

The effect of company work discipline: Systematic literature review

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ABSTRACT

This Systematic Literature Review collects some of the literature that discusses the influence of work discipline. Discipline is a tool commonly used to interact between management and employees so that it can change behavior and become an effort by company leaders to increase awareness and willingness of employees to comply with company rules and applicable social norms. This research aims to explore the literature related to Work Discipline. This research was compiled using Preferred Reporting Items for Systematic Review and Meta-Analysis. The data collection method uses Population, Intervention, Comparison & Outcome (PICO) and data inclusion. Some of the literature obtained was 40 from two sources, Garuda Digital Referrals (Garuda) and Scopus with Publish or Perish software tools. Then a screening was carried out, and as many as 30 works of literature were obtained. The results show that most of the literature shows the results of work discipline affecting the dependent variable of each literature (Performance, Productivity and Employee Achievement). Nineteen works of literature on influence performance, three works of literature on productivity and three works of literature on employee performance. On the other hand, one piece of literature makes work discipline a moderating variable. This result can be used as a reference and consideration for policymakers (companies) to pay attention to work discipline.

KEYWORDS

Systematic Literature Review;
Work Discipline; Company
Norms; Employee Management

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Introduction

Companies have rules to make their employees behave according to what the company wants. Work discipline is a tool commonly used to interact between management and employees so that it can change behaviour and become an effort by company leaders to increase awareness and willingness of employees to comply with company rules and applicable social norms (Rivai et al., 2018). However, the character and attitude possessed by employees must still comply with the company rules that have been set.

Usually, the level of employee discipline is reviewed from attendance at work. Because that way, if employees can use time effectively, they will get used to doing their jobs and completing them according to the allotted time (Suarto, 2020). However, the scope of employee work discipline is not only about attendance but also about the completeness of safety equipment at work, behaviour in serving customers, obedience in implementing company regulations, and others. According to Listiani et al. (2020) provide an understanding that there are various kinds of work discipline, one of which is tolerance and obeying all applicable regulations.

Employee disciplinary actions are considered flawed or are said to be disciplinary actions if an employee often commits a violation and ignores the regulations set by the company (Sutrisno, 2020). Such behaviour carried out by company employees, of course, will get a reciprocal which should have a deterrent effect such as a sanction from the business actor against employees, so that employees do not repeat this (disciplinary action). For other purposes, it is better if the rules and employees are in the same direction (Sutoro, 2018).

Therefore, to avoid things that are not expected by the company related to employee discipline. The rule or regulation is raised to create work discipline because discipline aims to optimize time and energy efficiently and effectively (Sutrisno, 2020). So that with this goal, it can increase the performance, productivity or work performance of employees.

From this description, it can be seen that work discipline is a priority for the company for its employees so that in carrying out work or assignments, it can be carried out or even completed in a timely and effective manner. Departing from this, the author raised the title "Work Discipline: Systematic Literature Review". This Systematic Literature Review aims to analyze several published studies regarding the Effect of Work Discipline, which were obtained from previous research. Referring to these objectives, the research focus will be on the work discipline topic obtained from previous research.

Methods

Items for Systematic Review and Meta Analysis (PRISMA) are taken from research related to the work discipline. At the same time, collecting data using the Population, Intervention, Comparison, and Outcome (PICO) method. Data collection in this research uses two sources, Garba Digital Referrals (Garuda) on the <https://garuda.kemdikbud.go.id/> page, and Scopus uses the Publish or Perish software.

Table 1. PICO Table

PICO	NOTE
Population	Employee
Intervention	Work Discipline
Outcomes	dependent variable

The plan used by researchers in the reference search process that is compatible with the data collection process is PICO, using keywords to search on the Garba Digital Referrals (Garuda) and Scopus pages (Discipline Work). After the researcher has obtained several references or literature compatible with the data collection process, the next step is filtering, making it easier for researchers to get compatible references or literature

Data inclusion

In this systematic literature review, we will explore and collect data based on the following inclusion criteria:

Table 2. Data Inclusion

Type	Inclusion
Literature type	Research journal
Publication Year	2017-2022
Origin of literature	National and International Literature
Literature standard	National and International
Sample	Employee
Types of research	Quantitative

Detailed information will be explained as follows:

1) Variables and Types of Research needed

The type of research needed is quantitative methods, as for the research variables in the literature that discuss work discipline. So that researchers can obtain literature to use as data, the researchers are looking for literature that includes work discipline as a research variable.

2) Time Estimation

In this systematic literature review, data sources are taken from secondary data obtained from published research. Therefore, to maintain novelty, researchers provide criteria related to the estimated time for research taken, which will be published between 2017-2022.

3) Consistent Method

The data used in this study is literature using consistent research methods. So that researchers determine specific criteria for literature that will be used as data, namely literature that uses quantitative research methods.

Data selection

Researchers carry out this selection process to obtain literature that is by the objectives of this study. The selection process has several stages, as follows:

1) Identification and Screening of Journals

At this stage, identification is based on predetermined keywords, which are then carried out online. Furthermore, screening through the abstract of each study for studies that do not meet the researcher's criteria can be excluded or not included as data in this systematic literature review.

2) Data Extraction

The next stage of data extraction can be done when the selected literature becomes research data and meets predetermined criteria.

3) Literature Compilation

This preparation includes the stage where the researcher collects all the literature obtained from two sources, Garuda and Scopus, through Publish or Perish. Furthermore, a review is conducted to determine whether there are duplicate files from the two sources. And then, a literature check is carried out using the data inclusion that has been included.

4) Data Synthesis

This process uses a narrative system, namely the classification of data from the extraction results according to the criteria to answer the research objectives.

Results

After the data collection process was completed, the researcher then reviewed the literature, which became the data in this study which had gone through a filter process from the researchers using Population, Intervention, Comparison and Outcome (PICO) and data inclusion. From these processes, the following explanation regarding the results is as follows:

General characteristics of literature review

These general characteristics include a summary and core discussion of the literature which is the criterion in this study. This refers to the data inclusion criteria that have been defined in this systematic literature review.

Table 3. Characteristics Literature Review

No.	Category	Amount	%
Year Published			
1.	2017	2	7
2.	2018	8	27
3.	2019	4	13,
4.	2020	5	17
5.	2021	8	27
6.	2022	3	10
Total		30	100
Origin Literature			
1.	National	8	33,3
2.	International	22	66,7
Total		30	100
Research Type			
1.	Quantitative	30	100
Total		30	100

Data collection like this was carried out by researchers to carry out a literature review analysis and obtained a number of 30 national and international literature by filtering according to data inclusion provisions. Of the 30 literatures, there are 8 literatures or 27% published in 2021 and 2018. Likewise, of the 30 literatures with categories of origin, dominated by international sources, 20 literatures or 66.7%.

Literature review result

This analysis process was carried out on the literature, which became the data in this study of thirty works of literature. As many as 29 works of literature use more than one independent variable, such as work stress, transformational leadership, and work environment. Based on the results of the 30 pieces of literature, the researchers grouped them into four categories: work discipline having a significant positive effect on performance, significant positive effect on productivity, significant positive effect on employee performance, and moderation/intervening.

1) Work discipline has a significant positive effect on performance

The literature that has been analyzed shows that work discipline can influence the dependent variable of each study. From several works of literature that became the data of this study, there were around 19 works of literature which showed work discipline positively and significantly affected performance from each literature.

When work discipline is used as a variable, there are indicators related to work discipline. As to Prasetyo's research et al. (2021), several things are indicators of work discipline, including arriving on time, having commitment, complete dedication, work loyalty, and others. Research Permana et al. (2019) make timely arrival and departure, use of time in carrying out tasks and the ability to advance one's potential as indicators of work discipline.

Besides that, one of the national literatures, namely the research of Suyukoh et al. (2021), is one indicator of work discipline: timely attendance, completing work on time, paying attention to work procedures and others. Furthermore, the indicators of work discipline are obedience to rules, timely attendance, effectiveness at work and timely completion of work (Amri et al., 2021).

2) Work discipline has a significant positive effect on employee productivity

Some literature also examines employee productivity influenced by work discipline as an independent variable. Based on the results of the review that has been carried out, several works of literature give the results of the influence of this work discipline. As many as 3 of the four pieces of literature discuss the effect of work discipline on productivity. This means that one piece of literature gives different results from other literature, namely research (Suharno, 2018). In this study, more than two variables were examined, and there were four independent variables apart from work discipline: compensation, work stress, and work costs.

3) Work discipline affects employee performance

Apart from the two dependent variables that have been described, namely performance and productivity, one other variable was examined in the literature, which became the data in this systematic literature review. Based on a review of the three works of literature that examine the effect of work discipline on achievement, all of the literature gives the same result: work discipline has a positive and significant effect on work performance.

4) Moderating/intervening variables

In contrast to the independent variables, in which often work discipline is used as the variable, work discipline is also a moderating variable in one of the 30 works of literature. Namely, in Laura's research (2017), work discipline is a moderating variable influencing the dependent variable, namely, work productivity.

Discussion

There are several indicators of work discipline that are a stimulus to be able to influence the dependent variable. Each study has provisions related to indicators for work discipline because the indicators used in each study are sometimes different or the same.

Some indicators are generally used as indicators of work discipline. Being on time for attendance and going home, using the time to carry out tasks and the ability to advance one's potential, completing work on time, paying attention to work procedures, effectiveness at work and many others.

The filtered literature then becomes data in this study in the amount of 30 works of literature; of the 30 literature, 25 works of literature show work discipline affects the dependent variable in each study. The dependent variables are employee performance, work performance, productivity and employee motivation. Then there are three works of literature showing work discipline does not affect the dependent variable, namely Kelibulin's research (2020) which says work discipline does not affect employee performance. Suharno's research (2019) showed no effect of work discipline on employee productivity, and Dewi et al. (2018) found that work discipline has no effect on nurse performance. Then there is 1 study from Permana et al. (2019) concluded that work discipline has an effect but is not significant on the dependent variable in their research (performance). This will be explained in detail as follows:

Work discipline has a positive and significant effect on performance

In every research with this type of quantitative research, the results are varied; some have a significant positive effect, a significant adverse effect, an insignificant effect or even no effect. The meaning of positive influence means that the value of the independent variable is in the same direction as the dependent variable, or the ups and downs of the independent variable (work discipline) will also make ups and downs on the dependent variable. Meanwhile, the intention has a significant effect on the dependent variable.

As for this study, after going through the filter process of PICO and data inclusion, 30 pieces of literature became data. It is known that as many as 25 works of literature show that work discipline affects the dependent variable in each of these studies. Of these, no literature uses a single variable, meaning that 25 of the literature uses more than one variable, and variables that are partners in work disciplines such as the work environment in research (Prasetyo et al. 2021, Sipahelut et al. 2021), leadership in research (Permana et al. 2019, Rivai 2017, Akbaruddin & Bayu 2019), work motivation in research (Suci 2020, Alhempri, et al. 2021, Dewi, et al. 2018, Eka 2018), and others.

The dominance of work discipline affecting performance in each of these works of literature proves that work discipline is essential for companies and employees. It is with work discipline that activities will be carried out well; for example, expressed by Sutrisno (2020), a cleaning worker at a company who arrives late will have an impact on locking the rooms in the company during working hours, so that operations at the company will be disrupted. Moreover, inhibit employee work activities. This example proves that work discipline must be upheld and affects the effectiveness of employee work.

Timely arrival and timely completion of assignments are indicators in some literature, such as in (Suyukoh et al. 2021, Suci 2020, Akbaruddin & Bayu 2019). Other indicators, such as research by Rahmi et al. (2018), mentioned obeying all rules, effectively using time, and being responsible for their duties and work. Many indicators can influence employees to behave in discipline, and this is also used as a reference for work discipline variables in every literature.

Several studies include the magnitude of the influence of work discipline variables on performance, as in research. Rachman research et al. (2022), the effect of the work discipline variable on the dependent variable (nurse performance) is higher, namely 79.1%. In Saputri et al. (2020), the work discipline variable affects the dependent variable (performance) by 39%. Hadian's (2018) results of the influence of discipline on the dependent variable (performance) of 38.4%. Moreover, other research does not clearly state the magnitude of discipline's influence on employee performance, such as research (Andjarwati 2021; Siska et al. 2021; Putri et al. 2018; Fahmi et al. 2022 & Darajat et al. 2019).

Work discipline has a significant positive effect on productivity

Besides being able to influence work discipline on performance which is often used as the dependent variable, it can also affect employee productivity. In the existing literature, three studies show positive results and a significant effect on productivity. The research in question is (Prasetyo et al., 2021; Rahmi et al., 2018; Siska et al., 2021).

The three works of literature clearly show the magnitude of the influence of the work discipline variable on the dependent variable (employee productivity) by 62.4% only in research (Prasetyo et al., 2021). At the same time, the rest needs to be clearly stated.

Work discipline has a significant positive effect on employee performance

Often every company experiences problems related to employee discipline, so the company's efforts to develop employee performance will be hampered. Sutoro (2018) mentions several things about employee discipline, such as not optimizing time; some workers work and pass the responsibility on to each other. According to Gotama & Rusdiana (2022), several indicators can improve discipline: exemplary leadership, sanctions and firmness.

Departing from these indicators, increasing work discipline can also affect employee performance. Proven research from Gotama and Rusdiana (2022) concluded that work discipline affects employee performance positively and significantly, which is in line with research from (Sipahelut et al., 2021 and Sutoro, 2018).

Moderating/intervening variables

Besides being used as an independent variable, work discipline is sometimes also used as a moderating/intervening variable in a study. In the literature that has reviewed 30 works, it is known that only one piece of literature makes work discipline a moderating. Namely, Laura's research (2017) concludes that work discipline indirectly affects the dependent variable (work productivity).

Conclusion

After going through an explanation of the background, methods and results, and a discussion, the next stage is closing or conclusion. This research collects literature as data for review. The literature screening process was carried out per the categorisation established in this study, and 30 pieces of literature were obtained. The discussion raised is about work discipline.

Work discipline is used as a variable for testing, and the form of variables for work discipline can be independent, moderating/intervening or even dependent variables. However, in the 30 literature reviews, researchers have not found work discipline to be used as the dependent variable, only as an independent and moderating/intervening variable. Apart from that, the majority of the 30 works of literature, as many as 25, produced results stating that work discipline influences the dependent variable in each of these works of literature. Examples are employee performance, work productivity, and work performance. 19 literature affects performance, three literature affects productivity, and three more on employee performance. The remaining three pieces of literature state that there is no effect of work discipline on the dependent variable, one piece of the literature shows work discipline has an effect but is not positive and significant, and one piece of the literature concludes that work discipline has an indirect effect on the dependent variable.

This can be used as a reference and consideration for policymakers (companies) to pay attention to work discipline. This is because work discipline is a crucial matter based on the 30 literature reviews, showing that more than half of these said work discipline influences the dependent variable.

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