

The Influence of Discipline on the Self-Help Housing Stimulant Assistance Program Policy through Work Effectiveness and Teamwork at the Housing and Settlement Area Office

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Article History	Abstract
<p>Received: 06 June 2023 Revised: 28 August 2023 Accepted: 01 Sept 2023</p> <p>CC License CC-BY-NC-SA 4.0</p>	<p>Aim: The purpose of this study was to analyze the effect of discipline directly on program policy implementation and indirectly through work effectiveness and teamwork. This research is causality research with a quantitative approach, conducted at the Housing and Settlement Area Office of Wajo Regency. Material and method: The population of 105 includes all employees, sampling using total sampling so that the entire population becomes the research sample. Data analysis using path analysis. The results showed that directly the variables of discipline, work effectiveness and teamwork had a positive and significant effect on the implementation of program policies. Statistics and Result: Work effectiveness has a positive and significant effect on program policy implementation and teamwork has a positive and significant effect on program policy implementation. Indirectly, work effectiveness and teamwork as medias variables that can positively and significantly influence discipline on program policy implementation.</p> <p>Keywords: Discipline, Program Policy, Work Effectiveness, Teamwork</p>

1. Introduction

The Self-Help Housing Stimulant Assistance Program or BSPS is one of the programs provided by the government with the aim of making it easier for low-income people to have livable homes. Therefore, the provision of appropriate services from the BSPS program affects the level of satisfaction felt by the recipient community. People who receive assistance will feel satisfied if they get services that are in accordance with what they expect (Mustafa et al., 2020). The role of employees in realizing government programs is crucial.

Employee discipline is an important factor in implementing program policies appropriately, employee discipline is one of the factors that affect government performance. Discipline is an operative function, because the more disciplined the employee, the higher the work performance he can achieve and will create quality employees. Without good employee discipline, it is difficult for organizations to achieve optimal results (Cahaya et al., 2022).

In addition, the government with various types and demands of work is always faced with the need for proportional time and energy, so that work effectiveness becomes a strategic step to realize the achievement of optimal results. Employees play an important role in improving the quality of work (Shin et al., 2022). Employee work effectiveness is one of the important considerations for organizations in realizing their goals because after all work effectiveness is a major factor in achieving organizational goals. Working in an organization involves many people. Teamwork is an important part of an organization to support government performance (Zacharias, Rahawarin, et al.,

2021). The results of research (Tamsah et al., 2021) state that (teamwork) should be used as values that guide employees to help organizations improve performance and goals. Teamwork is one of the important elements in achieving the success of an organization. Most people recognize the capabilities of the team and feel the need to create teamwork (Awaluddin A et al., 2019; Umar et al., 2019a; Zacharias, Yusriadi, et al., 2021). However, most people fail to realize the opportunities that teams provide for themselves.

Wajo Regency is one of the regencies that has received the Self-Help Housing Stimulant Assistance (BSPS) program since 2017. Wajo Regency consists of 14 sub-districts with 190 villages. From data obtained from the Head of Integration, Processing and Dissemination of Statistics of the Wajo Regency BPS, it was said that "the number of poor residents of Wajo Regency in 2020 was 27.69 thousand people or 6.95%" and based on house data available at the Housing and Settlement Area Service Office In September 2020, Wajo Regency had \pm 9,000 families, including those with Uninhabitable Houses (RTLH), which are low-income communities spread across 14 sub-districts in 48 sub-districts and 142 villages in Wajo Regency. The Self-Help Housing Stimulant Assistance (BSPS) program provided by the government in Tempe District is given alternately to each sub-district every year so that there is still a gap in meeting housing needs (backlog).

The Wajo Regency Housing and Settlement Area Service distributes community needs pretty and proportionally to obtain housing construction stimulants. The implementation or implementation of government work programs under its authority, especially in self-help housing stimulant assistance, cannot be separated from employees who operationally handle and manage work programs. Work discipline problems are considered an obstacle. The ability of employees to collect data on communities receiving aid is still not on target, such as Western communities, because they did not receive assistance even though data collection had been carried out previously. This program has received a commitment from the government that it must be well guarded so that people receive their portion, guarded with full responsibility.

This research shows that employee discipline is the main problem in implementing the program, and employee awareness is needed to make the tasks given as responsibility effective. Work effectiveness and teamwork are used as intervening variables with the hope that implementing program policies will be more effective with employees who are effective at work and pay attention to cooperation (teamwork). For this reason, the researcher wanted to confirm further the problem that occurred, so he was interested in taking the title "The Influence of Discipline on the Policy of the Self-Help Housing Stimulant Assistance Program through Work Effectiveness and Teamwork at the Wajo Regency Housing and Settlement Area Service."

2. Materials And Methods

This research was carried out at the Wajo Regency Housing and Settlement Area Service, with a sample of 105 employees. Data analysis uses path analysis.

Variable Measurement

Independent Variable. Discipline (X). The discipline referred to in this research is employees' level of awareness and ability to obey all rules and be responsible for what is mandated to them to achieve professional work goals. The indicators used refer to theory (Yusriadi & Cahaya, 2022), namely: a) Compliance with time, b) Optimizing the function of work equipment, c) High responsibility, d) Compliance with all office rules.

Intervening Variables. Work Effectiveness (Y1). Work effectiveness, referred to in this research, is the attitude and ability of employees to maximize their role as officers oriented towards achieving goals effectively and efficiently. The indicators used refer to (Tamsan & Yusriadi, 2022), namely: a) Goal oriented, b) Clarity of strategy, c) Careful planning, and d) Operation of the monitoring system—teamwork (Y1). **Teamwork,** referred to in this research, is the organization's ability to optimize the work roles of each employee so that it is easier to achieve goals. The indicators used refer to (Nurman et al., 2022), namely: a) Having clear goals, b) Understanding their role in a relevant way, c) Triggering mutual trust, d) Being committed.

Dependent Variable. Policy Implementation (Z). Policy implementation, referred to in this research, is the attitude shown by employees in fulfilling public expectations following the work program based

on knowledge, causes, and consequences of implemented policies. The indicators used refer to (Agustino, 2016), namely: a) Communication, b) Resources, c) Disposition, and d) Bureaucratic structure.

3. Results and Discussion

Before the path test, an instrument test is first carried out including validity and reliability tests.

Table 1: Validity Test Results for Discipline Variables (X)

Indicators	<i>Corrected item-total correlation</i>	r-critical	Conclusion
X.1	0.697	0.30	Valid
X.2	0.872		
X.3	0.869		
X.4	0.860		
Work Effectiveness Variable Validity Test Results (Y1)			
Indicators	<i>Corrected item-total correlation</i>	r-critical	Conclusion
Y1.1	0.516	0.30	Valid
Y1.2	0.467		
Y1.3	0.570		
Y1.4	0.741		
Teamwork Variable Validity Test Results (Y2)			
Indicators	<i>Corrected item-total correlation</i>	r-critical	Conclusion
Y2.1	0.550	0.30	Valid
Y2.2	0.431		
Y2.3	0.421		
Y2.4	0.659		
Policy Implementation Variable Validity Test Results (Z)			
Indicators	<i>Corrected item-total correlation</i>	r-critical	Conclusion
Z.1	0.476	0.30	Valid
Z.2	0.543		
Z.3	0.604		
Z.4	0.545		

As in the table above, the results of the validity test show that the corrected item-total correlation value is above the critical r-0.30, meaning that each item analyzed is valid. This reliability test also describes various indicators in the variables studied. The alpha coefficient in this reliability test means that variables are reliable if the resulting alpha value is above 0.6 (Tamsah et al., 2021).

Table 2: Reliability test results

Variable	Cronbach Alpha	Conclusion
Discipline (X)	0.923	Reliable
Work Effectiveness (Y1)	0.768	
Teamwork (Y2)	0.723	
Policy Implementation (Z)	0.745	

As shown in Table 2, the Cronbach's Alpha value for all research variables is greater than or above 0.60. Therefore, it is concluded that all variables pass the reliability test.

Path 1

Table 3: Discipline (X) on Work Effectiveness (Y1)

Coefficients'

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.722	1.313		6.641	.000
Discipline (X)	.460	.073	.527	6.299	.000

a. Dependent Variable: Work Effectiveness (Y1)

Source: Data processing, 2022

The table above shows that the path coefficient value (α_1) = 0.527 and the significant level is 0.000, meaning it has a positive and significant effect. This means that every increase in Discipline (X) by one point will increase Work Effectiveness (Y1) by 0.527 points. This finding aligns with research (Awaluddin A et al., 2019; Ilyas et al., 2022; Misnawati et al., 2022; Umar et al., 2019b; Yusriadi, Awaluddin, et al., 2022) that discipline significantly affects work effectiveness. Employee discipline plays a role in producing good planning; a sense of responsibility and compliance with rules contribute to maximizing work effectiveness with careful planning.

Path 2

Table 4: Discipline (X) on Teamwork (Y2)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.831	1.138		7.761	.000
Discipline (X)	.443	.063	.568	7.003	.000

a. Dependent Variable: Teamwork (Y2)

Source: Data processing, 2022

The table above shows that the path coefficient value (α_2) = 0.568 and the significance level is 0.000, meaning it has a significant positive effect. This means that every time there is an increase in Discipline (X) by one point, Teamwork (Y2) will increase by 0.568 points. This finding is supported by previous research (Hasbi et al., 2019a; Sahabuddin et al., 2019a) that discipline significantly affects teamwork. It cannot be denied that government organizations always involve teams to complete various tasks; with teams, many individual skills and abilities are combined to achieve goals. Discipline has shown employees' dedication to following what is determined together within the team. In line with this, it was stated by (Gani et al., 2019; Hasbi et al., 2019b) that a team is a set of interpersonal relationship structures that adhere to achieving goals.

Path 3

Table 5: Discipline (X), Work Effectiveness (Y1) and Teamwork (Y2) on Policy Implementation (Z)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.976	1.143		3.480	.001
1 Discipline (X)	.153	.061	.212	2.491	.014
Work Effectiveness (Y1)	.261	.064	.316	4.062	.000
Teamwork (Y2)	.363	.074	.394	4.894	.000

a. Dependent Variable: Policy Implementation (Z)

Source: Data processing, 2022

Discipline (X) towards Policy Implementation (Z)

The path coefficient value (β_1) = 0.212, and the significant level is 0.001, meaning that it has a significant positive effect (Sig < 0.05); every time there is an increase of one point in Discipline (X),

it will increase Policy Implementation (Z) by 0.212 points. This finding is supported by previous research (Mislija et al., 2021; Sahabuddin et al., 2019b; Tamsah et al., 2020) that discipline contributes significantly to policy implementation. Discipline reflects attitudes and awareness of responsibility. Work discipline is a tool used in communicating to be willing and ready to change behavior and as a form of effort to increase awareness and willingness of an individual/person to obey all applicable rules and social norms (Yusriadi, Sahid, et al., 2019).

Work Effectiveness (Y1) on Policy Implementation (Z)

The path coefficient value (β_2) = 0.316, and the significant level is 0.000, which means it has a significant positive effect ($\text{Sig} < 0.05$), every time there is an increase in Work Effectiveness (Y1) by one point, Policy Implementation (Z) will increase by 0.316 points. This finding is supported by previous research (Ahdan et al., 2019; Sahid et al., 2020; Yusriadi, Farida, et al., 2019) that work effectiveness contributes significantly to policy implementation. Employees who are influential in carrying out their work are much more able to maximize each policy so that it can be right on target, and work effectiveness ensures that the quality of the work carried out is achieved.

Teamwork (Y2) on Policy Implementation (Z)

The path coefficient value (β_3) = 0.394, and the significant level is 0.000, which means it has a significant positive effect ($\text{Sig} < 0.05$), every time there is an increase in Teamwork (Y2) by one point, Policy Implementation (Z) will increase by 0.394 points. This finding is supported by previous research (Yusriadi et al., 2020, 2023) that teamwork contributes significantly to policy/program implementation. Teamwork in an organization is necessary because, with teamwork, employees can more easily and quickly direct each member/employee's work duties and responsibilities of each member/employee. According to (Ilyas et al., 2021; Setiawan et al., 2021), teamwork is an effort to achieve a common goal set through the division of tasks/work, not as a compartmentalization of work but as a unit of work directed towards achieving the goal. To see how much the independent variable contributes to the dependent variable, a determination test (R^2) is carried out, and based on the results of the determination test, the R^2 value is 0.574, meaning 57.4% of the contribution value that can be given by the independent variables X, Y1, and Y2 to Z and the remaining 42.6 % contributed by other variables outside this research. For more details, see the following table:

Table 6: Determination Test (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.758 ^a	.574	.562	1.450

a. Predictors: (Constant), Teamwork (Y2), Work Effectiveness (Y1), Discipline

b. Dependent Variable: Policy Implementation (Z)

Source: Data processing, 2022

The direct effect can be seen from the beta value in the standardized coefficient table. The influence of direct variables (X) with intervening (Y1 and Y2) and dependent (Z). A recapitulation of the direct relationship between all variables can be shown in the following table:

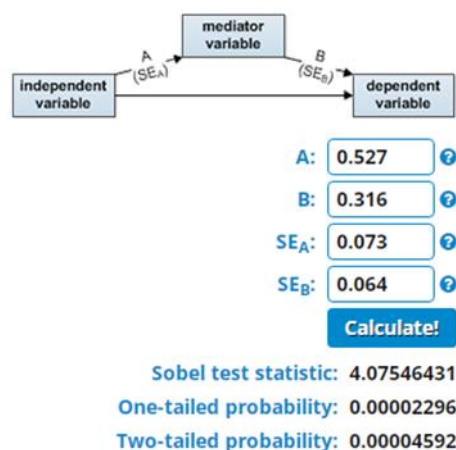
Table 7: Recapitulation of direct effects

Independent Variable	Dependent Variable	Notation	Beta Coe.	Sig.	S. E
Discipline (X)	Work Effectiveness (Y1)	$X \rightarrow Y1$	0.527	0.000	0.073
	Teamwork (Y2)	$X \rightarrow Y2$	0.568	0.000	0.063
Discipline (X) Work Effectiveness (Y1) Teamwork (Y2)	Policy Implementation (Z)	$X \rightarrow Z$	0.212	0.014	0.061
		$Y1 \rightarrow Z$	0.316	0.000	0.064
		$Y2 \rightarrow Z$	0.394	0.000	0.074

Source: Data processing, 2022

Indirect Influence

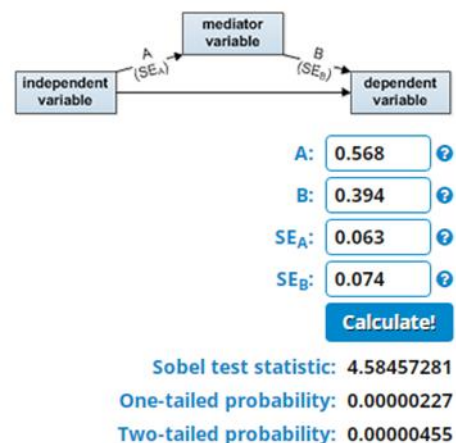
Influence of Discipline (X) on Policy Implementation (Z) through Work Effectiveness (Y1).



$$T_{\text{count}} = 4.075; t_{\text{table}} = 1.983$$

If the t_{count} value $>$ t_{table} value, then there is a significant mediation effect, and it is proven in this test that the influence of the variables $X \rightarrow Z$ through $Y1$ is significant (Yusriadi, Makkulawu Panyiw Kessi, et al., 2022). $X \rightarrow Y1 \rightarrow Z = (\alpha_1 \times \beta_2) = (0.527 \times 0.316) = 0.166$. Work effectiveness plays an indirect role in increasing the implementation of self-help housing stimulant assistance program policies at the Wajo Regency Housing and Settlement Area Service, meaning that work effectiveness can be a consideration in supporting discipline and implementation of program policies. Effectiveness is related to choosing or doing something most appropriate and capable of providing direct benefits (Ilyas et al., 2021). The assessment measure used is whether the organization is carrying out everything correctly, for example, implementing programs or activities.

Influence of Discipline (X) on Policy Implementation (Z) through Teamwork (Y2).



$$T_{\text{count}} = 4.584; t_{\text{table}} = 1.983$$

If $t_{\text{count}} \rightarrow t_{\text{table}}$ value, then there is a significant mediation effect, and it is proven in this test that the influence of the variables $X \rightarrow Z$ through $Y2$ is significant. $X \rightarrow Y2 \rightarrow Z = (\alpha_2 \times \beta_3) = (0.568 \times 0.394) = 0.223$. Teamwork plays an indirect role in increasing the implementation of self-help housing stimulant assistance program policies at the Wajo Regency Housing and Settlement Area Service, meaning that teamwork can be a consideration in supporting discipline and implementation of program policies. Teamwork has a better contribution than work effectiveness, so in this research, the discipline applied by the Wajo Regency Housing and Settlement Area Service to its employees can better support teamwork to optimize the implementation of program policies.

4. Conclusion

Based on the research results, it can be concluded that the direct implementation of policies can be improved by the discipline, work effectiveness, and teamwork of employees of the Wajo Regency Housing and Settlement Area Service; however, the teamwork variable has the largest contribution in influencing the performance of Wajo Regency Housing and Settlement Area Service employees, so that Employee performance is much more optimal by considering teamwork as a solution. However, work effectiveness and discipline have an important role in supporting the performance of Wajo Regency Housing and Settlement Area Department employees. Indirectly, work effectiveness and teamwork are good mediating variables supporting the relationship between discipline and performance. Several recommendations that can be given to improve the achievement of the objectives of the Wajo Regency Housing and Settlement Area Service include: a) It is hoped that leadership can provide disciplinary sanctions to employees who are not disciplined in their time by increasing the workload, punctuality of employees which has not been paid attention to so far by the leadership in the long term can affect the quality of employee work. b) The role and control of each section head at the Wajo Regency Housing and Residential Area Service can take part in supervising the strategies implemented by the organization so that subordinates have clear goals and targets for the tasks given. c) It is hoped that leaders can initiate and intervene in work teams in the field so that employees are more committed to what is built in the team's vision and mission.

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