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The Effect of Work Discipline on Employee Performance at the Regional Disaster Management Agency (BPBD) of Pekanbaru City

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Abstract

Human resources play a crucial role in realizing the company's established vision, mission, and objectives, and can significantly determine the company's actual achievements, given the available resources. Work discipline plays a crucial role in realizing the company's established vision, mission, and objectives, and can significantly determine the company's actual achievements given the available resources. The work discipline instilled by an organization or company in its employees greatly influences employees' dedication to their work. Employee performance is the tangible behavior of each individual regarding the results of their work for the company, so that each employee's work results differ from those of others. An individual's performance, whether good or poor, will significantly impact an organization's ability to achieve its goals. High performance fosters greater employee loyalty to the organization, increases motivation, and allows employees to enjoy the work they perform; however, it can sometimes leave individuals unable to escape the pressures of their work. The research method employed uses questionnaires or interviews for data collection; thus, the data sources are referred to as respondents. Work discipline has a positive and significant influence on employee performance at the Regional Disaster Management Agency (BPBD) office in Pekanbaru City, as evidenced by the t-test, which indicates that the calculated t-value is greater than the critical t-value (7.038).

1. INTRODUCTION

Human resources play a crucial role in realizing the company's established vision, mission, and objectives, and can significantly influence the company's achievements given the resources available. High-performing, quality human resources are expected to drive the organization's competitive advantage. Accordingly, performance standards and continuous improvement are required of every individual to achieve these goals. Human resource development programs are essential for every employee, both upon joining a company and on an ongoing basis, to meet evolving job demands. Work discipline plays a vital role in realizing the vision, mission, and the company's established goals, as well as in determining progress toward achieving them with the available resources. Work discipline is an

individual's respect for the organization, adherence to rules, and willingness to accept consequences for violations (Sari, 2020).

Work discipline, coupled with high-quality performance, is expected to drive the organization's achievement of competitive advantage. In line with this, performance requirements and performance improvements from each individual are necessary to achieve these goals. Improving employee performance is a serious concern across all industries, whether in large or small organizations. Work discipline is one of the key factors influencing employee performance. The work discipline instilled by an organization or company in its employees significantly affects employees' dedication to their work. Employee performance reflects the tangible results of each individual's work for the company, so every employee's output differs from others'. An individual's performance plays a crucial role in an organization's ability to achieve its goals. High performance fosters greater employee loyalty to the organization, keeps employees motivated, and allows them to enjoy their work; however, it can sometimes leave individuals unable to escape the pressures of their work. Effective human resource management is essential to influencing organizational performance and should not be limited to operational staff; it must also extend to the managerial level.

2. RESEARCH METHODS

Time and Place

The subject of this study is the work discipline and performance of employees at the Regional Disaster Management Agency (BPBD) office located at Jl. Jend. Sudirman No. 438, Tanah Datar, Pekanbaru Kota District, Pekanbaru City, 28156, Riau.

Methodology

The data used in this study are primary. Primary data is research data obtained directly from its source, such as interviews, surveys of individuals or groups, or observations of an object, event, or test.

3. RESULT AND DISCUSSION

Respondent Demographics

The respondents who completed the questionnaire were employees working at the Regional Disaster Management Agency (BPBD) office in Pekanbaru. A total of 35 respondents completed the distributed questionnaire.

Table 1. Description of Respondents by Gender

No	Gender	Number (people)	Percentage (%)
1	Male	28	80,00
2	Women	7	20,00
	Total	35	100

Table 1 shows that of the 35 employees at the Pekanbaru City Regional Disaster Management Agency (BPBD), 28 (80%) are male, while 7 (20%) are female. From the table above, it can be concluded that the workforce at the Regional Disaster Management Agency (BPBD) of Pekanbaru City is predominantly female.

Table 2. Description of Respondents by Age

No	Age Group	Number Respondents (People)	Percentage (%)
1	25-35 Year	4	11,43
2	36-45 Year	13	37,14
3	46-55 Year	15	42,86
4	56-65 Year	3	8,6
	Total	35	100

Table 2 shows that 11.43% of respondents are aged 25-35. 37.14% of respondents are between 36 and 45, and 42.86% are between 46 and 55. Meanwhile, 8.6% of employees are aged 56-65. It can therefore be concluded that the majority of employees working at the Pekanbaru City Regional Disaster Management Agency (BPBD) are aged 46 to 55. This age group is considered to be in their productive working years.

Table 3. Description of Respondents by Education Level

No	Education Category	Number of Respondents (People)	Percentage (%)
1	SMA	8	22,86
2	S1	17	48,57
3	S2	10	28,57
	Total	35	100

Table 3 shows that 22.86% of respondents have a high school diploma. 48.57% of respondents hold a bachelor's degree (S1), and 28.57% hold a master's degree (S2). It can be concluded that there are more bachelor's degree (S1) holders, as they have a better understanding of work in public service, such as graduates with degrees in administration.

Table 4. Description of Respondents by Status

No	Category	Status	Number of Respondents (People)	Percentage (%)
1	Not Married		1	2,9
2	Not Married		34	97,1
	Total		35	100

Table 4 shows that 2.9% of respondents are unmarried, while 97.1% are married. It can be concluded that the majority of employees working at the Regional Disaster Management Agency (BPBD) of Pekanbaru City are married. As married individuals, they naturally must work to meet their daily needs. To see the respondents' responses based on length of service, refer to Table 5:

Table 5. Description of Respondents by Length of Service

No	Employment Duration Category	Number of Respondents (People)	Percentage (%)
1	1-10	2	5,7
2	11-20 Year	25	71,43
3	> 20 Year	8	22,86
	Total	35	100

Table 5 shows that 5.7% of respondents have been employed for 1-10 years. A total of 71.43% of respondents have been employed for 11-20 years, and 22.46% for more than 20 years. It can be concluded that employees at the Regional Disaster Management Agency (BPBD) of Pekanbaru City have mostly worked for 11-20 years, which is a relatively long tenure for an employee at a single agency.

The Impact of Work Discipline on Employee Performance

The t-test results indicate that work discipline has a positive and significant effect on employee performance. This is evidenced by the hypothesis test results, in which the calculated t-value exceeds the critical t-value ($7.038 > 2.035$). The p-value is less than 0.000 ($0.000 < 0.05$). It can be concluded that work discipline has a significant effect on employee performance at the Regional Disaster Management Agency (BPBD) office in Pekanbaru City. Performance stems from the concept of "performance," which refers to work achievements or outcomes, but can also have a broader meaning—not merely the results but also the unfolding of the work process. Performance is the outcome of work closely aligned with the organization's strategic goals, customer satisfaction, and the economy (Rozalia, 2015).

Performance reflects one's ability and skills in a specific job and affects the rewards the company provides. According to Hasibuan (2016), performance is an individual's success in carrying out tasks, the work results that can be achieved by an individual or a group of people within an organization in accordance with their respective authorities and responsibilities, or regarding how an individual is expected to function and behave in accordance with the tasks assigned to them, as well as the quantity, quality, and time in which used in performing duties. The results of this study are consistent with Rintjap's (2021) research, which found that work discipline has a positive and significant effect on employee performance. Furthermore, Findarti's (2016) research found that work discipline influences employee performance. Additionally, research by Monalis et al. (2016) found that work discipline has a positive, significant effect on employee performance.

4. CONCLUSION

Work discipline has a positive and significant effect on employee performance at the Regional Disaster Management Agency (BPBD) office in Pekanbaru, as evidenced by the t-test, which shows that the calculated t-value is greater than the critical t-value ($7.038 > 2.035$), and by the significance level ($0.000 < 0.050$).

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