

Effect of Discipline of Work, Creativity and Team Working on the Performance of Devices in Village Kaduagung Tigaraksa Sub District Tangerang Banten Province

Mohamad Fauzi, Israil Agustinus, Rama Prasetya, Erry Rimawan
Master of Management, University of Mercubuana Jakarta

Abstract:- This study entitled "Effect of Discipline Work, Creativity and Teamwork on Performance On Device Village". The object of this study is a village located in the district KaduagungTigaraksaTangerang district of Banten province. The population in this study were 35 respondents using saturated sample technique. Methods of data analysis of this research is Structural Equation Model (SEM) based variants Partial Least Square (PLS). The results of this study indicate that the discipline of work and creativity has no effect on the performance of the device, and teamwork positive and significant effect on the performance of the device.

Keywords:- Discipline Work, Creativity, Teamwork, Performance.

I. PRELIMINARY

A. Background Research

Management of human resources (HR) are important in the achievement of objectives. Generally a leader expect a good performance from each employee in the tasks given by the organization. Human resources (HR) be an authorized capital in the development process and even national companies, therefore the quality of human resources should be borne in developed and directed to the achievement of the goals set by the company. As for the activities of human resource management is comprised of: human resource planning, procurement, direction, development, maintenance, and termination. It is aimed for an organization to manage the human resources that are both effective and efficient.

One very influential in the government's performance of the device is discipline. According Hasibuan (2013), discipline is a function of human resource management (HRM) is paramount and key to the realization of objectives because without a good working discipline difficult to achieve the maximum. Labor discipline is awareness and willingness to obey all company rules and norms prevailing social norms. With a good working discipline in a person, the higher the performance to be achieved. Labor discipline is one thing that must be maintained and improved continuously menurus that members of the corresponding device become accustomed to working with a full discipline and responsibility in accordance with the tasks that have been given.

Creativity is an important supporter of the work, because the progress of a country greatly affected in the form of creative brainstorming new ideas and new technologies on society. Countries and companies need innovation to be in a world that is changing rapidly and unpredictably faced. Creativity enabling new discoveries in the field of science and technology. traditional manner, according Munandar (2006), the creative process can be described through five phases. First, the preparatory phase, the second phase of incubation, the third phase of insight (collecting facts), the insight, the fourth, is the evaluation phase, and the fifth and final component of the creative process is the elaboration phase. Based on some sense it can be concluded that creativity is an initiative towards a process or helpful idea,

Teamwork is a group effort of each individual to produce better performance than the results obtained by each individual. It has a sense that the performance in achieved by a team better than the performance per individual in an organization, thereby creating an office to work effectively in governance. Factors that influence the effectiveness of a teamwork consisting of the context of an effective team, team composition, design work, and the processes that influence the effectiveness of a teamwork. Teamwork is the group whose individual efforts result in higher performance than the number of individual entries (Stephen and Timothy, 2008). Humans as social beings can not be separated from the community and every person in this world nothing can stand alone perform all activities to meet its needs, without the help of others. Naturally, human interaction with the environment, human beings and other living beings. Likewise you, in business activity, each person always requires the presence and role of the other. Not a businessman or a successful entrepreneur because of work or their own business. Due to the success of their business, there must be the role of another person or party. Therefore, one key to business success is success in business cooperation. Human interaction with the environment, human beings and other living beings. Likewise you, in business activity, each person always requires the presence and role of the other. Not a businessman or a successful entrepreneur because of work or their own business. Due to the success of their business, there must be the role of another person or party. Therefore, one key to business success is success in business cooperation. Human interaction with the environment, human beings and other living beings. Likewise you, in business activity, each

person always requires the presence and role of the other. Not a businessman or a successful entrepreneur because of work or their own business. Due to the success of their business, there must be the role of another person or party. Therefore, one key to business success is success in business cooperation.

The point is not how member owned, but the extent of entanglement between them to build a new power. One important tool to improve the quality of the attachment member team is with communication. Communication is the lifeblood of the aspirations of each member in order to achieve the set target.

Public services by village device today there's also a drawback that can not meet the quality expected by society. The image of the government bureaucracy as a whole will be largely determined by the performance of the organization. The Village as a public service agencies are required to improve and continue to reform and to anticipate developments in technology and society happens. In order to improve the image, the work and the performance of government agencies moving towards professionalism and support the creation of good governance (good governance), It is characterized by the presence of various public complaints submitted via the mass media and the online media and social media, which can cause image unfavorable to the government apparatus.

According to the news could be found in Table 1. device performance quite a lot of shortcomings, especially government discipline problems are found in various regions in Indonesia. Many public servants or not pay attention to discipline pemerintah devices that have been in amanahkan. It can be seen from Table 2. in the District Prohibition of carrying multiple devices village truant.

News	Interviewees	How did it happen
18 Employees Sub Working LTFU	http://news.fajarnews.com/read/ (Monday, May 18, 2015)	after the ascension of Jesus Christ off.
Creative Lurah example. Used Goods Pot Transformed So Unique	http://beritakota.co.id/Berita (Tuesday, June 7, 2016)	For the success of environmental greening program
World Cup effect, Solo Late Dozens of civil servants ngantor	http://daerah.sindonews.com/read/ (Tuesday, June 17, 2014)	dozens of civil servants were late for work due to watch the World Cup matches.
Hundreds of civil servants Bolos Kaltim Work First Day	http://daerah.sindonews.com/read/ (Monday, August 4, 2014)	This happens due to leave together after Eid.
Inter-Employee Cooperation Must Continue Enhanced	http://inforiau.co/news (Friday, December 5th, 2014)	need for coordination between the instruments of government.

Table 1. News

According to the news could be found in Table 1. device performance enough governance deficiencies especially in the discipline found in various regions in Indonesia, many of the tools of governance absent on the first day of work after a long holiday. It can be seen from Table 2. in the Village of carrying too many devices Kaduagung truant village.

No.	Month	Percentage Not Present Device
1	January	5.8%
2	February	8.2%
3	March	4.8%
4	April	7.8%

Table 2. Attendance Device Kaduagung Village 2016
Source: Village Kaduagung, 2016

Based on Table 2. with the number of devices villages as many as 13 people can be concluded that the greatest rate of absence in February by 8.2%. And the smallest rate of absenteeism was in March, amounting to 4.8%. Data in the form of manuals and do not include an explanation on leave, negligent or sick.

No.	Question	Yes	No
1	I was able to complete the work in accordance with standard operating procedures wards.	38.46%	61.53%
2	I can complete the work in accordance with the time specified by the village.	84.61%	15.38
3	I am able to work with fellow members of the village device.	61.53%	38.46%
5	I was able to complete the work in accordance with the target.	53.84%	46.15%
6	I am always eager to perform work that is new and has a high responsibility.	38.46%	61.53%

Table 3. QuestionnairesPre Survey Variables performance

discovery of poor performance will be undertaken by tools of governance. Judging from the results of the questionnaire in Table 3. with 13 respondents on performance variables, the negative response given by the respondent to prove that the device is less enthusiastic in doing work that is new and less have a high responsibility, a negative response is also given by the respondent to prove that the device villages less able to complete tasks in accordance with standard operating procedures wards.

In view of Table 4. can be found an issue that is a problem relating to the discipline there are some employees who come not timely in accordance with the news that found in Tables 1. and chat while at work resulting in jobs that can not be resolved in time though Table 4. can be seen they immediately do the work when it is provided by the boss and can come on time when there is activity in the village office. It can be seen less good discipline when faced with work that is my responsibility and the employees are less able to obey the rules that exist in the village office

NO	Statement	YES	NO
1	I could handle that job is my responsibility.	15:38%	84.61%
2	I have to obey the rules.	38.46%	61.53%
3	During my work, I use office equipment properly.	61.53%	38.46%
4	Orders given by the supervisor must be immediately processed.	61.53%	38.46%
5	Employees ready reassigned when the target job can not be filled.	69.23%	30.76%
6	I've come on time when there is activity in the village.	46.15%	53.84%

Table 4. Pre Survey questionnaire Variable Work Discipline
Source: Primary Data, 2016

If you look at the news Table 1. reveal any government apparatus who come late because of watching the World Cup this case in accordance with the data pre-survey that has been done in Table 3. prior to the 13 respondents can be generated several phenomena (problem) that occurred in the Village Kaduagung, that is it can be concluded that the performance of the device KaduAgung village can not be said to be satisfying. As well as the facts are proven through news Table 1. where a lot of the

NO	Statement	YES	NO
1	The tendency in themselves to be attracted to an object or something like it.	61.53%	38.46%
2	I am always optimistic in thinking creatively.	69.23%	38.46%
3	In my work concentrating to think of creative ideas.	69.23%	30.76%
4	The tendency in themselves to be attracted to an object or something like it.	61.53%	38.46%
5	A big boost from person to get or do something.	61.53%	38.46%

Table 5. Pre Survey questionnaire Variable Creativity
Source: Primary Data, 2016

Table 1. visits villages have creativity good waste management, it is proved that the creativity of the device is quite good village. It proved berdasarkan pre-survey in Table 5. does not exist in temukannya a problem that is too prominent because although the employees have had a level of creativity that is good but there are a few employees can not be interested in a new object or enjoy them, on the other hand an employee is able to be optimistic in creative thinking and to concentrate on the creative ideas or new ideas to improve performance.

KADUAGUNG Tigaraksa SUB DISTRICT TANGERANG BANTEN PROVINCE".

II. CONCEPTUAL FRAMEWORK AND DEVELOPMENT HYPOTHESIS

A. Definition of Human Resource Management

Human resource management in general to obtain the level of development of employees in the highest, harmonious working relationship among employees and penyatapaduan human resources effectively or objectives of efficiency and cooperation that is expected to improve productivity. (Sunnyoto, 2012).

B. Understanding Work Discipline

According Hasibuan (2010) argues that the discipline as a form of awareness and willingness to comply with all company rules and social norms in force. So, work discipline can be said if employees are aware of and willing to do all the tasks well and responsibly. Labor discipline must stand in an organization without a high work discipline, it is difficult for the company to realize its goals, so discipline is the key to the success of a company in achieving its goals. And according Hasibuan (2007) discipline is awareness and willingness to obey all company rules and social norms in force.

C. Understanding Creativity

According to Rogers (in Munandar 2012), creativity or creative thinking is the ability to see possibilities resolution of a problem, a way of thinking that is still less attention. As acceptance of knowledge, memory, and reasoning (logical thinking), Creativity is the ability of a person to find and create something new, the way - a new way, a new concept that is useful for him, for the people, and for the organization. The new thing is not necessarily something that had never existed before, but individuals find new combinations, new relationships, new constructs that have different quality to the previous state. Creativity is based on the terms of - in terms of intellectual, such as intelligence, talent and real skill, and also in terms of - in terms of affective as attitudes, interests, and motivations.

D. Definition of Teamwork

Sopiah (2008) revealed that teamwork is a group whose individual efforts result in a performance that is greater than the sum of individual entries. A positive team work generates synergies through a coordinated effort. Their individual efforts result in a level of performance that is greater than the sum of the individual inputs. From the above definition can be concluded that the performance achieved by a team better than the performance per individual in an organization or company.

E. Understanding Performance

According Rival and Sagala (2011), the performance of the real behavior that is displayed every person as a job performance that produced by employees in accordance with its role within the company. Successful and effective organization is organanisasi the strut by qualified resources.

No.	Statement	YES	NO
1	Leaders have guided members in performing the tasks.	38.46%	61.53%
2	My team leader is actively cooperating guiding members in performing the tasks.	38.46%	61.53%
3	Every job, I've provided the impetus to achieve the goal that has been set ..	86.61%	15:38%
4	In carrying out my duties already cooperate with each other.	53.84%	46.15
5	I've been given the right to give ideas for the betterment of the village.	30.76%	69.23%
6	I have received feedback from colleagues.	84.61%	15:38%
7	In the course of our work with each other to respond quickly.	61.53%	38.46%

Table 6. Variables Survey questionnaire Pre Teamwork
Source: Primary Data, 2016

If you look at the news Table 1. shows the village head called for in tingkatannya cooperation between devices village so that all urusan and problems in public may soon be resolved, however, in Table 6. of variables teamwork can be seen that the head is less guiding members in the execution of duty, giving rise to a the work is not completed on time, and the employee was not freed provide an ideas for the betterment of the village, this hinders to improve a productivity. However, the leader always directs its members to be able to achieve a goal that has been set before.

Based on the background of the problem, I am keen to make research with the title "EFFECT OF WORK DISCIPLINE, CREATIVITY AND TEAM WORKING ON THE PERFORMANCE OF DEVICES IN VILLAGE

F. hypothesis development

- H1: Discipline work positive influence on employee performance.
- H2: Creativity positive influence on employee performance.
- H3: Teamwork positive influence on employee performance.

III. RESEARCH METHODS

To obtain data for the preparation of the study, the authors take place at the Village Office Kaduagung research Tigaraksa Banten Province Tangerang regency. The research design used in this

	DISIPLIN	KERJA TIM	KINERJA KARYAWAN	KREATIVITAS
DK1	0.529			
DK3	0.722			
DK4	0.857			
K1				0.603
K2				0.668
K5				0.642
K6				0.706
KK2			0.822	
KK5			0.780	
KK7			0.826	
KK8			0.559	
KT2		0.795		
KT3		0.814		
KT4		0.528		

research is causal. Causal research is a useful research to analyze the relationships between one variable with another variable or how a variable affects other variables. Design test causal relationship "causal". The population can be defined as a generalization region consisting of the object or subject that has a certain quantity and characteristics defined by the researchers to learn and then drawn conclusions (Sugiyono, 2013). The population in this study were all employees of the District Prohibition totaling 35 people. In collecting the data, a research technique used by researchers that by distributing questionnaires.

IV. RESULTS AND DISCUSSION

➤ Outer Model

A. Validity test

- Convergent Validity

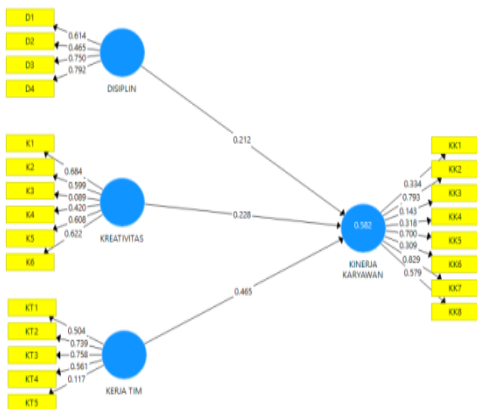


Fig 1:- Structural Model Line Diagram (Before Modification)

Sources: Primary data and processed, 2017

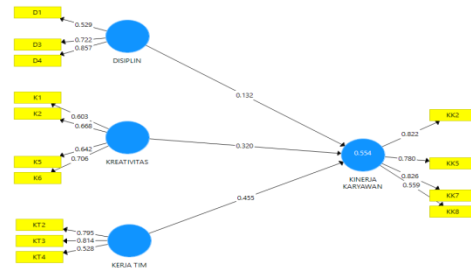


Fig 2:- Line Diagram Structural Model (Modified)

Table 7. Banks Results Loading (Modification)
Sources: Primary data and processed, 2017

From Table 7. above can be seen that a modified version with a validity test confirmatory factor analysis, it can be seen that there is an indicator to the value of the Standardized loading factor > 0.50 it shows that all of these indicators can be considered appropriate or valid.

1) Discriminant Validity

A. Cross Loading

	DISIPLIN	KERJA TIM	KINERJA KARYAWAN	KREATIVITAS
DK1	0.529	0.104	0.119	0.218
DK3	0.722	0.179	0.284	0.448
DK4	0.857	0.285	0.432	0.458
K1	0.434	0.395	0.319	0.603
K2	0.336	0.376	0.439	0.668
K5	0.286	0.325	0.382	0.642
K6	0.402	0.246	0.465	0.706
KK2	0.262	0.657	0.822	0.515
KK5	0.374	0.561	0.780	0.484
KK7	0.397	0.452	0.826	0.450
KK8	0.332	0.182	0.559	0.431
KT2	0.279	0.795	0.494	0.450
KT3	0.162	0.814	0.550	0.336
KT4	0.206	0.528	0.352	0.302

Table 8. Cross loading
Sources: Primary data and processed, 2017

From Table 8. shows that the correlation construct discipline with the indicator higher than DK correlation with other constructs (creativity, employee performance and teamwork). Then construct creativity correlation with the indicator is higher than the K correlation with other constructs (work discipline, employee performance and teamwork). Then correlation construct teamwork with the indicator was higher than the correlation KT with other indicators (labor discipline, creativity and performance of employees), and the correlation constructs employee performance indicator is higher than the correlation KK to construct more (work discipline, creativity and team work).

B. Average Variance Extracted

	Average Variance Extracted (AVE)
DISIPLIN KERJA	0.512
KERJA TIM	0.524
KINERJA KARYAWAN	0.570
KREATIVITAS	0.430

Table 9. Average Variance Extracted
Sources: Primary data and processed, 2017

From Table 9. it can be concluded that the square root of the average variance extracted (AVE) for each construct is greater than the correlation between the constructs and other constructs in the model. AVE value of, based on the above statement eat construct the estimated models meet the criteria of discriminant validity.

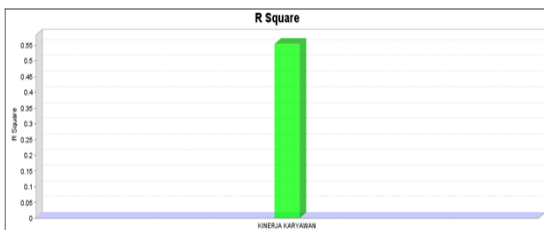
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Keterangan
DISIPLIN KERJA > KINERJA KARYAWAN	0.132	0.188	0.183	0.719	0.473	Tidak signifikan
KERJA TIM > KINERJA KARYAWAN	0.455	0.432	0.188	2.414	0.016	Positif signifikan
KREATIVITAS > KINERJA KARYAWAN	0.320	0.309	0.187	1.710	0.088	Tidak signifikan

C. The reliability test

	Composite Reliability	Cronbach's Alpha
DISIPLIN KERJA	0.752	0.579
KERJA TIM	0.762	0.531
KINERJA KARYAWAN	0.838	0.745
KREATIVITAS	0.750	0.563

Table 10. The reliability Test Results
Sources: Primary data and processed, 2017

Results of Table 10. Output Composite Reability and Cronbach's Alpha in the table can be in the know that the limit of reliability levels above nilau> 0.70 and Cronbach's Alpha values above 0.60. So it can be concluded that the construct of work discipline, creativity, and teamwork have poor reliability.



1. Testing Structural Model (Inner Model)
A. R-square

	R Square
KINERJA KARYAWAN	0.554

Table 11. R-Square
Sources: Primary data and processed, 2017

From these data it can be concluded that the value of R-Square of 0.554 means that the model has a level goodnest-fit model is not good, which means that the variability of employee performance can be explained by the discipline of work, creativity and teamwork of 55.4%, while 44.6% described by other variables that are not researched in this model.

B. Hypothesis Test Results

Table 4:15 Hypothesis Test Results
Sources: Primary data and processed, 2017

Based on Table 4:15 above, it can be explained that:

- Labor discipline did not affect the performance of the device is shown with a coefficient parameter of 0132, while the value of t-statistic of H1 can be said to be insignificant because of the discipline to the employee's performance for 0719 is smaller than t-table at alpha 5% (1.96).
- Creativity does not affect the performance of devices with parameter coefficient of 0.320, while the value of t-statistic of H2 can be said to be insignificant because creativity to the performance of employees amounted to 1.710 where T value is smaller than t table at alpha 5% (1.96).
- Teamwork is a positive influence on the performance parameters of the device with a coefficient of 0.455, while the value of t-statistic of H3 is said to be significant due to the team work performance of employees is 2,414 bigger than t-table at alpha 5% (1.96).

V. CONCLUSIONS AND SUGGESTIONS

A. knot

This study tries to analyze the variables related to discipline, creativity, team work and performance of the device. Based on the results of research on the Device Sub TigaraksaKaduagungTangerang District of Banten Province. From the research that has been obtained from the calculation processing of the data using PLS (Partial Least Square), it can be concluded as follows:

- Discipline does not significantly influence on the device performance Device Kaduagung Village Tigaraksa Tangerang District of Banten Province.
- Creativity does not significantly influence on the device performance Device Kaduagung Village Tigaraksa Tangerang District of Banten Province.
- Teamwork gives significant positive effect on device performance at the Village Device Kaduagung Tigaraksa Tangerang District of Banten Province.

B. Suggestion

Based on the research that is done, the author has some suggestions to the village, especially the members of the Village devices Kaduagung:

1. Advice For Kaduagung Village

- Based on the results of the hypothesis that the discipline of work and creativity has no effect on the performance of the device kaduagung village, it's not the discipline of work and creativity that affect the performance of the device, so as to improve the performance of the device needs to be more eager in doing jobs that are new and more responsible. For example, do the work together to complete a new task. Thus the head desa`sebaiknya more guiding or giving directives and sanctions so that the device can be to obey the rules that have been invoiced the device to present to the district office when it held an activity or meeting to meet the increasing needs of the community and village services. Furthermore, village heads need to increase the sensitivity of the device on the positive or negative reaction for the sake of increasing the performance of the device and push the device to create and do something new to improve services at the village office Kaduagung. Thus not work discipline that affect device performance, there may be some other variables that can affect the performance of the device, namely: variable compensation, motivation, work environment, organizational culture.
- Based on the results of the hypothesis that teamwork provide significant positive effect on device performance of the device and therefore the village Kaduagung Village head should be able to push the device to achieve the goals that have been set in order to reduce errors in serving the community and provide direction to always cooperate together in executing a task that has been given so that the work can be easily resolved and people were satisfied with the services that have been is provided by the village.

2. *Suggestions for Further Research*

- The author suggested for further research is to reproduce sampel or respondents used in order to better study the accuracy of the results.
- The author suggests for further study by selecting a research site such as banks, hospitals, schools, companies that generate profit and other government agencies.

BIBLIOGRAPHY

- [1]. Hasibuan, Malay SP (2013). Human Resource Management . Jakarta: Earth Literacy.
- [2]. Munandar, Utami. (2012). Creativity Development of Gifted Children.Jakata: PT.Rineka.
- [3]. Rival, HV, and Sagala, EJ (2011).Human Resource Management for the Company from Theory to Practice. Issue 2, Jakarta: Rajawali Pers.
- [4]. Robbins, Stephen P, Timothy A. Judge 2008. Organizational Behavior, PT. Four Salemba, Jakarta.
- [5]. Sopiah, (2008).Organizational behavior.First Edition. Yogyakarta: ANDI.
- [6]. Sugiyono.(2008). Business Research Methods.Twelfth mold. Bandung: Alfabeta.
- [7]. Sunyoto, D. (2012). Human Resource Management. Yogyakarta: CAPS.