ANALYSIS OF FACTORS THAT AFFECT EMPLOYEE WORK DISCIPLINE AT THE OFFICE OF THE PLANNING AND R&D AGENCY SIKKA REGENCY

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Abstract: The research investigates how monetary policy influences income inequality under permanent productivity shocks. This study is part of an extensive investigation to determine which monetary policy may be used to alleviate inequality, particularly in Indonesia. Using a Dynamic Stochastic General Equilibrium (DSGE) model, based on calibration, the study found transmission of inequality from monetary policy through interest rate instruments. When there is a monetary policy shock, heterogeneity in the household will respond differently, especially in real wages, consumption, and working hours. The impulse response function (IRF) describes that expansionary monetary policy will affect aggregate consumption levels, output, and inflation. Changes in aggregate consumption rates simultaneously illustrate changes in production costs and affect incentives to work and move the Gini index. In principle, inequality will impact the efficacy of monetary policy in the long run. Monetary policy shocks have a lower impact since they influence only a small proportion of agents. In conclusion, monetary authorities can consider inequality as an explicit aim of monetary policy without abandoning its primary goal of price stability.

Keywords: Work Discipline, Determinants of Discipline

1. Introduction

MPR Decree No. IV of 1973 affirms that in order to balance between sectoral development and regional development and to ensure the pace of sustainable development in the region, there needs to be comprehensive, directed and integrated planning. Various efforts have been made by the government, one of which is to form a body that has a special task in development planning, namely through Presidential Decree No. 27 of 1980 on the Establishment of a Regional Development Planning Agency. abbreviated BAPPEDA in Area Level I (province) and Level II (district / city).

At the district level, BAPPEDA is a regional institution in the field of regional development research and planning led by a head of the agency who is under and responsible to the Regent through the Regional Secretary. The Regional Development Planning Agency (BAPPEDA) of Sikka Regency is a supporting element of local government in planning and research and development. Based on Sikka Regency Regional Regulation No. 13 of 2016 on the Establishment and Composition of Sikka Regency Regional Devices, the Planning and Development Agency is hereinafter referred to as the Sikka Regency Planning and R&D Agency.

The duties and functions of the Planning and R&D Agency of Sikka Regency are contained in Sikka Regent Regulation No. 48 of 2016 concerning Position, Organizational Structure, The duties and functions and working procedures of the Planning and Research and Development Agency are as follows: (1) Formulate technical policies in the field of planning and research and development; (2) Implementation of technical support tasks in planning and research and development; (3) Monitoring, evaluation, and reporting of the implementation of technical support tasks in the field of planning and research and development; (4) Technical development of the implementation of supporting functions of government affairs in the field of planning and research and development; and (5) Implementation of other functions provided by the Regent.

The function of the Sikka District Planning and Development Agency above is an activity in the organization management system that needs to be managed properly to achieve organizational goals in the field of planning and development. To realize this goal needs to be supported by Human Capital, namely Civil Servants (PNS) as elements of the State Apparatus that are able to carry out their basic duties and functions, and uphold the dignity and dignity and image of the nation. work for the benefit of the nation and the state. To be able to carry out their basic duties and functions required employees who are reliable, professional, moral, and have a disciplined mental attitude in working so as to improve performance effectiveness.

Reliable, professional, and moral civil servants can be realized if the discipline regulations of civil servants in the Planning and R&D Agency of Sikka Regency are affirmed. In addition, discipline enforcement can ensure the maintenance of order and smooth implementation of tasks and can encourage civil servants to be more productive in work. Various efforts have been made to improve the discipline of civil servants, the Government has issued several regulations on the discipline of civil servants, namely Government Regulation No. 11 of 1952 on Criminal Positions, Government Regulation No. 6 of 1974 on Restrictions on The Activities of Civil Servants in Private Business and Regulation No. 53 of 2010 on Civil Servant Discipline (Haryanti, 2019: 1).

Government Regulation No. 53 of 2010 on Civil Servant Discipline revokes Government Regulation No. 30 of 1980 on Civil Servant Discipline Regulations. Government Regulation No. 53 of 2010 regulates the provisions regarding obligations, prohibitions, disciplinary penalties, competent authorities punishing, the imposition of disciplinary penalties, objections to disciplinary punishment, and the enactment of disciplinary sentencing decisions. This rule contains sentencing witnesses for disciplinary violations. This is certainly used as a basis for officials to punish and provide certainty in sentencing. Thus the limitation of the authority of officials to impose punitive sanctions has been regulated in this Government Regulation.

But in reality, the regulations that have been issued by the government cannot force what civil servants do. There are still many civil servants who are not disciplined in working and low awareness in completing tasks and responsibilities in their work. This is due to the lack of seriousness and care in carrying out its main duties and functions, so that it indirectly causes activities in the agency not to run well (Haryanti, 2019: 2).

Various efforts have been made by the Sikka District Planning and Development Agency to enforce employee discipline. One of them is through the attendance system to monitor the discipline of employees who apply biometric fingerprint absence (finger print) to make it easier for organizations to see the level of attendance of each employee. Data on the presence of the Sikka Regency Planning and R&D Agency in 2019 can be seen in the table 1.

From table 1 can be seen that the discipline of employees who come late and go home early has increased every month. On average in one month there are 20 times the officers who arrive late. This causes the discipline of employees in bapelitbang offices is not good. The presence of employees has not reached 100%, this is because some employees who experience illness, leave, there are family matters, without information and there are employees who follow work

activities outside the city (official travel). The standard of employee attendance at Bapelitbang Office is 80%. From the results of observations and seen from absenteeism every Monday showed that there were employees who arrived late and some did not follow the morning apple activities. This is certainly due to the lack of awareness from each employee of the importance of disciplinary issues and the willingness of oneself to discipline time and the supervision carried out by the leader against his subordinates. The success of a leader in directing his subordinates to produce expected work performance and supported by good discipline from his employees.

Table 1. Absence of Employees of Bappeda Office and R&D of Sikka Regency

No	month	Years	Number of employees	Weekdays	Come Late	Early Return	Percentage %
1	1	2019	53	21	79	24	84,04%
2	2	2019	53	19	48	19	51,61%
3	3	2019	50	20	145	53	155,6%
4	4	2019	55	17	52	15	54,55%
5	5	2019	55	21	54	14	56,94%
6	6	2019	55	15	74	11	75,65%
7	7	2019	55	23	134	52	145,96%
8	8	2019	55	22	67	26	72,72%
9	9	2019	55	21	176	69	190,49%
10	10	2019	56	22	541	17	544,57%
11	11	2019	56	21	568	17	571,57%
12	12	2019	56	10	288	41	292,1%

Source: Sikka District Planning and R&D Agency Absence Data in 2019

Based on direct observations of the application of discipline it is seen that there are still employees in bappeda and R&D offices of Sikka regency who have problems with office absences, do not enter without information, late arrival or do other activities outside the office during office hours so that many jobs become late.

In terms of discipline, through observation on employees, there are still found employees who do not carry out their basic duties and functions properly, such as there is still no information present in work (alpa), go home faster than the specified hours, tell stories and sit around, not using complete identification. Discipline violations that still occur show that the discipline of officials still needs to be considered and corrected. If all employees have high work discipline, it will have an impact on high employee performance as well, it will be a major contributor in realizing the goals of the Bappeda office and Sikka Regency R&D.

The condition of civil servant discipline in Bappeda and R&D of Sikka Regency is not optimal in accordance with a survey conducted by Dwiyanto et.al (2003:) in Putra et al (2016: 229) which states that the discipline of civil servants in Indonesia is considered low and disappointing. It is also seen with the frequent news on television how civil servants (PNS) in the State of Indonesia is in the spotlight in disciplinary issues, the public many watch on television how the Pamong Praja Police Unit (Satpol PP) ordered civil servants for leaving the place of duty and being in shopping centers without permission or the knowledge of their superiors, this is an indication of discipline in carrying out their duties.

Efforts have been made to improve work discipline, but have not had a significant impact, due to many factors that affect it. Hasibuan (2017:194) states that several factors that affect the level of employee discipline of an organization, including: (1) goals and abilities, (2) example of leadership, (3) reciprocity, (4) justice, (5) inherent supervision, (6) punitive sanctions, (7) firmness, and (8) humanitarian relations.

In principle, the above factors must be identifiable by the organization because it has a direct impact on the level of discipline of its employees. By identifying, the organization can find out which factors are most dominant in influencing the level of employee discipline. This is certainly very helpful for the organization, especially to take strategic steps in improving the level of employee discipline.

Based on the results of interviews with the Secretary of Bappeda and R&D of Sikka Regency obtained information that the factor that most affects the level of discipline of employees is the return of services. Employees often complain about salaries earned where the monthly salary received is not enough to meet the basic needs of the household, so many employees have to borrow to several banks or cooperatives in sikka regency. In addition, employees also complained about the overtime pay they received. Overtime wages are calculated at 3 hours only, starting from 4 pm to 7 pm amounting to Rp.20,000. In general, employees overtime more than 3 hours, even until 1 am to complete tasks according to the specified time limit.

The reciprocity and supervision factor is the most dominant temporary conclusion in influencing the work discipline of employees in Bappeda and Sikka Regency R&D and needs to be empirically proven through a study. Some of the studies that support this research are (1) Research conducted by Putra et al in 2016 at The Dompu Regency Health Center showed that the example of leaders, waskat, firmness of leaders, and punitive sanctions affect work discipline; (2) Research conducted by Darmayanti in 2016 at the State Civil Apparatus in Nunukan Regency showed that the factors that determine work discipline are the ability of employees to carry out work, leadership transparency, service reply, justice, inherent supervision, punitive sanctions, leadership firmness and humanitarian relations.

In accordance with the background above, the purpose of this study is: (1) to find out the employee work discipline picture at the Office of the Planning and R&D Agency of Sikka Regency; (2) to find out what factors most dominantly affect employee work discipline at the Office of the Planning and R&D Agency of Sikka Regency.

2. Literatur Review

Understanding discipline

Discipline comes from the word disciple which means learning. Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team in an organization (Simamora, 2001: 746). Meanwhile, according to Sinungan (2008: 135), discipline is the spirit of a person or group of people who always want to follow or obey all rules or decisions that have been set.

Singodimejo in Sutrisno (2002;86) said discipline is the attitude of a person's willingness and willingness to obey and obey the norms of the rules that apply around him. Good employee discipline will accelerate the company's goals, while slumping discipline will be a barrier and slow down the achievement of company goals.

Discipline is the awareness and willingness of a person to obey all organizational rules and social norms that apply. Discipline which is the most important operative function of human resource management because the more disciplined the worker, the higher his work performance (Hasibuan, 2009: 193)

From some of the above opinions it can be concluded that dsiplin is the controlled attitude and behavior of a person or group of people based on awareness and volunteerism to obey all rules for a particular purpose.

Work Discipline Indicators

According to Siswanto in Sinambela (2016: 356) Indicators of Work Discipline as follows: 1)Frequency of Presence. One of the benchmarks to know the level of employee discipline is

the higher the frequency of attendance or the lower the level of possibility then the employee has a high work discipline. 2) Adherence to work standards. In carrying out his work, an employee is required to comply with all work standards that have been set in accordance with work rules and guidelines so that work accidents do not occur or can be avoided. 3) Adherence to work rules. It is intended for comfort and smoothness in work. 4) Work ethic. Work ethic is needed by every employee in carrying out his work in order to create a harmonious atmosphere, mutual respect between employees.

According to Lateiner (2010: 72), generally the discipline of work can be measured from 3 indicators, namely: 1) Time discipline. Time discipline here is interpreted as an attitude or behavior that shows adherence to working hours which include: the presence and compliance of employees during working hours, employees carrying out their duties in a timely and correct manner. 2) Discipline of Rules and Dress Written and unwritten rules and regulations are made so that the goals of an organization can be achieved properly. For this reason, it takes a loyal attitude from employees to the commitment that has been set. Loyalty here means obeying and obeying in carrying out orders from superiors and regulations, established rules, and obedience of employees in using uniform equipment that has been determined by the organization or institution. 3) Discipline of Work Responsibility.One form of employee responsibility is the use and maintenance of equipment as well as possible so that it can support office activities running smoothly. And there is a ability to face the job that is his responsibility as an employee. The indicators used in this study are a combination of lateiner and Sinambela opinions, namely: time discipline, regulatory and based discipline, work responsibility discipline and work ethic.

The factors that influence employee discipline

According to Hasibuan (2017:194), the factors that influence employee discipline are: 1) Goals and Abilities.These goals and abilities affect the level of employee discipline. The goals to be achieved must be clear and ideally set and challenging enough for the employee's abilities. This means that the work charged to the employee must be in accordance with the ability of the employee concerned so that the employee works earnestly and disciplined in pursuing it. However, if the job is beyond his ability or far below his ability then the seriousness and discipline of the employee is low. Here lies the importance of the principle of the right man in the right place and the right man in the right job. 2) Leadership Example. Leadership example is very instrumental in determining employee discipline because the leader is used as an example or role model for his subordinates, the leader must set a good example, honest, fair and in accordance with the word of deeds. The example of a good leader, the discipline of subordinates will also be good. 3) Reply service. Reply to the service also affects the discipline of employees because the return of services will be Provide satisfaction and love for employees for the organization or their work. If employees' love is getting better for work, their discipline will be better. 4) Justice. Justice also encourages the realization of employee discipline, because the ego and human nature that always feel themselves important and ask to be treated the same as other human beings. Justice that is used as the basis of wisdom in the provision of services or law will stimulate the creation of good employee discipline. Managers who are capable of leading always try to be fair to all their subordinates. 5) Attached Supervision. Inherent supervision (waskat) is the real and most effective action in realizing employee discipline. By waskat means the boss must actively and directly monitor the behavior, morals, attitude of passion and work performance of his subordinates. This means that the boss must always be there or present at work in order to supervise and provide instructions, if any of his subordinates have difficulty in completing their work. 6) Sanctions/Penalties. Legal sanctions play an important role in maintaining employee discipline. With increasingly severe legal sanctions, employees will be more afraid of violating organizational rules, employee indiscipline attitudes

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and behavior will be reduced. The light weight of the law that will be given also affects the good of employee discipline. 7) Assertiveness. Leaders must be brave and decisive in establishing discipline. The firmness of the leadership in taking action will affect the discipline of the organization's employees. Leaders must be brave and decisive to act to punish any employee who is indiscipline in accordance with the legal sanctions that have been set. Leaders who dare to act decisively apply the law to undisciplined employees will be respected and recognized by subordinates. 8) Human Relations. Achieving a good working relationship, realizing a comfortable work environment for work. Harmonious human relationships among fellow employees who help create good discipline. Relationships both vertical and horizontal consisting of direct single relationship, direct group and cross relationship should be harmonious. Managers strive to create an atmosphere of harmonious and binding humanitarian relationships among all their employees. The creation of a harmonious human relationship will realize a comfortable working environment and atmosphere.

Framework of Thought

The frame of mind in this study can be seen in the following image:
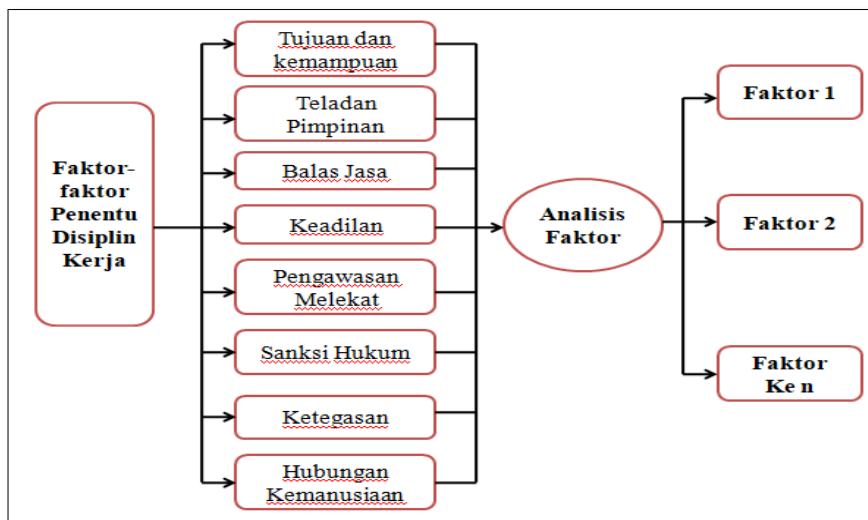
Figure 1. Frame of Mind

3. Method

The study uses a multivariate quantitative approach. Susanto (2017:7) argues that multivariate analysis is a multivariable analysis in one or more directions. This analysis deals with all statistical techniques that simultaneously analyze a number of measurements on individuals or objects. Multivariate analysis derives the words multi (many) and variate (variable), so multivariate analysis is the analysis of many variables which is a development of univariate and bivariate analysis. In addition, the study used deskritive methods. Narimawati (2008: 21) states that descriptive methods are a method that describes or describes the results of research through application through narratives, images, and graphs.

Population and Sample

The population in this study is an Employee of the Sikka District Planning and Research and Development Agency as many as 38 people. Considering the relatively small population members are used saturated sampling i.e. all members of the population are sampled.

Research Variables and Operational Definitions

The variables in this study are operationalized as follows: 1) Work Discipline, is a mental attitude reflected in the actions or behavior of employees of the Office of Planning and R&D of Sikka Regency who obey all rules and norms that apply in the organization. 2) Goals and Abilities, is the conformity of the goals (work) charged to the employee with the ability of the employee concerned, so that he works earnestly and disciplined in doing his work. 3) The Example of the Leader, is the example of the Leader who can set a good example for the employee, such as discipline, honest, fair, and in accordance between his words and deeds. 4) Reward, is the return of services received by employees such as basic salaries, excess hours of work (overtime) that can meet the needs of employees. 5) Justice, is the justice felt by employees over policies in the provision of services (confessions) or punishments. 6) Waskat (Inherent Supervision), is the activeness of the leader in supervising and providing instructions if any of his subordinates have difficulty in completing the work. 7) Punitive sanctions, is a punitive sanction that will be obtained by employees if they violate the company's regulations that have been set. 8) Firmness, is the firmness of the leadership in taking action to punish indiscipline employees in accordance with legal sanctions. 9) Human Relations, is a harmonious working relationship both vertically and horizontally.

Research Instruments

Based on the operational definition, the indicators of discipline variables are as follows:

Table 2. Discipline Variable Indicators

No	Indicators		Sub Indicators	Scale
1.	Time discipline	1)	Presence of employees	Likert
		2)	Employee compliance during working hours	Likert
		3)	Perform tasks in a timely and correct manner	Likert
2.	Discipline of Rules and Dress	4)	obey in carrying out the rules and regulations that have been established	Likert
		5)	obedient in carrying out superior orders	Likert
		6)	Obedience of employees in using the completeness of uniforms that have been determined	Likert
3.	Discipline of Work Responsibility	7)	The best use and maintenance of equipment	Likert
		8)	Ability to face the job for which he is responsible as an employee	Likert
4.	Work Ethic	9)	Respect for each other's employees.	

Source: Siswanto in Sinambela (2016: 356)

Based on the operational definition, the Sub Variables and Indicators that affect Work Discipline are as follows:

Table 3. Sub Variables and Indicators That Affect Work Discipline

No	Sub Variable		Indicators	Scale
1	Goals and Abilities	10)	Ability in accordance with the task	Likert
		11)	The opportunity to improve your ability	Likert
2	Exemplary Leader	12)	Disciplined leaders	Likert
		13)	There is a conformity between the words and deeds of the leader	Likert
3	Reward	14)	Salary as needed	Likert
		15)	Overtime pay	Likert
4	justice	16)	Justice in obtaining awards (promotion)	Likert
		17)	Justice receives punitive sanctions	Likert
5		18)	Routine surveillance is carried out	Likert

No	Sub Variable		Indicators	Scale
	Waskat (Attached Supervision)	19)	The leader always gives direction	Likert
6	Punitive Sanctions	20)	Violations are punishable	Likert
		21)	Legal sanctions in accordance with the rules	Likert
7	Assertiveness	22)	Firmness of the leadership	Likert
		23)	Firmness based on rules	Likert
8	Human Relations	24)	Relationships with coworkers	Likert
		25)	Relationship with superiors	Likert

Source: Hasibuan (2017:194)

The above indicators are further used as data collection instruments. Data collection is done by providing questionnaires in person.

Descriptive Analysis

To describe the Work Discipline of employees of the Sikka District Planning and Research and Development Agency, the data analysis technique used is descriptive analysis. According to Narimawati (2007: 45) to answer the description of this research variable, the following formula is used:

$$\text{Skor Total} = \frac{\text{Skor Aktual}}{\text{Skor Ideal}} \times 100\%$$

Actual Score is the answer of all respondents to the questionnaire that has been submitted. The ideal score is the highest score or weight or all respondents are assumed to choose the answer with the highest score. To categorize the total score values can be seen in the following table:

Table 4. Respondent Response Percentage Criteria

No	% score	Score Criteria
1	20.00% – 36.00%	Bad
2	36.01% – 52.00%	Less Good
3	52.01% – 68.00%	Pretty Good
4	68.01% – 84.00%	Good
5	84.01% – 100%	Excellent

Based on the percentage criteria of respondent responses, the problems of this study can be measured from the overall percentage (100%) minus the percentage of respondent responses. The result of the reduction is the percentage gap (gap) which is a problem that will be examined.

Factor Analysis

Factor analysis is an analytical technique used to understand the underlying dimensions or regularity of a symptom. "Factor analysis is useful to find out which factors are superior or dominant from some variables to be selected. Can also distinguish priority variables ranked based on the results of the analysis" (Akdon and Riduwan, 2013: 143)

Akdon and Riduwan (2013: 143) describe in detail the stages carried out in the process of factor analysis, namely: 1) Initial analysis is done to find out which variables are worth including in further analysis, because not all variables can enter advanced analysis must be filtered first. This can be seen in the KMO and Barlett tests. If in that variable you can see the kmo value of MSA (Kaiser Meyer Olikin Measure of Sampling Adequacy) if the result is greater than 0.5 then it can continue the analysis process. 2) The next process is to look at the Anti-Image Matrix table, to determine which variables are worth using in advanced analysis. In the table

there is the code "a" which means the sign for Measure of Sampling Adequacy (MSA). Based on theory, the variable worth analyzing is an MSA value of more than 0.5. If the analysis data is greater than 0.5 then no variables should be issued. communalities table shows factor values describing variable variants. The value of communalities is always positive. 3) The Total Variance Explained table shows the value of each variable analyzed. There are two types of variant explanation analysis, namely Initial Eigenvalues and Extraction Sums of Squard Loading. In the Initial Eigenvalues variant indicates the factor formed, which when all factors are summed indicates the number of variables. 4) The Scree Plots table shows the number of factors formed, by looking at how many slopes with almost the same slope. 5) Component Matrix shows the correlation value between a variable and the factors formed. 6) To solve the problem that correlation there are still confused variables, the rotation method is used. Then continued with the analysis of rotation model factors. After analysis of rotation model factors, the results can be seen in the Rotated Component Matrix table. 7) Condense variables into several factors resulting from the rotation of factors.

4. Result and Discussion

Descriptive Analysis of Employee Performance Variables

As outlined earlier that the purpose of descriptive data analysis is to describe how respondents respond to each indicator as well as in total for those variables. Descriptive analysis is done with the actual score percentage number that is to find out the general perception of a variable studied.

Employee performance is the work of employees based on predetermined work standards and is a function of the capacity to perform, the opportunity to perform and the willingness to perform. Respondents' responses to employee performance variables can be summarized in the following table:

Table 5 Respondents' Responses to Employee Performance

No Item	Indicators	% Skor Total	Criteria
D1	Presence of employees	70.93	Good
D2	employee compliance with working hours	69.19	Good
D3	Perform tasks in a timely and correct manner	68.02	Good
D4	Obey and obey in implementing the rules and regulations that have been set	70.35	Good
D5	obeying in carrying out superior orders	74.42	Good
D6	Obedience of employees in using the completeness of uniforms that have been determined	70.93	Good
D7	The best use and maintenance of equipment	72.09	Good
D8	Ability to deal with the job for which he is responsible as an employee	72.67	Good
D9	Create an atmosphere of harmony and mutual respect when carrying out work.	75.58	Good
	% Total Score & Variable Categories	**71.58**	Baik

From the results of descriptive analysis in Table 6. It is known that the percentage of total score for employee performance variables is 71.58%. Based on the category of total score values it can be concluded that the Employee Performance variable falls into the good category.

Factor Analysis

Factor analysis is a technique used to look for factors that explain the relationships or correlations between the various independent indicators observed. Because indicators come

from the foundation of existing theories, the analysis of these factors is an analysis of confirmatory factors (CFA). Affirmatory factor analysis is an analysis used to look for a number of indicator variables that form variables that are not directly measurable and are based on the basis of existing theories. Similar to this study, researchers want to test some existing theoretical concepts to be applicable to the subject of the study. In this study, researchers wanted to test the factors that make up the discipline variables.

In the first phase, researchers wanted to test whether appropriate factor analysis was used for the study. The test used the Keiser-Meiyer-Olkin (KMO) and Barlett's Test Of Sphericity tests to look at significant (sig.) errors. A viable study using factor analysis should have a KMO value of >0.50 and a sig value. No more than 0.05. Once this study is said to be feasible and suitable using factor analysis, then the next step is to test the independence of variables in correlation matrix. At this stage, all incoming data will be identifiable using the help of a computer. The magnitude of the correlation between variables can be seen through the matrices anti-image table. Variables that can be further analyzed must have a value greater than 0.5. And if it is less than 0.5 it will be removed and not followed in the next analysis.

The results of the Keiser-Meiyer-Olkin (KMO) and Barlett's Test Of Sphericity test can be seen in table 6.

Table 6. *KMO and Bartlett's Test*

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0,770
Bartlett's Test of Sphericity	Approx. Chi-Square	154,721
	df	28
	Sig.	0,000

Based on table 6. Kaiser-Meyer-Olkin Measure of Sampling Adequacy is 0.796 with Sig. or probability (p) = 0.000. That is, the value of KMO-MSA in the analysis of factors conducted in this study shows that the sub-variables forming employee work discipline factors at the Sikka District Planning and R&D Agency Office were declared feasible and can be further analyzed. Then in table you can see Anti Image Matrices, especially the value that has the sign "ᵃ" in Anti Image Correlations. The matrix value in Anti Image Correlations is less than 0.5, so the variable should be excluded from the factor analysis.

Based on table 7 in the Anti Image Correlations column it can be seen that all variables have a correlation value above 0.5. Therefore, all of the above variables deserve further analysis.

Table 7. Anti Image Correlations

Anti-image Matrices		X1	X2	X3	X4	X5	X6	X7	X8
Anti-image Correlation	X1	**.742ᵃ**	-0.569	-0.271	0.089	0.088	-0.119	0.126	-0.096
	X2	-0.569	**.833ᵃ**	-0.071	-0.072	-0.128	-0.079	-0.086	-0.154
	X3	-0.271	-0.071	**.679ᵃ**	-0.552	0.084	-0.083	0.008	0.259
	X4	0.089	-0.072	-0.552	**.730ᵃ**	-0.393	-0.048	0.092	-0.21
	X5	0.088	-0.128	0.084	-0.393	**.747ᵃ**	-0.016	-0.363	0.259
	X6	-0.119	-0.079	-0.083	-0.048	-0.016	**.861ᵃ**	-0.539	-0.098
	X7	0.126	-0.086	0.008	0.092	-0.363	-0.539	**.745ᵃ**	-0.483
	X8	-0.096	-0.154	0.259	-0.21	0.259	-0.098	-0.483	**.771ᵃ**

a. Measures of Sampling Adequacy (MSA)

The next analysis is to determine the number of factors needed to represent the data. At this stage, it will be known a number of factors that are worthy of representing a set of variables analyzed by looking at the magnitude of the eigenvalues of value as well as the percentage of total variants. This stage uses the PCA (Principal Component Analysis) technique by looking at the results of Total Variance Explained so that it makes it easier for researchers to choose

core factors that can represent a group of variables. The core factor used is that it has an eigenvaluation value of at least equal to 1.00. The results of the analysis of this stage can be seen in table 8.

Total Variance Explained shows the value of each variable analyzed. The number of Eigenvalues values greater than 1 indicates the number of factors formed. In this case there are two eigenvalues values that are more than 1, respectively, are 4,127 and 1,346. This means that from 8 variables formed 2 meaningful factors. Extraction Sums of Squared Loadings gives meaning to the number of variants obtained, namely 2. If from 2 variables only extracted into one factor then the unexplained variant (4,127/8) x 100% = 51.58%.

Table 8. Result of Total Variance Explained

	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
Compo nent	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.127	51.583	51.583	4.127	51.583	51.583	2.985	37.314	37.314
2	1.346	16.820	68.403	1.346	16.820	68.403	2.487	31.089	68.403
3	.986	12.328	80.731						
4	.520	6.495	87.226						
5	.383	4.783	92.010						
6	.244	3.044	95.054						
7	.242	3.023	98.077						
8	.154	1.923	100.000						
Extraction Method: Principal Component Analysis.									

If from 8 variables are only extracted into two factors then the variant that can be explained by the factor is (1,346/8) x 100% = 16.82%. If both variances are accumulated it will be able to explain 51.58%% + 16.82% = 68.40% of the 8 variables. Furthermore, to clarify the position of each variable on each factor (main component) formed, a rotation process is carried out that produces a matrix component of rotational results as can be seen in Table 9. In table 9. It is the core of factor analysis, determining the core factors that have been identified through several previous stages. To understand it, namely in the table above there are 2 (two) components that are the core factors forming work discipline at the Office of the Planning and R&D Agency of Sikka Regency. To determine the variables of the two components, selected the one that has the highest coefficient in the component column.

Table 9. Component Matrix

Component Matrix[a]			
		Component	
		1	**2**
1	Tujuan dan Kemampuan	**0.662**	0.290
2	Teladan Pimpinan	**0.816**	0.102
3	Balas Jasa	0.542	**0.720**
4	Keadilan	**0.691**	0.430
5	Waskat (Pengawasan Melekat)	**0.635**	0.014
6	Sanksi Hukuman	**0.831**	-0.297
7	Ketegasan	**0.806**	-0.460
8	Hubungan Kemanusiaan	**0.712**	-0.497
Extraction Method: Principal Component Analysis.			
a. 2 components extracted.			

From the results of factor components it is still difficult to determine the right position to the variable, for example in the reward and Justice variables that have loading or correlation values

in the two components that are not much different, besides that there are only factors that are in component two. Therefore the factor component must be rotated. The rotation of factors will clarify the position of a variable without seeing the largest loading values or without looking at (+) and (-). The process of forming factors by their forming indicators can be seen from the results of the Rotated Component Matrix test. An indicator is expressed to act as a factor shaper indicated by the highest loading factor value.

Table 10. *Component Matrix* setelah Rotasi

	Rotated Component Matrixª		
		Component	
		1	2
1	Tujuan dan Kemampuan	0.323	0.647
2	Teladan Pimpinan	0.561	0.601
3	Balas Jasa	-0.046	0.900
4	Keadilan	0.255	0.773
5	Waskat (Pengawasan Melekat)	0.479	0.418
6	Sanksi Hukuman	0.828	0.304
7	Ketegasan	0.914	0.163
8	Hubungan Kemanusiaan	0.865	0.075

The results showed that: Waskat (Inherent Supervision), Punitive Sanctions, Assertiveness, Human Relations has the highest loading factor value in forming factor 1. Furthermore, Goals and Abilities, Example leaders, rewards and Justice have the highest loading factor value in forming factor 2. Determination of unique factors input into certain factors according to the large correlation between unique factors with factors, which have a large correlation. Thus, the factors and unique factors of its members are:

Table 11. Factor Rotation

Faktor	Unique Factor	Nilai Loading
F1	Assertiveness	0.914
	Human Relations	0.865
	Punitive Sanctions	0.828
	Waskat (Attached Supervision)	0.479
F2	Reward	0.900
	Justice	0.773
	Goals and Ability	0.647
	Exemplary Leader	0.601

As the final step of determining factors, it can be seen from the following Component Tranformation Matrix table:

Table 12. *Component Transformation Matrix*

Component	1	2
1	0.768	0.641
2	-0.641	0.768

From the table above it can be explained that factor 1 has a correlation of 0.768, factor 2 has a correlation of 0.768. Based on the formation of both factors have a correlation of > 0.50. The conclusion in the component transformation matrix table of the two factors formed has a correlation of 0.768.

Based on the results of the factor analysis, two new components were obtained that formed the work discipline factor at employees of the Sikka District Planning and R&D Agency Office. The first component dominates 37,314% of all factors affecting employee work discipline,

while the second component dominates by 31,089%. So the most dominant factor in influencing the work discipline of employees of the Office of the Planning and R&D Agency of Sikka Regency is the first component with a variance value of 37,314%.

5. Conclusion

Based on the results of the analysis that has been discussed, the conclusions of the results of this study are as follows: 1) From the results of descriptive analysis shows that: The total score percentage for Work Discipline Variables is 71.58% with good categories. 2) Based on Total Variance Explained obtained Eigenvalues value greater than 1 as many as two Components. The eigenvalues value for component petama is 4,127 and the eigenvalues value for the second component is 1,346. Thus from 8 variables formed 2 meaningful factors that can affect employee discipline. 3) Based on the results of the Rotated Component Matrix test, variable Waskat (Inherent Supervision), Punitive Sanctions, Assertiveness, Human Relations has the highest loading factor value in forming factor 1. Furthermore, the variables Of Purpose and Ability, Example of Leadership, Reward and Justice have the highest loading factor value in forming factor 2. 4) Overall, the most dominant factor in influencing the work discipline of employees of the Office of Planning, Research and Development of Sikka Regency is the first component with a variance value of 37,314%.

Suggestion

Based on the conclusions of the results of this study, the researchers suggested to the Office of the Planning, Research and Development Agency of Sikka Regency recommended to improve employee work discipline by doing some suggestions as follows: 1) Firmness, the leadership must be more assertive in cracking down on indiscipline employees in accordance with the punishments that have been set. 2) Human Relations, the organization must further create a harmonious relationship between superiors and subordinates and also between fellow co-workers. 3) Punitive sanctions, the leadership must ensure that the penalty sanctions given can change the behavior of employees. 4) Waskat (Inherent Supervision), The Leader must monitor the indiscipline on a regular basis so that everyone does his job properly. Socialization about discipline also needs to be done to change the attitude of employees. In addition, the Chairman must always give directions for employees who violate the rules.

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