

The Relationship Between Work Discipline and Employee Productivity Among Generation Z Employees at Coffee Shops in Condongcatur Subdistrict, Sleman Regency, Special Region of Yogyakarta

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Abstract

Generation Z has become an increasingly important segment of the workforce, particularly in flexible service businesses such as coffee shops, where employee productivity is essential for maintaining operational efficiency and competitiveness. This study aimed to examine the relationship between work discipline and employee productivity among Generation Z employees working at coffee shops in Condongcatur Subdistrict, Sleman Regency, Special Region of Yogyakarta. A quantitative associative design was employed involving 124 respondents selected from a population of 179 employees through stratified random sampling. Data were collected using closed questionnaires measured on a Likert scale and analyzed using SPSS version 25 through descriptive statistics, Pearson Product Moment correlation, t-tests, and coefficient of determination analysis. The findings showed that 94.4% of respondents had a moderate level of work discipline, while 98.4% demonstrated moderate work productivity. Pearson correlation analysis indicated a significant positive relationship between work discipline and productivity ($r = 0.398$; $p < 0.01$). The t-test also confirmed statistical significance ($t = 4.790$), while $R^2 = 0.158$ indicated that work discipline explained 15.8% of productivity variation. The study concludes that stronger work discipline is significantly associated with higher employee productivity, although other organizational and individual factors remain influential within this dynamic small-service business context.

INTRODUCTION

In the era of globalization marked by rapid changes and technological advancements, the quality of human resources (HR) is the main determinant of organizational success, both in the public and private sectors (Dwi Rani Fauziah et al., 2025). Technological advancements, too, are rapidly influencing workplace transformation, such as evolving job expectations and the increasing presence of Generation Z (Gen Z) in the workforce (Kusumaningrum et al., 2025).

In contrast to previous generations, Generation Z grew up in a fully integrated digital age, shaping their distinctive preferences, values, and expectations of the professional environment. In Indonesia, Gen Z now represents the largest segment of the professional workforce. According to the 2023 census by the Central Bureau of Statistics, there are 78.02 million Gen Z, which represents about 27.99% of the population. Therefore, understanding Gen Z's unique work preferences is essential for organizations, particularly companies or business entities. (Febriana & Mujib, 2024) (Kusumaningrum et al., 2025)

The growth and development of an organization or business institution depend on the Human Resources (HR) in it. Human Resources (HR) is an important asset that must be improved in quality and competence so that an organization or business institution can realize its goals, which are to achieve success. In achieving (Mertha & Made Suwandana, 2025) such success, organizations especially companies or business entities depend on their ability to sustain sustainable growth and achieve high labor productivity, thereby increasing work efficiency. However, increasing employee work productivity is a challenge for companies in their efforts to develop existing human resources, including Gen Z who are also included in the workforce. (Elis Sujimah & Musoli, 2025) (Ilmansyah et al., 2024)

One of the key factors that can affect work productivity is discipline. In line with the opinion that organizations with highly disciplined employees tend to be able to maintain stable productivity, provide optimal services, and maintain operational sustainability. Although work discipline has long been recognized as a crucial factor in increasing productivity, many public agencies still face challenges in ensuring employee discipline. Low work discipline has a direct impact on work productivity; this can hinder the achievement of organizational goals. Fauziah et al. (2025) (Fauziah et al., 2025) (Jensen et al., 2021; Newsham et al., 2022)

In Islam, we are taught that a Muslim is a hard worker, has a high work discipline, is productive, and innovative which is driven by awareness to carry out the commands of Allah SWT and His Messenger, as well as leaders (*Ulil Amri*). This is emphasized in the Qur'an Surah An Nisa Verse 59, Allah SWT says: (Soleha, 2016)

"O you who believe! Obey Allah and obey the Messenger (Muhammad), and *Ulil Amri* (the ruler) among you. Then, if you have a difference of opinion about something, then return it to Allah (*the Qur'an*) and the Messenger (*the Sunnah*), if you believe in Allah and the Day of Resurrection. That is more important (to you) and better the result."

Although various previous studies have examined aspects of employee discipline and work productivity, most of the study subjects still focus attention on heterogeneous workers, not touching certain groups of workers, especially Generation Z who have different work preferences from previous generations. In addition, the research conducted is mostly on large-scale industries and formal corporations, so that the context of work discipline and employee productivity is different from small and medium industries such as coffee *shops* which are flexible and non-formal.

In contrast to previous research that tended to touch heterogeneous groups of workers, this study is more focused on Generation Z (Gen Z) as the research subject. In addition, the research offers a new contribution in measuring the impact of work discipline on employee productivity in micro, small, and medium enterprises (MSMEs) whose working conditions are more dynamic and different from the formal industry, namely in coffee *shops*.

Research focusing specifically on Generation Z further demonstrates that employee productivity cannot be explained through discipline alone. Tarigan et al. (2022), in a study of Generation Z workers across 40 Indonesian service-sector companies, showed that total reward systems affected employee-related outcomes, including job satisfaction and productivity, while Generation Z employees placed substantial importance on opportunities for developing their capabilities rather than relying exclusively on monetary rewards. More recent research has produced evidence that also complicates the relationship between discipline and productivity. Saputro and Winarsih (2026), studying 33 Generation Z employees at PT Solomon Indo Global,

found that work discipline had a positive but statistically non-significant partial effect on productivity ($t = 1.546$; $p = 0.132$), whereas hybrid working had a significant positive effect; jointly, both variables explained 55% of productivity variation. These findings suggest that the relevance of work discipline may depend on organizational context, work arrangements, and generational characteristics. Thus, evidence from conventional organizations cannot automatically be generalized to Generation Z employees working in smaller, more flexible service businesses.

This body of literature reveals several research gaps. First, previous studies have primarily examined heterogeneous employee populations or employees in manufacturing, banking, corporate, and other formal organizational settings, whereas empirical evidence concerning Generation Z employees in micro and small service businesses remains comparatively limited. The manuscript itself identifies this limitation, noting that earlier studies have tended to focus on heterogeneous workers and large-scale or formal organizations rather than Generation Z employees working in the more flexible environment of coffee shops. Second, previous findings are not completely consistent: while studies such as Hutaeruk et al. (2022), Aji and Kristiani (2023), and Febriani and Thaha (2024) reported significant positive relationships, Saputro and Winarsih (2026) found that work discipline did not independently reach statistical significance among Generation Z employees. Third, there remains limited location-specific evidence from coffee shops in Condongcatur, despite the concentration of establishments and Generation Z workers in the area. These gaps indicate the need for direct empirical examination rather than assuming that relationships established in formal industries operate identically in small service enterprises.

Addressing this gap is urgent from both managerial and academic perspectives. For coffee shop owners and managers, employee productivity directly affects the ability to maintain efficient operations within a highly competitive local business environment, while discipline provides one potentially manageable organizational mechanism through which consistency can be strengthened. The research setting includes 119 coffee shops within Condongcatur alone, demonstrating the density of businesses operating within the same local market. At the broader regional level, D.I. Yogyakarta had a labor force of approximately 2.28 million people in February 2026, while its unemployment rate stood at 3.05%, reflecting an active labor market in which organizations must both utilize and manage human resources effectively. Academically, investigating work discipline among Generation Z contributes to a more contextual understanding of productivity because it examines whether a long-established human resource variable remains relevant within a younger workforce and a relatively flexible service-industry environment. The urgency therefore lies not merely in demonstrating whether discipline matters, but in determining how strongly it is associated with productivity in this specific employment context.

The novelty of this research lies in integrating three dimensions that have rarely been examined simultaneously: work discipline, employee productivity, and Generation Z within the coffee shop business context of Condongcatur, Sleman, Yogyakarta. Existing studies have examined work discipline and productivity in manufacturing and formal organizations, while other studies have analyzed Generation Z through rewards, motivation, engagement, flexible work, or hybrid working arrangements. In contrast, this research positions Generation Z as the specific unit of analysis and examines the fundamental relationship between discipline and

productivity within locally embedded coffee shop businesses. This contextual focus represents an important novelty because small service businesses generally have different organizational structures, supervisory mechanisms, and work arrangements from larger corporations. The study therefore extends existing human resource management research by testing whether a relationship widely reported in conventional employment settings is also observable among Generation Z workers in a dynamic small-business service environment.

Accordingly, the purpose of this research is to examine the relationship between work discipline and employee productivity among Generation Z employees working at coffee shops in Condongcatur Subdistrict, Sleman Regency, Special Region of Yogyakarta. More specifically, the research seeks to identify the level of work discipline among Generation Z employees, determine their level of work productivity, and statistically assess the direction and strength of the relationship between these two variables. This objective is consistent with the quantitative associative design established in the study, in which work discipline is treated as the independent variable and work productivity as the dependent variable. By focusing explicitly on the relationship between these variables rather than treating Generation Z as a homogeneous extension of the general workforce, the study is expected to provide empirical evidence capable of clarifying whether stronger work discipline is associated with greater productivity in the coffee shop employment setting.

The research is expected to provide theoretical, empirical, and practical benefits. Theoretically, it can strengthen human resource management literature concerning the relationship between employee discipline and productivity while extending that relationship into the emerging context of Generation Z employment. Empirically, the findings can add location- and industry-specific evidence to previous studies whose results have varied according to organizational context, thereby helping clarify whether work discipline remains an important correlate of productivity among younger workers. Practically, the study can assist coffee shop owners and managers in Condongcatur in designing appropriate attendance systems, work standards, supervision, responsibility mechanisms, and employee management practices based on empirical evidence rather than generational assumptions. The study is also expected to provide a reference for future researchers examining productivity among Generation Z by encouraging comparisons across service industries, business sizes, locations, and additional determinants such as motivation, compensation, skills, leadership, and the work environment. In this way, the research can contribute both to the development of human resource management knowledge and to more effective management of Generation Z employees in small service enterprises.

METHOD

Research Design

The correlation of work discipline to employee work productivity in generation Z in the *coffee shop* of Condongcatur sub-district uses a quantitative approach. The quantitative approach refers to the use of data in the form of numbers and statistical analysis in research (Ardiansyah et al., 2023). The type of research used in this study is associative research, which is research that aims to determine the relationship or influence between two or more variables (Sugiyono, 2013). Associative research seeks to understand the extent to which a variable is related or can affect other variables, either directly or indirectly. This study relies on

questionnaires as the main instrument to collect data related to variables related to the variables of time discipline and employee work productivity in generation Z in coffee shops in Condongcatur sub-district.

Research Variables

A research variable is a or a set of objects that are the center of attention in the research. This study uses variables consisting of two types, namely:

Independent Variables

Independent variables, also known as X variables, are variables that determine the direction of certain changes in other variables and are not the cause of dependents. The independent variable (X1) in this study is Work Discipline.

Bound Variables

Dependent variables, also known as Y variables, are variables that are influenced by independent variables. The bound variable in this study is work productivity.

Population and Sample

Populasi

Research population refers to all units of analysis that have identical characteristics or have a meaningful relationship with the research issue, that is, refers to the entire individual, object, or event that is the focus of the investigation. The population selected in this study is Generation Z who are employees in (Susanto et al., 2024) *coffee shops* in Condongcatur sub-district, which in total amount to 179 employees spread across 119 *coffee shops*.

Sample

A sample is a portion of the number and characteristics of a population, or a small portion of a population member that is taken according to a certain procedure so that it can represent its population (Elfrianto et al., 2022). Since the research analysis is based on sample data while the conclusions will later be applied to the population, it is very important to obtain a representative sample for the population (Azwar, 2011). Therefore, the determination of the number of samples in this study uses the Slovin formula with a margin of error of 5% ($e = 0.05$). (Bambang & Lina, 2012) The Slovin formula is used because the population is known for sure and the researcher wants to obtain an accurate sample size estimate (Umar, 2013). The Slovin formula is as follows:

$$n = \frac{N}{1 + Ne^2}$$

Description :

n = Sample Quantity

N = Population (179 Employees)

e = Critical value (5% or 0.05)

Based on the formula above, the following results are obtained:

$$n = \frac{179}{1 + 179 (0,05)^2} = \frac{179}{1 + 0,4475} = \frac{179}{1,4475} = 123,661$$

So, the sample taken from the calculation results of the formula above is 124 employees after rounding.

Technology Sampling

The sampling technique used in this study is *Random Sampling* (stratified random sampling). This technique is used because the population is made up of two different strata, namely the male and female sexes. The use of this technique allowed researchers to obtain a representative sample from each group (Arikunto, 2010).

Data Collection Tools and Methods

Data Collection Techniques

In this study, data was collected using a questionnaire method. Questionnaire is a technique or method of collecting data indirectly (the researcher does not directly conduct questions and answers with respondents). (Sukmadinata, 2019) This type of collection technique is also a series or list of questions that are systematically arranged, then sent to be filled in by the respondent after filling out the questionnaire sent back or returned to the officer or researcher. (Bungin, 2014)

In this case, questionnaires or questionnaires were distributed to Gen Z *coffee shop* employees in Condongcatur District as respondents to measure the relationship between work discipline and work productivity. The questionnaire used in this study is a closed questionnaire, which is a questionnaire that has contained alternative answers to make it easier for respondents to answer statements. The questionnaire is presented in such a form, that the respondent is asked to choose one answer that suits his or her characteristics by giving a mark on the scale that has been prepared. (Arikunto, 2010)

Data Collection Instruments

The data collection instrument used in this study is a questionnaire or questionnaire in the form of a non-test and using the Likert scale. The Likert scale is used to measure the perception, opinion, or attitude of a person or group of people towards social phenomena (Scott, 2013)

Table 1. Shoes Scale Likert

Positive Statement	Value	Negative Statements	Value
Strongly agree	4	Strongly agree	1
Agree	3	Agree	2
Disagree	2	Disagree	3
Strongly Disagree	1	Strongly Disagree	4

Work Discipline

The preparation of instruments on the scale of work discipline refers to the aspect of work discipline. The instrument grid, which is compiled based on these work discipline indicators, is presented in detail in table 3.2 below. (Febriyanti & Putra, 2024)

Table 2. *Instrument Scale Blueprint* Work Discipline

WORK DISCIPLINE	INDICATOR	NO	
		+	-
Preventive Discipline	Consistently comply with the rules and procedures set by the company	1, 2	3, 4

WORK DISCIPLINE	INDICATOR	NO	
		+	-
	Carry out their duties and fulfil their responsibilities with a high level of concentration, commitment, and dedication	5, 6	7, 8
Corrective Discipline	Explain the rules and their application	9, 10	11, 12
	Ensure compliance with the company's activities	13, 14	15, 16

Work Productivity

The preparation of instruments on the scale of work productivity refers to work productivity factors according to (Shite et al., 2023). The instrument grid, which is compiled based on these productivity indicators, is presented in detail in table 3 below.

Table 3. Work Productivity Instrument Grid

WORK PRODUCTIVITY	INDICATOR	NO	
		+	-
Work Productivity Factors	Education	17, 18	19, 20
	Motivation	21, 22	23, 24
	Work Discipline	25, 26	27, 28
	Skills	29, 30	31, 32
	Individual attitude and work ethic	33, 34	35, 36
	Group attitude and work ethic	37, 38	39, 40

Data Management and Analysis Methods

Test Instruments

Validity Test

Validity tests are used to measure the correlation between the items in a question and the total score of that question. An instrument is said to be valid if it has high validity, that is, if the tool can measure what is being measured. If the question is incorrect or invalid, we recommend deleting or replacing it with another question. This can be seen from the criteria:

- 1) If after the number of samples is subtracted by 2, the calculated value $\geq$ the table, then the question asked is valid,
- 2) If the r table value is $\leq$, then the question asked is invalid, it still needs to be corrected. (Anwar, 2009)

The validity test of this instrument uses *the correlation of product moment* with the following formula:

$$r = \frac{N \sum xy - \sum x \sum y}{\sqrt{\{N \sum x^2 - (\sum x)^2\} \{N \sum y^2 - (\sum y)^2\}}}$$

Description:

r = relation

N = Number of samples

$\sum$ = Total number

x = question number

y = total score (Arikunto, 2010) .

The validity test of the instrument used by the researcher was using *the Product Moment* correlation formula through SPSS 3.0 software to questionnaires that had been theoretically validated through *expert judgment*.

Reliability Test

Reliability, according to Ali Anwar, is "*an index that shows the extent to which a measuring instrument is reliable or reliable*". (Anwar, 2009) Reliability refers to the sense that an instrument is reliable enough to be used as a data collection tool because the instrument is good (Arikunto, 2010). To test this research instrument, the researcher used the help of the SPSS 3.0 program.

According to Sukardi, "*An instrument is said to have high reliability, if the test made has consistent results in measuring what is to be measured*". (Sukardi, 2019) As for the reliability of the instrument, the researcher used the Alpha Cronbach formula with the following criteria:

- 1) If the value of Cronbach Alpha ≤ 0.60 , then the instrument is unreliable
- 2) If the value of Cronbach Alpha > 0.60 , then the instrument is reliable (Nofrizal, 2019).

Instrument reliability testing can be done with the following Alpha Cronbach formula:

$$r_{11} = \frac{k}{k-1} \left\{ 1 - \frac{\sum Si^2}{St^2} \right\}$$

Description:

R₁₁ = Instrument reliability

k = mean squared / total number of items

$\sum Si^2$ = mean square of error

St² = variance Total (Arikunto, 2010)

Assumption Test

Norm Test

The normality test is a data analysis technique that is carried out to detect and ensure that the data that has been collected is distributed normally. In this case, the data disseminated is balanced and close to the mean value (average) with an indicator called significance. To measure normal distributed data, you can see the magnitude of the significance value. If the data has a significance in Asymptotic Only, Monte Carlo, or Exact in the Exact Test of more than 0.05 (5%), then the data can be said to be normally distributed (Tumewu & Wahyuni, 2019). The researcher will use the SPSS 3.0 application to calculate the value of the normality test.

Homogeneity Test

The homogeneity test is a data analysis technique that is carried out to find out whether a population variant has the same value or not. A data size in a homogeneity test that has a significance of less than 0.05 or Sig. < 0.05 will be said to be that the data variant or group of population variants is not the same or inhomogeneous. If the significance value is more than 0.05 or Sig. > 0.05, it will be said that the data variant or population group is homogeneous (Ashhari, 2015).

Linearity Test

The linearity test is a data analysis technique that is carried out to find out the form of relationships that occur between two or more variables that are being researched so that it can be known whether they are linear and significant or not. The significance in this linearity test is 95% or 0.05. The measurement of the linearity test uses the comparison of the F test to the F table (Pande & Marheni, 2015). If $F_{cal} \leq F_{table}$ then the relationship between variables is linear. However, if the value of $F_{cal} > F_{table}$, then the correlation between variables is not linear. In the calculation using the F test, to find out the value of F_{table} you can use the following formula:

$$df1 (N1) = k - 1$$

$$df2 (N2) = n - k$$

Description :

df1 (N1) : degree of freedom for numerators

df2 (N2) : degree of freedom for denominator

k : number of variables

n : Number of respondents

Hypothesis Test

A hypothesis is a temporary conclusion to a problem that is still presumptuous because it still has to be proven to be true (Waruwu, 2023). Hypotheses will be rejected if they are false, and will be accepted if they are true. The rejection and acceptance of the hypothesis is highly dependent on the results of the investigation of the facts that have been collected.

In this study, a partial hypothesis test (t-test) was used. The t-test is used to test the significant degree of influence of a partially independent variable on a dependent variable. The t-test is carried out by comparing the calculated t-value with the t-value of the table (Wisudaningsi et al., 2019). The t-value can be seen from the results of processing Coefficients data. The real level used is $\alpha = 0.1$. The value of t is calculated compared to t of the table and its provisions are as follows:

- 1) If $t \text{ calculates} \geq t \text{ table}$, then H_0 is rejected, H_a is accepted.
- 2) If $t \text{ counts} < t \text{ table}$, then H_0 is accepted, H_a is rejected.

RESULTS AND DISCUSSION

Description of Research Subject

The subjects in this study are Generation Z employees who work in various coffee shops in Condongcatur District, Sleman Regency, Special Region of Yogyakarta. The selection of the subject was based on the purpose of the research to determine the relationship between work discipline and work productivity in the Generation Z worker group which currently dominates the workforce in the coffee shop business sector. Based on the data obtained by the researcher, the total population in this study is 179 employees spread across 119 coffee shops in the Condongcatur District area.

All respondents involved were employees who were included in the Generation Z category, namely individuals born after 1995 according to the operational definition of the research. In addition to meeting these age characteristics, the respondents were also active employees who worked in coffee shops in Condongcatur District at the time the research was carried out and were willing to fill out a complete research questionnaire. The research data

was collected using an instrument in the form of a closed questionnaire with a Likert scale consisting of work discipline and work productivity instruments.

Research Data Description

Description of Work Discipline Variable Data (X)

Data on work discipline variables was obtained from 124 respondents who answered 16 statement items on the work discipline scale. Based on the results of data processing using SPSS version 25, the following data descriptions of work discipline variables were obtained.

Table 4. Statistical Description of Work Discipline Variables (X)

Statistics	Value
N	124
Theoretical Minimum Score	16
Skor Maximal Thorites	64
Empirical Minimum Score	29
Empirical Maximum Score	51
Red	38,93
Std. Deviation	4,01

Based on Table 4, it is known that the work discipline variable has a theoretical minimum score of 16 and a theoretical maximum score of 64. The empirical minimum score obtained from the research data is 29 and the empirical maximum score is 51. The mean (average) work discipline score was 38.93 with a standard deviation of 4.01. Based on these results, the average work discipline score (38.93). The frequency distribution of work discipline variables is presented in Table 5 below.

Table 5. Frequency Distribution of Work Discipline Variables (X)

Category	Score Range	Frequency	Percentage
Low	< 32	4	3,2%
Medium	32 – 48	117	94,4%
Height	> 48	3	2,4%
Total		124	100%

Based on Table 5, it is known that most of the respondents have a level of work discipline in the medium category, which is 117 people (94.4%). Respondents with low work discipline were 4 people (3.2%), and 3 people (2.4%) were in the high category of work discipline. Thus, it can be concluded that the level of work discipline of Generation Z employees in coffee shops in Condongcatur District is dominated by the medium category.

Description of Work Productivity Variable Data (Y)

Work productivity variable data was obtained from 124 respondents who answered 24 statement items on the work productivity scale. Based on the results of data processing using SPSS version 25, the following data description of work productivity variables was obtained.

Table 6. Statistical Description of Work Productivity Variables (Y)

Statistics	Value
N	124
Theoretical Minimum Score	24

Statistics	Value
Skor Maximal Thorites	96
Empirical Minimum Score	50
Empirical Maximum Score	74
Mean	60,54
Std. Deviation	4,87

Based on Table 6, it is known that the work productivity variable has a theoretical minimum score of 24 and a theoretical maximum score of 96. The empirical minimum score obtained from the research data is 50 and the empirical maximum score is 74. The mean (average) work productivity score was 60.54 with a standard deviation of 4.87. The frequency distribution of work productivity variables is presented in Table 7 below.

Table 7. Variable Frequency Distribution of Work Productivity (Y)

Category	Score Range	Frequency	Percentage
Low	< 48	0	0%
Medium	48 – 72	122	98,4%
Height	> 72	2	1,6%
Total		124	100%

Based on Table 7, it is known that most of the respondents have a level of work productivity in the medium category, which is as many as 122 people (98.4%). Respondents with high work productivity were 2 people (1.6%), and no respondents were in the low category. Thus, it can be concluded that the level of work productivity of Generation Z employees in coffee shops in Condongcatur District is dominated by the medium category.

Prerequisite Test

Validity Test

The validity test was carried out to measure the level of validity of the research instrument using the Product Moment correlation formula (Arikunto, 2010). An item is declared valid if the calculated r value (the correlation of the item to the total score) is greater than or equal to the r of the table (Anwar, 2009). Based on the results of the validity test using SPSS version 25, all statement items on the work discipline (16 items) and work productivity (24 items) instruments were declared valid. With a sample of 124 respondents ($N = 124$), $dk = N - 2 = 122$, so that the table $r = 0.174$ was obtained. The results of the validity test include the following.

Table 8. Summary of Instrument Validity Test Results

Variable	Number of Items	Item Valid	Dropped Items
Work Discipline (X)	16	16	0
Work Productivity (Y)	24	24	0
Total	40	40	0

Based on the results of the validity test using SPSS version 25, all statement items on the work discipline (16 items) and work productivity (24 items) instruments were declared valid. This is shown by the correlation value of each item with a total score greater than the r

of the table (0.174) with a significance level at $p < 0.05$ and $p < 0.01$. Thus, all instrument items in this study are suitable for use as a measuring tool.

Reliability Test

The reliability test aims to measure the level of consistency of research instruments using the Cronbach Alpha formula (Nofrizal, 2019; Sukardi, 2019). An instrument is declared reliable if the Cronbach Alpha value is greater than 0.60 (Anwar, 2009). Based on the results of data processing using SPSS version 25, the following reliability test results were obtained.

Table 9. SPSS Reliability Test Results

Cronbach's Alpha	N of Items
0,923	40

Table 10. Description of Instrument Reliability Test Results

Variable	N Item	Cronbach Alpha	Criteria	Remarks
Work Discipline (X) & Work Productivity (Y)	40	0,923	> 0,60	Reliable

Based on Table 10, the Cronbach Alpha value for all research instruments is 0.923, which is much greater than the minimum criterion of 0.60. This shows that the research instrument has an excellent level of reliability, so that the instrument is consistent and reliable to measure the research variables.

Classic Assumption Test

Normality Test

The normality test aims to find out whether the data obtained is normally distributed or not. The normality test in this study uses the Kolmogorov-Smirnov test with the help of SPSS version 25. The data is said to be normally distributed if the significance value (Asymp. Sig.) is greater than 0.05. The results of the normality test are presented in the following Table 11.

Table 11. Kolmogorov-Smirnov Normality Test Results

	Unstandardized Residual
N	124
Normal Parameters (Mean)	0
Normal Parameters (Std. Deviation)	4,8747
Most Extreme Differences (Absolute)	0,076
Most Extreme Differences (Positive)	0,076
Most Extreme Differences (Negative)	-0,055
Test Statistic	0,076
Asymp. Sig. (2-tailed)	0,075

Based on Table 11, it is known that the significance value (Asymp. Sig. 2-tailed) is 0.075 which is greater than the significance level of 0.05. This shows that the data is distributed normally, so that the assumption of normality is fulfilled and the correlation analysis can be continued.

Linearity Test

The linearity test aims to find out whether the relationship between the independent variable (work discipline) and the bound variable (work productivity) is linear or not. The

linearity test was carried out using the Deviation from Linearity test on the ANOVA table with the help of SPSS version 25. The relationship between variables is declared linear if the significance value of Deviation from Linearity is greater than 0.05. The results of the linearity test are presented in Table 12 below.

Table 12. Test Results Linearities (ANOVA Table)

			Sum of Squares	df	Mean Square	F	Sig.
Work Productivity * Work Discipline	Between Groups	(Combined)	570,575	19	30,03	1,328	0,182
		Linearity	0,001	1	0,001	0	0,996
		Deviation from Linearity	570,575	18	31,699	1,402	0,146
	Within Groups		2352,223	104	22,618		
	Total		2922,798	123			

Based on Table 12, it is known that the significance value of *Deviation from Linearity* is 0.146 which is greater than the significance level of 0.05. This shows that the relationship between the work discipline variable (X) and the work productivity variable (Y) is linear, so that the linearity assumption is fulfilled.

Based on the results of the three classical assumption tests, it can be concluded that all the analysis prerequisites have been met, namely normally distributed data, homogeneous data variance, and linear relationships between variables. With these three assumptions in place, the analysis for hypothesis testing can be continued.

Uji Hypothesis

Hypothesis testing was carried out using Pearson Product Moment correlation analysis and t-test with the help of SPSS version 25 (Waruwu, 2023; Stuart et al., 2019). The hypothesis in this study is formulated as an alternative hypothesis (Ha) which states that there is a positive relationship between work discipline and employee work productivity in Generation Z in the *coffee shop* of Condongcatur District, and Hypothesis zero (H0) by stating that there is no positive relationship between work discipline and employee work productivity in Generation Z in the coffee shop of Condongcatur District.

Product Moment Correlation Test

The hypothesis test in this study uses Pearson Product Moment correlation analysis with the help of SPSS version 25. Ha is accepted if the significance value (Sig.) is less than 0.05. The results of the correlation test are presented in Table 13 below.

Table 13. Pearson Product Moment Correlation Test Results

		Work Discipline	Work Productivity
Work Discipline	Pearson Correlation	1	0,398**
	Sig. (2-tailed)		0,000
	N	124	124
Work Productivity	Pearson Correlation	0,398**	1
	Sig. (2-tailed)	0,000	
	N	124	124

**** Correlation is significant at the 0.01 level (2-tailed).**

Based on Table 13, it is known that the value of the correlation coefficient (r) between the work discipline variable and work productivity is 0.398 with a significance value (p) of 0.000 ($p < 0.01$). Significance values smaller than 0.01 indicate that the relationship between work discipline and work productivity is significant at a significance level of 1%. The correlation coefficient of 0.398 indicates a positive directional relationship with a moderate correlation strength. This means that the higher the employee's work discipline, the higher their work productivity, and vice versa. Thus, H_a is accepted and H_0 is rejected.

T-test (Significant Test)

The t-test was conducted to determine the significance of the influence of work discipline variables on work productivity variables. The t-test is carried out by looking at the calculated t value in the Coefficients table as a result of simple regression analysis. H_a is accepted if $t_{\text{calculated}} > t_{\text{table}}$ at a significance level of 5%. With $dk = N - 2 = 122$ and a significance level of 5%, $t_{\text{table}} = 1.658$ is obtained. The results of the t-test are presented in Table 14 below.

Table 14. T-test results (Coefficients)

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36,651	5,324		6,884	0,000
	Work Discipline	0,612	0,128	0,398	4,790	0,000

Dependent Variable: Work Productivity

Based on Table 14, it is known that the calculated t-value for the work discipline variable is 4.790 with a significance value of 0.000. The t-value of the calculation (4.790) is greater than the t-table (1.658) and the significance value (0.000) is smaller than 0.05. This shows that the work discipline variable has a significant effect on the work productivity variable. Thus, an alternative hypothesis (H_a) that states that there is a positive relationship between work discipline and employee work productivity in Generation Z in coffee shops in Condongcatur District is accepted.

Table 15. R-Test Results (Model Summary)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.398a	0.158	0.151	15.358	0.158	22.944	1	122	0.000

Based on Table 15, the determination coefficient (R Square) was obtained of 0.158 or 15.8%. This figure shows that the work discipline variable contributes 15.8% to the work productivity variable, while the remaining 84.2% is influenced by other variables that are not studied in this study.

Work Discipline Level of Generation Z Employees at Coffee Shops, Condongcatur District

The results of the descriptive analysis showed that almost all respondents (94.4%) had a level of work discipline in the medium category, with only 2.4% in the high category and 2.4% in the low category. The empirical mean of work discipline variables is 38.93, indicating

that Generation Z employees in coffee shops in Condongcatur District have a fairly good level of discipline.

Work discipline in this study is measured through two main dimensions, namely Preventive and Corrective. The preventive aspect includes Consistently complying with the rules and procedures set by the company as well as the execution of tasks and fulfilling their responsibilities with a high level of concentration, commitment and dedication. Meanwhile, the corrective aspect includes rules and their application, as well as ensuring compliance with the company's activities. The finding that most employees are in the medium discipline category suggests that they are capable of the majority of employees have been able to follow the company's rules, although there is still room for improvement. in line with the concept of work discipline put forward by Sinambela (in Febriyanti & Putra, 2024), which states that work discipline is a form of individual willingness to comply with all organizational rules so that work can be carried out effectively and efficiently. (Febriyanti & Putra, 2024)

In the context of the dynamic and customer-oriented *coffee shop* industry , it requires employees to be able to work effectively and efficiently in a relatively short time. Generation Z who are proficient in technology (Febriana & Mujib, 2024) should have advantages in terms of adapting to digital work systems in coffee shops, such as the use of digital cash registers, online ordering systems, and inventory management. However, the findings of this study show that the advantages of this technology are not fully reflected in the high level of productivity, but are still in the medium category. This is likely related to the characteristics of Generation Z who tend to balance professional and personal life, so that work intensity is not always optimal (Kusumaningrum et al., 2025).

Work Productivity Level of Generation Z Employees at Coffee Shop in Condongcatur District

The results of the descriptive analysis show that the level of work discipline of Generation Z employees in coffee shops in Condongcatur District is generally in the medium category. Based on the results of the frequency distribution, as many as 117 respondents (94.4%) were in the medium category, 4 respondents (3.2%) were in the low category, and only 3 respondents (2.4%) were in the high category. The mean value of 38.93 was also slightly below the theoretical middle value of the scale, indicating that the respondents' work discipline behavior was not fully optimal, even though it had met the basic discipline standards set by the organization.

The findings show that most employees have been able to comply with the rules and carry out job responsibilities quite well, but consistency in maintaining disciplined behavior still needs to be improved. This condition can be seen from the fact that there are still respondents who obtain low scores on several indicators of work discipline, such as compliance with operational procedures, consistency in carrying out tasks according to company standards, and discipline in maintaining responsibilities during work. Thus, work discipline in Generation Z employees in this study can be said to have been formed, but has not reached an optimal level.

According to Sinambela (in Febriyanti & Putra, 2024), work discipline is the willingness of individuals to consciously obey all organizational rules, procedures, and norms without coercion. Work discipline is not only defined as compliance with written rules, but also reflects the responsibility, commitment, and ability of individuals to control behavior to

remain in accordance with organizational goals. Therefore, the level of work discipline in the medium category indicates that most respondents have an awareness of the importance of discipline, but its implementation in daily work activities is still influenced by various internal and external factors. The results of this study are in line with the research of Aji and Kristiani (2023) who stated that work discipline is one of the important factors in creating an orderly, orderly, and productive work environment. These findings also support the research of Nurhayati et al. (2025) and Shintia et al. (2025) which show that compliance with organizational rules can improve work efficiency and reduce the potential for conflicts in the work environment. However, the moderate category obtained in this study indicates that organizations still have opportunities to improve the quality of work discipline through strengthening organizational culture, improving the quality of supervision, and developing a reward system that is able to encourage disciplined behavior in a sustainable manner.

The Relationship Between Work Discipline and Work Productivity of Generation Z Employees at the Coffee Shop, Condongcatur District

Based on the results of the Pearson Product Moment correlation analysis, a correlation coefficient value (r) of 0.398 with a significance value (p) of 0.000 ($p < 0.01$) was obtained. These results show that there is a significant positive relationship between work discipline and the work productivity of Generation Z employees in coffee shops in Condongcatur District. Thus, an alternative hypothesis (H_a) that states that there is a positive relationship between work discipline and employee work productivity in Generation Z in coffee shops in Condongcatur District is accepted.

The correlation coefficient value of 0.398 is in the category of moderate relationships, which indicates that work discipline has a significant contribution to work productivity, although it is not the only determining factor. The determination coefficient (R^2) of 0.158 showed that work discipline contributed 15.8% to the variation in work productivity, while the remaining 84.2% was influenced by other factors not studied in this study, such as motivation, work environment, compensation, and skills (Shite et al., 2023; Prihatmoko et al., 2023).

This finding is in line with the research of Fauziah et al. (2025) which shows that there is a significant influence between work discipline and employee work productivity. Similarly, Febriani and Thaha (2024) found that work discipline has a positive and significant effect on employee work productivity. Aji and Kristiani (2023) also confirmed that work discipline, along with the work environment and training, affects work productivity. In a broader context, Malik et al. (2024) state that work discipline is positively correlated with job performance, especially in roles that require adherence to strict protocols and deadlines.

The positive relationship between work discipline and work productivity can be explained through the theoretical framework put forward by Sinambela (in Febriyanti & Putra, 2024) regarding aspects of work discipline. Preventive discipline that includes adherence to rules, on-time attendance, and the execution of tasks with high commitment directly contribute to an increase in the quantity and quality of employee work. Meanwhile, corrective discipline that enforces consequences for rule violations serves as a control mechanism that encourages employees to maintain consistent work standards. In the context of coffee shops, these two aspects of discipline complement each other in forming a productive work pattern (Lestari et al., 2024; Nurhayati et al., 2025).

However, the contribution of work discipline of 15.8% to work productivity also indicates that there are other factors that have a more dominant influence. According to Shite et al. (2023), factors that affect labor productivity include education, motivation, work discipline, skills, and attitudes and work ethic. In the context of Generation Z, Febriana and Mujib (2024) emphasized that flexible work arrangements and participatory styles also play an important role in increasing productivity. This shows that in order to optimize the productivity of Generation Z employees in coffee shops; work discipline needs to be strengthened along with a management approach that accommodates the unique characteristics of this generation.

Mertha and Made Suwandana (2025) found that work discipline, work environment, and organizational culture simultaneously have a significant effect on employee work productivity. Elis Sujimah and Musoli (2025) further show that work discipline plays a role as a mediating variable between the work environment and compensation for productivity. These findings reinforce the findings that work discipline is one of the key factors in increasing productivity, but the effect will be more optimal if supported by other organizational factors.

In the special context of the coffee shop industry in Condongcatur District, Yogyakarta, where competition between coffee shops is getting fiercer with more than 119 coffee shops operating (Fathu, 2025; Cahyana, 2022), employee productivity is becoming increasingly strategic. Generation Z employees who have high work discipline tend to be able to provide faster and quality services, manage operations more efficiently, and contribute to customer satisfaction. Therefore, coffee shop owners and managers need to design effective work discipline management strategies, not only through rules and sanctions, but also through the formation of a positive work culture and employee empowerment (Abid et al., 2025; Damo et al., 2025).

Research Limitations

This study has several limitations that need to be considered in interpreting the research results. First, this study only focuses on one independent variable, namely work discipline, so that the contribution of this variable to work productivity is only 15.8%. There was 84.2% variation in work productivity that was influenced by other factors that were not studied, such as work motivation, work environment, compensation, and technical skills. Further research is suggested to include these additional variables in order to provide a more comprehensive picture of the factors that affect the work productivity of Generation Z employees.

Second, this study was only conducted on Generation Z employees at coffee shops in Condongcatur District, Sleman Regency, D.I. Yogyakarta, so the results of the study cannot be generalized to the wider population or to other industries with different characteristics. Third, data collection using the self-report questionnaire method has limitations in terms of the honesty and objectivity of respondents in answering statements, which can cause social desirability bias. Fourth, this study uses a quantitative correlational approach that is only able to measure the relationship between variables without being able to definitively determine the causal relationship. Experimental or longitudinal research is needed to test the causal relationship between work discipline and work productivity.

CONCLUSION

First, the level of work discipline of Generation Z employees in coffee shops in Condongcatur District is in the medium category. This is shown by the majority of respondents

(94.4%) who have work discipline in the medium category, with an empirical mean of 38.93 which is around the theoretical mean. Generation Z employees in coffee shops have a high level of awareness of work rules and procedures, even though the consistency of their application is not optimal, which may be influenced by the characteristics of a generation that values flexibility and the context of the non-formal coffee shop industry. Second, the level of work productivity of Generation Z employees in coffee shops in Condongcatur District is also in the medium category. As many as 98.4% of respondents had work productivity in the medium category, with an empirical mean of 60.54 which was slightly above the theoretical mean. Employees are able to complete tasks quite well in terms of effectiveness (quantity, quality, and timeliness) and efficiency (resource savings), although there is still room for improvement. Third, there is a significant positive relationship between work discipline and the work productivity of Generation Z employees in coffee shops in Condongcatur District. This is shown by the value of the Pearson correlation coefficient of 0.398 ($p = 0.000 < 0.01$) and the calculated t value of $4.790 > t$ table of 1.658. The determination coefficient (R Square) of 0.158 shows that work discipline contributes 15.8% to work productivity. Thus, an alternative hypothesis that states that there is a positive relationship between work discipline and employee work productivity in Generation Z in coffee shops in Condongcatur District is accepted.

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