THE INFLUENCE OF TEAMWORK AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT BANDAR LAMPUNG UNIVERSITY

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Abstract
The role of employees is very important to determine the success of the institution. It is regularly necessary to evaluate the performance of each employee to ensure that they have completed the job with enough responsibility and commensurate with what is expected by the institution. This study intends to see the effect of teamwork and work discipline on employee performance at Bandar Lampung University. This research is quantitative research. Data collection techniques use questionnaire or questionnaire methods. The sample in this study was 32 employees of Bandar Lampung University. The data analysis method uses the help of IBM SPSS Version 25 software. The results of this study explain that: 1). Teamwork does not have a significant effect on employee performance at Bandar Lampung University. 2). Work discipline in this study has a positive and significant effect on employee performance at Bandar Lampung University.

Keywords: Teamwork, Work Discipline, Employee Performance

1. Introduction

Employees are a unique and important asset in a company or institution because they can feel or be sensitive to the surrounding environment. The uniqueness of human resources is that they can provide management requirements that are different from other assets, because these resources have thoughts and can behave as desired. So, if we can manage it properly, they are able to provide the potential they have for the progress of the company effectively. So that in carrying out tasks in the company, by utilizing the potential possessed by employees and utilizing it as optimally as possible, employees can provide value and quality for the institution. In addition to quality human resources, Bandar Lampung University must also have a compact teamwork to be able to complement each other in the process of achieving the vision and mission of the institution. Work at Bandar Lampung University will not run smoothly if employees do not work compactly with each other. A good work team will produce good energy through good and compact cooperative efforts. With this explanation, which means that the performance achieved through cooperation is better than the performance of individuals in an institution (Indah, 2022).

Another supporting factor that affects performance at Bandar Lampung University is work discipline. Discipline is an action shown by someone imbalance with established rules and procedures. Discipline is an effort for someone to train himself so that he can always show good work results, better attitudes and behaviors. (Fortuna et al., 2022) explained that work discipline is a condition where employees can obey and follow some existing rules, can carry out duties well, can fulfill their authority and responsibility to the institution. With teamwork and work discipline, it will further produce work results that are a responsibility, namely performance. The ability of

employees to do their work can be measured from performance, correct performance is responsible and timely performance. Employee performance is important because by observing their performance we can see the ability of employees to carry out the tasks they are responsible for. Performance is the result achieved by an employee or group of people in an institution that is in accordance with one's obligations and responsibilities in achieving a goal in accordance with applicable rules and norms (Rosmana &; Wahyuningsih, 2023).

There are times when there is a decrease in performance in Bandar Lampung University employees which may make teamwork and work discipline disrupted, such as lack of interaction between employees which can make lack of teamwork, lack of discipline in carrying out duties can also make employee performance decrease. Based on the explanation in the introduction above, it can be concluded that the success of performance in an institution depends on teamwork and work discipline of its employees.

2. Theoretical Background
2.1 Teamwork
Teamwork is a combination of work in a group of more than 2 people and supported by different skills and clear goals, to produce better employee performance compared to individual performance (Yaqin, 2023) . Teamwork is an activity that is done by a group of people and joins into one organizational team. Teamwork can improve cohesiveness and interaction within parts of the institution (Siregar et al., 2020). Teamwork is people with different skills, backgrounds, talents and experiences gathered together to support each other and solve problems together. Teamwork is the first step built by the company to be able to achieve the vision and mission on the goals to be achieved, so teamwork is needed several factors that can be used. The indicators of teamwork in (Ipan Hilmawan, 2020) set the indicators of teamwork as follows: 1). Cooperation 2). Trust 3). Compactness.

2.2 Work Discipline
Discipline is the key to realizing the goals of the institution, employees with obedient discipline, will follow and are willing to-do all their responsibilities with respect (Nugroho Arief, 2020). Work discipline is a person's behavior that is carried out to respect each other, respect each other, and obey the rules made, both written and verbal rules and can carry them out and do not refuse if sanctions are given if they do not carry out their duties and responsibilities with binary (Saleh &; Utomo, 2018). Work discipline is to carry out every rule that has been set by the company and when the regulation is violated, it will get sanctions. In (Machsunah &; Syahputra, 2023) there are several indicators of work discipline including: 1). Obey per time rules 2). Comply with agency regulations 3). Comply per the rules of acting at the time of work 4). Comply with other regulations in the institution.

2.3 Employee Performance
Work is the result of work that has been obtained by someone by assuming the obligations that have been handed over to him based on skills, abilities and experience (Nugraha, 2023). Performance is the results that have been done by employees by considering several aspects, namely the quality of work, the number of work completions, time and cooperation to achieve a goal that has been made by the

institution (Jauhari, 2023). Performance is one of the results achieved by someone by exchanging time, experience and energy to get good results. Employee performance indicators in (Ananda Widiya, 2023) are as follows: 1). Quality 2). Quantity 3). Time provisions 4). Effectiveness 5) Independence.

2.4 Conceptual Framework
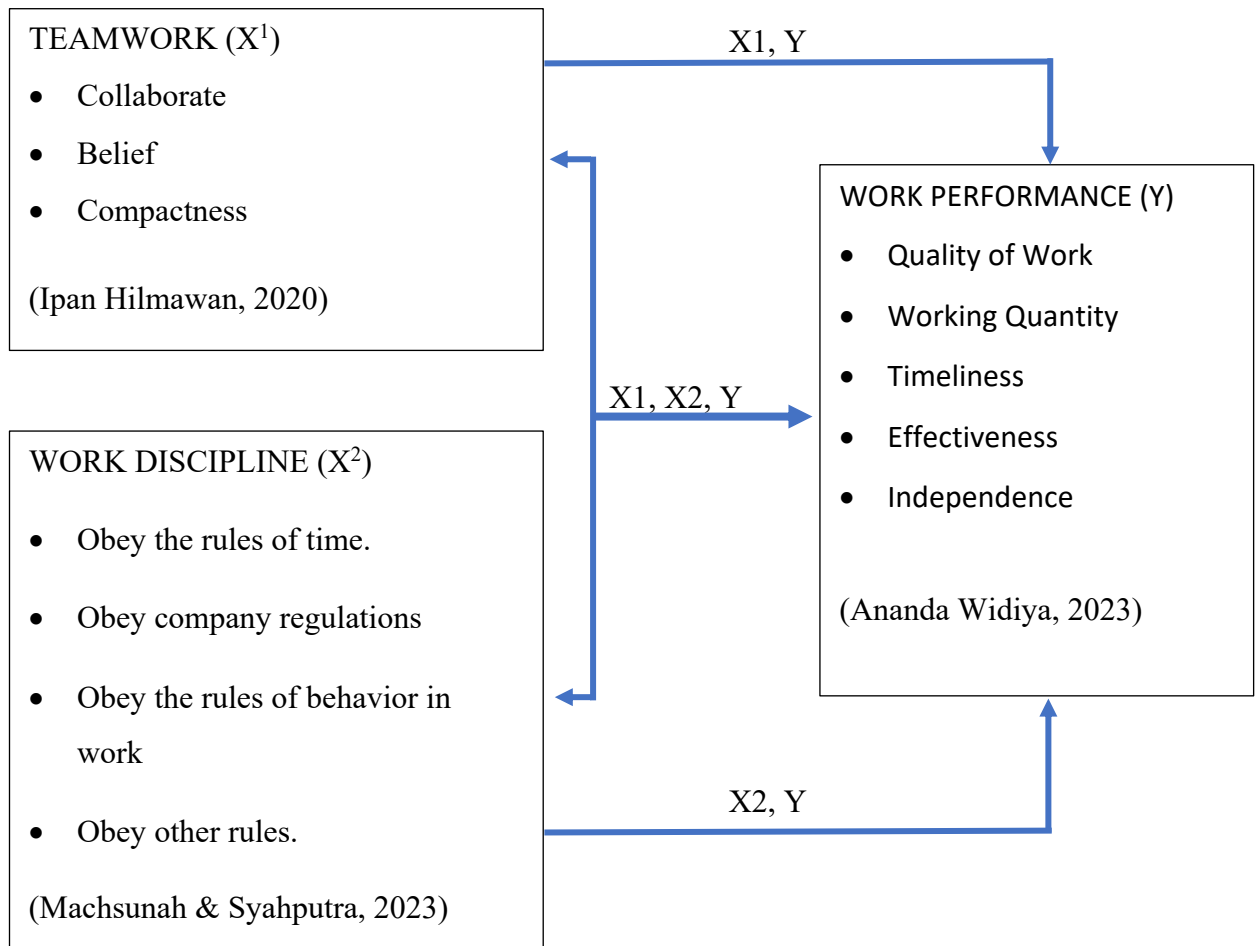
3. Methods

The research used is quantitative research, because the data that is the object of this study is quantitative data in the form of numbers generated from the Likert scale (Ibrahim et al., 2021). The location of this study is Bandar Lampung University, with the address Jl. ZA. Pagar Alam No.26, Labuhan Ratu, Kedaton District, Bandar Lampung City, Lampung. Data collection techniques in this study are: The questionnaire method is a series of questions given to respondents to collect data on a problem in the field of research to be studied. In this study, the total population of Bandar Lampung University employees was 43 employees, while those who filled out the questionnaire and became a sample were Bandar Lampung University employees totaling 32 employees, as planned by the researcher. The scale in this study is the Likert scale with research criteria starting from 1 is strongly disagree and 5 is strongly agree.

In this study, the sampling technique used is purposive sampling, which is a sampling technique with certain considerations (Fransiska Vania Sudjatmika, 2017).

This technique is used to obtain samples in accordance with the research objectives, where samples are selected based on certain criteria.
1) Permanent employees at Bandar Lampung University are not interns.
2) Employees are staff / employees of Bandar Lampung University excluding security and cleaning service.
3) Willing to provide answers or statements on the questionnaire sheet when distributing questionnaires.

4. Results and Discussion
4.1 Descriptive Statistical Analysis
Table 1. Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
TEAMWORK (X1)	32	21	50	42	6,032
WORK DISCIPLINE (X2)	32	17	45	38	5,235
WORK PERFORMANCE (Y)	32	32	50	42	5,014
Valid N (listwise)	32				

Based on the table above, it can be seen that the Teamwork variable (X1) has a min value of 21, a ma x se value of 50, a mean se value of 42, and a standard deviation value of 6.032 with a sample of 32 employees. The variable Work discipline (X2) has a min se value of 17, max se value of 45, mean value of 38 and standard deviation value of 5.235 with a sample of 32 employees. The Performance Variable (Y) has a min se value of 32, ma x se value of 50, mean se value of 42 and standard deviation value of 5.014 with a sample of 32 employees.

4.2 Validity Test
Validity tests or significance tests are carried out to measure the validity or absence of a questionnaire used in this study. Validity testing uses Bivariate Correlate Analyst as a tool to find the correlation coefficient of the pearson correlation (Correlation Product Moment). The validity test uses a confidence level of 95% or a signification level of 0.05. A questionnaire is declared valid and positive if the value of the correlation coefficient r is calculated > r table seen from the corrected item correlation or the level of significance < 0.05.

Table 2. Validity Test Results

Variable	Indicator	r Count	r Table	Sign.	decision
TEAMWORK (X1)	X1.1	0,803	0,349	0,000	Valid
	X1.2	0,723			
	X1.3	0,776			
	X1.4	0,841			
	X1.5	0,499			
	X1.6	0,816			
	X1.7	0,817			
	X1.8	0,644			
	X1.9	0,678			
	X1.10	0,795			

WORK DISCIPLINE (X2)	X2.1	0,709	0,349	0,000	Valid
	X2.2	0,358			
	X2.3	0,579			
	X2.4	0,802			
	X2.5	0,845			
	X2.6	0,919			
	X2.7	0,921			
	X2.8	0,819			
	X2.9	0,744			
WORK PERFORMANCE (Y)	Y1	0,766	0,349	0,000	Valid
	Y2	0,612			
	Y3	0,817			
	Y4	0,723			
	Y5	0,779			
	Y6	0,781			
	Y7	0,739			
	Y8	0,841			
	Y9	0,691			
	Y10	0,809			

The above shows that the indicators needed to test the variables used in this study are valid because they have a correlation coefficient greater than r-table = 0.349 and a signification level of < 0.05.

4.3 Reliability Test

Reliability tests are needed to measure the consistency of an instrument which, if used repeatedly, will be the same or reliable. If the Cronbach Alpha obtained > 0.60, then the questionnaire is considered consistent or reliable and considered suitable for use as a measurement tool and data management can proceed to the next step.

Table 3. Reliability Results

Variable	Cronbach's Alpha	Decision
TEAMWORK (X1)	0,901	Reliable
WORK DISCIPLINE (X2)	0,903	Reliable
WORK PERFORMANCE (Y)	0,914	Reliable

Table 3 shows that all variables have a fairly large Alpha coefficient, which is above 0.60 so that it can be said that the questionnaire or instrument distributed to employees is valid. That is, the maps in the questionnaire are able to reveal the circumstances experienced by respondents so as to make respondents' answers consistent and stable over time. This proves that indicators or items of each variable are worthy of being used as a measuring tool.

4.4 Multiple Linear Regression Analysis

Multiple linear regression analysis is needed to see the direction of the relationship between the dependent variable and the independent variable. In data management, assisted by the SPSS Version 25 program.

Table 4. Coefficients of Multiple Linear Regression Equations

Model	Unstandardized Coefficients		Standard Coefficients
	B	Std. Error	Beta
Constants	13.680	4.365	
TEAMWORK	.062	.184	.075
WORK DISCIPLINE	.682	.213	.712
Dependent Variable: WORK PERFORMANCE			

Based on the management of the data above, then entered into the form of multiple linear regression equations, so that it becomes the following equation:

$$Y = a + b1\ X1 + b2\ X2 + e$$
$$Y = 13{,}680 + 0.062X1 + 0.682X2 + e$$

The regression equation above can be summed up as follows:

1) A constant of 13,680 means that if teamwork (X1) and work discipline (X2) do not exist or the value of 0 is considered constant, then employee performance is 13,680.
2) The value of the multiple regression coefficient of Teamwork (X1) is positive at 0.062. This means that every time teamwork increases, employee performance also increases.
3) The value of the multiple regression coefficient of Work discipline (X2) is positive at 0.682. This means that every work discipline increases, then employee performance also increases.

4.5 Coefficient of Determination (R^2)

Coefficient of determination, to see what percentage of the effect of changing the independent variable together on the dependent variable.

Table 5. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777[a]	0,604	0,576	3,26339

a. Predictors: (Constant)

In table 5 can be seen, the value of se number 0.604 can be said that the independent variable affects the dependent variable se as much as 60.4% . This identifies that employee performance variables can be interpreted around 60.4% by independent variables, namely teamwork and work discipline. That's 39.6% influenced by other aspects not included in the study.

4.6 Partial Test (T Test)

The partial test is used to measure whether the variables teamwork (X1) and work discipline (X2) partially (separately) have an impact on the dependent variable, namely employee performance (Y).

Table 6. T Test Results

Coefficients[a]						
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**
		B	**Std. Error**	**Beta**		
1	(Constant)	13,680	4,365		3,134	0,004
	Teamwork	0,062	0,184	0,075	0,338	0,738
	Work Discipline	0,682	0,213	0,712	3,211	0,003

a. Dependent Variable

Based on table 6, the results of the teamwork variable T test (X1) obtained a calculated T of (0.338) smaller than the table T (2.045) and a significance value (0.738) greater than the predetermined alpha value (0.05) so that H1 was rejected and H2 was accepted, which means there is no effect of cooperation team (X1) to employee performance (Y). Then, the results of the T test variable Work discipline (X2) obtained a calculated T (3.211) greater than the table T (2.045) and a signification value (0.003) smaller than the alpha value (0.05), so that H2 was accepted and H1 was rejected which means there is an influence of work discipline (X2) on employee performance (Y).

4.7 Model Significance Test / Simultaneous (F Test)

Simultaneous tests to see the effect of two independent variables together with one dependent variable.

Table 7. F Test Results

ANOVA[a]						
Model		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
1	**Regression**	470,659	2	235,329	22,097	.000[b]
	Residual	308,841	29	10,650		
	Total	779,500	31			

Based on table 7, the number F count se many 22.097 is greater than F table se number 3.32 with significance se amount 0.000. Because the F value is calculated > F table (22.097 > 3.32), it is concluded that the hypothesis that mentions teamwork and work discipline has a significant effect on the performance of Bandar Lampung University employees.

4. Results and Discussion

The results of this study stated that the independent variables (Teamwork and Work Discipline) and dependent variables (Employee performance) were (1) Teamwork at Bandar Lampung University did not have a significant effect on employee performance with a significant value (0.7, 38). This is in line with research (Ipan Hilmawan, 2020) that teamwork does not have a significant effect on employee performance with a significance value (0.434) greater than (0.05). (2) Work discipline at Bandar Lampung University in this study has a positive and significant effect on employee performance with a significant value (0.003). This is in line with research (Ayun Pratiwi, 2017) that

work discipline has a positive and significant effect on employee performance with a significant value (0.000). (3) In this study, teamwork and cooperation discipline affect the performance of Bandar Lampung University employees with a coefficient of determination value (R^2) = 0.604 or 60.4%, this is in line with research (Bansich Tsabitah, 2020) that employee performance can be explained by teamwork and work discipline with the value of the coefficient of determination (R^2) = 0.480 or 48%.

5. Conclusion

Based on the results of research that has been carried out to employees of Bandar Lampung University, to determine teamwork and work discipline on employee performance, it can be concluded that; (1) There was no significant influence between teamwork on employee performance at Bandar Lampung University with a significant value of (0.738) where this value was greater than the predetermined alpha value (0.05) and the T-Count value (0.338) was smaller than the T-table value (2.045). That is, in this study teamwork does not have a significant effect on employee performance. (2) There is a significant positive influence of work discipline on employee performance with a significant value of 0.003 where this value is smaller than the predetermined alpha value (0.05) and the T-count value (3.211) is greater than the t-table value (2.045). (3) There is a significant positive influence between teamwork and work discipline together on employee performance at Bandar Lampung University with an F-count value of 22,097 with a signification number of 0,000. Because the F-count value > the F-table (3.32) and the signification number is much smaller than 0.05. Therefore, it can be concluded that there is a significant influence simultaneously between teamwork and work discipline on employee performance at Bandar Lampung University.

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