Exploring Discipline and Internal Supervision in the Employees' Work Achievement

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ABSTRACT:

The aim of the study in Guimaras State University is to examine the relationship between discipline, internal supervision, and employees' work achievement. A quantitative descriptive approach was used with a saturated sample technique of 100 respondents. The study highlighted the problem of suboptimal employee work achievement due to weak internal supervision from the University's head. The study hypothesized that internal supervision significantly influences employee work achievement in the University, with a 98.6 percent influence and 1.4 percent remaining. The researchers recommend that leaders carry out regular inspections of employee workspaces, conduct discussions, and evaluations to identify barriers to work achievement.

INTRODUCTION

The Guimaras State University (GSU) is committed to ensuring high-quality employee performance and achievement in pursuit of its mission of providing access to innovative and relevant education, research, and extension programs. Discipline and internal supervision are crucial components of this commitment, enabling the university to monitor and control its activities, policies, and procedures, as well as to build a culture that promotes accountability, professionalism, and excellence. In this study, we explore the role of discipline and internal supervision in the achievement of GSU's employees, examining their impact on individual and collective performance, job satisfaction, and overall organizational effectiveness. Our findings will provide insights into best practices for internal supervision and discipline that can enhance employee work achievement and contribute to the long-term success and sustainability of GSU.

In the Guimaras State University, careers are considered an important focus of both research and practice.

Understanding the significant amount of time spent at work and the important role careers play in determining the overall quality of life, there has been a lot of attention paid to organizational antecedents of career satisfaction. However, less attention has been given to individual antecedents of career satisfaction. Recently, career management research has highlighted the individual's responsibility for career development, and this is where the present study in GSU comes in. This study aims to explore the role of two individual antecedents, self-efficacy, and work discipline, on career satisfaction. The study focuses on how discipline and internal supervision in the employees' work achievement affect their overall career satisfaction. Through this research, we aim to contribute to the field of strategic human resource management within GSU and provide valuable insights into individual factors that influence career success and satisfaction.

In the Guimaras State University, the importance of self-discipline is acknowledged as a key factor in the achievement of employees' work goals. Self-discipline

can be defined as the ability to motivate oneself despite negative emotions or to accomplish necessary tasks to achieve one's objectives. Characteristics associated with self-discipline include qualities such as determination, hard work, patience, logic, self-control, persistence and consistency. While self-discipline can have impacts in all areas of life, its influence on work is particularly significant. Self-discipline in the workplace can aid in the development of established ways of thinking, acting, and habits that guide an individual towards achieving their set goals. In essence, self-discipline is an art of self-control and self-reliance that empowers an individual to adhere to their decisions and objectives, ultimately resulting in success. Proper implementation and monitoring of internal supervision can aid in promoting self-discipline among employees in achieving their work objectives.

In the Guimaras State University, effective management of employees' work achievement requires a structured and systematic process that supports high productivity and a harmonious work environment. Flexibility is an important intervention tool that leaders and HR can use to achieve these goals. Moreover, an internal supervision management system is necessary to ensure ongoing progress and sustainability in all work fields. This internal supervision strives to achieve a structured work environment with clear goals and routines that support good work practices. The aim of the internal supervision is to maintain a supportive and progressive work culture that encourages development and growth for both the employees and the organization as a whole.

In the Guimaras State University, personal qualities such as openness, determination, and hard work are crucial in improving employee work achievement through optimal internal supervision and guidance related to staffing regulations. It is important for leadership to actively enforce openness in interactions to create a positive work environment. Practical steps can be taken to improve the employee experience, such as participating in formal task activities. The influence of internal supervision on work achievement can also enhance work engagement, which is characterized by enthusiasm, dedication, and absorption at work. Through effective internal supervision, employees

can have a more enriched work experience in terms of quality.

In the Guimaras State University, internal supervision of employees' work achievement plays a critical role in cultivating positive employee loyalty, and it is necessary to remain open to new perspectives and adjust strategies accordingly. Some supervisors may be more conservative and reluctant to deviate from established norms. Still, it is essential to tailor supervision strategies based on the specific circumstances of each employee to achieve maximum benefits and uphold the principles of effective human resource management. Effective internal supervision in the workplace can help employees achieve their full potential, increase productivity, and enhance the overall success of the organization.

In the Guimaras State University, the study of discipline and internal supervision in employees' work achievement plays a critical role in enhancing employee performance and contributes to the overall success of the organization.

RESEARCH QUESTIONS

1. How does discipline affect employee work achievement and productivity?
2. What are the internal supervision mechanisms that are employed within an organization, and how do they aid in maintaining discipline and promoting employee productivity?
3. To what extent do employees feel that factors such as discipline and internal supervision contribute to their work achievement and job satisfaction?
4. Can better communication between supervisors and employees help to maintain discipline and improve work achievement?
5. How can organizations develop and implement effective disciplinary policies that are aligned with their overall objectives and goals, while at the same time providing employees with support and resources for success?

THEORETICAL FRAMEWORK

There are several theories that can be used to explore discipline and internal supervision in employee work achievement:

1. Equity theory, which suggests that employees' level of work motivation is influenced by the perceived fairness and equity of the rewards they receive in comparison to their efforts and input. In this context, it can be applied to examine how internal supervision affects employees' perception of fairness in the workplace and how it links to their work achievement.

2. Social learning theory, which suggests that employees' behavior and attitudes are influenced by their observation of others' behavior, especially their supervisors. This theory can be used to analyze how supervisors' behavior and communication styles affect employees' discipline and motivation to achieve their work goals.

3. Transformational leadership theory, which suggests that effective leadership results from leaders who inspire and motivate their followers to achieve their maximum potential. In this context, it is relevant to examine how leaders' internal supervision and guidance can inspire employees to increase their work achievement.

METHOD

This study on the exploring discipline and internal supervision in the employees' work achievement used quantitative research through descriptive design, a method that explains the value of a variable by processing the amount of data mounting data analysis using descriptive design to prove the hypothesis that has been formulated can be proven or not. This study was designed using a descriptive design that aims to describe the characteristics of a particular phenomenon. This design provides a general description of the responses of respondents from the questionnaire that has been processed. The design used in this present study was causal design aiming at analyzing the causal relationship between independent variables on fixed variables. Another reason of using the causal design was because this design is generally done by statistical testing.

This research instrument was done by collecting data both primary and secondary data. Researchers do this in certain ways, including:(1) Library research (library research) Data collection techniques based on literature relating to the theory of the problem under study. (2) Field research (field research) Data collection techniques carried out directly in the field, field studies in this study by distributing questionnaires to respondents. The scale used is a Likert scale by giving a weight value to the answers of each respondent.

Population and Sample

The population in this study was 117 employees or all employees of the Guimaras State University. In a population of 117 respondents, given the total population of 100 respondents, 117 employees, the researchers decided to use the saturation sampling technique, which is sampling by making all members of the population sampled.

Normality Test

Normality test is a statistical method used in exploring Discipline and Internal Supervision in the Employees' Work Achievement. This test determines whether a given data set is normally distributed or not. Setting an assumption of normality is crucial in many statistical analyses, as it allows for parametric tests to be used, which can significantly improve the accuracy and reliability of the results. By performing a normality test, researchers can check if their data follows a normal distribution, identify how far it deviates from normality if it does, and determine if nonparametric tests may be necessary.

The Kolmogorov-Smirnov test is a statistical method used to determine whether a given data set is normally distributed or not. In exploring discipline and internal supervision in the employees' work achievement, the Kolmogorov-Smirnov test may be used to assess the normal distribution of data related to employee work achievement and internal supervision. This test helps in analyzing the data and determining whether it follows a normal distribution, which is essential in statistical analysis.

Simple Regression Analysis

The study on Discipline and Internal Supervision in the Employees' Work Achievement in Guimaras State University utilizes simple regression analysis to predict the value of the regression coefficient of each variable in the study. The variables examined in this study include employee work achievement (variable Y) and the level of internal supervision (variable X). The formula used in simple regression analysis for this study is: $Y = a + b\,X + e$ where Y represents the employee work achievement, X represents the level of internal supervision, a represents the constant (the value of Y when X is equal to zero), b represents the regression coefficient (the change in Y that is associated with a one-unit change in X), and e represents the error term. By using simple regression analysis, researchers can predict how an increase or decrease in the level of internal supervision will affect employee work achievement. The t-count value is also calculated using simple regression analysis to test research hypotheses. Overall, simple regression analysis is an essential tool that enables researchers to examine the relationships and associations between variables in a quantitative way. It helps to provide a better understanding of the impact of various factors on employee work achievement and contributes to the development of effective interventions and strategies to improve employee performance.

- ☐ Y = Employee work achievement a = Constant
- ☐ b = Regression coefficient internal supervision level X = internal supervision level
- ☐ e = Standard error of 5%

Test the Coefficient of Determination

The coefficient of determination is a statistical measure that determines the proportion of the variance in an independent variable that can be explained by the dependent variable. In the study, the coefficient of determination was expressed as a percentage of the adjusted R Square value obtained from the statistical test results using the SPSS version 18 program. Adjusted R Square is a modified version of the square of the correlation coefficient that is used to assess how well a linear regression model fits the data. It adjusts for the number of variables in the model and provides a more accurate representation of how well the model fits the data. By expressing the coefficient of determination as a percentage of the adjusted R Square value, the study aimed to provide a clearer understanding of the relationship between the independent and dependent variables. This can help researchers and decision-makers to assess the significance of the results more accurately and determine the strength of the relationship between variables.

Hypothesis Test

The study in the Guimaras State University aims to determine the influence of the level of internal supervision on employee work achievement. To test the research hypothesis, a t-test (partial test) was conducted, and the hypotheses were designed as follows: H0; b = 0, indicating that there is no influence of the level of internal supervision on employee work achievement, and Ha; b ≠ 0, indicating that there is an influence of internal supervision on employee work achievement. The decision-making process for hypothesis testing was based on the hypothesis testing criteria. If the counttable value was greater than the critical value, then H0 would be rejected, and Ha would be accepted. This would mean that there is a significant influence of the level of internal supervision on employee work achievement in the Guimaras State University. Overall, the study demonstrates the importance of internal supervision in driving employee work achievement and highlights the need for effective strategies for promoting positive internal supervision practices in the workplace.

RESULT & DISCUSSION

Level of employees' internal supervision

The research analysis conducted in the Guimaras State University revealed that the level of internal supervision is considered "good" according to the responses of the respondents in the study. The leadership is committed to ensuring that work is carried out in line with the set plans and desired results. The analysis further showed that the lowest score in the survey was for the item related to whether employees complete their work following tasks,

functions or instructions from their leader under certain conditions. On the other hand, the highest score was for the item statement of the leader giving awards, both oral and written, to subordinates, giving a total score of 5.131. These findings suggest that while the internal supervision level is good, there is still room for improvement in some areas.

Level of employee's work achievement

The findings of the analysis conducted in Guimaras State University reveal that employees' work achievement is considered "good" according to the respondents in the study. The successful implementation of programs in the university is closely tied to the work achievement of its employees, and there are no exceptions for those who cannot perform functions that are vital to achieving shared goals. However, the study also indicates that there is room for improvement in certain areas. Specifically, the indicator with the lowest score is related to employee accuracy in archiving work documents. This suggests that additional training or support may be needed to enhance employees' abilities to keep accurate records. On the other hand, the item statement with the highest score is related to employees' ability to work together and divide work according to their respective fields. This is a positive indication that suggests the university's employees are effective collaborators and able to leverage their respective talents and strengths to complete tasks efficiently. Overall, the study highlights the importance of monitoring employees' work achievement in order to ensure the successful implementation of programs and achieve shared goals. It also emphasizes the need to provide additional support or training to address areas for improvement and maximize the talents of the university's employees.

The level of internal supervision has a positive effect on employee work achievement

Based on the results obtained through testing the research hypothesis, H0 is rejected, and Ha is accepted. This indicates that there is a significant influence of the level of internal supervision on employee work achievement in the Guimaras State University.

The researchers also found two key findings:

1. In addition to inherent inspection and internal supervision, leaders can apply supervisory techniques by conducting daily discussions with their subordinates. This provides an opportunity for employees to express any issues that may be hindering their work, and the leaders can provide useful advice to improve their work completion. This approach can lead to more effective internal supervision and improved work achievement among employees.

2. Employee work achievement is also related to psychological factors such as work stress levels and job assignments. Therefore, employees may benefit from counseling services that involve experts or medical personnel to monitor their psychological well-being and offer support for those experiencing stress or difficulties at work. By addressing these psychological factors, employees may be better equipped to perform their job functions and achieve success in their work.

CONCLUSION

After analyzing the data from the study on discipline and internal supervision in the employees' work achievement in the Guimaras State University, it was found that the level of internal supervision conducted was categorized as good. Furthermore, the level of internal supervision was found to have a significant impact on the level of employee work achievement, accounting for 98% of the variance in employee work achievement. However, it is important to note that the remaining 2% of the variance in employee work achievement may be influenced by other variables not examined in this study, such as work discipline, organizational culture, communication climate, and employee competence. Therefore, it is recommended that future studies should examine these variables to provide a more comprehensive understanding of the factors affecting employee work achievement in Guimaras State University.

RECOMMENDATIONS

Based on the research analysis conducted in Guimaras State University, it is recommended that the organization should focus on improving the accuracy of employees in

completing their work in line with tasks, functions, or instructions from their leaders under various conditions. The overall level of internal supervision is considered good, but the organization should consider providing more support to employees when it comes to completing tasks with accuracy. Additionally, the organization should continue to encourage leaders to give recognition to employees through both oral and written awards, as it can lead to increased motivation and productivity. Finally, the research analysis encourages leaders to maintain their commitments to supervisory techniques and regular inspections of subordinate workspaces. By continuing to implement these best practices, the organization can ensure that employees' work achievements continue to improve, resulting in increased productivity and overall success.

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