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The Influence of Human Resource Development, Discipline, and Job Characteristics on Employee Achievement in The Medan Hajj Dormitory

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Abstract

This study explores the effects of job characteristics, discipline, and human resource development on employee job satisfaction at UPT Medan Embarkation Hajj Dorm. The research targets all 60 employees of this facility, utilizing multiple linear regression analysis to examine the data. The results reveal that human resource development has a moderate impact on employee performance, while discipline also plays a partial role. However, job characteristics are found to have a significant influence on employee satisfaction. Furthermore, the study highlights that the combination of effective human resource development, consistent disciplinary practices, and well-defined job characteristics dramatically enhances employee performance. These findings underscore the importance of a holistic approach to managing human resources, suggesting that integrating these elements can lead to improved job satisfaction and overall employee effectiveness. This comprehensive analysis provides valuable insights for organizational strategies aimed at boosting employee engagement and productivity.

Keywords: Human Resource Development, Discipline, Job Characteristics, Job Performance.

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INTRODUCTION

The period of globalization has hit different parts of human existence, where the world is progressively joined together, occasions in a nation can as of now not be shut to the rest of the world (Al Hafidhoh et al., 2022). Data and correspondence innovation has invigorated changes in relations between countries that can as of now not be restricted by the walls of a nation's boundaries (Nasution, 2023; Raharja et al., 2022; Rahmawati et al., 2023). Globalization has arisen as another peculiarity that has been brought into the world by the advancement of the times. An individual ought to have a specific level of readiness and capacity. An individual's eagerness and abilities are already insufficient to accomplish something without an unmistakable comprehension of what will be finished and how to make it happen (Laksana & Nasution, 2022; Sitorus et al., 2021). Work execution is the genuine conduct shown by every individual as representatives create work execution as per their part in the office. In the agency's efforts to achieve company objectives, employee performance plays a crucial role (Rajab et al., 2022; Sembiring et al., 2022). Representative work execution is vital for an association to accomplish its objectives, so associations put forth different attempts to further develop it. Accomplishment at work is one of everyone's desired necessities to accomplish at work. Representative work execution results are not very similar; this is because every worker has various capacities and readiness to do work (Asputri et al., 2023; Julia et al., 2024; Xiayu, 2024).

Representative work execution is vital for an association to accomplish its objectives, so associations put forth different attempts to further develop it. Accomplishment at work is one of everyone's desired necessities to accomplish at work. Representative work execution results are not very similar; this is because every worker has various capacities and readiness to do work. In actuality, the superior presentation of workers doesn't match the association's assumptions. The association experiences low representative work execution. Because of low representative work execution, the association's efficiency diminishes and it can't satisfy customer needs, with the goal that the association endures misfortunes and encounters snags in its turn of events. In the meantime, for representatives whose work execution will upset professional advancement and reduce pay, The quality and quantity of an individual's or group's work output (output) in a particular activity is known as work performance. This output is the result of an individual's or group's natural abilities, abilities acquired through the learning process, and a desire to do better. All conduct that the individual constrains adds to accomplishing objectives (Barqah et al., 2024; Segara et al., 2023, 2024).

HR improvement can be deciphered as an action completed by an association inside a specific opportunity to work on the abilities and mastery of its HR inside the hierarchical substance and at last increment the efficiency of the association in general. Management personnel acquire general-purpose conceptual and theoretical knowledge through a long-term educational process that employs systematic and organized procedures (Simamora, 2023). The process of getting people or employees ready for higher positions within an organization is known as human resource development. The human turn of events or improvement is firmly connected with expanding scholarly capacities expected to do better work. Human asset improvement depends on the way that each labor force needs better information and abilities. Advancement is more centered around long-haul needs, and results must be estimated in the long haul. It additionally assists representatives with setting themselves up to confront changes in positions or positions brought about by innovation or new item advertisements (Hasim et al., 2022).

Human Asset Advancement is a work to build the information, capacities, and perspectives of individuals and associations and give vocation ways that are upheld by hierarchical adaptability in accomplishing objectives (Ranto Mahmuda Perdana Aritonang et al., 2023). Human asset advancement is a work on the specialized, hypothetical, calculated, and moral capacities of representatives as per the requirements of the gig or position through schooling and preparation. Associations need to comprehend that people have families and social lives to create commonly valuable circumstances (Sulaiman & Paksi, 2022; Triyanto et al., 2021). This truly means that to have proficient representatives in an association, human viewpoints are central to worker



improvement. HR improvement is perceived as a fundamental piece of an association's HR strategy.

Work discipline is a communication tool used by managers to get employees to agree to change their behavior, increase awareness, and be willing to follow all rules and social norms that apply to them (Yonata et al., 2020). Discipline is an individual's mindfulness and readiness to submit to all worker or office guidelines and pertinent normal practices. Discipline can be understood as when employees always arrive at work on time, finish all of their work, and adhere to all employee rules and social norms (Jarir et al., 2022). Because it is difficult for employees to achieve their objectives without the support of effective employee discipline, discipline must be enforced.

Work attributes are the recognizable proof of different work aspects all the while working on hierarchical productivity and occupation fulfillment (Anggraini et al., 2023). In the interim, a task that has qualities that are appealing to workers and enjoyable to do can be an inspiration for representatives (Mutiahsari et al., 2022). Hackman and Oldham's work attributes hypothesis, discusses the connection between individual responses to work and job characteristics. This hypothesis features task conditions for people to determine progress in their work. The start of a total model of work and undertaking plan for people to decide outcomes in their work. Job characteristics include the nature of tasks, such as responsibilities, types of tasks, and degree of job satisfaction (Sugiarti, 2020). The majority of people are more motivated by jobs that are not intrinsically satisfying than by jobs that are. Work qualities are the center elements of work that contain the attributes of the errands in a task. Work qualities are a way to deal with work advancement (Diar, 2019; Husnifal et al., 2023).

Work execution is the consequence of work that an individual has accomplished from their work conduct in doing work exercises (Saragih et al., 2019). That implies that the work exercises done by representatives so far have brought about a great accomplishment. about worker knowledge, initiative, mental dexterity, attitude, and time discipline, as well as aspects of work results. Work accomplishment or execution is characterized as the outcome of a person's undertaking or work (Lanny et al., 2022). And that implies that each person, while working, will be supposed to find actual success, assuming they have work accomplishments in the association. Work execution is the aftereffect of work as far as quality and amount accomplished by a representative in doing his obligations as per the obligations given to him (Aprilda, 2012). Work execution is a work result accomplished by an individual in doing the errands doled out to him given expertise, experience, earnestness, and time. Therefore, the level of work performance that will be produced will be determined by the seriousness and skill with which employees complete the tasks that have been assigned to them (Aritonang et al., 2022).

RESEARCH METHODS

In this investigation, absolute testing is the method of examination. All-out inspecting is a testing strategy in which the number of tests is proportional to the population. The support behind taking an outright assessment was because, as shown by (Sugiyono, 2018), the populace was under 100; the entire populace was used as the assessment test. Information is the natural substance that should be handled before data, both subjective and quantitative, can be created that shows realities. The legitimacy test is used to determine the size of a survey. A survey should be genuine if the requests in the review can uncover something that the study will check (Imam. The significance test is finished by differentiating the decided r regard and the r table for the level of chance $(df) = n-2$. The number of tests in this case is n , and α is set to 0.05. The thing, question, or marker is considered legitimate on the off chance that the determined r is more prominent than the r table and the worth is positive.

Dependability A test is a tool for estimating a survey, which is a sign of a variable or change. A survey should be strong or trustworthy if a singular's reactions to clarifications are unsurprising or stable for a long time. A single estimate or shot is used to make unwavering quality estimates. The results are compared, and various questions or measures of the relationship between them are answered. The Cronbach Alpha () factual test can be utilized to gauge SPSS's unwavering

quality. A development or variable is considered solid if its Cronbach Alpha value is greater than 0.6.

RESULTS AND DISCUSSION

The Hajj in North Sumatra is indivisible from the historical backdrop of the Indonesian Hajj. As per verifiable records, Indonesian Muslims in antiquated times played out the Hajj journey involving cruising ships for quite a long time, even as long as two years separately. Then the Dutch East Indies colonialists gave different Hajj guidelines, specifically the 1825 Mandate. The Hajj Ordinance was enacted in 1922 by the Dutch Indies Government as a result of subsequent developments. The issue of transporting Hajj pilgrims from Indonesia to Jeddah PP was governed by this ordinance by the government of the Netherlands Indies. It also addressed security concerns and transportation facilities along the way. In 1932, on account of the battle of Volksraad individuals, Wiwoko and companions, the Pelgrim Ordonantie 1922 with Staatblaad 1932 number 544 got changes to Article 22a, which gave the lawful premise of conceding licenses to genuine Indonesian associations or Indonesian Muslims to give Hajj administrations and exchange matters.

Validity test

The legitimacy test is done to see if the estimating instrument that has been arranged can be utilized to quantify what is to be estimated precisely. The legitimacy of an instrument portrays the degree of capacity of the estimating instrument used to uncover something—the fundamental objective of estimation. The instrument is considered valid if it is capable of measuring the variable being measured, whereas it is considered invalid if it is unable to do so. Testing the legitimacy of the instrument utilizes Investigator Relate Bivariate to track down the connection coefficient from Pearson Item Second with SPSS. Then, at that point, it is contrasted with the rtable incentive for $\alpha = 0.05$ with levels of opportunity ($dk=n-2$) to get rtable. For explanation things with a relationship coefficient esteem ($r_{count} > r_{table}$), the assertion thing is pronounced legitimate. Since the number of respondents utilized for the legitimacy test was 60 individuals, the r table is still up in the air: $dk = n-2 = 60-2 = 58$. With $dk = 58$, the r table value is 0.254. Therefore, if the r_{count} is greater than 0.254, the question item is deemed valid.

Table 1. Variable Validity Test Results (X₁)

Variable	r_{count}	r_{table}	Description
1	0,405	0,254	Valid
2	0,294	0,254	Valid
3	0,901	0,254	Valid
4	0,901	0,254	Valid
5	0,697	0,254	Valid
6	0,405	0,254	Valid
7	0,483	0,254	Valid
8	0,901	0,254	Valid
9	0,338	0,254	Valid
10	0,294	0,254	Valid

Table 2. Variable Validity Test Results (X₂)

Variable	r_{count}	r_{table}	Description
1	0,415	0,254	Valid
2	0,433	0,254	Valid
3	0,834	0,254	Valid
4	0,834	0,254	Valid
5	0,660	0,254	Valid
6	0,415	0,254	Valid
7	0,447	0,254	Valid
8	0,834	0,254	Valid



9	0,350	0,254	Valid
10	0,433	0,254	Valid

Table 3. Variable Validity Test Results (X₃)

Variable	r _{count}	r _{table}	Description
1	0,391	0,254	Valid
2	0,629	0,254	Valid
3	0,741	0,254	Valid
4	0,741	0,254	Valid
5	0,698	0,254	Valid
6	0,391	0,254	Valid
7	0,314	0,254	Valid
8	0,741	0,254	Valid
9	0,284	0,254	Valid
10	0,629	0,254	Valid

Table 4. Variable Validity Test Results (Y)

Variable	r _{count}	r _{table}	Description
1	0,728	0,254	Valid
2	0,621	0,254	Valid
3	0,428	0,254	Valid
4	0,728	0,254	Valid
5	0,446	0,254	Valid
6	0,621	0,254	Valid
7	0,621	0,254	Valid
8	0,583	0,254	Valid
9	0,641	0,254	Valid
10	0,583	0,254	Valid

Based on tables 1 to 4, all statements in each variable have a corrected item correlation (r_{count}) value greater than r_{table}.

Reliability Test

Instrument consistency depicts the steadiness of the assessing instrument used. A reviewing instrument is said to have high undaunted quality or can be depended on in case the instrument is consistent, so it will generally be relied upon (faithfulness) and can be used to predict (consistency). The Cronbach Alpha strategy was utilized for the unwavering quality test in this appraisal. Steady quality is estimated by how much reconsideration gauges yield reliable outcomes. The made alpha coefficient decides whether the information is reliable; information that is just about 1 (one) is considered to have high steadiness. A respect for the Cronbach Alpha coefficient that is close to one indicates that the results are very obvious, so they are referred to as having high steady quality. The information should be exact assuming that the base Cronbach's regard for the Cronbach's alpha coefficient is 0.60. For the resolute quality test in this audit, the SPSS program was used.

Table 5. Variable Reliability Test

Variable	Cronbach'sAlpha	N of Items	ReabilitasStatus
X ₁	0,781	10	Reliable
X ₂	0,775	10	Reliable
X ₃	0,760	10	Reliable
Y	0,796	10	Reliable

In light of the table above, it very well may be seen that the Cronbach alpha incentive for all factors goes from 0 to 1 and will in general be more like 1, hence all things in the estimation instrument can be sorted as truly solid.

Hypothesis testing

The author will test all or part of the hypothesis during the evaluation of this data. Moreover, to make it simpler to assess this information, the creator searches for the necessary qualities utilizing PC programming, specifically the SPSS for Windows program, with the accompanying information results:

Table 6 Partial Test (t-Test)

Model	Unstandardized Coefficients		Standardized Coefficients t	Sig.	
	B	Std. Error	Beta		
(Constant)	2.272	3.824		.594	.555
Pengembangan.SDM	.291	.078	.297	3.724	.000
1					
Disiplin	.355	.074	.387	4.790	.000
Karakteristik.Pekerjaan	.360	.076	.407	4.736	.000

Based on Table 6, the following regression equation can be created:

$$Y = 2.272 + 0.291X_1 + 0.355X_2 + 0.360X_3 + \varepsilon$$

The equation above explains that the coefficient X1 (HR development) has a positive value, namely 0.291. This shows that the HR development variable has a positive influence on work performance. So if employee human resource development is working well, it will have a positive impact on UPT's work performance. Medan Embarkation Hajj Dormitory. Based on the equation above, the coefficient X2 (discipline) also has a positive value, namely 0.355. This shows that the discipline variable has a positive influence on work performance. Based on the equation above, the coefficient X3 (job characteristics) also has a positive value, namely 0.360. This shows that the job characteristics variable has a positive influence on work performance.

This means that assuming that a pioneer focuses on how the human asset advancement of existing representatives keeps on improving, the discipline of workers in doing their obligations, and the work qualities that are suitable for every representative, this will affect the work execution of UPT representatives. Medan Embarkation Hajj Dorm.

Hypothesis Testing with F Test

The results of hypothesis testing on the simultaneous influence of human resource development, discipline, and job characteristics on work performance can be seen in the table below:

Table 4. Simultaneous Test Results (F Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	62,548	3	20,849	46,512	,000 ^b
1 Residual	25,102	56	,448		
Total	87,650	59			

The Fcount value is 46.512, and the significance value is 0.000b, as shown in the table above. It is realized that the Ftable worth with a 95% certainty level (α : 0.05) is 2.760. As a result, if Fcount > Ftable (46.512 > 2.760), then Ha is accepted and Ho is rejected. The speculation in this examination is that human asset improvement, discipline, and occupation qualities, at the same time, affect the work execution of UPT representatives. Medan Embarkation Hajj Dorm.

CONCLUSION

Human asset improvement, to some degree, affects the work execution of UPT representatives. Medan Embarkation Hajj Dorm. Discipline, to some degree, affects the work execution of UPT representatives. Medan Embarkation Hajj Dorm. Work qualities, to some extent, significantly affect the work execution of UPT representatives. Medan Embarkation Hajj Dorm. Human asset improvement, discipline, and occupation qualities all the while affect the work execution of UPT representatives. Medan Embarkation Hajj Dorm. The R-square worth in the handling results is 0.714. This shows that UPT representatives execute 71.4% of the variable work. The variables of human resource development, discipline, and job characteristics can explain the Medan Embarkation Hajj dormitory, while the remaining 28.6% were not investigated.

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