

Impact of Job Promotion and Work Discipline on Employee Performance at PT. Jamkrida West Java

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In this research, the background of the problem is the implementation of promotions not based on the principles of professionalism, employee discipline, and less than optimal employee performance in carrying out tasks. The purpose of this study is to find out how job promotions and work disciplines affect employee performance.

Population and Sample Determination Techniques

In this study the number of subjects or respondents studied amounted to 70 employees of PT. West Java Jamkrida, the research conducted is census or saturated sampling research.

Conclusion

1. 1. The promotion carried out by PT. Jamkrida West Java is still not effective, so employee performance is not yet optimal. This is because the promotion is not based on the principles of professionalism and conditions that have been determined. In addition, there is still an imbalance in the promotion of positions, where the promotion of position is still influenced by the existence of kinship elements so that it affects the promotion of position.

2. At PT. Jamkrida West Java shows that there is an influence between work discipline and employee performance. Partially both have a positive relationship, and have a significant influence. That is, work discipline in the company has not been effective, causing employee performance is not optimal. This is because superiors do not give warning letters to employees who break the rules, lack of work supervision of employees and superiors rarely give verbal reprimands to employees who are not disciplined in working, this causes employees to not give maximum effort at work.

3. Job Promotion and Work Discipline have a significant simultaneous effect on employee performance. Promotion of positions that have not been maximized is due to the fact that the promotion is not based on the principles of professionalism and predetermined conditions, and there is an imbalance in the promotion of positions, where promotion is still influenced by family elements. In addition, the work discipline of employees who have not been maximized causes employee performance to not increase, this is due to the fact that superiors rarely give warning letters to employees who break the rules, in addition to lack of supervision and verbal reprimands, causing employees not to provide maximum performance at work.