

The Influence Of Communication, Career Development, And Work Discipline On Employee Performance At The Two Medan Madya Tax Services Office

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Abstract

This examination means to acquire demonstrated informative discoveries in regards to the impact of correspondence, profession advancement and work discipline somewhat and, at the same time, representative execution at the Medan Halfway Expense Administration Office. The speculation proposed is: There is a critical impact of correspondence, profession improvement and work discipline to some degree and mutually on representative execution at the Madya Dua Medan Expense Administration Office. The examination was led at the Madya Dua Medan Expense Administration Office Jalan Sukamulia No.17 A, North Sumatra DJP Local Place of Business I Floor 3, A U R, Medan Maimun Region, Medan City, North Sumatra Territory, postal code 20151, with a population of 117 individuals, and the exploration test included upwards of 54 individuals. In view of the consequences of the examination, it was found that correspondence meaningfully affected the exhibition of the Medan Two Halfway Expense Administration Office workers; this was upheld by the aftereffects of the t count $< t$ -table $0.668 < 2.009$ at $n = 54$ at an importance level of 95%. Vocation improvement affects the presentation of the Medan Two Moderate Expense Administration Office workers; this is upheld by the examination of t count $> t$ -table ($3.152 > 2.009$) at $n = 54$ at an importance level of 95%. Work discipline affects the presentation of the Medan Two Halfway Expense Administration Office representatives; this is upheld by the investigation of t count $< t$ -table ($4.892 > 2.009$) at $n = 54$ with an importance level of 95%. The worth of F -count $> F$ table ($29.979 > 2.79$) expresses that together (various) there is a positive and huge impact of correspondence, vocation improvement and work discipline on the exhibition of representatives of the Medan Middle of the Road Duty Administration Office.

Keywords: Communication; Career Development; Work Discipline; Employee Performance

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INTRODUCTION

Associations are groups that come together in one gathering spot to accomplish a similar objective. The organization's vision and mission must align with the goals that need to be accomplished. HR is quite possibly the main asset in an association; people are the fundamental component that can do work. Representatives have obligations and capabilities that have been doled out to them. These workers are expected to make positive commitments through great execution, remembering that authoritative presentation relies upon the exhibition of its representatives. In order to maximize the contribution that employees or human resources can make to the company, every organization must constantly devise strategies for maintaining high productivity and developing their potential. It is expected of employees to constantly improve their knowledge, abilities, and skills in order to better meet the needs of the times and enhance employee performance within the organization or agency. As a result, every organization or agency needs to take steps to develop and raise employee quality. Representative execution is the degree to which the worker can do their obligations well in the sense of execution as per the arrangement, so agreeable outcomes are gotten to accomplish great worker execution. Elite execution will make representatives more faithful to the association, more roused, work with a sensation of satisfaction, and, all the more critically, increase the chance of achieving high efficiency. Representative execution can be impacted by a few things. It is smart for organization pioneers to understand what variables can impact worker execution, the two outcomes and conduct.

Endeavors to further develop representative execution by focusing on worker correspondence. According to (Simamora, 2018), communication is the act of transferring information, concepts, and understanding to another person in the hope that the latter will interpret it in accordance with the intended goal. An organization can run smoothly with effective communication; conversely, a company or organization can suffer from poor communication. To advance the job of correspondence in an association, a comprehension of the strategies for correspondence between subordinates, partners and bosses is required. For objectives to be accomplished, great administration is required in an association or organization. Among them is passing great data on to get a decent reaction. It is outside the realm of possibilities for an organization to work its exercises without a pioneer, and all organization exercises should be upheld by great correspondence, since this assumes a significant part in accomplishing organization objectives, specifically great organization execution. On the off chance that participation inside a gathering can be done well, then, at that point, the organization's objectives will before long be understood; however, on the off chance that there are twists or deviations in the joint effort, the objectives to be accomplished will be more troublesome. So it is vital to work on the nature of correspondence so that blunders in work can be decreased to a minimum and company objectives will be accomplished right away. In order to build an organization that is both efficient and effective, communication plays a crucial role. (Hapsir, 2018) directed research entitled *The Impact of Correspondence and Inspiration on Representative Execution at the Energy and Mineral Assets Administration of the Focal Sulawesi Area*. Communication has a positive and

significant impact on employee performance at the Central Sulawesi Province Energy and Mineral Resources Service, according to the study's findings.

The following variable that can impact worker execution is vocation improvement. Vocation improvement is a progression of positions or places that an individual possesses during their work period through schooling and preparing levels inside the organization. As an HR management activity, career development essentially aims to increase employees' ability to make the best contribution to the achievement of company objectives by enhancing their work execution. With a vocation improvement program, representative execution will improve so they arrive at the following profession level in a designated way. By and large, the executives have similar obligations, namely, preparation, arranging, coordinating and controlling. Vocation advancement and usage of HR are hierarchical needs since workers are the most important resources. Workers who are set in improper positions will encounter disappointment, won't develop and create, and will try to impeded the association. As a result, members of an organization anticipate a pattern of progress based on what they receive and accomplish. (Ekhsan et al., 2019) led research entitled *The Impact of Capability and Profession Improvement on Worker Execution at the Way Kanan Rule Manor Administration*. The outcomes acquired in this examination were that there was an impact of vocation advancement on representative execution at the Way Kanan Rule Ranch Administration.

One of the elements that impacts the degree of outcome of an association is focusing on representative work discipline. Work discipline is a disposition of regard, dutifulness, and acquiescence to relevant guidelines, both composed and unwritten, and having the option to do them and not avoid tolerating sanctions assuming he abuses the obligations and authority given. Each organization has an executive that is outfitted with clear work rules and conditions to be carried out by all representatives from the lower level to the high level. As an employee, you are required to follow the company's rules in everything you do. Nonetheless, actually, presently, there are still representatives who abuse the work hours and decide that they are not entirely settled by the organization. This is because of a representative's lack of awareness of others' expectations for the undertakings assigned to him. Work discipline is the main usable capability of human assets, the executives, on the grounds that the better the representative's work discipline, the higher the work execution they can accomplish, though assuming there is no utilization of good work discipline, it will be challenging for the organization to accomplish ideal outcomes (Purwoko, 2018). Work discipline isn't just helpful for accomplishing organization objectives; it is also helpful for representatives since work discipline can empower their energy and work excitement. (ABIDIN, 2017) directed research entitled *The Impact of the Workplace and Work Discipline on Representative Execution at the Agribusiness and Domesticated Animals Administration of the Buleleng Rule Government*. The findings of this study indicated that work discipline had a beneficial effect on performance. representative at the Horticulture and Animals Administration of the Buleleng Regime Government.

As indicated by (Samanto, 2019), execution is the degree of commitment made by representatives to the objectives of their work or work unit and company/association because of their way of behaving and utilization of their

abilities, capacities and information. (Mundakir & Zainuri, 2018) express that exhibition is genuine conduct shown by every individual as a work accomplishment created by representatives as per their job in the association. (Tambunan, 2018) makes sense of the fact that correspondence is the method involved with passing a message by somebody on to someone else to illuminate or change perspectives and conduct, either straightforwardly verbally or by implication through the media. As per (Kusumawardani et al., 2021), correspondence is the most common way of moving and trading messages, where these messages can be realities, thoughts, sentiments, information or data, starting with one individual and then onto the next. As indicated by (Maulyan, 2019), profession improvement is the most common way of expanding individual work capacities, which is accomplished to accomplish the ideal vocation. (Pio, 2017), defines the meaning of profession as a grouping of advancements or parallel exchanges to places that require greater obligation or better areas inside or across the progressive system of work connections during an individual's functioning life. As (Churniawati, 2021), work discipline is an individual's eagerness and readiness to comply with and consent to the administrative standards that apply to him. (Syamsuri & Siregar, 2018) likewise expresses that work discipline is a device utilized by directors to speak with representatives so they will change conduct and as a work to build an individual's mindfulness and readiness to consent to all organization guidelines

METHODS

(Machali, 2021) say that the populace is a summed-up region comprising items or subjects that have specific characteristics not entirely set in stone by specialists to be concentrated and afterward ends drawn. In the meantime, (Arikunto, 2019) claims that the population consists entirely of research objects. As per Rubiyanto (2013:76), an example is essential for the populace to act as an illustration for research. In the meantime, (Sugiyono, 2016) claims that the sample is a component of the population's total number and characteristics. Test estimation is a stage to decide the size of the example taken in exploring an item. The author uses quantitative research in this study because the collected data will be numerical.

The figures acquired will be broken down further in the information examination. This examination comprises three factors, in particular correspondence, profession advancement and work discipline as autonomous factors and representative execution as the dependent variable. In this exploration, the information examination procedure utilized is different straight relapse examination and utilization apparatuses as the SPSS program. SPSS is a PC program used to break down information with factual examination. The SPSS utilized in this exploration is SPSS Revision 25 (Ghozali, 2018).

RESULTS AND DISCUSSIONS

Validity test

Instrument legitimacy testing should be visible in the Revised Thing Complete Connection segment. On the off chance that the connection number acquired is more prominent than the basic number ($r\text{-count} > r\text{-table}$), then the instrument is supposed

to be legitimate. In view of the legitimacy test, it very well may be reasoned that all questions to quantify each exploration variable are announced to be legitimate. The following are the results of the variable validity test:

Table 1. Variable Validity Test

Variable	Instrument	r-count	r-table	description
Communication (X1)	1) K1	0.303	0.268	Valid
	2) K2	0.418	0.268	Valid
	3) K3			
	4) K4			
	5) K5	0.477	0.268	Valid
	6) K6	0.619	0.268	Valid
	7) K7	0.353	0.268	Valid
	8) K8			
	9) K9	0.827	0.268	Valid
	10) K10	0.531	0.268	Valid
Career development (X2)				
		0.691	0.268	Valid
		0.639	0.268	Valid
		0.695	0.268	Valid
		0.808	0.268	Valid
Work discipline (X3)	1) DK1			
	2) DK2			
	3) DK3			
	4) DK4			
	5) DK5			

Employee performance (Y)	6) DK6	0.809	0.268	Valid
	7) DK7	0.580	0.268	Valid
	8) DK8			
	9) DK9	0.736	0.268	Valid
	10) DK10	0.755	0.268	Valid
		0.831	0.268	Valid
		0.833	0.268	Valid
		0.671	0.268	Valid
	1) KP1	0.654	0.268	Valid
	2) KP2	0.576	0.268	Valid
	3) KP3			
	4) KP4	0.745	0.268	Valid
	5) KP5	0.722	0.268	Valid
	6) KP6			
	7) KP7	0.609	0.268	Valid
	8) KP8	0.817	0.268	Valid
	9) KP9			
	10) KP10	0.765	0.268	Valid
		0.759	0.268	Valid
		0.578	0.268	Valid
		0.777	0.268	Valid

Reliability Test

In the wake of completing a legitimacy test, the next stage is to do an information dependability test to see if the instrument is solid by checking the Cronbach's alpha. Unwavering quality testing is completed to see if the estimating gadget utilized is reliable and stays reliable, assuming the estimation is rehashed. If the Cronbach's alpha of a questionnaire is greater than 0.6, it is considered reliable. This shows that the examination information is solid.

Table 2. Variable Reliability Test

Variable	Cronbach's Alpha	Limit Reliability	Description
Communication (X1)	0.731	0.6	Reliabel

Career development (X2)	0.757	0.6	Reliabel
Work discipline (X3)	0.751	0.6	Reliabel
Employee performance (Y)	0.752	0.6	Reliabel

From the table information above, it tends to be seen that the aftereffects of the dependability test estimation show that Cronbach's alpha in every section of the variable is more prominent than 0.6 (unwavering quality cutoff), so it very well may be expressed that the instrument is dependable.

Hypothesis testing

Speculation testing utilizing the t test, to be specific by focusing on the determined t esteem from the relapse results to decide the impact of the free factor somewhat on the dependent variable with an importance level in this review utilizing alpha 5% or 0.05. The p-value (in the Sig.) indicates the value of the calculated t test. segment) for every free factor; if the p-esteem is more modest than the predefined level of importance or the determined t (in the t section) is more prominent than the t table (determined from two-followed $\alpha = 5\%$ df-k, k is the quantity of autonomous factors), then, at that point, the worth of the free factor to some degree fundamentally affects the dependent variable (as in H_a is acknowledged and H_o is dismissed; all in all, there is an impact between the autonomous factors on the subordinate variable). The strategy for deciding the t table has an importance level of 5%, with $df=n-k-1$ (in this study, $df = 54 - 4 - 1 = 49$), so a t table worth of 2.009 is obtained, which is introduced in Table 5.10 as follows:

Table 3 Partial Test (t Test)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.420	3.770		2.233	.030
	Komunikasi	.058	.087	.069	.668	.507
	PengembanganKari r	.286	.091	.334	3.152	.003
	DisiplinKerja	.469	.096	.523	4.892	.000

a. Dependent Variable: KinerjaPegawai

Hypothesis Testing with F Test

The aftereffects of the F test show that the autonomous factors mutually impact the dependent variable if the p-esteem (in the sig. section) is more modest than the predetermined degree of meaning (of 5%) or the determined F (in segment F) is more prominent than the F table. The F table is determined by $df1 = k-1$ and $df2 = n - k$; to be specific, $df1 = 4 - 1 = 3$ and $df2 = 54 - 4 = 50$, so the F table worth is 2.79. In the mean time, the consequences of the F test with the assistance of the SPSS program should be visible in the table underneath:

Table 4. Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	334.546	3	111.515	29.979	.000 ^b
	Residual	185.991	50	3.720		
	Total	520.537	53			

a. Dependent Variable: KinerjaPegawai

b. Predictors: (Constant), DisiplinKerja, Komunikasi, PengembanganKarir

The regression model can be used to predict that communication (X1), career development (X2), and work discipline (X3) as independent variables together (simultaneously) influence employee performance (Y). The calculated F is 29.979 at 5%, or 0.05, with a significance level of 0.000 because the probability value (0.000) is much smaller than 0.05. This is based on the F test, Anova test, or simultaneous test that was mentioned earlier. As such, correspondence (X1), vocation improvement (X2), and work discipline (X3) at the same time impact representative execution since $F \text{ count} > F \text{ table}$, to be specific, $29.979 > 2.79$. This indicates that if communication (X1), career development (X2), and work discipline (X3) are implemented in the organization together, it will have an effect on increasing employee performance (Y). On the other hand, if communication (X1), career development (X2), and work discipline (X3) are implemented separately, it will have an effect on decreasing employee performance (Y).

The Influence of Communication, Career Development and Work Discipline on Employee Performance

In testing the speculation in light of the computation results, one might say that correspondence, vocation improvement and work discipline at the same time affect representative execution at the Medan Middle Expense Administration Office. Hence, at the same time, the aftereffects of this examination are as per the hypothesis, which expresses that correspondence, profession improvement and work discipline are influential for representative execution. The positive and huge impact of correspondence, vocation advancement and work discipline applied at the Madya Dua Medan Duty Administration Office will further develop representative execution. This implies that correspondence, vocation advancement and work discipline play a significant part in further developing representative presentations. This likewise shows that I am ready to finish the work given as per the time given by the workplace, can finish the work as per the guidelines of my capacities, forever be cautious and exhaustive in accomplishing the work given by the workplace, forever be cautious in doing the work to limit blunders in work, do work without deferring time, do work as per the set timetable, can function admirably with my collaborators, consistently submit to the guidelines set by the Medan Middle Expense Administration Office, forever be available working as per existing guidelines, and am ready to take care of business by cooperating in a group well.

The Effect of Communication on Employee Performance

Somehow, the aftereffects of this exploration show that correspondence affects worker execution at the Medan Halfway Expense Administration Office. This impact shows that correspondence isn't in accordance with representative execution, or at the end of the day, satisfying correspondence won't influence great or high worker execution. This impact likewise shows that correspondence doesn't yet play a significant role in further developing worker execution at the Medan Middle Duty Administration Office. This is apparent from the responses of respondents who, on average, disagree that they can comprehend the message and make a move as per the substance of the message conveyed by the pioneer or unrivaled. My correspondence cycle, which happens consistently, happens in an environment of continuously talking considerately to everybody by any means. organizational level: I try to spread information that might be useful to other people; I'm willing to share information about the company with other people or organizations with permission from the Madya Dua Medan Tax Service Office; employees need to be able to communicate effectively; the Service Office Medan Intermediate Tax's communication processes help them get the most out of their work; I know how to put myself in different situations with the people I'm communicating with; my superiors correctly understand the information that will be conveyed to me; and whenever

The Influence of Career Development on Employee Performance

To some degree, the consequences of this examination show that profession improvement affects worker execution. As such, the satisfaction of vocation advancement at the Medan Two Moderate Duty Administration Office will influence worker execution. This shows that profession advancement is exceptionally vital and critical to be carried out at the Medan Middle Expense Administration Office. This is apparent from the responses of respondents who, on average, concurred that they believed they got fair treatment in the profession framework at the Middle of the Road Duty Administration Office Dua Meda. The authority generally opened admittance to workers to foster their vocations. The preparation I got was valuable in fostering my profession, and the preparation I got was helpful in fostering my vocation. I have gotten the capacity to take care of business at a higher profession level, my vocation can improve in the event that I persistently increment my insight, the schooling I have gotten has had the option to foster my profession, I'm happy with the advancement framework at the Madya Dua Medan Expense Administration Office, I have an interest in advanced in a specific position, the organization offered me chances and chances to develop through preparing programs and courses, feeling happy with my organization's vocation way working at the Madya Dua Medan Duty Administration Office.

The Influence of Work Discipline on Employee Performance

To some extent, the consequences of this examination show that work discipline affects representative execution at the Medan Middle Assessment Administration Office. Positive impact shows that the impact of work discipline is in a similar bearing as representative execution, or as such, the presence of good work discipline will impact great or high worker execution. The critical impact shows that work discipline plays a significant part in further developing representative exhibitions at the Madya Dua Medan Assessment Administration Office. This is obvious from the responses of respondents who, on average, concur that attempting to come to work sooner than the predetermined time, partaking in adding to each movement, consistently getting counsel and heading from the pioneer don't influence precision. my time, consistently submit to the standards in the workplace, consistently do my obligations on time and as per existing guidelines, representatives work as per the heading of the organization administration, the office gives severe authorizations to the people who abuse the principles, in our work we generally regard each other as workers, and I'm dependably serious in completing the undertakings that have been given to me.

CONCLUSION

Correspondence, vocation improvement and work discipline at the same time meaningfully affect representative execution at the Medan Middle of the Road Duty Administration Office. This is upheld by the consequences of the examination of F count $>$ F-table ($29.979 > 2.79$) at $n = 54$ at an importance level of 95%. Fractional correspondence affects worker execution at the Medan Dua Halfway Duty Administration Office; this is upheld by the consequences of the t count $<$ t-table

investigation ($0.668 < 2.009$) at $n = 54$ at an importance level of 95%. Fractional vocation improvement significantly affects worker execution at the Medan Dua Moderate Duty Administration Office; this is upheld by the consequences of the t count $>$ t -table examination ($3.152 > 2.009$) at $n = 54$ at an importance level of 95%. Work discipline to some degree affects representative execution at the Medan Middle of the Road Expense Administration Office; this is upheld by the consequences of the t count $>$ t -table examination ($4.892 > 2.009$) at $n = 54$ at an importance level of 95%.

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