi Internal	.006	.053	.020	.111	.912

Multicollinearity Test Results

The multicollinearity test is performed to determine whether each independent variable is linearly related or correlated with each other. The following are the results of the multicollinearity test

Table 10. Multicoinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistic	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.360	2.525		3.707	.001		
	Disiplin Kerja	.113	.111	.123	1.019	.313 .000	.622	1.607
	Komunikasi Internal	.529	.094	.676	5.601		.622	1.607

a. Dependent Variable: Abs_Res

Based on the results of the multicollinearity test, the tolerance value is 0.622, which is greater than 0.10, and the VIF value is 1.607, which is less than 10.00. Therefore, it can be concluded that there is no multicollinearity.

Heteroscedasticity Test Results

The heteroscedasticity test is conducted to test whether the regression model has the same error diversity or not. Heteroscedasticity can be detected through several tests, one of which is the Glacier Test, which regresses the independent variables on the absolute residual value.

The following are the results of the heteroscedasticity test with the Glacier test:

Table 11. Heteroscedasticity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.070	1.410		-.759	.452
	Disiplin Kerja	.105	.062	.297	1.689	.098
	Komunikasi Internal	.006	.053	.020	.111	.912

1. Dependent Variable: Abs_Res

Based on the results of the heteroscedasticity test, the absolute residual significance value for the work discipline variable is 0.98, which is greater than 0.05, and the absolute residual significance value for the internal communication variable is 0.912, which is also greater than 0.05. Therefore, there is no heteroscedasticity problem.

Multiple Linear Regression Test Results

According to Ghozali (2018), multiple linear regression analysis is used to determine the direction and extent of the influence that independent variables have on a dependent variable. The following table shows the results of multiple linear regression tests:

Table 12. Multiple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.360	2.525		3.707	.001
	Disiplin Kerja	.113	.111	.123	1.019	.313
	Komunikasi Internal	.529	.094	.676	5.601	.000

2. Dependent Variable: Employee Performance

Based on the table of multiple linear regression test results for the work discipline and internal communication variables, the constant value (α) is 9.360.

1. The regression coefficient for work discipline (X1) is 0.113, indicating a positive relationship. This means that for every 1% increase in work

discipline, employee performance increases by the coefficient value, and vice versa.

2. The regression coefficient for internal communication (X2) is 0.529, also indicating a positive relationship. This means that for every 1% increase in internal communication, employee performance increases by the coefficient value, and vice versa.

Hypothesis Test Results (T Test)

According to Ghozali (2018), the t-test is used to determine whether each independent variable has a significant effect on the dependent variable on a partial basis. The test uses a significance level of 0.05 (α = 5%). The following are the results of the partial influence test (t-test):

Table 13. T Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.360	2.525		3.707	.001
	Disiplin Kerja	.113	.111	.123	1.019	.313
	Komunikasi Internal	.529	.094	.676	5.601	.000

Based on the t-test table for the work discipline and internal communication variables, the constant value (α) is 9.360.

1. The Work Discipline variable (X1) has a significance value of 0.313, which is greater than 0.05, and an unstandardized Beta value of 0.113. This indicates that work discipline does not have a significant effect on employee performance.
2. The Internal Communication variable (X2) has a significance value of 0.000, which is less than 0.05, and an unstandardized Beta value of 0.529. This indicates that internal communication has a significant influence on employee performance.

Simultaneous Test Results (F Test)

The F test aims to find whether the independent variables together (stimultan) affect the dependent variable. The following are the results of simultaneous hypothesis testing (F test).

Table 14. F Test Results

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	280.550	2	140.275	31.671	.000[b]
	Residual	208.170	47	4.429		
	Total	488.720	49			

d. Predictors: (Constant), Internal Communication, Work Discipline

Based on the F-test results table, the F-test value is 31.671 with a significance value of 0.000, which is less than 0.05. These results indicate that there is a simultaneous influence of both work discipline and internal communication variables on employee performance at PT Draco Internasional.

Table 15. Determinant Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.758[a]	.574	.556	2.105

DISCUSSION

According to the results of the determinant coefficient test, the analysis reveals that work discipline and internal communication account for 57.4% of the variation in employee performance at PT Draco Internasional, with a coefficient value of 0.574. This means that these factors explain 57.4% of the variance in employee performance, while the remaining 42.6% is attributed to other factors not covered in this study.

The study also found that work discipline does not significantly impact employee performance at PT Draco Internasional. Partial testing (t-test) results showed a significance value of 0.313, which is greater than the 0.05 threshold. This suggests that adherence to company regulations, effective time management, and responsibility in work do not necessarily lead to improved performance. Despite following company procedures and being responsible, these aspects do not appear to significantly enhance employee performance at PT Draco Internasional.

These findings are not consistent with the research conducted by Jepry (2020), which states that work discipline affects employee performance. According to Jepry's research, high work discipline, with employees completing tasks according to the company's set time, can enhance performance and help achieve company targets.

The study also found that internal communication has a significant impact on employee performance at PT Draco Internasional, based on partial

testing (t-test) results with a significance value of 0.000 < 0.05. This indicates that factors related to internal communication, such as communication skills and the accuracy of selecting communication channels/media, lead to satisfactory performance. According to Saputra Agung Eka Yulius (2014), there are three dimensions of internal communication within an organization, which are as follows:

1 Downward Communication
This communication is used to convey messages relating to tasks and maintenance. The messages usually relate to goal direction.

2. Upward Communication
The purpose of this communication is to provide feedback, make suggestions and ask questions. This communication has an effect on employee morale.

3. Horizontal Communication
Horizontal communication is often informal. They communicate with each other not only when they are at work, but can be during breaks, and when leaving work.

By ensuring that the 3 dimensions of communication run well, it will improve employee performance within the company. The results of this study are in line with research conducted by (Makarim, 2021) which shows that internal communication has a significant effect on employee performance. The better the communication within the company, the more performance the employees can achieve.

Furthermore, although the T-test shows that the work discipline variable does not affect employee performance, the F-test indicates that the work discipline and internal communication variables together influence employee performance at PT Draco Internasional, as evidenced by a significance value of 0.000 < 0.05. This suggests that monitoring the implementation of work discipline, particularly regarding time management, is crucial for enhancing the performance of employees at PT Draco Internasional.

CONCLUSIONS AND RECOMMENDATIONS

Based on the research results described in the previous chapter, the purpose of this study is to determine the effect of work discipline and internal communication on the performance of PT Draco International employees.
The results of the discussion in this study can be concluded as follows:

a. Respondents in this study were 25 women or 50% and 25 men or 50%. Most of the respondents who have worked 1-3 years are 26 people, namely 52%. Respondents who have worked> 3 years are 24 people, namely 48%.
b. Work discipline has no influence on the performance of PT Draco International employees by following the work methods determined by the company and having high responsibility does not seem to have a significant effect on improving employee performance.
c. Internal communication has an influence on the performance of employees of PT Draco International by paying attention to the quality of

communication skills and accuracy in choosing communication channels / media.

According to the findings and conclusions of this study, the authors offer these recommendations:

a. Companies should ensure high-quality internal communication across all levels—between managers, between managers and their subordinates, and among employees themselves. This communication should be well-established and closely monitored by supervisors to enhance employee performance. Additionally, attention should be given to work discipline to help employees use their time more effectively.
b. Future research should aim to improve upon previous studies by extending the observation period and incorporating additional variables, which could lead to more comprehensive analysis results.

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