



Analysis of Heavy Load Demolition and Its Impact on Operational Efficiency

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Abstract

Purpose: This study aims to analyze the factors influencing the smoothness of loading and unloading operations at PT Sarana Bandar Nasional (SBN) Tanjung Priok Branch, with a particular focus on employee discipline and performance.

Research Methodology: A quantitative research design was applied using a multiple linear regression analysis approach. The sample comprised 30 employees from PT Sarana Bandar Nasional. Data were collected through questionnaires, and statistical analysis was performed using SPSS.

Results: The findings indicate that both employee discipline and performance have a significant positive effect on the smoothness of loading and unloading activities. The analysis revealed that the discipline variable (X_1) and the performance variable (X_2) contributed significantly to the efficiency of these operations. The regression model demonstrated a 75% explanation of the variance in the smoothness of loading and unloading processes.

Conclusions: The study concluded that improving employee discipline and performance is crucial for enhancing the smoothness of loading and unloading activities at the port. It is recommended that the company invests in better attendance systems and provides training to enhance employee performance.

Limitations: The study was limited to the employees of PT Sarana Bandar Nasional at the Tanjung Priok Branch, and the sample size of 30 may not fully represent all the factors affecting loading and unloading smoothness across different ports or larger scales.

Contributions: This research contributes to the understanding of the critical role of employee discipline and performance in logistics operations, specifically in loading and unloading processes. It also offers practical recommendations for improving operational efficiency in the port industry.

Keywords: Discipline, Performance Employee, Smoothness Demolish Load

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1. Introduction

Globalization has experienced trade growth, resulting in the transportation of goods or services by sea reaching 302.6 million tons and a transportation volume of 1.61% (Adabere et al., 2021; Ayuningtyas & Iman, 2021; Fathihani & Nasution, 2021). Increased volume of goods shipped by sea through PT. Pelayaran Nasional Indonesia (Persero) operates 26 passenger ships, 46 pioneer ships, 6 sea toll ships, and 1 livestock ship. Two ships are used for cargo transportation. passenger, container, and vehicle (three in one), namely, KM Dobonsolo and KM Ciremai. Handling cargo shipments by sea also involves stevedoring and unloading (Satria, 2021; Wardhani & Uly, 2021; Yang & Shen, 2013). One of the

companies used by PT PELNI's Tanjung Priok branch to support loading and unloading activities at the port is its subsidiary, PT Sarana Bandar Nasional (SBN) (Sumaryadi & Kusnadi, 2021a; Wahyuningsih et al., 2021).

To deliver optimal performance and productivity for an organization or company, one of the most important factors to consider is the work discipline of its human resources (Aloini et al., 2022; Yuliandi, 2019). A company can be said to have good discipline if most employees comply with existing regulations. This aligns with the research findings of Apalia, 2017; Berlian Rms and Wahyuningsih, 2021; Syahril and Sudono, 2021, who state that there is a very strong relationship between work discipline and employee performance. Work discipline is one of the management functions of human resources and is the most important and key to realizing objectives (Candra Susanto & Henokh Parmenas, 2021; Saputro & Soleha, 2021). Without discipline, good objectives will be difficult to realize optimally. Discipline is the desire and awareness to comply with company regulations and social norms (Aulia et al., 2021). Furthermore, work something discipline is attitude willingness employee for work comply (Sanclemente Arciniegas, 2019).

All norms and regulations are valid in the company as well as level compliance and compliance with the rules that are valid and willing to accept sanctions or punishment if the rule is violate, which is set in discipline (Basalamah et al., 2022). Discipline is an operational function, the most important of which is the existence of a weighing function (Setyawati & Aristiyanto, 2021; Teryima et al., 2016). The better the employee discipline, the higher the work performance in general. Action Process Disciplinary must be oriented on characteristic education which gives a chance to correct errors (Dwijaya Saputra & Kusnadi, 2021; Kuncoro & Harahap, 2021). Awareness of the disciplined use of safety equipment, such as safety helmets and special shoes in port areas, especially on docks and ships, is still (Heriyanto, 2021; Vania & Rizan, 2015). The lower the frequency of accidents, the lower the frequency of accidents (Vandawati, 2019). The more discipline in the use of tool safety, the more frequent the occurrence of work accidents and the impact on the smooth running of loading and unloading activities (Grossman & Helpman, 2015). The lack of discipline work influences performance, especially decline target realization (decline by 27% compared to the previous year) and due to the COVID-19 era, as seen in the following graph:

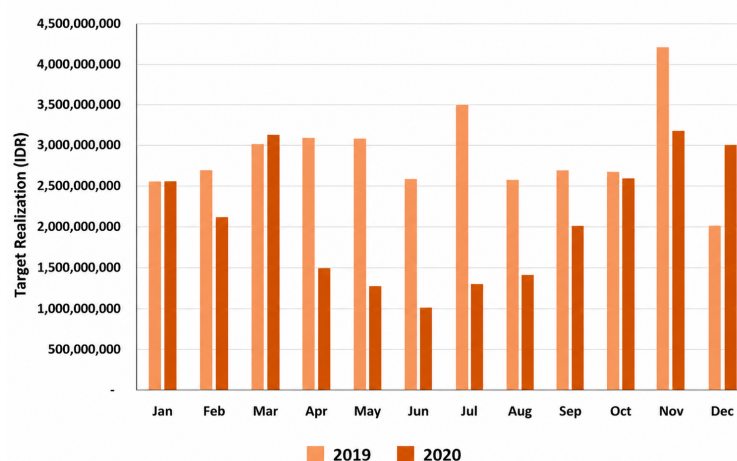


Figure 1. Decline Target Realization

2. Literature Review

Decline in profit realization also occurred as a consequence of the pandemic Covid-19. Where happen decline 10-15 employees. This can hinder smooth operation of the process. handling of vehicle loading and unloading activities at PT Sarana Bandar Nasional Tanjung Priok Branch, where the implementation of manual vehicle loading and unloading activities using human labor is less effective and efficient because the number of vehicle loads that must be transported is not comparable to the number of employees. In fact, the number of vehicle cargo that must be transported reaches hundreds (Parmenas, 2021; Ricardianto et al., 2021; Susanto et al., 2021).

H₁: Discipline of the influencing employee to smoothen the demolishing of fit vehicle motorized in PT Means National Airport Tanjung Priok Branch.

Disciplinary actions using research results Ha et al., 2017; Keke et al., 2021 include:

1. Rules for arrival, departure, and rest times.
2. Basic rules regarding dress and behavior at work.
3. Regulations on how to do work and relate to other work units.
4. Rules about what can and cannot be done. done employee during is at in organization.

Discipline employee in PT Means The Tanjung Priok branch of Bandar Nasional is quite good, but compliance with regulations, particularly the manual attendance system, needs to be improved (Abdullah, 2021; Agusinta et al., 2021; Setyawati et al., 2021). Discipline is related to adhering to the dress code (performance) through company attire as a way to improve the company's quality.

H₂: The influence of employee performance on the smoothness of vehicle loading and unloading at PT Sarana Bandar Nasional Tanjung Priok Branch

Optimum work is the source of power, and plays an important role as a key factor in determining the success of implementation of an activity in a company or organization (Henokh Parmenas, 2022; Susanto & Parmenas, 2021). Employee performance is what will ultimately influences the organization or company (Aprillita & Perkasa, 2021; Kazan & Usmen, 2018). Employee performance is the work results or outcomes produced by employees or real behavior displayed according to their role in the organization (Luna et al., 2018; Prijono et al., 2021). Employee performance is the achievement of work results or work results produced by employees or real behavior displayed according to their roles in the organization (Marlapa & Mulyana, 2020). Factors that Influence Employee Performance: individual, organization, and social. Measurement performance taken from the results of the study by Maryani et al., 2021; Saputra and Kusnadi, 2021, which consists of: quality, accuracy time, cost-effectiveness, and interpersonal impact. Furthermore, there is a positive influence on the smoothness of the demolished fit (Nguyen et al., 2016).

H₃: The influence of employee discipline and performance on the smooth loading and unloading of motorized vehicles at PT Sarana Bandar Nasional Tanjung Priok Branch, Jakarta.

The loading and unloading of roses runs quickly and smoothly, so that the ship does not anchor for too long at the port, and there is no Waiting Time for the ship at the port (Waiting Time) that is too long, so that there is an increase in employee discipline and performance in loading and unloading activities (Burdzik et al., 2014; Suyanto et al., 2021). To comply with ship schedule procedures, avoid losses for the company, and improve company performance (Anggraini, 2021). Smooth loading and unloading is a condition that can cause the implementation of loading and unloading activities fit goods can be done with Good And optimal (Okoye & Ezejiofor, 2013; Vicrihadi et al., 2021). According to Nunuh and Wulandari, 2021; Rajakaruna and Wijeratne, 2019; Sumaryadi and Kusnadi, 2021b, loading and unloading are largely determined by several factors as follows:

1. Number of cycles in unit O'clock and heavy average load.
2. Election equipment demolish fit Which appropriate.
3. Power Reliable Loading and Unloading Work (TKBM).
4. Preparing warehouses or stacking fields.
5. Road conditions for transportation equipment traffic.
6. Bad weather conditions were also considered.

The measurement of smooth loading and unloading comes from the research by [Ricardianto et al. \(2021\)](#), which consists of the following indicators: on time, order documents, shipping documents, condition of goods/cargo, and carefulness in choosing transportation.

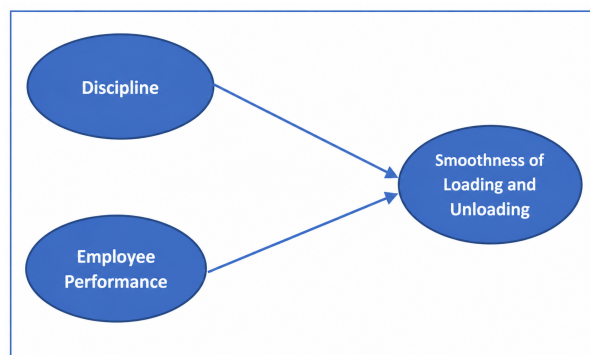


Figure 2. Conceptual Framework

3. Methodology

This study used a quantitative method with linear regression analysis to test the influence of discipline and performance on the smoothness of the demolition fit. The population and sample consisted of 30 employees (saturated sampling). Data collection was conducted in July 2021 using a questionnaire instrument (Likert scale) and interviews with company leaders to confirm employee perceptions and literature review.

4. Results and Discussion

Respondents in the study were employees with classification in annuities they gender, age, long work, and education. Data for all respondents can be seen from the description table in the lower section.

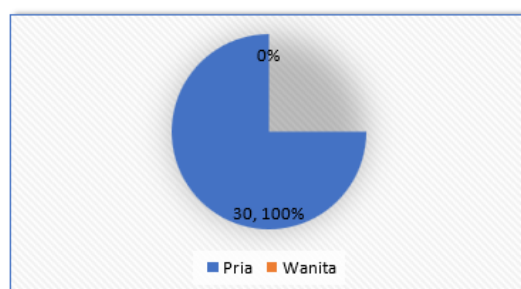


Figure 3. Characteristics Respondents Based on Type Sex

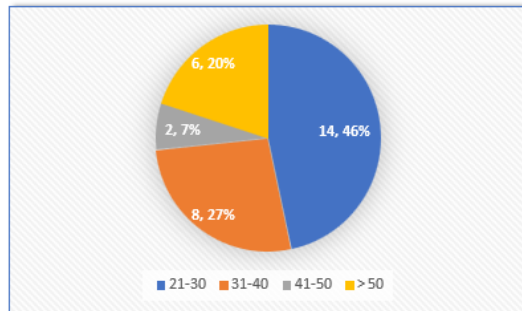


Figure 4. Characteristics Respondents Based on Age

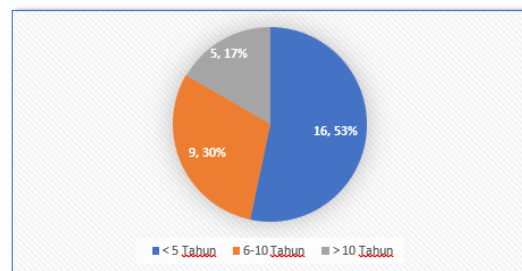


Figure 5. Classification Long Work Respondents

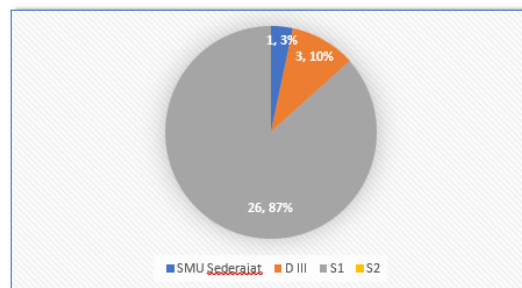


Figure 6. Classification Education Final Respondents

based on the figure above, it is known that the respondents who participated in filling out this questionnaire were respondents who dominated men in connection with more lots of work harbored in field operations. Temporary that, lots age which dominated by people young aged 21-30 year (46.67%) and there were only 2 (6.67%) aged 41-50, adding that the employees were of productive age. Furthermore, regarding employee education, 26 (86.67%) employees had a bachelor's degree. The validity and reliability test of the research instrument was valid (>0.3610) and reliable more than 0.6. It is stated that all instruments have been fulfilled. For determining the causal connection between the independent variables (X) and the dependent variables (Y), multiple linear regression is used.

The perception of respondents to discipline employees in PT Means Port National Branch Cape Priok was good (3.90). Compliance with work regulations (return hours) is quite low because the company still uses a manual attendance system; therefore, it is not recorded in the system. Meanwhile, the highest perception score (4.90) of employees was determined by employee attitudes and readiness in serving. Meanwhile, the performance of the employee is overall good (3.79), of which employees can complete

tasks consistently and on time (4.03). The smoothness of loading and unloading is quite good (3.80). Loading activities are still not optimal due to the lack of employees in the operational division and the lack of tools for demolishing fit vehicles, so that the activity process is not completely fast, effective, and efficient. However, the fleet used was in accordance with the classification of cargo (4.35), because cargo vehicle motorized loaded in deck car boat which only there is on the KM. Ciremai and KM. Dobonsolo ships.

4.1 Analysis Regression Linear Multiple

To analyze the influence of discipline and employee performance on the smoothness of loading and unloading (*Y*), the author uses multiple linear analysis with the help of the SPSS program. Based on data processing, several regression results were obtained in the form of the following table: X_1 , X_2 .

Table 1. Results Analysis Regression Linear Multiple

Type	Coefficient				
	Coefficient Which No Standard		Coefficient Standard	T	Sig.
	B	Std. Error	Beta		
(Constant)	9.850	3.715		2.651	0.013
Discipline	0.363	0.127	0.386	2.851	0.008
Employee Performance	0.600	0.148	0.550	4.062	0.000

Based on the results of multiple regression analysis, the regression equation is obtained as follows:

$$Y = 9.850 + 0.363X_1 + 0.600X_2$$

1. The constant *a* of 9.850 states that if the variables X_1 and X_2 do not change or are constant, then the value of *Y* is 9.850.
2. The regression coefficient 0.363 states that every time there is a change (because it is marked positively) in the variable X_1 (Discipline), the value of *Y* (Smooth Loading and Unloading) will increase by 0.363, assuming the other independent variables are constant.
3. The regression coefficient 0.600 states that every time there is a change (because it is marked positively) in the variable X_2 (Employee Performance), the value of *Y* (Smooth Loading and Unloading) will increase by 0.600, assuming the other independent variables are constant.

Table 2. Coefficient Correlation

		Discipline	Employee Performance	Unloading and loading fluent
Discipline	Correlation Pearson	1	.704**	.773**
	Sig. (2- tails)		.000	.000
	N	30	30	30
Performance Employee	Correlation Pearson	.704**	1	.822**
	Sig. (2- tails)	.000		.000
	N	30	30	30
Demolish Load fluent	Correlation Pearson	.773**	.822**	1
	Sig. (2- tails)	.000	.000	

From the table 2, it can be seen that:

1. The coefficient correlation between Discipline (X_1) and Smooth Loading and Unloading (Y) is 0.773, which shows a strong influence because it is in the interval (0.600-0.799).
2. The coefficient correlation between Employee Performance (X_2) and Smooth Loading and Unloading (Y) is 0.822, which shows a very strong influence because it is in the interval (0.80-1.00).

Based on the second coefficient correlation, the two variables have a large influence towards their significance, namely approaching the real level (Alpha) far below 5% or 0.05, namely discipline of 0.773 and employee performance of 0.822.

Table 3. Results Analysis Coefficient Correlation Multiple

Summary Model				
Type	R	R Rectangle	Customized R Square	Std. Error Estimate
1	.866	.750	.732	3.059

Based on the results in Table 3, there is a significant relationship between the variables of Employee Discipline and Performance with Smooth Loading and Unloading. The relationship influences positively and strongly (R value of 0.866).

Table 4. Results coefficient determination Processing Data

Summary Model				
Type	R	R Rectangle	Customized R Square	Std. Error Estimate
1	.866	.750	.732	3.059

$$KD = (0.866)^2 \times 100\%$$

$$KD = 0.750 \times 100\%$$

$$KD = 75\%$$

Based on Table 4, the coefficient of determination value is 0.750, so it can be interpreted that the influence of Discipline and Overall Employee Performance on the Smoothness of Loading and Unloading at PT Sarana Bandar Nasional Tanjung Priok is 75%, and the remaining 25% is outside the variables of discipline and employee performance.

Table 5. Analysis Correlation between Variables X_1 , X_2 And Y

ANOVA					
Type	Amount Square	df	Average Rectangle	f	Sig.
Regression	759.247	2	379.623	40.574	.000
Remainder	252.620	27	9.356		
All over	1011.867	29			

The real confidence level (α)/confidence level ($1 - \alpha$) = $1 - 5\% = 95\%$, because the higher the confidence level, the more accurate the results will be. The statistics were then tested using the following formula:

$$\text{Use table } F = F(1 - \alpha) \{(dK = k), (dK; n - k - 1)\}$$

$$= F(1 - \alpha) \{(dK = k), (2; 30 - 2 - 1)\}$$

$$= F(1 - 0.005)(2; 27)$$

The obtained results are as follows:

1. $0.000 < 0.05$ (therefore, H_0 was rejected and H_a was accepted).
2. $40.574 > 3.35$ (therefore, H_0 was rejected and H_a was accepted).

Based on these results, the third hypothesis is proven that discipline (X_1) and Employee Performance (X_2) simultaneously have a significant and positive influence on Smooth Loading and Unloading (Y) with the value $0.000 < 0.05$ and $40.574 > 3.24$. Based on the results, the hypothesis test simultaneously between disciplines of science and employee performance is influential positively towards the smoothness of the loading and unloading, which can be accepted. This study is in line with [Santoso and Oktafien, 2021](#), [Sarkar and Shankar, 2021](#), and [Solihin, 2021](#).

5. Conclusions

The smooth loading and unloading process at the port is hampered by employee discipline, which has not yet implemented optimal working hours, especially in terms of time compliance rules, where the attendance enforcement system must be improved. The return with the use of a system without digital technology can be recorded accurately, so that there are no more employees who do not comply with company time regulations. Human resource improvement increases the performance of the employee team so that they can carry out their work and duties better, as well as the need for training and education for employees whose performance is lacking to improve the quality of the company. In this way, employees can manage the company's finances well so as not to exceed the budget set by the company.

Smoothness demolish fit PT Means port National Branch Cape Priok is influenced by discipline Work And performance employee in serve consumer so that more effective And efficient, so that No There is an extension of time. Therefore, it is necessary to increase the number of operational employees and company facilities to ensure that loading and unloading activities can proceed more quickly, effectively, and efficiently thus avoiding departure delays. boat. It is expected that more studies can be conducted to see the service and performance of employees from the consumer side as an evaluation for companies with sufficient samples.

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Author Contributions

AS conceptualized and designed the research, conducted data collection, and performed the data analysis. She also drafted and revised the manuscript. The study's data collection was facilitated through col-

laboration with PT Sarana Bandar Nasional, and the analysis was carried out using multiple regression techniques. Aswanti also contributed to reviewing the manuscript for publication. All authors reviewed and approved the final manuscript.

Conflicts of Interest

The authors declare that there is no conflict of interest regarding the publication of this study. This research was conducted independently, and no financial or personal relationships influenced the results or interpretation of the findings.

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