The Influence of Work Discipline, Employee Loyalty, and Work Ability on Employee Performance in Layer Chicken Farming Business at Aura Farm, Lima Puluh Kota Regency, West Sumatra

Ila Haque Faura Affandi[1]; Siti Azizah[2*]

[1] Social Economic Department, Faculty of Animal Science, Brawijaya University, Indonesia
*Corresponding author: siti.azizah@ub.ac.id.

Abstract

The layer poultry farming industry plays a crucial role in food security, particularly in providing eggs as a source of animal protein. In Indonesia, egg production continues to increase, with West Sumatra being one of the central producing regions. Aura Farm, located in Lima Puluh Kota Regency, faces challenges in optimizing employee performance, which is influenced by work discipline, employee loyalty, and workability. This study, conducted from October to November 2024, aims to analyze the impact of work discipline, employee loyalty, and workability on employee performance at Aura Farm. A quantitative method, utilizing multiple linear regression analysis, was employed, and data were collected through questionnaires distributed to all 20 employees. Statistical tests, including validity and reliability checks, as well as classical assumption tests, were performed to ensure data accuracy. The results indicate that work discipline, employee loyalty, and workability have a significant impact on employee performance. High discipline, intense loyalty, and adequate skills contribute positively to productivity. Employees with better discipline, commitment, and abilities perform more efficiently and effectively. Therefore, companies are advised to enhance human resource management by improving discipline, loyalty, and skill development to achieve better productivity.

Keywords: *Work discipline; employee loyalty; workability; employee performance; layer poultry farming.*

1. Introduction

The layer chicken farming industry is one of the most crucial sectors in supporting food security, particularly in providing animal protein in the form of eggs. Eggs are one of the primary food commodities that play a significant role as a protein source for the human body. With their high protein content, eggs serve multiple purposes, including being a staple food ingredient, a component in bread-making, and a complement to various types of dishes. Their widespread demand makes eggs essential for sectors such as restaurants, catering services, and the bakery industry. Moreover, eggs are also categorized as one of the staple food ingredients [1]. According to data from the Central Statistics Agency, Indonesia's layer chicken egg production reached 5.57 million tons in 2022. This production volume increased by 7.9% compared to 2021, marking the highest record, as shown in the graph. Compared to the year 2000, Indonesia's egg production in 2022 had surged by 1,006%, or approximately tenfold over the past two decades. According to data from the Market Monitoring and Basic Needs System of the Ministry of Trade, in December 2022, the national average price of eggs reached Rp31,108 per kilogram, the highest record in the past five years [2].

West Sumatra is one of the regions in Indonesia that also produces chicken eggs. The development of the layer chicken farming industry in West Sumatra is evident through population numbers, egg production, and meat production from 2020 to 2022. In 2020, the layer chicken population was recorded at 14,404,918 birds. In 2021, this number increased to 15,792,418 birds, and in 2022, it further rose to 16,115,083 birds. The continuous annual growth in the layer chicken population indicates that this industry has promising prospects and requires well-structured

management. According to data from the West Sumatra Provincial Statistics Agency, the production of layer chicken eggs in 2021 reached 289,152 tons, making West Sumatra one of the top five provinces with the largest layer chicken population in Indonesia. The large population of layer chickens in West Sumatra demonstrates that the layer chicken farming business is a highly competitive sector [3].

Industries such as layer chicken farming rely heavily on human resources as the driving force behind management activities within the company. [4] state that human resources are an essential element in an organization because each individual has unique characteristics. The large number of human resources must be balanced with adequate employee performance to ensure that a company can achieve its organizational goals. Additionally, companies need to implement effective human resource management strategies to enable employees to work optimally [4].

Good performance refers to optimal performance, which aligns with organizational standards and supports the achievement of organizational goals. Performance is the result of work, both in terms of quality and quantity, that an employee achieves by carrying out the duties and responsibilities assigned to them. Employees who can complete their tasks effectively and produce outputs that exceed organizational standards are considered to have high performance. High employee loyalty enables workers to meet company standards and improve productivity. Employees with strong loyalty consistently adhere to company regulations. This compliance arises because employees understand that the rules established by the company are intended to facilitate smooth work operations within the organization [5].

This study focuses on a layer chicken farming company located in Jorong Padang Rantang, Kenagarian Koto Tuo, Lima Puluh Kota Regency, as the research object. This company is one of the poultry businesses operating in West Sumatra. Aura Farm has a total of 20 employees, comprising 15 employees responsible for adult chicken production, three employees in charge of chick rearing, and the remaining two employees responsible for maintaining the farm facilities.

Based on the background above, the issues in the layer chicken farming industry at Aura Farm indicate that this sector has promising growth prospects in Indonesia. As one of the layer chicken farms in Lima Puluh Kota Regency, Aura Farm faces several challenges in workforce management. Some employees exhibit less-than-optimal discipline, such as delays in feeding chickens, distributing feed evenly, and collecting eggs. Employee loyalty is also a concern, as there are indications that not all employees have a strong commitment to their work. Another influencing factor is employees' workability, particularly in handling physically demanding tasks that require endurance and specific skills.

Based on the explanation above, it is necessary to conduct a study on the influence of work discipline, employee loyalty, and workability on Employee Performance in the Layer Chicken Farming Business at Aura Farm in Lima Puluh Kota Regency, West Sumatra. This research is expected to provide strategic steps to enhance employee performance, ultimately supporting increased productivity and business sustainability [6].

2. Materials and Methods

The research was conducted in Jorong Padang Rantang, Kenagarian Koto Tuo, Lima Puluh Kota Regency, from November to December 2024, with the research object being the employees of Aura Farm. The population refers to the generalization area consisting of objects or subjects that possess specific qualities and characteristics, as determined by the researcher, for study, from which conclusions will be drawn [7].

The population provides valuable information or data for research. In this study, the population consists of the 20 employees of Aura Farm. A sample is a portion of the total population that is selected based on specific characteristics [8]. This study employs a non-probability sampling method, specifically saturated sampling. Saturated sampling is a technique in which the entire population serves as the research sample [9]. Therefore, the sample in this study consists of all 20 employees of Aura Farm.

The data analysis technique used in this study is quantitative data analysis, which involves numerical data or information obtained through questionnaire responses that require further

analysis. The data sources used in this research consist of primary and secondary data. Primary data refers to information obtained directly from the company through observations, questionnaires, and interviews with the research subjects, namely the employees of Aura Farm. Meanwhile, secondary data is information obtained indirectly from various sources, such as documents and written reports available at Aura Farm. A research instrument is used to measure the variables studied by assigning scores. A research instrument is a tool used to calculate observed natural or social phenomena. The measurement of respondents' answers and questionnaire responses related to work discipline, loyalty, and performance variables is conducted using a Likert scale.

A good research instrument must meet validity and reliability requirements. To evaluate the validity and reliability of the questionnaire, it is necessary to conduct validity and reliability tests. These tests aim to ensure that the distributed questionnaire is both valid and reliable. Therefore, this study will conduct both tests on the research instrument, which is the questionnaire. Below are the definitions of validity and reliability tests. This study involves two types of variables: independent variables and dependent variables. The independent variable is a type of variable that explains or influences another variable. The independent variables in this study are work discipline (X1), employee loyalty (X2), and workability (X3). Meanwhile, the dependent variable is the type of variable that is explained or influenced by the independent variables [10]. The dependent variable in this study is employee performance (Y).

Descriptive statistics are used to analyze data by summarizing the collected information, making it easier to understand. The data is then analyzed using SPSS 24 for Windows with an ordinal scale [11]. Additionally, a classical assumption test is conducted to ensure that the regression model meets the required criteria, including tests for normality, multicollinearity, heteroscedasticity, and autocorrelation. The normality test determines whether the data is usually distributed, while the multicollinearity test identifies correlations between independent variables using the VIF and tolerance methods. The heteroscedasticity test evaluates the variation of residuals in the regression model, which must be consistent to avoid biased estimation results.

Multiple linear regression analysis is used to examine the effect of independent variables on the dependent variable, with a regression model involving factors such as work discipline, employee loyalty, and workability in determining employee performance. The coefficient of determination (R^2) measures the contribution of independent variables to the dependent variable, where a value close to one indicates a strong influence. Hypothesis testing consists of the T-test, which assesses the partial effect of each independent variable, and the F-test, which evaluates the simultaneous effect of all independent variables. If the significance value is less than 0.05, the alternative hypothesis is accepted, indicating a significant influence of the independent variables on the dependent variable.

3. Results and Discussion
3.1. Livestock Business Profile
Aura Farm is a poultry farming company specializing in egg production. The establishment of this laying hen farm by Yanti Zuraifa was driven by her desire to build an independent business and improve her family's economic condition. Before owning Aura Farm, she worked as an employee at a printing company with a relatively low income. She decided to start Aura Farm, motivated by the favorable environmental conditions for poultry farming and the high local demand for eggs. Aura Farm was established in 2009 with the construction of a one-layer cage housing 1,500 chickens. In 2010, the farm expanded with the addition of an extra layer cage, which contained 2,561 chickens. By 2013, one DOC (day-old chick) cage and six more layer cages were added. In 2016, the farm expanded with the addition of two extra layer cages, followed by another DOC cage and two more layer cages in 2017. In 2024, the farm expanded again with the addition of two more layer cages. Currently, Aura Farm owns 20-layer cages, with a total chicken population of 52,190.

Aura Farm establishes Standard Operating Procedures (SOPs) to ensure that poultry farm employees work with discipline and responsibility in carrying out their tasks. These SOPs apply

to all employees working in the poultry farm, covering activities such as feeding, egg collection, cage maintenance, and compliance with established regulations. Each day, employees must follow a predetermined work schedule. Chicken feeding is conducted at 06:30 and 11:30. At the same time; feed must be evenly distributed at 10:00, 14:00, and 15:30. Egg collection takes place twice a day, at 11:00 and 16:00. Additionally, employees are responsible for pushing the feed pipe at 14:00 to ensure proper feed distribution.

To maintain discipline, Aura Farm enforces rules and sanctions for employees who neglect their duties. If an employee is late in feeding the chickens three consecutive times, they will receive 25 violation points. Delays in evenly distributing feed for three consecutive times will result in 15 points, while failure to push the feed pipe for two straight days will incur 20 points. Employees who are late in collecting eggs three times in a row will receive 10 violation points. If the feed pipe is left empty despite three reminders, a 15-point penalty will be issued. More severe violations, such as theft, will result in 400 points and may lead to termination. There are also specific rules regarding the availability of drinking water for the chickens. If water is insufficient or unavailable, employees must immediately replenish it. Failure to do so can affect the chickens' health and disrupt farm productivity.

The sanction system implemented at Aura Farm uses a point-based calculation that is converted into Warning Letters (SP). Employees who accumulate 200 points will receive SP 1, 275 points will result in SP 2, and reaching 350 points will lead to SP 3. Employees who receive SP 3 will undergo an evaluation that may result in further actions based on company policy. With the implementation of this SOP, Aura Farm hopes that every employee will work more orderly and responsibly, ensuring smooth poultry farm operations. The cleanliness of the chicken coop must always be maintained, as a clean and organized work environment enhances chicken productivity and ensures the well-being of employees. The enforcement of these regulations is expected to create a more effective and efficient working environment for everyone at Aura Farm.

3.2. Respondent Characteristics

To analyze the data, the researcher first describes the respondent data used in this study. The population consists of 20 employees, and the sample includes all employees. Each employee was given a questionnaire measured using a Likert scale. The following are the characteristics of the respondents used in this study.

Table 1. Employee Characteristics Based on Gender

Gender	Number	Percentage
Male	12 people	60%
Female	8 people	40%
Total	20 people	100%

Source: Primary data analysis, 2025

Table 1 shows that out of all employees, there are 12 male employees and eight female employees. The percentage of male employees is 60%, while female employees account for 40%. This indicates that male employees hold the dominant proportion compared to female respondents.

Table 2. Employee Characteristics Based on Age

Age Range	Number	Percentage
18-35 years	8 people	40%
36-40 years	7 people	35%
41-45 years	4 people	20%
46-49 years	1 people	5%
Total	20 people	100%

Source: Primary data analysis, 2025

Table 2 shows that the majority of employees are aged between 18 and 35 years, accounting for 40% of the total workforce. This indicates that most employees at Aura Farm belong to the 18-35 age group. The youngest employee is 18 years old, while the oldest is 49 years old, demonstrating that the workforce at Aura Farm falls within the productive age range. According to [12], age is a significant factor in work activities, particularly for individuals aged 25-40 years. This group is forward-thinking, intelligent, and knowledgeable. They also strive for progress and exhibit high productivity. Their distinctive traits include curiosity and a strong willingness to learn.

Table 3. Employee Characteristics Based on Last Education Level

Education Level	Number	Percentage
Junior	3 people	15%
SMA	15 people	75%
PT S1	2 people	10%
Total	20 people	100%

Source: Primary data analysis, 2025

Table 3 above shows that the last education level of employees varies, with three respondents (15%) having completed junior high school (SMP), 15 respondents (75%) having completed senior high school (SMA), and two respondents (10%) holding a bachelor's degree (S1). Based on this data, the majority of Aura Farm's workforce consists of senior high school graduates. Individuals with higher education levels tend to have a better understanding of their work and are more responsive in completing tasks due to their adequate knowledge. According to [13], employees' education and work experience have a positive impact on their performance.

Table 4. Employee Characteristics Based on Length of Employment

Length of Employment	Number	Percentage
3-5 Years	9 people	45%
6-8 Years	9 people	45%
9-12 Years	2 people	10%
Total	20 people	100%

Source: Primary data analysis, 2025

Table 4 shows that the most common lengths of employment for respondents at Aura Farm are between 3-5 years and 6-8 years, with a total of 9 employees in each category, representing 45%. This is because newer employees are perceived as contributing more optimally to the company and striving to improve their performance in hopes of achieving the company's goals.

3.3. Distribution of Mean Likert Scale Values for Work Discipline

Discipline can be a driving force that encourages individuals or groups to adhere to the rules and procedures necessary for an organization's effective functioning. The work discipline of employees examined in this study consists of attendance, compliance, willingness, and work ethics. The distribution of employee responses, based on the assessment of work discipline obtained from questionnaire responses using a Likert scale, is presented in Table 5.

Based on the data in Table 5, it is evident that in the attendance indicator (X1.1), six employees fell into scale 2 (TS), six employees into scale 3 (S), and eight employees into scale 4 (SS). This assessment indicator includes aspects such as punctuality at the workplace, requesting permission when late, and requesting permission for absence. The average score for this indicator is 3.10, indicating that most employees have met the attendance criteria.

For the compliance indicator (X1.2), one employee was on scale 2 (TS), eight employees were on scale 3 (S), and 11 employees were on scale 4 (SS). This indicator measures adherence to

working hours, organizational rules, and established work standards. With an average score of 3.50, most employees exhibit a high level of compliance with the applicable regulations.

The willingness indicator (X1.3) encompasses compliance with work guidelines, adherence to superiors' instructions, and initiative in completing tasks without explicit orders. Three employees fell into scale 2 (TS), 11 employees into scale 3 (S), and six employees into scale 4 (SS). With an average score of 3.15, these results indicate that employees generally have a good level of willingness to work.

Table 5. Distribution of Work Discipline Responses

| Item | Indicator | Likert Scale | | | | Mean Score |
		1 STS	2 TS	3 S	4 SS	
X1.1	Attendance	0	6	6	8	3.10
X1.2	Compliance	0	1	8	11	3.50
X1.3	Willingness	0	3	11	6	3.15
X1.4	Work Ethics	0	8	3	9	3.05
Total Mean Score						3.27

Source: Primary data analysis, 2025

For the work ethics indicator (X1.4), eight employees were on scale 2 (TS), three employees on scale 3 (S), and nine employees on scale 4 (SS). This indicator assesses work attitudes, friendliness toward colleagues, and ethics toward superiors. The average score of 3.05 indicates that most employees have good work ethics.

Based on Table 5, the total average score for work discipline falls within the scale range of 3.26 - 4.00, with a final average of 3.27. This figure suggests that work discipline can be categorized as a factor with a perfect total mean score.

3.4. Employee Loyalty Likert Scale Score Distribution

Loyalty is one of the elements used in employee performance evaluation, which includes dedication to their work. This loyalty is reflected in employees' willingness to protect and defend the organization both inside and outside the workplace from irresponsible individuals. Employee loyalty, as observed in this study, is divided into three aspects: dedication, responsibility, and a sense of belonging. The distribution of respondents' answers regarding employee loyalty, as obtained from the questionnaire using a Likert scale, is presented in Table 6.

Table 6. Employee Loyalty Response Distribution

| Item | Indicator | Likert Scale | | | | Mean |
		1 STS	2 TS	3 S	4 SS	
X2.1	Dedication	0	2	5	13	3.45
X2.2	Responsibility	0	4	7	9	3.25
X2.3	Sense of Belonging	0	6	7	7	3.05
Total Mean						3.25

Source: Primary data analysis, 2025

Based on the data in Table 9, it is known that for the dedication indicator (X2.1), two employees fall into scale 2 (TS), five employees fall into scale 3 (S), and 13 employees fall into scale 4 (SS). This indicator measures the extent to which employees prioritize the company's interests, report issues to their superiors, and actively participate in advancing the company's goals. With an average score of 3.45, these results indicate that the majority of employees have a high level of dedication to the company.

For the responsibility indicator (X2.2), four employees fall into scale 2 (TS), seven employees fall into scale 3 (S), and nine employees fall into scale 4 (SS). This indicator

encompasses responsibility for work results, maintenance of company facilities, and preservation of the company's reputation. With an average score of 3.25, most employees demonstrate a good sense of responsibility in performing their duties.

The sense of belonging indicator (X2.3) reflects employees' pride in being part of the company, their attachment to the vision and mission, and their commitment to supporting the company's long-term goals. A total of 6 employees fall into scale 2 (TS), seven employees fall into scale 3 (S), and seven employees fall into scale 4 (SS). With an average score of 3.05, this result suggests that most employees have a strong sense of belonging to the company.

Based on Table 9, employee loyalty has a total average score within the 3.01 – 4.00 range, with an overall mean score of 3.25. This number indicates that employee loyalty is categorized as having an excellent total average value. According to [14], employee loyalty is reflected in employees' attitudes, including their dedication to skills and abilities, responsibility in carrying out tasks, honesty at work, good relationships with superiors, teamwork with colleagues, discipline, maintaining the company's reputation, and commitment to working for a more extended period.

3.5. Distribution of Average Likert Scale Scores for Work Ability

Workability is closely related to the physical and intellectual capacity that individuals possess to perform their tasks. The workability of respondents observed in this study is divided into two categories: physical ability and intellectual ability. The distribution of respondents' answers regarding workability, based on the Likert scale questionnaire, is presented in Table 7.

Table 7. Distribution of Work Ability Responses

| Item | Indicator | Likert Scale | | | | Mean |
		1 STS	2 TS	3 S	4 SS	
X3.1	Physical Ability	0	6	6	8	3.10
X3.2	Intellectual Ability	0	7	8	5	2.90
Total mean						3

Source: Primary data analysis, 2025

Based on the data in Table 7, it is evident that for the physical ability indicator (X3.1), six employees rated at scale 2 (TS), six employees rated at scale 3 (S), and eight employees rated at scale 4 (SS). This indicator includes strength in using muscles, good endurance, and agility in movement while working. With an average score of 3.10, these results suggest that most employees possess a relatively high level of physical ability in performing their tasks.

For the intellectual ability indicator (X3.2), seven employees rated at scale 2 (TS), eight employees rated at scale 3 (S), and five employees rated at scale 4 (SS). This indicator measures an individual's understanding of job tasks, required technical skills, and their ability to overcome work-related obstacles. With an average score of 2.90, it can be concluded that employees' intellectual skills still need improvement to reach a more optimal standard.

Based on Table 7, workability has a total average that falls within the 2.51 – 3.25 scale range, with an overall mean of 3.00. This indicates that employees generally possess a moderate level of both physical and intellectual ability, although there is still room for improvement, particularly in the aspect of intellectual ability. Workability influences employee productivity in completing tasks effectively and efficiently. Strong abilities enhance employees' confidence and their contribution to achieving company goals. According to [15], an individual's ability is also determined by their educational background and technical skills relevant to their job. Employees with sufficient education and expertise will find it easier to meet the expected performance standards.

3.6. Distribution of Average Likert Scale Scores for Employee Performance

Employee performance indicators encompass work quality, work quantity, and teamwork, which are internal factors that can impact employee performance. The distribution of respondents' answers regarding employee performance, as obtained from the questionnaire using a Likert scale, is presented in Table 8.

Table 8. Distribution of employee performance Responses

Item	Indicator	Likert Scale				Mean
		1 STS	2 TS	3 S	4 SS	
Y1	Work Quality	0	2	6	12	3.50
Y2	Work Quantity	0	4	6	10	3.30
Y3	Teamwork	0	5	4	11	3.30
Total mean						3.36

Source: Primary data analysis, 2025

Based on the data in Table 8, it is known that in the work quality indicator (Y1.1), two employees met scale 2 (TS), six employees met scale 3 (S), and 12 employees met scale 4 (SS). This indicator assesses employees' ability to complete tasks with high quality, their skills in performing work, and their achievement of work results that meet company standards. With an average score of 3.50, this result suggests that the majority of employees consistently deliver high-quality work and meet the company's expectations.

In the work quantity indicator (Y1.2), four employees met scale 2 (TS), six employees met scale 3 (S), and 10 employees met scale 4 (SS). This indicator assesses timeliness in completing tasks, satisfaction with company policies, and the ability to exceed set targets. With an average score of 3.30, it can be concluded that most employees can complete their work in a satisfactory quantity, although some still need to improve their work efficiency.

In the teamwork indicator (Y1.3), five employees met scale 2 (TS), four employees met scale 3 (S), and 11 employees met scale 4 (SS). This indicator measures employees' participation in teams, their communication skills in completing tasks, and their willingness to assist colleagues who are experiencing difficulties. With an average score of 3.30, the results suggest that most employees possess a good level of teamwork, although some still require improvement in their engagement in collaborative work.

Based on Table 8, employee performance has a total average that falls between scales 3.01 - 4.00, with a total average of 3.36. This figure indicates that employees consistently demonstrate good work quality, quantity, and teamwork, thereby contributing positively to the overall company performance. According to [16], performance refers to an employee's work results within a management process or an organization as a whole, where these work results must be tangible and measurable.

The results of hypothesis testing play a crucial role in determining whether the independent variable has a significant influence on the dependent variable, making it a vital step in this research. The use of hypothesis testing methods, such as the coefficient of determination test (R^2) and the partial test (t-test), is essential to validate the proposed hypotheses. The use of the coefficient of determination (R) in this study aims to determine the extent to which the variability of the dependent variable can be explained by one or more independent variables used in the model. The partial test (t-test) is used to assess the significance of each independent variable on the dependent variable individually. Through the use of these two hypothesis testing methods, this study can provide a deeper understanding of the influence of independent variables on the dependent variable, as well as the strength and significance of the relationships among the observed variables. The results of the multiple linear regression analysis are presented in Table 9 below.

Table 9. Results of the Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846ᵃ	.716	.663	1.233
a. Predictors: (Constant), X1, X2, X3				

Source: Primary data analysis, 2025

The coefficient of determination (R^2) is used to measure how well the model explains the variation in the independent variables. This test is also used to determine the strength of the relationship between variables, as indicated by the R^2 value. If the test result shows $R^2 < 0.5$, it indicates a weak relationship; if $R^2 = 0.5$, it indicates a moderate relationship; and if $R^2 > 0.5$, it indicates a strong relationship. Based on the results in Table 18 above, the model summary includes the values of multiple correlation (R), coefficient of determination (R square), adjusted coefficient of determination (adjusted R square), and the standard error of the estimate, as follows:

a. R indicates the value of multiple correlation, which is the correlation between two or more independent variables and the dependent variable. The R-value ranges from 0 to 1; the closer the R-value is to 1, the stronger the relationship between the variables. In this study, the R-value obtained is 0.846, indicating a correlation of 0.846 between variables X1, X2, and X3 and variable Y. This shows a strong relationship between the independent variables and the dependent variable.

b. R Square (R^2) represents the coefficient of determination, which indicates the percentage contribution of the independent variables in influencing the dependent variable, assuming that the regression involves no more than two independent variables. The R Square value is 0.716, meaning that the independent variables affect the dependent variable by 71.6%, while the remaining 28.4% is influenced by other variables not included in this research model.

c. Standard Error of the Estimate is a measure of prediction error. In this study, the standard error of the estimate is 1.23, representing the potential error in predicting employee performance.

4. Conclusion

The results of the hypothesis testing indicate that work discipline has a significant influence on employee performance. Based on the calculation results, the coefficient value obtained is 2.146, where the t-count value (2.146) exceeds the t-table value (2.086), with a significance level of 0.002 < 0.05, indicating that H1 is accepted. Based on these results, work discipline has a positive effect on employee performance at Aura Farm.

The results of the hypothesis testing indicate that employee loyalty has a significant influence on employee performance. Based on the calculation results, the coefficient value obtained is 2.284, where the t-count value (2.284) exceeds the t-table value (2.086), with a significance level of 0.036 < 0.05, indicating that H1 is accepted. Based on these results, employee loyalty has a positive effect on employee performance at Aura Farm.

The results of the hypothesis testing indicate that workability has a significant influence on employee performance. Based on the calculation results, the value obtained is 1.764, where the t-count value (1.764) < t-table (2.086), with a significance level of 0.497 > 0.05, which means that H0 is accepted. Based on these results, workability hurts employee performance at Aura Farm.

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