



Effect of Motivation and Discipline on Employee Performance at PT. XYZ

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ABSTRACT

The hypothesis in this study is that motivation and discipline affect the performance of employees at PT. Xyz. This study uses the basic theories of Human Resource Management related to motivation, discipline, and performance. The approach used in research is a survey method. The type of research conducted is quantitative descriptive. The nature of this research is explanatory. The population in this study all employees at PT. Xyz as many as 17 people. Samples taken throughout the population. The variables in this study are independent variables consisting of motivation (X1) and discipline (X2) and performance dependent variables (Y). The statistical test tool used to analyze the data in this study is multiple linear regression analysis. The effect of the independent variable on the dependent variable was tested by the F test and t test at a confidence level of 95% or significant level, $\alpha = 0.05$. Data processing was performed using Statistical Package for Social Science (SPSS) 17.0 software. The results showed that motivation and discipline simultaneously and partially affected the performance of employees at PT. Xyz; Overall the effect of the independent variables (motivation and discipline) on the dependent variable (performance), motivation variables are more dominant influence on employee performance variables at PT.Xyz.

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1. Introduction

Motivation plays an important role in the implementation of the work of employees of PT. Xyz Motivation becomes a driving force for someone to carry out an activity to get the best results. That is why it is not surprising that highly motivated employees usually have high performance. For this reason, employee motivation needs to be raised so that employees of PT. Xyz can produce the best performance.

Discipline is no less important in improving the performance of PT. Xyz An employee of PT. Xyz who has a high level of discipline will still work well even without being monitored by superiors. Likewise, employees of PT. Xyz who has discipline will obey the rules in the work environment and high awareness without any sense of coercion. In the end employees who have high discipline will have good performance and carry out work in accordance with the targets set.

Based on the description above, it can be seen how important the role of motivation and discipline is in improving the performance of PT. Xyz From preliminary studies that have been conducted by researchers at PT. Xyz looks still lack of motivation of employees of PT. Xyz This can be seen from the lack of enthusiasm of employees to complete the work, there are employees who are passive about the job, do not fully understand what needs to be done, and carry out the tasks after the order. In addition, it can be seen from the level of employee discipline that is still lacking. This can be seen from the presence of employees who often arrive late for work, the existence of some employees not following the apples when they come / go home, official service is not according to the rules and there are still some employees who leave work during working hours without clear information.

The above conditions cause problems for leaders to provide motivation and discipline for employees of PT. Xyz in order to carry out the work to the fullest. Because if the things above are allowed to continue to happen in the institution of PT. Xyz and the leadership did not try to take action to improve the attitudes and behavior of PT. Xyz, then this will have an impact on the achievement of organizational goals as specified.

2. Hypothesis

To discuss the problem above, a hypothetical or temporary answer is made that must be verified in analysis through research. This hypothesis will be rejected if it conflicts with the facts studied at the company and will be accepted if the facts studied support.

3. Research Analysis

Hypothesis testing simultaneously proposed is accepted or rejected F test is used with the provisions of F arithmetic > F table then Ho is rejected and H1 is accepted. Conversely, if F arithmetic < F table then Ho is accepted and H1 is rejected. While. Partial testing is done with the t test, provided that if the results of t arithmetic > t table then Ho is rejected and H1 is accepted. Conversely, if t arithmetic < t table then Ho is accepted and H1 is rejected.

Based on the regression results from primary data processed using SPSS 17 tools, the following data are obtained:



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Tabel 1.
Hasil Regresi Motivasi, Kedisiplinan terhadap Kinerja Coefficients(a)

Model	Unstandardized Coefficients	Standardized Coefficients				Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(Constant)	8.237		5.594		1.473	.049		
Motivasi	.359	.093	.498	3.852	.000	.781	1.281	
Kedisiplinan	.353	.151	.301	2,329	.025	.771	1,281	

a Dependent Variable: Performance

Based on the calculation results shown in Table 1, the multiple linear regression equation can be arranged as follows:

$$Y = 8.237 + 0.359X_1 + 0.353X_2$$

The regression equation above explains that the performance of PT. Xyz without motivation and discipline is 8.237.

The regression coefficient X1 (Motivation) is positive (0.359) meaning that the influence of the motivation variable is unidirectional and significant to the performance of the employees of PT. Xyz. Thus if motivation is increased by one-unit or one level it will improve the performance of employees of PT. Xyz of 0.359 with the assumption that the discipline variable remains. The regression coefficient X2 (Discipline) is positive (0.353) meaning that the influence of the disciplinary variable is unidirectional and significant to employee performance. Thus, if discipline is increased by one unit or one level, it will improve the performance of penitentiary employees at PT. Xyz of 0.353, assuming the variable motivation remains.

3.1. Koefisien Determinasi

The coefficient of determination (R²) essentially measures how far the ability of the regression model in explaining the variation of the dependent variable. The small coefficient of determination (R²) means that the ability of the independent variables in explaining the variation of the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable. The coefficient of determination (R²) obtained in the regression model in this study can be seen in Table 4.34 below:

Table 2
Determination Test Results Model Summary (b)

Model	R	RSquare	Adjusted RSquare	Std.Error of theEstimate	Change Statistics					
					RSquare Change	FChange	df1	df2	Sig. Change	F
1	.692 (a)	479	.453	1,876	479	18,361	2	15	.000	

a Predictors: (Constant), Discipline, Motivation

b Dependent Variable: Performance

Based on Table 2 above shows that the coefficient of determination (R Square) of 0.479 or 47.9%. This matter means that the dependent variable is the performance of the employees of PT. Xyz (Y) can be explained by the independent variables motivation (X1) and discipline (X2) of 47.9%, while the remaining 52.1% is explained by other independent variables not examined in this study.

3.2. Concurrent Test (Statistical Test F)

Concurrent test or F test basically shows whether all independent variables (motivation and discipline) included in the model have a joint influence on the dependent variable. (performance). Testing the proposed hypothesis is accepted or rejected F test is used with the provisions that if F count > F table then Ho is rejected and H1 is accepted. Conversely, if F arithmetic < F table then Ho is accepted and H1 is rejected. The influence of motivation and discipline variables on the performance of employees of PT. Xyz can be seen in the following Table 3:

Table 3.
Uji Serempak (Uji Statistik F)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	129.256	2	64.628	18.361	.000(a)
	Residual	140.791	15	3.520		
	Total	270.047	42			

a Predictors: (Constant), Kedisiplinan, Motivasi

b Dependent Variable: Kinerja

Based on Table 3, the calculated F value was 18,361 with a significance level of 0,000. While the F table at the 95% confidence level ($\alpha = 0.05$) is 3.23. This means that the calculated F value (18.361) is greater than the F table value (3.23). Because F arithmetic > F table then H0 is rejected and H1 is accepted meaning simultaneously motivation and discipline have an influence on the performance of employees of PT. Xyz

3.3. Partial Test (t Test Statistics)

Partial testing on each independent variable is intended to find out whether the individual variables of motivation and discipline have a real influence or not on the performance of employees of PT. Xyz. Partial testing is done by t test, with the proviso that if the results of t arithmetic > t table then Ho is rejected and H1 is accepted. Conversely, if t arithmetic < t table then Ho is accepted and H1 is rejected.

Based on Table 3 above it can be seen that the partial effect of the motivational variable (X1) on employee performance (Y) shows that the t value is 3.852 with a significance level of 0.000. While t table at the 95% confidence level ($\alpha = 0.05$) is 2.02. Because the value of t arithmetic (3.852) is greater than the value of t table (2.02) then Ho is rejected and H1



is accepted. From the partial test results it is known that there is an influence of motivation on the performance of employees of PT. Xyz

The effect of the discipline variable (X2) on the performance variable (Y) shows that the t value is 2.329 with a significance level of 0.025. While the t table value at the 95% confidence level ($\alpha = 0.05$) is 2.02. Because the value of t arithmetic > t table then H0 is rejected and H1 is accepted stating that there is a partial discipline effect on the performance of the employees of PT. Xyz

4. Research Discussion

4.1. Effect of motivation (X1) and discipline (X2) on performance (Y)

Based on the results of the F test it can be seen that simultaneously motivation and discipline have a positive and significant effect on the performance of the employees of PT. Xyz Motivation and discipline have a very real influence on the performance of the employees of PT. Xyz In other words, if motivation and discipline are not managed properly at PT. Xyz then the performance of PT. Xyz will decrease and vice versa if the motivation and discipline is getting better, it will improve the performance of the employees of PT. Xyz.

4.2. Pengaruh motivasi (X1) terhadap kinerja pegawai PT. Xyz (Y)

Motivation affects the performance of employees of PT. Xyz The better motivation, the performance of employees of PT. Xyz will increase. From the results of this study it was seen that the influence that occurred in the regression was positive and significant. A positive influence shows that if the motivation is getting better, it will affect the performance improvement of PT. Xyz While a significant influence shows that motivation plays an important role in improving the performance of employees of PT. Xyz This is in line with the test results of the description of variable indicators that show that the overall response of PT. Xyz (respondent) at PT. Xyz on the motivation variable, the majority totally agree. This means that the performance of PT. Xyz is influenced by motivation given.

In the measurement of motivation used indicators of responsibility, achievement achieved, recognition of others, the work itself, the possibility of development, opportunities for advancement, salary, security and safety, working conditions, employment relationships, procedures, and status. From the results of the study, motivation factors originating from within the employees of PT. Xyz based on the sequence are: Opportunities to advance, Possibility of development, The work itself, Recognition of others, Achievements, and Responsibilities.

This means that what really motivates the employees of PT. Xyz in carrying out his work is the opportunity to advance given by the leadership through promotion of position. Opportunities for advancement are the development of a personal potential in an employee in doing work, because every employee wants the promotion of a higher level, getting the opportunity to improve work experience. Opportunities for developing self-potential will be a strong motivation for employees to work better, Saydam (1996). The second factor is the possibility of development. The opportunities provided by the leadership through training, courses and also continuing their education levels, provide motivation to employees of PT. Xyz Although it is realized there are still several things that must be considered, for example, the limited training and education levels that are held so that not all employees of PT. Xyz can follow it. Third is the work itself. The job itself is a motivating factor for employees to have high performance. Jobs or tasks that give the feeling of achieving something, the task is quite interesting, tasks that provide challenges for employees, is a motivating factor, because its existence is crucial for motivation to perform high. Fourth, is the recognition of others. Recognition of achievement is a powerful motivational tool. With the recognition or appreciation for the achievements, the spirit of PT. Xyz to work better. The fifth factor that affects the motivation of employees of PT. Xyz is an achievement. Every employee wants success in every activity. Achievement in doing a job will move the person concerned to do the next tasks. The last sequence that motivates the employees of PT. Xyz from within is a responsibility which means that every employee wants to be included and wants to be recognized as a potential person, and this recognition will create confidence and be ready to assume even greater responsibilities.

While motivational factors originating from outside employees of PT. Xyz based on the order are: Salary, Work relationship, Working conditions, Security and safety, Status, and Procedure. Salary is the first motivating thing that comes from outside the employees of PT. Xyz, this is because the salary is an effort to meet the basic needs of every employee of PT. Xyz Second, is the employment relationship factor, where the harmonious work relations between fellow employees of PT. Xyz, both among each other, as well as between superiors and subordinates can foster the motivation of employees of PT. Xyz The third factor is the working conditions where with the comfortable working conditions PT. Xyz will feel safe and productive in working everyday. The fourth is safety and safety factors. With the security and safety at work provided by PT. Xyz made PT. Xyz is motivated to work. Fifth is Status. By occupying a position that can show its status provides motivation for employees of PT. Xyz to work harder. The last is Procedure. Justice and wisdom are treated to employees of PT. Xyz also provides motivation for them to work. To foster greater motivation and attitude of responsibility, they need supervision which is accompanied by giving opportunities to subordinates to work alone as far as possible.

While the value of $b_1 = 0.359$ means that every increase in motivation includes responsibilities, achievements, recognition of others, the work itself, the possibility of development, opportunities for advancement, salary, security and safety, working conditions, employment relationships, procedures, and status will provide an increase in the performance of PT. Xyz of 0.359.

4.3. Effect of discipline variable (X2) on performance variable (Y)

Hasibuan (2005) states that, "Discipline is one's awareness and willingness to obey all organizational rules and social norms that apply." Awareness is the attitude of someone who voluntarily obeys all the rules and is aware of their duties and responsibilities. Willingness is an attitude, behavior and behavior of someone in accordance with organizational regulations, both written and not.

Hasil pengujian secara parsial diketahui bahwa terdapat pengaruh kedisiplinan terhadap kinerja pegawai PT. Xyz. Hasil study shows that discipline has a positive and significant effect on the performance of employees of PT. Xyz This is in line with the test results of the description of variable indicators that show that the overall response of PT. Xyz on the disciplinary variable, the majority strongly agreed. Thus means the performance of employees of PT. Xyz is influenced by discipline.



Effect of discipline on the performance of employees of PT. Xyz is measured by factors which include: obeying and complying with the rules set by the organization, compliance with work schedules, receiving penalties given by the leadership, willing to correct mistakes, keeping records of work, completing work according to supervisor's instructions, completing work on time, and work according to regulations. From the results of the study, the overall response of respondents to the variable of discipline, which greatly affects the discipline of employees of PT. Xyz is a punishment given by the leadership if a violation of discipline is followed by obeying and obeying the rules set by the organization. This is because discipline is a must that must be obeyed by all employees of PT. Xyz who has the task of carrying out guidance, guidance and care related to consumers, who are not only required to have high responsibilities but are always faced with the risk of safety and health hazards.

While the value of $b_2 = 0.353$ means that every disciplinary improvement occurs which includes: obeying and complying with the rules set by the organization, carrying out employee applies when coming and going home, adhering to work schedules, receiving penalties given by the leadership, willing to correct mistakes, taking notes work, completing work according to supervisor's instructions, completing work on time, dressing in accordance with the rules, and working according to regulations provides an increase in the performance of PT. Xyz of 0.353.

Overall the effect of the independent variables (motivation and discipline) on the dependent variable (performance), it turns out that the motivation variable is more influential on the performance variable. This can be seen from the results of the standardized beta coefficient value which shows that the motivation variable has the highest value of 0.498 while the disciplinary variable is 0.301. This result is in line with research conducted by Etykawy (2005) which states that motivation has a dominant influence on the performance of employees of PT. Xyz

Motivation has a more dominant influence in improving the performance of employees of PT. Xyz With the motivation given by the leadership of the employees of PT. Xyz encourages them to excel in accordance with their respective abilities. The higher the level of motivation given to work, the performance of PT. Xyz will increase.

While the discipline value is under motivation because in reality this discipline is obedience to the standard rules set in the agency that must be obeyed by all employees of PT. Xyz

5. Conclusion

Based on the results of research and discussion, it can be concluded that the variables of motivation and discipline simultaneously and partially affect the performance of employees of PT. Xyz This means that the existence of high motivation and discipline will affect the achievement of an increase in the performance of employees of PT. Xyz From the overall indicators used to measure motivation, which greatly affects the motivation of PT. Xyz is an opportunity for progress given by the leadership. While the overall indicators used to measure discipline, which greatly affects the discipline of employees of PT. Xyz is a punishment given by the leadership to every employee of PT. Xyz who committed disciplinary violations. Of the two independent variables studied, the variables that have a dominant influence on the performance of employees of PT. Xyz is a motivational variable.

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