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Influence work discipline and communication towards the performance of health and beauty care division promoters PT. Aeon Indonesia BSD City Tangerang

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ABSTRACT

The purpose of this study is to determine whether there are any effects, either directly or indirectly, on the work habits of the Division of Perawatan Kesehatan and Kecantikan of PT AEON Indonesia BSD City Tangerang as a result of work discipline and communication. The research methodology used in this study is quantitative research. The subject of this study is the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang. The sample collection method used in this study is called "sampel jenuh," and the sample is a group of 62 employees from the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang. The study's findings indicate that work discipline has a significant impact on the promotion of work performance in the Kesehatan and Kecantikan division of PT AEON Indonesia BSD City Tangerang, as shown by a thitung > ttabel, or 9,969 > 2,001. This is also supported by the nilai Sig. < 0,05 or (0,00 < 0,05). PT AEON Indonesia BSD City Tangerang's Health and Beauty Care division's promotional work is affected parsially by communication, which is measured by a thitung > ttabel, or 7,857 > 2,001. This is also supported by the nilai Sig. < 0,05 or (0,00 < 0,05). Workplace discipline and communication have a simultaneous impact on the promotion of the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang. This is demonstrated by the fact that Fhitung > Ftabel, or 71,019 > 3,153; this is also supported by Sig. < 0,05, or 0,00 < 0,05.

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1. INTRODUCTION

One of the most dynamic sectors in the global economy is the industrial sector. As persaingan increases, businesses are working to increase their efficiency and effectiveness (Negi, 2021). In light of this, human resource management has a crucial role in achieving organizational goals (Bratton et al., 2021).

Promotion at Ritel focuses on employee commitment and keterlibatan, especially in the role of merek or product promoter (Brito, 2018). Tingkat kerja sama tinggi di antara para promotor can have a significant impact on the company's employees and customers (Prentice et al., 2019). Workplace discipline is one of the most important factors in the retail industry. Employees that understand the

company's policies, procedures, and values will make business easier and more productive (Sesario et al., 2024). In the workplace, disciplined workers might develop a strong sense of loyalty.

Discipline is a crucial quality that every individual or employee should possess in order to demonstrate to the company that they are capable of handling criticism that is directed at them or toward other issues that the company has directed towards them (Bugdol, 2018). Through work discipline, employees will be able to increase their productivity.

In a work environment that is fast-paced, clear and transparent communication enables employees to share important information, ideas, and collaborate more effectively to solve problems (Rajala, 2011). In the real world, unclear or incomplete instructions are common, and information given to employees or between departments may be unclear or not accurate. When employees are unmotivated or lack information, they eventually become less motivated (Lax & Sebenius, 1987). This can have an impact on employee productivity and retention.

(Sariani, 2019) states that communication is a tool that people use to communicate with one another, whether in daily life or in the workplace. In the workplace, communication is an instrument that serves as a link and source of motivation for employees to ensure that they can work effectively.

Enhancing employee productivity is one of the things that businesses may do to achieve their goals. Kinerja pegawai refers to the extent to which employees are able to carry out tasks and provide feedback during their work (Latham, 2023).

2. METHOD

2.1 Types of Research

The type of research used by the author in this study is quantitative research. According to Ghozali, 2006 Quantitative research is a research approach that uses data in the form of numbers and precise knowledge to answer research hypotheses. The author uses a quantitative research method, so he will collect data and process it using a statistical program.

2.2 Place of Research

A place for research on the influence ofWork discipline and communication on promoter performance are carried out at PT AEON Indonesia BSD City which is located at Jl. BSD Raya Utama, Pagedangan Village, Pagedangan District, Tangerang Regency – Banten 15345

2.3 Operational Research Variables

According to (Sugiyono, 2013) the operational definition of a variable is an attribute or characteristic or value of an object or activity that has a certain variation that has been determined by the researcher to be studied and then conclusions drawn. The explanation of each variable is as follows: Independent Variables (X1 and X2) are Work Discipline (X1) and Communication (X2). Dependent Variable (Y) is performance (Y).

2.4 Population and Sample

In a study, the population is not just the number of subjects in the study area; it is also referred to as the entire study component consisting of the subject and the object, each of which has its own set of ciri-ciri. "Populasi adalah sejumlah wilayah generalisasi terdiri atas obyek-obyek dan ciri-ciri yang ditentukan oleliti kemulian kesimpulannya," according to Sugiyono (2013). However, according to Ghozali (2017:173), "Populasi is the entirety of the subject of the study." The population in this study is all 62 of the promoters who are part of the Division of Health and Safety and Kecantikan of PT AEON Indonesia BSD City Tangerang.

According to Sugiyono (2013), "Sampel is the quantity and characteristics that the population possesses." "Sampel adagian atau wakil dari populasi yang diteliti," according to Ghozali (2017:131). Sampel research is carried out when the population is sufficiently large to be thoroughly examined. When choosing a sample, researchers must consider the population's sensitivity to adversity. The larger the sample size, the better the population's response is.

The type of sample collection that authors use is nonprobability sampling using the jenuh sampling technique. The type of nonprobabilistic sample differs from the probabilitarian sample technique, where each member of the population has an equal chance of becoming a sample. Because of the difficulties in this study, the authors only used the sampling technique, where all 62 members of the population were selected as samples.

2.5 Techniques Data collection

According to (Sugiyono, 2013) "Data collection method is a scientific way to obtain valid data with the aim of being proven, developing knowledge so that it can be used to solve and anticipate problems". Quantitative research has statistical characteristics in the form of nominal numbers.

2.5.1 Descriptive Statistical Analysis

The data analysis method is descriptive analysis. According to (Sugiyono, 2013), descriptive statistics are statistics used to analyze data by describing or depicting the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations.

2.5.2 Classical Assumption Test

a. Normality Test

The classical assumption test of normality according to Sunyoto (2017:92), is used to test the independent variable data (x) and the dependent variable data (y) in the resulting regression test. Good regression results, if the independent and dependent variable data are close to normal. The test used is Kolmogorov-Smirnov.One of the statistical tests that can be used to test the normality of the residuals is the non-parametric Kolmogorov-Smirnov (KS) statistical test at an alpha of 5%. If the significant value of the Kolmogorov-Smirnov test is greater than 0.05, it means that the data is normal, otherwise the data is not normally distributed (Ghozali, 2016:158-159).

b. Heteroscedasticity Test

The classical assumption test of heteroscedasticity according to Sunyoto (2017:90), is used to determine whether or not the variance of the residual value and the test results are the same. If the results of the residual value have the same variance, then homoscedasticity occurs or if they are different, it is called heteroscedasticity. The test used to detect heteroscedasticity is by looking at the graph*Scatterplot*.

2.5.3 Quantitative Test

a. Simple Linear Regression Analysis

Regression is a measuring tool that can also be used to measure the presence or absence of correlation between variables. If we have two or more variables, it is appropriate if we want to study how the variables are related or can be predicted. According to (Sugiyono, 2013) simple linear regression is based on the functional or causal relationship of one variableindependent with one dependent variable. The equation obtained from the regression is as follows:

$$Y = a + b(X) \quad (1)$$

Source: Sugiyono (2013:270)

Information:

Y = Subject value in the predicted dependent variable.
a = Price of Y when x = 0 (constant price).
b = Regression coefficient direction number.
x = Subject to the independent variable that has a certain value.

2.5.4 Multiple Linear Regression Analysis

According to Ghozali (2016:96), in regression analysis, in addition to measuring the strength of the relationship between two or more variables, it also shows the direction of the relationship between two or more variables, and also shows the direction of the relationship between the dependent variable and the independent variable. The formula for multiple regression is as follows:

$$Y = a + b1X1 + b2X2 + \acute{\varepsilon} \quad (2)$$

Source: Sugiyono (2013:277)

Information:

Y = Dependent variable (in this study is Employee Performance)
a = Constant number, is a bound value which in this case is Y when the independent variable is constant or 0 (X1, X2 = 0)
b1 = Regression coefficientmultiple X1 on the dependent variable Y, if the independent variable X2 is considered constant
b2 = Regression coefficientmultiple X2 on the dependent variable Y, if the independent variable X1 is considered constant
X1 = Independent Variables(X1) in this study is Work Discipline
X2 = Independent Variables(X2) in this study is the Work Environment
ε = *Disturbance'*serror / nuisance variable

2.5.5 Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of relationship between independent variables and dependent variables, both partially and simultaneously. According to Sugiyono (2013:274), the equation*Pearson correlation*stated in the following formula:

$$r = \frac{n \sum XY - \sum X \sum Y}{\sqrt{(n \sum X^2 - (\sum X)^2).(n \sum Y^2 - (\sum Y)^2}} \quad (3)$$

Source: Sugiyono (2013:183)

Information:

r : Correlation between independent variables and dependent variables
n : Number of samples
X : Value of independent (free) variable
Y : Dependent variable value

2.5.6 Hypothesis Testing

Hypothesis testing is intended to determine whether a hypothesis should be accepted or rejected. According to (Sugiyono, 2013) "a hypothesis is a temporary answer to the formulation of a research problem, therefore the formulation of a research problem is usually arranged in the form of a question sentence." Thus, the research hypothesis can be interpreted as a temporary answer to the research problem, until proven through the collected data and must be tested empirically. So hypothesis testing is carried out through:

a. Partial Hypothesis Test (t-Test)

The t-test aims to determine the influence between the independent variable and the dependent variable partially. To find out whether there is an influence that issignificant of each independent variable, namely: Non-Physical Work Environment (X1) and Work Discipline (X2) on one dependent variable, namely Employee Performance (Y), then the significant value t is compared with the degree of confidence.

Next, the “t” distribution table is used at degrees of freedom (dk) = n-2 to determine whether a hypothesis is rejected or not. With a significance level (α) = 0.05 and degrees of freedom (dk) = n-2, the t-test criteria are: If tcount > ttable 0.05 (dk = n-2) then Ho is rejected, Ha is accepted; If tcount ≤ ttable 0.05 (dk = n-2) then Ho is accepted, Ha is rejected.

b. Simultaneous Hypothesis Testing (F Test)

According to Ghozali (2016:101), the uji statistik F in the dasarnya indicates whether or not all of the variables that are included in the model have a similar effect on the variables that are terikat or terikat. One method of performing uji F is to compare the hitung nilai F with the table-based nilai F. Subsequently, the "F" distribution table for the derajat kebebasan (dk) = n-2 is used to determine if a hypothesis is true or false. With the significance level (α) = 0.05 and the kebebasan derajat (dk) = n-2, the uji F criteria are as follows: Ho will be ditolak if Fhitung > Ftabel 0,05 (dk = n-2) and Ha will be ditolak if Fhitung ≤ Ftabel 0,05 (dk = n-2).

This study's main goal is to determine whether there is a relationship between the variables Lingkungan Kerja Non Fisik (X1) and Disiplin Kerja (X2) with respect to variable (Y), which is employee work performance. In order to determine its significance, compare the 0.05 probability with the Sig probability as follows: If the probability of 0,05 is smaller or equal to that of Sig or (0,05 ≥ Sig), then Ho is eliminated and Ha is eliminated; if the probability of 0,05 is larger or equal to that of Sig or (0,05 < Sig), then Ho is eliminated and Ha is eliminated, meaning it is significant.In this uji F, the author used the SPSS 25 program with the following parameters: Launch the SPSS application and enter the data; Select Analysis, Regression, and Linear from the menu. Put all of the variables in the Dependent kotak and all of the bebas variables in the Independent kotak; then click "OK.

3. RESULTS AND DISCUSSION

3.1 Research result

Data instrument testing is needed to ensure that the variables studied function as evidence. This includes testing the validity and reliability of the variables.

3.1.1 Validity Test

Validity test is conducted to test a statement in the questionnaire stating whether it is valid or not. The statement item is said to be valid if the rcount value > rtable and conversely the statement item is said to be invalid if the rcount value < rtable. The rtable value is 0.250 with a significance level of 5% or 0.05. The following table shows the results of the validation test on the work discipline variable (X1):

Table 1. Results of Validity Test of Work Discipline Variable (X1)

No.	Statement	Rcount	Rtable	Information
1	P1	0.407	0.250	Valid
2	P2	0.553	0.250	Valid
3	P3	0.633	0.250	Valid
4	P4	0.660	0.250	Valid
5	P5	0.600	0.250	Valid
6	P6	0.496	0.250	Valid
7	P7	0.596	0.250	Valid
8	P8	0.476	0.250	Valid
9	P9	0.662	0.250	Valid
10	P10	0.643	0.250	Valid

Source: SPSS Version 25 Output Results

All questionnaire items are considered valid, because based on the data in the table above, the work discipline variable has a calculated r value > r table (0.250). Thus, the questionnaire used is worthy of being processed as research data.

Table 2. Results of Validity Test of Communication Variable (X2)

No.	Statement	Rcount	Rtable	Information
1	P1	0.624	0.250	Valid
2	P2	0.668	0.250	Valid
3	P3	0.377	0.250	Valid
4	P4	0.557	0.250	Valid
5	P5	0.664	0.250	Valid
6	P6	0.644	0.250	Valid
7	P7	0.500	0.250	Valid
8	P8	0.435	0.250	Valid
9	P9	0.613	0.250	Valid
10	P10	0.550	0.250	Valid

Source: SPSS Version 25 Output Results

All questionnaire items are considered valid, because based on the data in the table above, the communication variable obtained a calculated r value > r table (0.250). Thus, the questionnaire used is worthy of being processed as research data.

Table 3. Employee Performance Variable Validity Test Results (Y)

No.	Statement	Rcount	Rtable	Information
1	P1	0.519	0.250	Valid
2	P2	0.738	0.250	Valid
3	P3	0.667	0.250	Valid
4	P4	0.710	0.250	Valid
5	P5	0.625	0.250	Valid
6	P6	0.682	0.250	Valid
7	P7	0.774	0.250	Valid
8	P8	0.597	0.250	Valid
9	P9	0.777	0.250	Valid
10	P10	0.649	0.250	Valid

Source: SPSS Version 25 Output Results

All questionnaire items are considered valid, because based on the data in the table above, the employee performance variable obtained a calculated r value > r table (0.250). Thus, the questionnaire used is worthy of being processed as research data.

3.1.2 Reliability Test

Reliability testing is used to help ensure that the measuring instrument or instrument used produces consistent results every time it is used. A research variable is said to be reliable if Cronbach Alpha > 0.600, if Cronbach Alpha < 0.600 then the research is said to be unreliable. The following table shows the results of reliability testing for all variables:

Table 4. Reliability Test Results

Variables	Cronbach Alpha	Standard Cronbach Alpha	Decision
Work Discipline	0.772	0.600	Reliable
Communication	0.754	0.600	Reliable
Employee performance	0.864	0.600	Reliable

Source: SPSS Version 25 Output Results

With a Cronbach Alpha value above 0.600 for each variable, then, seen from the test results in the table above, it can be said that the variables of work discipline, communication and employee performance are considered reliable.

3.1.3 Assumption Test Classic

The classical assumption test is conducted to ensure the accuracy of the data and the significance of the relationship between the independent and dependent variables, so that the analysis results are more accurate and free from weaknesses due to violations of classical assumptions and the data is suitable for use in research.

a. Normality Test

The normality test is performed to check whether the dependent and independent variables in the regression model follow a normal distribution or not. Ideally, regression shows normal or nearly normal data. To find out whether the regression is normally distributed, a statistical test with Kolmogorov-Smirnov is performed. If the significance value is > 0.05, the data is considered normal, otherwise if the significance is < 0.05, it is considered abnormal. The following are the results of the normality test with Kolmogorov-Smirnov:

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		62
Normal Parametersa,b	Mean	,0000000
	Std. Deviation	2.08340132
Most Extreme Differences	Absolute	,106
	Positive	,106
	Negative	-,071
Test Statistics		,106
Asymp. Sig. (2-tailed)		,080c

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
Source: SPSS Version 25 Output Results

Based on the table above, the test results obtained the value of Asymp. Sig. (2-tailed) of 0.800 where this value is greater than 0.05, it can be said that the research data conducted is normally distributed.

b. Multicollinearity Test

The multicollinearity test aims to ensure that there is no correlation between independent variables in the regression model. A good regression model should not show correlation between independent variables. This test is done by examining the Tolerance Value or Variance Inflation Factor (VIF).

The criteria for assessing the multicollinearity test are if the VIF value > 10 and the Tolerance Value < 1 then there are symptoms of multicollinearity, conversely if the VIF value < 10 and the Tolerance Value > 1 then there are no symptoms of multicollinearity.

Table 6. Multicollinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	5,041	4,092		-1,232	,223	
	Work Discipline	,650	,103	,566	6,332	,000	,623
	Communication	,452	,111	,365	4,084	,000	,623

a. Dependent Variable: Employee Performance
Source: SPSS Version 25 Output Results

It can be seen above that the results of the multicollinearity test obtained a tolerance value for the work discipline variable of 0.623 and communication of 0.623, where the value is less than 1,

and the Variance Inflation Factor (VIF) value for the employee performance variable of 1.605, where the value is less than 10. Thus, it can be said that there is no multicollinearity interference in this regression model.

c. Heteroscedasticity Test

The Heteroscedasticity Test aims to determine whether there is a difference in residual variance in the regression model. This test can be done by examining the scatterplot graph. In addition, the test can be done by analyzing the scatterplot graph which shows the relationship between the predicted value of the dependent variable (ZPRED) and its residual value (SRESID). Decision-making provisions include: Heteroscedasticity occurs if there is a certain pattern, for example a wavy pattern, widening and narrowing of the existing points; Heteroscedasticity does not occur if there is no pattern in the distribution of existing points.

Judging from the image, the points on the scatterplot graph do not show any clear or specific distribution pattern. So it can be concluded that there is no heteroscedasticity problem in this regression model and this regression model can be used validly for research. Source: SPSS Version 25 Output Results

3.1.4 Analysis TestQuantitative

a. Simple Linear Regression Test

Simple linear regression test is used to measure and evaluate the relationship between two variables. This helps to find out the relationship between the independent variable and the dependent variable whether it has a strong or weak relationship. The results of simple linear regression data processing can be seen in the table below:

Table 7. Simple Linear Regression of Work Discipline on Employee Performance

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,676	3,921		,938	,352
	Work discipline	,907	,091	,790	9,969	,000

Source: SPSS Version 25 Output Results

The regression equation obtained from the equation above is Y=3.676+0.907X1. This shows that the value of a is 3.676, which means that if the Work Discipline variable (X1) does not exist, then there is an Employee Performance value. (Y) of 3.676 points. And the regression coefficient value of Work Discipline (X1) is 0.907, which means that if the constant remains and there is no change in the Communication variable (X2), then every 1 unit change in the Work Discipline variable (X1) results in a change in Employee Performance (Y) of 0.907 points.

Table 8. Simple Linear Regression of Communication on Employee Performance

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,060	4,923		,825	,413
	Communication	,881	,112	,712	7,857	,000

Source: SPSS Version 25 Output Results

Based on the data management above, the regression equation Y = 4.060 + 0.881X2 is obtained. From this equation, it can be concluded that the constant value is 4.060, which means that if the communication variable (X2) does not exist, there is an Employee Performance value (Y) of 4.060 points. And the regression coefficient value of Communication (X2) is 0.881, which means that if the constant remains and there is no change in the Work Discipline variable (X1), then every 1 unit change in the Communication variable (X2) results in a change in Employee Performance (Y) of 0.881 points.

b. Multiple Linear Regression Test

Multiple linear regression test is conducted to understand the relationship between dependent variables and independent variables simultaneously. This can help in studying the influence of complex independent variables on the dependent variable. The results of multiple linear regression data processing can be seen in the table below:

Table 9. Multiple Linear Regression of Work Discipline and Communication on Employee Performance

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,041	4,092		-1,232	,223
	Work discipline	,650	,103	,566	6,332	,000
	Communication	,452	,111	,365	4,084	,000

Source: SPSS Version 25 Output Results

The results of data processing can be seen in the table above, then it can be formulated into a multiple linear regression equation model Y = 5.041 + 0.650X1 + 0.452X2 and then the meaning of the equation model is interpreted as follows:

a. Got itThe constant value of 5.041 means that if the Work Discipline variable (X1) and the Communication variable (X2) have a value of zero or do not increase, then Employee Performance (Y) remains at 5.041.
b. Employee Performance Variable (Y) will increase or decreaseof 0.650 if the Work Discipline variable (X1) increases or decreases by 1 percent.
c. Employee Performance Variable (Y) will increase or decreaseof 0.452 if the communication variable (X2) increases or decreases by 1 percent.
d. In multiple regression, the Work Discipline variable (X1) produces a correlation figure of 0.650 while the communication variable (X2) produces a correlation figure of 0.452 which is the result of the standardized coefficients (Beta).

3.1.5 Correlation Coefficient and Determination Test

a. Correlation Coefficient Test

The correlation coefficient analysis aims to measure the extent of the strength of the relationship between the independent variable and the dependent variable. The levels of the correlation coefficient interval include very low (0.000-0.199), low (0.200-0.399), moderate/sufficient (0.400-0.599), strong (0.600-0.799) and very strong (0.800-1.000). Below are the results of the correlation coefficient test data processing:

Table 10. Results of Partial Correlation Coefficient Test

Correlations				
		Work Discipline	Communication	Employee performance
Work Discipline	Pearson Correlation	1	,614**	,790**
	Sig. (2-tailed)		,000	,000
	N	62	62	62
Communication	Pearson Correlation	,614**	1	,712**
	Sig. (2-tailed)	,000		,000
	N	62	62	62
Employee Performance	Pearson Correlation	,790**	,712**	1
	Sig. (2-tailed)	,000	,000	
	N	62	62	62

Source: SPSS Version 25 Output Results

Based on the table above, it can be interpreted as follows:

a. That the correlation coefficient value for the work discipline variable (X1) is 0.790 (strong), which means that work discipline has a strong relationship with employee performance.
b. That the correlation coefficient value for the Communication variable (X2) is 0.712 (strong), which means that communication has a strong relationship with employee performance.

Table 11. Results of Simultaneous Correlation Coefficient Test

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,841a	,707	,697	2,11842	2,121

a. Predictors: (Constant), Work discipline, Communication
b. Dependent Variable: Employee performance

Source: SPSS Version 25 Output Results

Based on the table above, the correlation coefficient value can be obtained, which is 0.841, because it is in the interval of 0.800-1,000, this value is included in the very strong category. It can

be interpreted that the level of relationship between variables X1 (Work Discipline) and X2 (Communication) to variable Y (Employee Performance) has a very strong level of relationship.

b. Coefficient of Determination Test

The purpose of the coefficient of determination (R2) test is to determine the percentage of the strength of the influence between the independent variables and the dependent variables simultaneously. The results of the coefficient of determination (R2) data processing are shown in the following table:

Table 12. Results of Work Discipline Determination Test on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,790a	,624	,617	2,37917

a. Predictors: (Constant), Work Discipline
Source: SPSS Version 25 Output Results

Based on the table above, it is known that the magnitude of the determination coefficient can be seen in the R Square value of 0.624, which means that the Work Discipline variable (X1) partially contributes to the Employee Performance variable (Y) by 62.4%, while the remaining 37.6% is caused by other variables.

Table 13. Results of Communication Determination Test on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,712a	,507	,499	2.72241

a. Predictors: (Constant), Communication
Source: SPSS Version 25 Output Results

Based on the table above, it is known that the magnitude of the determination coefficient can be seen in the R Square value of 0.507, which means that the Work Discipline variable (X1) partially contributes to the Employee Performance variable (Y) by 50.7%, while the remaining 49.3% is caused by other variables.

Table 14. Results of the Test of the Determination Coefficient of Work Discipline and Communication on Employee Performance

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,841a	,707	,697	2,11842	2,121

a. Predictors: (Constant), Work discipline, Communication
b. Dependent Variable: Employee performance
Source: SPSS Version 25 Output Results

Based on the table above, it is known that the magnitude of the determination coefficient can be seen in the R Square value of 0.707, which means that the Work Discipline (X1) and Communication (X2) variables simultaneously contribute to the Employee Performance (Y) variable by 70.7%, while the remaining 29.3% is caused by other variables.

3.1.6 Hypothesis Testing

Hypothesis testing is conducted to statistically prove that the independent variable does not have a significant effect on the dependent variable. Hypothesis testing is conducted in two stages, namely partial and simultaneous testing.

a. Partial Hypothesis Test (t-Test)

The t-test is conducted to determine the partial influence of independent variables on dependent variables, whether the influence is significant or not. The t-table value of 2.001 is obtained by looking at the t-table with the provision Df = nk-1 (62-2-1= 59) and significance value <0.05 partially has an influence on the dependent variable. Furthermore, the t-count result is compared to t-table with the provision that if t-count > t-table then Ha is accepted and H0 is rejected, and vice versa if t-count < t-table then Ha is rejected and H0 is accepted.

Table 15. Results of Partial t-Test of Work Discipline on Employee Performance

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,676	3,921		,938	,352
	Work discipline	,907	,091	,790	9,969	,000

Source: SPSS Version 25 Output Results

Based on the test results in the table above, the calculated t value was obtained. > t_{table} or (9.969 > 2.001) This is also reinforced by the value of ρ value < Sig.0.050 or (0.000 < 0.050). Thus, Ha1 is accepted and H01 is rejected, this shows that there is a significant influence between work discipline and employee performance.

Table 16. Results of Partial t-Test of Communication on Employee Performance

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,060	4,923		,825	,413
	Communication	,881	,112	,712	7,857	,000

Source: SPSS Version 25 Output Results

It can be seen in the table above that the t-value is 7.857 > t-table 2.001, so Ha2 is accepted and H02 is rejected with a significance of 0.000 < 0.050, which means that communication has a significant effect on employee performance.

b. Simultaneous Hypothesis Testing (F Test)

The F test is conducted to determine the effect of independent variables simultaneously on the dependent variable. The results of the F test can be seen in the ANOVA table. Determine the level of significance of 0.05. Furthermore, the results of the f count are compared with the f table with the provision that if f count > f table then Ha is accepted and H0 is rejected, conversely if f count < f table then Ha is rejected and H0 is accepted.

Table 17. Simultaneous F Test Results

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	637,419	2	318,710	71,019	,000b
	Residual	264,774	59	4,488		
	Total	902,194	61			

Source: SPSS Version 25 Output Results

Based on the table above, it can be seen that the f count value is 71.019. The f table value is obtained from df (N1) = k (number of variables) - 1, then obtained df (N1) = 3- 1 = 2 and df (N2) = n - k, then obtained df (N2) = 62-3 = 59 in the F table produces an f table value of 3.150. Then obtained the f count value of 71.019> f table 3.150 with a significance of 0.000 <0.050, so it can be concluded that Ha3 is accepted and H03 is rejected which means that work discipline and communication simultaneously have a significant effect on employee performance.

3.2 Discussion

3.2.1 The Influence of Work Discipline on Employee Performance

Based onin the results of the study, that Ha1 is accepted while H01 is rejected. This means that the work discipline variable (X1) has an effect on promoter performance (Y) in the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang. For more details, it can be seen in the results of the determination coefficient calculation (R2) obtained an R Square figure of 0.624, this shows that work discipline has an effect on employee performance of 62.4%, while the remaining 37.6% is influenced by other variables. can also be seen the t count value of 9.969 with a t table of 2.001. Which means t count> t table or (9.969> 2.001) and the significance value <Sig.0.050 or (0.000 <0.050). It can be concluded that there is a significant partial influence between work discipline and promoter performance.

This study is in line with the results of research conducted by Nurjaya, 2021, Acceleration: National Scientific Journal Vol 3 No 1 (2021) with the title The Influence of Work Discipline, Work Environment and Work Motivation on Employee Performance at PT Hazara Cipta Pesona, which states that work discipline partially affects employee performance.

3.2.2 The Influence of Communication on Employee Performance

According to the study's findings, Ha1 was diterima while H01 was tolak. The work discipline variable (X1) has an impact on the work ethic of the promoter (Y) in the Perawatan Kesehatan dan Kecantikan division of PT AEON Indonesia BSD City Tangerang. For more clarity, the results of the koefisien determinasi (R2) are shown by the R Square value of 0.624. This indicates that work discipline has a negative impact on employee productivity of 62.4%, whereas other variables have a negative impact of 37.6%. It can also be seen that the t hitung is 9,969 and the t table is 2,001. T hitung > t tabel, or 9,969 > 2,001, and nilai signifikansi < Sig.0.050, or 0.000 < 0.050, are examples. It can be inferred that there are significant and impartial differences between work discipline and promotor kinerja..

3.2.3 The Influence of Work Discipline and Communication on Employee Performance

According to the study's findings, Ha3 is diterima and H03 is tolak. The variables of work discipline (X1) and communication (X2) have an impact on the work of the promoter (Y) in the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang. In order to better understand the results of the koefisien determinasi (R2), the angka R Square is approximately 0,707 This indicates that work discipline and communication skills have a 70.7% impact on employees' work performance, whereas other variables typically have a 29.3% impact. Additionally, it can be seen that the F hitung is 71,019 compared to the F table of 3,153. This means that the F hitung value is greater than the F table value (71,019 > 3,153), and the significance level is less than 0.05 or less than 0.05. It can be inferred that there are significant and simultaneous effects of both work discipline and communication on employee work. This study begins with the findings of a study conducted by Putra & Haryadi in the 2022 Journal: Astina Mandiri Vol.1 No.3 November (2022) e-ISSN 2829-7652, titled Pengaruh Komunikasi dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Mackessen Indonesia, which states that communication and work discipline have an impact on employee kinerja.

4. CONCLUSION

Based on the analysis that was done for this study, the author outlines a few points among others as follows: There is a significant difference between the work discipline and the promotion of the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang. This is supported by the results of the hypothesis test, which are t hitung > t tabel, or (9,969 > 2,001), and ρ < Sig.0.050, or (0.000 < 0,050); There is a significant difference between the communication and work discipline of the promotor in the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang, as indicated by the results of the hypothesis test of t hitung > t tabel, or (7,857 > 2,001), and ρ < Sig.0,050, or (0,000 < 0,050); at the same time, there is a significant difference between the work discipline and work communication in the Health and Beauty Care division of PT AEON Indonesia BSD City Tangerang, as indicated by a coefficient of determination of 0.707, or 70.7%, compared to 29,3%. impacted by additional factors. Nilai F hitung > F tabel, or 71,019 > 3,153, and nilai ρ < Sig.0.050, or 0,000 < 0,050, are the results of the uji hypothesis.

Suggestion that the author might use as an example is as follows: In the work discipline variable, there is a statement with a low score, no. 5 (lima), which reads, "Saya menggunakan waktu istirahat dengan baik," with a score of 4.06. Therefore, the researcher's advice for the next development is to pay attention to the mulai and selesai waktu mulai in order to increase discipline; In the communication variable, there is a statement with a low score, no. 1 (one), which reads, "Perintah dan informasi yang diberikan atasan atau rekan kerja dapat dipahami dengan baik," with a score of 4.16. Hence, the researcher's recommendation for the next step is to improve communication by ensuring that the recipients of the information understand it so that miscommunications do not occur; There is a statement with a little score in the pegawai kinerja variable, which is nomor 3 (third), which reads, "Saya merasa dapat memenuhi jumlah beban kerja yang sudah ditetapkan," with a score of 3.83. Peneliti menyarankan pada pengembangan selanjutnya is therefore advised to be able to adjust besaran beban kerja regarding the scale of priorities so that beban kerja tersebut terpenuhi dan baik..

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