

CHAPTER I

INTRODUCTION

1.1 Background of the Study

Along with the current era of globalization and in the conditions of today's society, there are often problems that cause many organizations to fail, either due to technological advances or inability to adapt due to poor work results from the existing human resources in the organization. Human resource management is a series of organizational activities directed at developing, attracting and maintaining an effective workforce. Human resources have a major role in every organizational activity (Kinsey,2018).

Employees are required to be able to show good performance following the company or organizational regulations. An employee who has high and good performance can support the achievement of the goals and objectives set by the organization performance is the result of a person's work and work behavior in a period. Then performance can be measure by its ability to complete the tasks and responsibilities given. Employees who want to get a good performance, then their behavior is directed in the form of work and high morale, making optimal use of their abilities and skills, so that maximum performance is obtained (Glueck,2017).

According to Ivancevich (2018), Accurate job description will help reduce confusion of tasks where there is no duplication of duties and overlapping areas of authority which leads to effectiveness in organization's functions and operations thus improved employee performance. According to Fahmi (2018), discipline is

the process used to deal with performance problems or processes involving the leadership of an agency in identifying and employee performance problems.

CV. Bintang Jaya Sukses Medan is a company in the field of furniture from different brands that stood since 2002. CV. Bintang Jaya Sukses Medan located Jl. Pemuda No. 26 B C D. CV. Bintang Jaya Sukses Medan is a family company which is now led and on the road by Mijan Maria. CV. Bintang Jaya Sukses Medan has been in business for a long time and in the era of leadership today is the second generation. The entire assets of the company are in the name of each of the first generation children so that each high position of director, general manager and strategic managers in a family-based company.

CV. Bintang Jaya Sukses Medan had problems with the performance of the employees. Employee performance can be seen from the results of work completed not on time for HRD division, financial division, marketing division and marketing division.

Table 1.1
Data Report Employees CV. Bintang Jaya Sukses Medan (2021)

Month	The Collection of Reporting (30/31/01)			
	HRD Division	Finance Division	Marketing Division	Operational Division
January	04 Feb	05 Feb	06 Feb	04 Feb
February	02 March	03 March	03 March	02 March
March	05 April	03 April	05 April	06 April
April	03 May	04 May	04 May	03 May
May	07 June	02 June	03 June	04 June
June	02 July	02 July	02 July	02 July
July	03 August	03 August	06 August	05 August
August	02 September	04 September	05 September	06 September
September	04 October	02 October	04 October	02 October
October	02 November	03 November	03 November	02 November
November	03 December	04 December	04 December	02 December
December	05 January	05 January	05 January	06 January

Sources: CV. Bintang Jaya Sukses Medan, 2022

Table 1.1 shows that each of the reports division should submit to the manager of that division on the date of 01 or 31 or 30. Division of work completed his task is not the right time. This has an impact on the amount of work employees who not finish resulting in a high workload and the level of accuracy is low. The cause of the problem is due to the job descriptions less clear and level of work discipline is low. The completion of employee reports every month is delayed from the date set by the company. This has an impact on more and more jobs, reflecting the low performance of employees in this company.

Job description is one of the primary outputs provided by systematic job analysis. Simply stated, a job description is a written statement of what the job entails (Ivancevich, 2018). Employees perform their jobs well there has to be a clear and specific job description. Therefore, many organizations are working hard to make sure that job descriptions that they have are effective in term of productivity and in achieving the organization objectives. For these reasons, many researchers conducted many study to assess the effects of job description for the success of the organizations. As, in the fast-changing world there are many changes in the nature of working environment and technology, and so the job description should be adjusted to incorporate the changes. Job description is the result of job analysis as a series of activities or process of collecting and processing information about the workers so that employees can work properly and quickly, as well as an impact on its performance. The job description of employees at the company CV. Bintang Jaya Sukses Medan is still lack of clarity of each employee position because many employees working on tasks that are not

his responsibility. This triggers an error rate of work is quite high because of the lack of understanding of the work not of his duties.

According to Panjaitan (2019), Work discipline is defined as socially and morally responsible behavior motivated by intrinsic factors and not solely by anticipating external rewards or fear of punishment. Discipline is also the awareness and willingness of a person to obey all laws and social norms in force. Discipline is a condition in which the employee is willing to accept and simplify the various existing rules, expressed in a concrete or habit that has become a culture, and associated with the execution of the duties, authority and responsibilities to the company. Work discipline on the company CV. Bintang Jaya Sukses Medan decreased with the level of employees who are late and absenteeism increased so that the impact on the work that is not completed on time. In addition, the low level of the work discipline caused a rule set is less clear and sanctions are also not firmly so that many employees are less act to comply with the rules of the company.

From the description that has been there before, it encourages researchers to discuss in the thesis under the title "**The Influence of Job Description and Work Discipline towards Employee Performance on CV Bintang Jaya Sukses Medan.**"

1.2 Problem Limitation

Limitation of the problem in this study only discusses the Influence of Job Description and Work Discipline towards Employee Performance on CV Bintang Jaya Sukses Medan. In this study, Job Description and Work Discipline will be

the independent variable (X) and Employee Performance will be the dependent variable (Y).

1. The job description of employees at the company CV. Bintang Jaya Sukses Medan is still lack of clarity of each employee position because many employees working on tasks that are not his responsibility
2. Work discipline on the CV. Bintang Jaya Sukses Medan decreased with the level of employees who are late and absenteeism increased so that the impact on the work that is not completed on time.
3. The decrease of the employee performance which is reflected from the decline in sales of the CV. Bintang Jaya Sukses Medan.

1.3 Problem Formulation

The problem formulation in this research are:

1. Does Job Description has partial influence towards Employee Performance on CV Bintang Jaya Sukses Medan
2. Does Work Discipline has partial influence towards Employee Performance on CV Bintang Jaya Sukses Medan.
3. Do Job Description and Work Discipline have influence towards Employee Performance on CV Bintang Jaya Sukses Medan?

1.4 Objective of the Research

The objective of this study is:

1. To analyze Job Description whether have partial influence towards Employee Performance on CV Bintang Jaya Sukses Medan

2. To discover Work Discipline whether have partial influence towards Employee Performance on CV Bintang Jaya Sukses Medan.
3. To investigate Job Description and Work Discipline have simultaneous influence towards Employee Performance on CV Bintang Jaya Sukses Medan.

1.5 Benefit of Research

1.5.1 Theoretical Benefit

A reference for similar research in the future, especially concern about Job Description and Work Discipline attention to the level of Employee Performance.

1.5.2 Practical Benefit

From this study, the company will benefit from this research as know if there is correlation between Job Description and Work Discipline with Employee Performance. If the Job Description and Work Discipline is sufficient enough, then Employee Performance will be up to expectations. Some of the benefits are expected for:

1. Researcher

Help the writer to know the influence of Job Description and Work Discipline towards Employee Performance in the real life.

2. Reader

Help to improve reader knowledge about how important the influence of the level of Job Description and Work Discipline towards their Employee Performance.

3. Company

Help the company to aware that Job Description and Work Discipline influenced the Employee Performance.

