

CHAPTER I

INTRODUCTION

1.1 Research Background

Competition among companies in the era of globalization sharply increased, so that human resources (HR) is required to constantly able to develop themselves proactively. HR should be humans learners, individuals who want to learn and work hard with passion, so that their individual potential to be fully developed. Therefore, the human resources needed at this time is a human who could master the technology quickly, adaptive, and responsive to technological changes. In these conditions the personal integrity is increasingly important to win the competition.

That the company is able to continue to survive and compete, the dominance of technology alone is not enough if it is not supported by reliable human resources, so that investment in economic resources are the most valuable, namely human resources can not be postponed again. The real threat to the stability of the economy is the labor force that is ready to face the challenges and changes that happen around him. HR does not have the ability to face the demands of globalization considers work as a burden. They undergo a job as a necessity and demands.

Human resources as regards the work load can be regarded as human resources that have a low work ethic. Establishment of reliable human resources within the organization began the selection process until the worker is able to

perform tasks in accordance with their respective duties existing workforce within the company. In the everyday life, wherever humans are, required regulations and provisions that will regulate and restrict every activity and behavior. However, those regulations would be meaningless if not accompanied by sanctions for the offenders. Humans as individuals sometimes want to live freely, so that people want to escape from all constraints and regulations that restrict the activities and behavior.

But humans are also social creatures living among other individuals, where people have a need to be accepted by other people's feelings. Adjustment of each individual against everything that defined him, will create a society that is orderly and free from disturbances. Similarly, life in a company will require obedience from its members on the rules and regulations applicable to the company. In other words, work discipline on employees is needed, because what the company's goals will be difficult to achieve when there is no work discipline.

Employees understand with their good work discipline, will produce a useful advantages, both for the company and for the employees themselves. Therefore, the necessary awareness among employees to comply with applicable regulations. In addition, the company must ensure that the rules are clear, understandable and fair, which is valid both for the leadership of the highest nor the lowest employee.

Work discipline has a very important influence for labor discipline refers to the order or regularity. With the discipline of work, the objectives set and

agreed upon by the members of the organization or group that will be achieved. The development of technology today is more advanced to facilitate the company in controlling the performance of employees with easy, fast, precise, and mutually agree, so that the risks can be minimized and show errors that occur are clearly and conspicuously. Technological developments also have positive impact on the interaction between the members of the working parts in the company making it easier for employees to perform work operations.

Performance is the output (result) that is a real value for the company, for example in the form of the number of sales, amount of production, the level of quality, cost efficiency, profit, and so on. To generate the output (result) would require certain competencies, such as the ability to operate the machine, the ability to manage resources, and others. Therefore, either performance and competence are equally important, there is no performance competence. Many companies feel it makes the appropriate standard of competence, have issued a huge cost for the development of employees to be competent, but the expected performance has not happened.

Competence does not automatically become a performance. Competence requires the environment and the right atmosphere to be able to generate performance. On the contrary the performance will never satisfy the absence of adequate competence. Thus, competence is a requirement that must be met to be able to deliver the performance, because the competency describe the process of how employees perform the work to achieve good results.

Employee performance problems should not only as a form of professionalism of employees in their duties and able to carry out tasks according to his ability, but also intended to influence the achievement of the target on the company, so the decision implementation of labor discipline by the company is one of the company's efforts in affecting the performance of employees who have an important moment in the company's activities. The application of technology in the discipline decisions of employees is needed to be able as a measuring tool potential discipline that has been run by employees at a company. Such conditions caused perhaps too long a person is working in the kind of work alone. Conditions that may lead to boredom and burnout even among the workers (employees).

Labor discipline is a tool to change the attitude of a person in order to obey and respect the rules in force. Employees must cultivate the discipline of work in order to support the achievement of organizational goals, it will reflect on the compliance of an employee to work rules as well as the responsibility of the company. A company can be said to be successful if the company can make changes to the face of competition swiftly and accurately and are able to develop new innovations and are always ready to face new competition. Changes can be interpreted to make something different in the past, present, and future. To realize a change had to use a solid plan and calculating. As is done in PT. Semen Padang before making a change, the company is a planned and purposeful activity-oriented change objectives to be achieved.

PT. Semen Padang is located in Padang, PT. Semen Padang was established in 1910. The location of company is in Indarung-Lubuk Kilangan

district, 200 meters above sea level. And approximately 13 kilometers from sea port of Teluk Bayur, Padang. The company has 2,576 employees in this time. Besides being the oldest cement plant in Indonesia, cement meadow also want to give a good example of its competitors in the discipline of work and provision of office in accordance with the appreciation of the performance of employees in the company by implementing technological development control performance good employee.

The company also impose a point system, where points will affect the performance of the employees. Point will be reduced if the employee is late to come / go to work, as well as the company also slashed the salary of each employee as well as the management company's late entry to the working hours. PT Semen Padang are also using some of the latest technology in affecting the performance of employees, one of them is already implementing a system Finger Print. Where employees take absent present by scanning a fingerprint of each and the installation of CCTV in each section in order to determine the performance of employees working on the section.

1.2 Problem Formulation

Based on these problems then formulated a research question as follows:

- a. How does the job discipline affect the performance of the employee?
- b. How does the application of information technology affect the employee performance?

- c. How does the job discipline with leadership style as mediating affect the employee performance?
- d. How does the application of technology affect the employee performance by using leadership style as mediating variable?

1.3 Research Objectives

Based on the background and the formulation of the problem, the study was conducted with the aim of:

- a. To determine the effect of job discipline to the performance of the employee.
- b. Identify the impact of application of technology to the employee performance.
- c. Determine the impact of job discipline on leadership style as mediating variable to the employee performance.
- d. Examine how application of information technology with leadership style as mediating variable can improve employee performance.

1.4 Benefits Research

The benefits expected from this study are as follows:

For readers, This research is expected to provide information and reference for readers and increase knowledge. This research is expected to increase knowledge and insight as well as to apply and disseminate theories that have been acquired during the lecturers especially regarding theoretical about job discipline, the application of technology, leadership and employee performance.

For companies, The results of this study are expected to give feedback to the company on the analysis of the implementation of leadership style and labor discipline with the application of technology in affecting the performance of the employees.

1.5 Limitations

To avoid expansion problems examined and discussed, this study only discusses the analysis of discipline work with the application of technology by using leadership style as mediating variable in affecting the performance of the employee. While the object to be examined are employees of PT. Semen Padang.

1.6 Systematics Writing

CHAPTER I INTRODUCTION

In this first chapter, the research will focus on explaining the background of the research, the formulation of the problem, objectives and benefits of the research, problem definition and systematic writing.

CHAPTER II BASIS THEORY

In this chapter, the research will focus on a review of literature or theoretical basis supporting the variables to be studied, review of previous studies, the formulation of the framework, and the formulation of hypotheses or assumptions of the object to be studied before.

CHAPTER III RESEARCH METHODS

In this chapter, the research will focus on the formulation of this type of research, the object of research, population and sample, sampling method, the operational definition of variables, types and sources of data, data collection methods, validity and reliability, and data analysis methods that support the study variables.

CHAPTER IV RESULTS AND DISCUSSION

In this chapter, the research will be focused in making a general overview of the company, the profile of respondents, the results of research and discussion about the contents of the thesis.

CHAPTER V CLOSING

In this chapter, the research will explain about the conclusion of a study carried out, giving feedback to the research conducted, the limitations of the study, and a bibliography.

