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THE EFFECT OF WHATSAPP COMMUNICATION MEDIA AND DISCIPLINE ON THE EFFECTIVENESS OF WARRIOR'S PERFORMANCE IN SUPPORTING TASKS IN YONZIKON 13 / KE

Johan Hartama Forisa Sianturi[*1], & Sri Setya Handayani[2]
[*1&2]Management Magister Management, Gunadarma University, Indonesia

Keywords: Discipline, performance, whatsapp communication media.

Abstract
The use of increasingly advanced and sophisticated communication technology will have a good impact in obtaining the required information quickly and practically. Likewise, the attitude of human discipline in life will determine the continuity and development of an organization or company. This research was conducted with the aim of looking at the influence of the WhatsApp communication media and the discipline carried out by soldiers on the effectiveness of the performance of soldiers in the Yonzikon 13 / KE Unit.
Sampling in this study using non-probability incidental sampling method with a total of 100 respondents by distributing questionnaires using direct form and google drive. Respondents are all soldier personnel who are on duty at Yonzikon 13 / KE Unit. The analysis tool used is the SmartPls 3 application.
The results of this study indicate that the whatsapp communication media has no influence on the performance of the soldiers of Yonzikon 13 / KE. The results of this study also indicate that the discipline variable has a significant effect on the performance of soldiers of Yonzikon 13 / KE.

Introduction
Social media is a form of the modern communication and information openness era today. Social media with all its content has become a part of human life. As time goes by, the presence of social media is increasingly diverse and developing. The emergence of social media has also made a changing impact for every group of social media users. According to Nasrullah (2015) social media is a medium on the internet that allows users to represent themselves and interact, work together, share communication with other users to form virtual social bonds. In social media, three forms that refer to the meaning of being social are cognition, communication, cooperation. It cannot be denied that the presence of social media has a significant impact and is a new method to communicate for people.

Communication is a process of delivering a message by one person to another to inform or change an opinion, or behavior either verbally or indirectly through the media (Effendy: 2009). By this definition the goal is concluded, as to inform or change the attitude (attitude), opinion (opinion), or behavior (behavior). Communication has an important role in social life, because without communication, human social interaction either individually, in groups or organizations will never happen. Thus, communication media makes it easier for people to communicate with one another even though they are far from each other.

Among many advanced applications found on cell phones used as a medium for communication, one of the most popular communication medias is WhatsApp. Whatsapp or commonly abbreviated as WA, is an Instant Messaging technology like SMS with help by internet data added with more attractive supporting features, whis is why WhatsApp is seen as a practical and effective communication medium. Whatsapp is also one of the social media that is used for the benefit of socializing and communicating messages both individually and in groups.
Besides the choice of using the right communication media to support work, other factors that can also support the successful progress of improving employee performance in a company or government institution including discipline. Discipline is important and determining and needs to be considered by every company or organization that wants to succeed in achieving goals.

Effectiveness is the achievement of goals precisely or how much success is achieved in a job to achieve predetermined goals. Performance is the achievement of work or effort generated by each employee in order to assist the company in achieving and realizing company goals.

The Yonzikon 13 / KE Unit is an Operational Unit for the Indonesian National Army (TNI AD) which has the main task of carrying out war military operations and non-war military operations. Unit Yonzikon 13 / KE

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stands for Battalion Engineer Construction 13 / Karya Etmaka Unit. Based on the description above, the authors are interested in conducting research with the title "THE INFLUENCE OF WHATSAPP MEDIA COMMUNICATIONS AND DISCIPLINE ON THE EFFECTIVENESS OF SOLDIER'S PERFORMANCE IN SUPPORTING TASKS IN YONZIKON 13 / KE".

Crankshaft

Whatsapp Communication Media

Communication is the transferring of information and understanding from one person to another. In order to transfer the information referred in the communication, a communication process is required. Gibson, Ivancevich and Donelly (2012) suggest that communication is the delivery of information and understanding, verbal or non-verbal symbols. Communication is the process of transferring understanding in the form of ideas or information from one person to another.

Discipline

Hasibuan (2009) stated that work discipline is the awareness and willingness of a person to comply with all company regulations and applicable social norms. Awareness is the attitude of a person who voluntarily obeys all the rules and is aware of his duties and responsibilities. Meanwhile, willingness is an attitude, behavior and actions of a person according to company regulations, both written and unwritten. Discipline is a management action to encourage organizational members to meet the demands of these various conditions (Siagian: 2012).

Performance Effectiveness

The term performance comes from the word Job Performance or Actual Performance (actual work performance or achievement achieved by someone). According to Mangkuprawira (2012), performance is the result or level of success of a person during a certain period in carrying out a task compared to various possibilities, such as standards, work results, targets or criteria that have been determined in advance and have been mutually agreed.

Research Model and Hypotheses

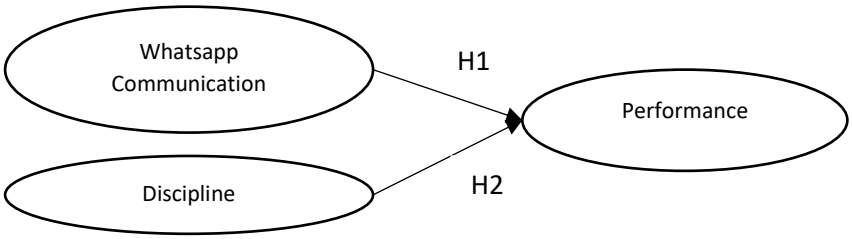

Figure 1. Research Model

In detail the research hypothesis is:
H1 = Whatsapp Communication Media effect on performance
H2 = Discipline affect on performance

Research Methods

In this study, a non-probability sampling incidental sampling method was used in which the researcher did not have any other considerations except on the basis of convenience only. The research design is causal where research is used to see the cause and effect relationship of the variables studied to answer the research question. The data collection method used in this study was a questionnaire given to 100 easy-to-find respondents.

This study uses data analysis methods with SmartPLS software running on computer media. PLS (Partial Least Square) is a variant-based structural equation analysis (SEM) that can simultaneously test the measurement model as well as test the structural model.

According to Monecke & Leisch (2012) SEM with PLS consists of three components, which are:
Structural model (inner model)
The structural model or inner model describes the relationship model between latent variables which is formed

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based on the substance of the theory.

Measurement model (outer model)

The measurement model or the outer model describes the relationship between latent variables and their manifest variables (indicators). In the outer model, there are two types of models, the formative indicator model and the reflexive indicator model. The reflexive model occurs when the manifest variable is influenced by latent variables, while the formative model assumes that the manifest variable affects the latent variable with the direction of causality flowing from the manifest variable to the latent variable.

Weight relation scheme

The third part is a special feature of SEM with PLS, and does not exist in covariance-based SEM. According to Abdillah and Jogiyanto (2015), the weight relation score shows the relationship between the value of the variance between the indicator and the latent variable.

Results and Discussion

Structural Model (Inner Model)

Testing the results of research using Partial Least Squares by using the SmartPLS 3 program to explain the pattern of relationships between variables with the aim of knowing the direct or indirect effect of a set of independent (exogenous) variables on the dependent (endogenous) variables.

Furthermore, to measure the reliability of the measurement model of each variable, the researchers looked at the CR (construct reliability) value (≥0.70) and the VE value (variant extract) (≥0.50). The following is the standardized solution value of the items for each variable processed with SmartPLS 3.

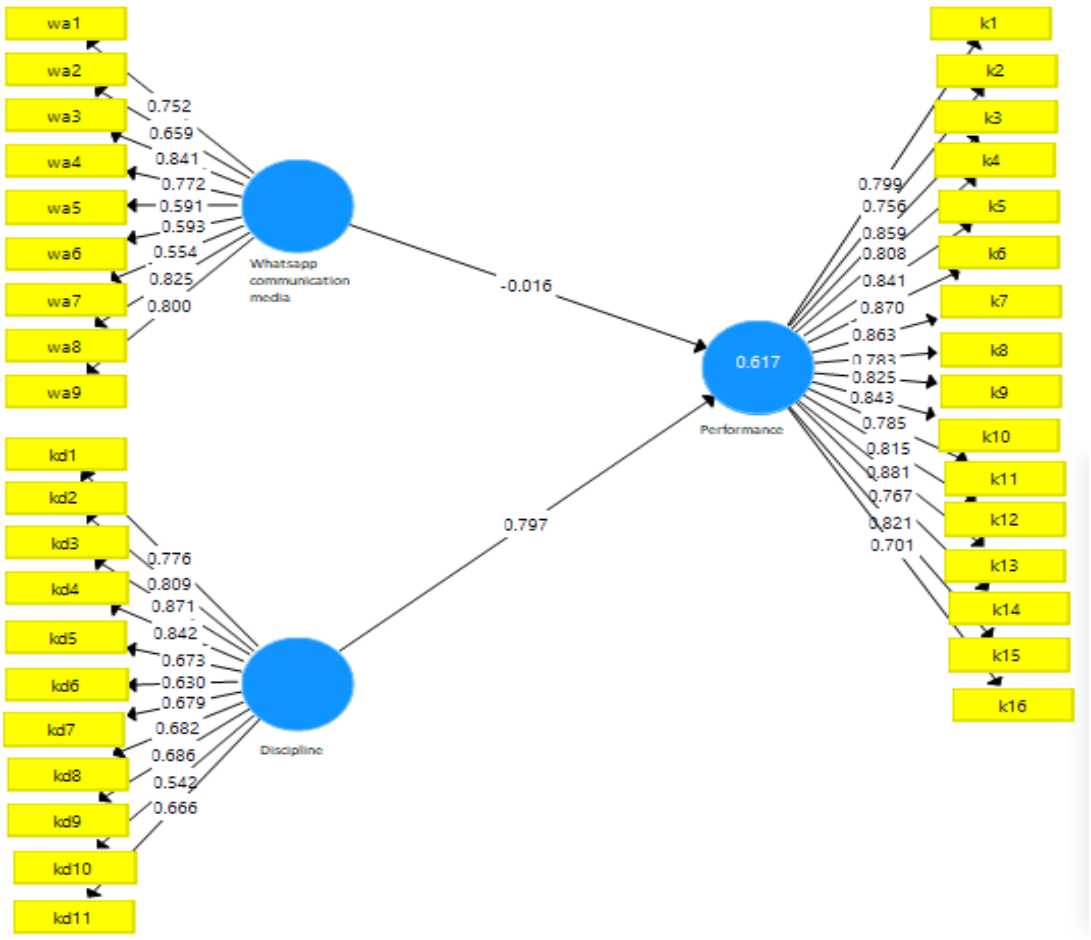

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Figure 2. Output Loading Factor Modeling

Evaluation of Measurement Model (Outer ModeI)

The evaluation of the measurement model consists of three stages, which are the convergent validity test, the discriminant validity test and the composite reliability test.

Construct validity test

The construct validity test in general can be measured by the loading score parameter in the research model (Rule of Thumbs> 0.7) and using the AVE, Communality, R2, and Redundancy parameters. AVE score must be> 0.5, Communality> 0.5, and Redundancy close to 1. If the Loading score is <0.5 the indicator can be removed from the construct because it does not fit into the construct representing it. If the loading score is between 0.5 - 0.7 researchers should not delete the indicator as long as the AVE and Communality indicators are> 0.5.

Figure 3. Construct Validity and Reliability

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
kedisiplinan	0.906	0.915	0.921	0.519
kinerja	0.966	0.968	0.969	0.664
media komunikasi whatsapp	0.881	0.904	0.903	0.515

Because AVE and Communality> 0.5, no need to delete indicators between 0.5 - 0.7 and it is stated that each indicator has good validity.

a) Convergent Validity Test

Validity testing for reflective indicators can be done by using a correlation between the indicator score and the construct score. Measurements with reflective indicators show that there is a change in an indicator in a construct when other indicators are in the same construct change. Following are the results of calculations using the PLS 3.0 smart computer program:

Table 1. Output Result for Outer Loading

ıtinue)

	Discipline	Performance	Whatsapp communication media
k1		0,799	
k2		0,756	
k3		0,859	
k4		0,808	
k5		0,841	
k6		0,870	
k7		0,863	
k8		0,783	
k9		0,825	
k10		0,843	
k11		0,785	
k12		0,815	
k13		0,881	
k14		0,767	
k15		0,821	

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Table 1. Output Result for Outer Loading (Continue)

k16		0,701	
kd1	0,776		
kd2	0,809		
kd3	0,871		
kd4	0,842		
kd5	0,673		
kd6	0,630		
kd7	0,679		
kd8	0,682		
kd9	0,686		
kd10	0,542		
kd11	0,666		
wa1			0,752
wa2			0,659
wa3			0,841
wa4			0,772
wa5			0,591
wa6			0,593
wa7			0,554
wa8			0,825
wa9			0,800

According to Chin (1998), a correlation can be said to meet convergent validity if it has a loading value greater than 0.5. The output shows that the loading factor provides a value above the recommended value of 0.5. So that the indicators used in this study have met the convergent validity.

b) Discriminant Validity Test

In the reflective indicator, it is necessary to test the discriminant validity by comparing the values in the cross loading table. An indicator is declared valid if it has the highest loading factor value for the intended construct compared to the loading factor value for other constructs.

Table 2. Output Cross Loading (Continue)

Table 2. Output Cross Loading

	Discipline	Performance	Whatsapp comunication media
k1	0,640	0,799	0,373
k2	0,533	0,756	0,366
k3	0,774	0,859	0,622
k4	0,694	0,808	0,477
k5	0,692	0,841	0,434
k6	0,608	0,870	0,383
k7	0,671	0,863	0,475

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k8	0,573	0,783	0,461
k9	0,699	0,825	0,559
k10	0,598	0,843	0,360
k11	0,643	0,785	0,514
k12	0,584	0,815	0,296
k13	0,676	0,881	0,368
k14	0,561	0,767	0,455
k15	0,665	0,821	0,481
k16	0,545	0,701	0,527
kd1	0,776	0,643	0,487
kd2	0,809	0,553	0,670
kd3	0,871	0,663	0,623
kd4	0,842	0,690	0,622
kd5	0,673	0,421	0,603
kd6	0,630	0,358	0,600
kd7	0,679	0,616	0,397
kd8	0,682	0,647	0,354
kd9	0,686	0,401	0,520
kd10	0,542	0,509	0,330
kd11	0,666	0,527	0,527
wa1	0,590	0,529	0,752
wa2	0,428	0,406	0,659
wa3	0,607	0,490	0,841
wa4	0,563	0,392	0,772
wa5	0,382	0,171	0,591
wa6	0,365	0,228	0,593
wa7	0,370	0,271	0,554
wa8	0,550	0,419	0,825
wa9	0,625	0,439	0,800

Reliability test

Sarwono and Narimawati (2015) stated that a latent variable can be said to have good reliability if the composite reliability value is greater than 0.7 and Cronbach's alpha value is greater than 0.7.

Table 3. Results of Latent Variable Reliability Test

Latent Variabel	*Cronbach's Alpha*	*Composite Reliability*	explanation
Whatsapp communication media	0,881	0,903	Reliable
Discipline	0,906	0,921	Reliable
Performance	0,966	0,969	Reliable

Table 3 shows that all latent variables measured in this study have Cronbach's Alpha and Composite Reliability values that are greater than 0.7, so it can be said that all latent variables are reliable.

Scheme of Weight (Weight Relation)

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The weighting scheme in SEM with PLS is done by performing a significance test through the R-squared (R2) test and estimating the path coefficient.
a. R2 testing

The output for R2 value using the smartPLS 3.0 computer program is shown in Table 4.12. The value of R-squared (R2) is used to measure how much influence a certain independent latent variable has on the dependent latent variable. An R2 value of 0.617 is categorized as substantial, an R2 value of 0.33 is categorized as moderate, an R2 value of 0.19 is categorized as weak, and an R2 value of> 0.7 is categorized as strong (Chin, 1998).

Table 4. R^2 Calculation Output

	R Square	R Square Adjusted
Performance	0,617	0,609

b. Path Coefficient Estimation

Table 5. Results of the Bootstrapping Research Data Calculation

Eksogen Variable	Endogen Variable	Original Sample Estimate (O)	Sample Mean (M)	Standard Deviation (STD)	T Statistcs (IO/STDEVI)	P Values
Whatsapp communication media	Performance	-0,016	-0,025	0,120	0,135	0,892
Discipline	Performance	0,797	0,818	0,116	6,881	0,000

Hypothesis 1 is a statement that there is no influence between whatsapp communication media and performance. Based on the calculation results of the structural model for hypothesis 1, the p value is 0.892. Because the p value is greater than 5%, the data of this study states that the whatsapp communication media has no influence on the performance of soldiers.

Hypothesis 2 is a statement that there is a positive relationship between discipline and performance. Based on the results of the calculation of the structural model for hypothesis 2, the p value is 0,000. Because the p value is less than 5%, the data of this study indicate that discipline has a positive effect on soldier performance.

Significance test
From Table 5, we can see the significance level of whatsapp communication media on performance, the T statistical value is 0.135. Due to the T statistical value of 0.135 or less than 1.96, the data of this study states that the whatsapp communication media has no effect on performance.

From Table 5, we can also see the level of significance of discipline on performance, the T statistical value is 6.881. Due to the T statistical value of 6.881 or greater than 1.96, the data of this study indicate that discipline has a significant effect on performance.

Table 6. Outer Loadings Table (Continue)

Table 6. Outer Loadings Table

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
k1 <- performance	0,799	0,799	0,047	16,984	0,000
k2 <- performance	0,756	0,757	0,066	11,434	0,000
k3 <- performance	0,859	0,859	0,026	33,474	0,000
k4 <- performance	0,808	0,809	0,045	18,065	0,000

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k5 <- performance	0,841	0,842	0,039	21,359	0,000
k6 <- performance	0,870	0,870	0,033	26,476	0,000
k7 <- performance	0,863	0,863	0,040	21,411	0,000
k8 <- performance	0,783	0,780	0,063	12,453	0,000
k9 <- performance	0,825	0,826	0,036	22,666	0,000
k10 <- performance	0,843	0,841	0,048	17,460	0,000
k11 <- performance	0,785	0,782	0,060	13,186	0,000
k12 <- performance	0,815	0,813	0,049	16,681	0,000
k13 <- performance	0,881	0,880	0,025	34,747	0,000
k14 <- performance	0,767	0,767	0,070	10,897	0,000
k15 <- performance	0,821	0,821	0,035	23,548	0,000
k16 <- performance	0,701	0,696	0,079	8,868	0,000
kd1 <- discipline	0,776	0,778	0,041	19,040	0,000
kd2 <- discipline	0,809	0,805	0,040	20,346	0,000
kd3 <- discipline	0,871	0,869	0,022	40,215	0,000
kd4 <- discipline	0,842	0,843	0,026	31,855	0,000
kd5 <- discipline	0,673	0,661	0,068	9,907	0,000
kd6 <- discipline	0,630	0,618	0,063	10,001	0,000
kd7 <- discipline	0,679	0,681	0,058	11,787	0,000
kd8 <- discipline	0,682	0,686	0,061	11,112	0,000
kd9 <- discipline	0,686	0,672	0,066	10,372	0,000
kd10 <- discipline	0,542	0,546	0,092	5,920	0,000
kd11 <- discipline	0,666	0,663	0,064	10,381	0,000
wa1 <- whatsapp communication media	0,752	0,757	0,042	18,002	0,000
wa2 <- whatsapp communication media	0,659	0,660	0,065	10,183	0,000
wa3 <- whatsapp communication media	0,841	0,841	0,030	28,387	0,000
wa4 <- whatsapp communication media	0,772	0,767	0,046	16,953	0,000
wa5 <- whatsapp communication media	0,591	0,587	0,093	6,351	0,000
wa6 <- whatsapp communication media	0,593	0,581	0,097	6,102	0,000
wa7 <- whatsapp communication media	0,554	0,558	0,080	6,928	0,000
wa8 <- whatsapp communication media	0,825	0,820	0,039	21,122	0,000
wa9 <- whatsapp communication media	0,800	0,795	0,053	15,234	0,000

It can be seen from Table 6 that the p value of each indicator is below 5%, which means that each indicator of the variable has a significant influence on the variable.

Influence Between Variables

The influence of whatsapp communication media on performance

From the questionnaire filling with a total of 100 respondents with indicators of characteristic knowledge,

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benefits and use of whatsapp communication media variables as well as indicators of work quantity, work quality, time utilization, punctuality, accuracy, effectiveness, efficiency, cooperation ability, attendance, responsibility in carrying out work and the ability to achieve work standards on the performance variable states that there is no influence of the whatsapp communication media variable on performance. This is not in line with the research conducted by Andjani, Ratnamulyani, and Kusumadinata (2018) which stated that the variable of whatsapp communication media has a positive effect on employee performance. The author estimates that the inequality may be due to differences in respondents in conducting research. The research conducted by Andjani, Ratnamulyani, and Kusumadinata (2018) was conducted on a company, while the authors conducted research on TNI soldiers in the Yonzikon 13 / KE Unit, thus distinguishing the results of the research carried out. The author estimates that the performance results of Yonzikon 13 / KE soldiers are obtained from other variables outside the WhatsApp communication media such as discipline, work environment and motivation and work experience.

The effect of discipline on performance

By filling out the questionnaire with a total of 100 respondents with indicators of attendance, adherence to work regulations, adherence to work standards, high levels of vigilance and ethical work on discipline variables as well as indicators of work quantity, work quality, time utilization, punctuality, accuracy, effectiveness, efficiency , the ability to work together, attendance, responsibility in carrying out work and the ability to achieve work standards on the performance variable states that there is a significant positive effect of the discipline variable on performance. This is in line with research conducted by Udayanto, I Wayan and Ni Nyoman (2015) which stated that there is a significant positive effect of the discipline variable on performance. Good discipline is very much in line with good performance. In order to have a good level of performance, a good level of discipline is also needed from an employee. Researchers estimate that to form and build a strong warrior requires strict discipline. Meanwhile, to become an employee in a state institution requires to have good discipline so that the state institution can run properly and produce according to current hopes.The results and discussion may be combined into a common section or obtainable separately. They may also be broken into subsets with short, revealing captions.

Conclusion

1. Whatsapp communication media has no influence on the performance of the Yonzikon 13 / KE unit soldiers.
2. Discipline has a significant positive effect on the performance of soldiers in the Yonzikon 13 / KE Unit.

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