



## Effect of Motivation and Discipline Against Employee Productivity Employees at PT. xyz

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### ABSTRACT

The Effect of Employee Motivation and Discipline on Employee Work Productivity at PT xyz". This study aims to determine the effect of employee productivity at PT xyz. The research method used is a quantitative approach, this type of research is quantitative descriptive. Data collection is multiple linear regression. The population used was 140 people out of 215 employees from the results of determining the sample using random with the formula Slovin, as many as 30 employees for the validity and reliability test and the remaining 110 respondents were used for the study sample. The result showed that motivation (X1) and employee work discipline (X2) variables had a significant effect on employee work productivity (Y). The conclusion of this study is that motivation (X1) and employee work discipline (X2) simultaneously and partially have a positive and significant effect on employee work productivity at PT xyz.

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### 1. Introduction

A company in carrying out its activities, both companies engaged in the fields of industry, trade and services will strive to achieve the goals set. One important thing that the success of the various activities in the company in achieving its objectives not only depends on technological advantages available, facilities owned, but also on the role of human resources in the company, namely the employee. Employee a human resources or population working in an institution both governmental and private. For can achieve company goals needed discipline in work as well as providing motivation to employees who make employee discipline and motivation to work, thereby creating high productivity.

Disciplining and motivating employees is greatly needed at this company. Thing needed to improve employee productivity and company goals can be reached. Discipline applied to employees in order to discipline in work and comply with the existing rules on companies and employees do not act as they pleased against the rules. Motivate employees are also required to make employees more enthusiastic in doing work. manager tried to give the best to the employees so that they give all its capabilities so that it can achieve its goals set.

Motivation is a factor that affects work productivity the employee. As said by Malay SP Hasibuan that motivation is important because with the motivation of each individual employee is expected to want to work hard and enthusiastically to achieve high productivity. In other words, work motivation also affects the productivity of employees in a company. Motivation and productivity is a section related to each other.

Besides motivation, discipline employees in the work is also an important thing to be done by a good company. Discipline reflects a person's responsibility to him. Thing a given task can encourage their morale, morale impact on the attainment of the objectives of the company. Target work discipline one of them is to be able to make the workers to obtain a high level of productivity in accordance with the expectations of the company, in the short term and long term. Through discipline will reflect the strength, because of his successful and they usually have high discipline. Discipline is the key to the success of a company.

Based on the above company PT xyz Field which we know as a company engaged in the retail section that provides clothing and accessories at Jl. Jawa No. 1 Medan, establish a good working discipline by implementing regulations that exist in the company, monitoring employee, as well as check the results of the employee is in conformity with the standards desired by consumers or not. It aims to create a good employee productivity so as to achieve corporate objectives.

Work motivation is also needed so that employees are able to be more competent and capable of competitiveness with other companies retail industry. Managers always provide motivation to employees. One is by providing bonus (incentive) in the form of additional salary if employees meet targets and be able to increase sales even more dai normally. Employee productivity can be seen from the proceeds obtained by the labor the employee. Talking about means talking about something that relates directly to people who come from different life background so that the productivity achieved also different. In this case the employee in question is a sales employee at PT xyz.

### 2. Research methods

#### 2.1 Technique Data collection

The data collection method in this study as follows:

##### 1) The questionnaire / questionnaire

Sugiono (2012: 199) The questionnaire is a technique of data collection is done by giving a set of questions or a written statement to the respondent to answer.

According Sugiyono (2012: 92) Likert Scale used to measure attitudes and perceptions of a person or a group of social phenomenon. In the study, this phenomenon has been established specifically for researchers, hereinafter referred to



as variable research. As for instrument Linkert scale as follows:

**Table 1. Score Questionnaire**

No.	Question	scale Positive	Negative scale
1	Strongly agree once	5	1
2	Strongly agree	4	2
3	Agree	3	3
4	Less agree	2	4
5	Disagree	1	5

- 2) Interview / interview  
Sugiono (2012: 194) the interview was used as data collection techniques if researchers want to conduct a preliminary study to find problems that must be investigated, and if researchers want to know the things of the respondents more in-depth and the number of respondents bit / small. In this study, researchers interviewed the workers in PT. xyz
- 3) Study documentation  
The study documentation is archived data that is obtained by researchers directly from the management of PT. xyz.

**3. Discussion**

**3.1 Test Reliability**

According Ghozali (2009: 130), is a tool to measure the reliability of a questionnaire which is an indicator of variables or constructs. A questionnaire said to be reliable or reliable if someone answers to questions are consistent or stable over time. Measurement reliability can be measured in two ways, namely:

- 1) Repeated measure or repeated measurements,
- 2) One shot or one-time measurement.

According Ghozali (2009: 130), the questionnaire said to be reliable or reliable if someone answers to questions are konsisten or stable over time. Tests carried out by trying the instrument once, and then the data were analyzed with a particular technique, in this case the technique used was Cronbach Alpha (a) variable wearer is said to be reliable if the value  $a > 0.60$ . The following table reliability testing instrument of research:

**Table 2. Results Testing Instrument Research**

No.	Research variable	Cronbach's Alpha	N oh Items	Information
1	Motivation (X1)	.837	8	Reliable
2	Work discipline (X2)	0.821	8	Reliable
3	Work Productivity (Y)	0.895	8	Reliable

**3.2 Classical Assumption Test Results**

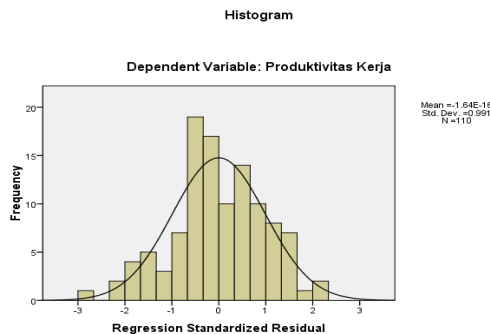
Before performing the hypothesis, first do a test classic assumptions to ensure that the multiple linear regression test tool can be used or not.

If the assumptions of classical test has been met, then the multiple regression statistical test equipment can used. Test classical assumption in this case can be a normality test, multicollinearity and heteroscedasticity test.

**3.3. Normality Test**

Normality test aims to test whether the regression model, residual confounding variable or normal distribution. There are two ways to detect whether or not residual normal distribution, with analisys charts and statistical tests. To view the residuals, the authors analyzed the probability plots comparing the distribution and the cumulative normal distribution.

- a. Histogram normality test charts and graphs P-Plot



**fig 1. graph Histogram**

Based on the picture above can be seen that the bell-shaped line drawing does not deviate to the left or to the right. This suggests that the normal distribution of data and satisfy the assumptions of normality.



Normal P-P Plot of Regression Standardized Residual

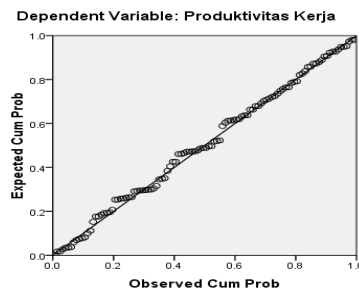


Fig 2. P-Plot Graphs

Based on the picture above, it can be seen that the data spread around the diagonal line and follow the direction of the line thus diagonal. With mean normal distribution of data.

- b. Normality test using the One Sample Kolmogorof-Smirnov (KS)

Table 2. Sample Kolmogorof-Smirnov  
One-Sample Kolmogorov-Smirnov Test

		Residual unstandardized
N		110
normal Parametersa	mean	.0000000
	Std. deviation	2.67583735
Most Extreme Differences	Absolute	.052
	positive	.034
	negative	-.052
Kolmogorov-Smirnov Z		.544
Asymp. Sig. (2-tailed)		.928

- a. Test distribution is Normal.

Based on the above table, it can be seen significant value (Asymp.Sig) amounted to 0.928 significantly greater than 5% (0.05), then the data is otherwise residual normal distribution.

**3.4 Test Multicollinearity**

Multicollinearity test aims to test whether the regression model found the correlation between the independent variable and this can be seen from the Variance Inflation Floor (VIF) with a record of when the VIF > 10 then allegedly share the problems of multicollinearity and if VIF < 10 and a tolerance value > 0.1 then multikolinieritas occur. A good regression model should not happen correlation between the independent variables. The test results can be seen in the following table:

Table 3. Test Results Multicollinearity

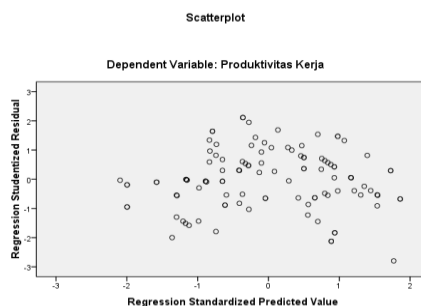
Model		Collinearity Statistics	
		tolerance	VIF
1	(Constant)		
	Motivation	.629	1,590
	Work discipline	.629	1,590

According to the table above, it can be seen that the value of tolerance for each independent variable X1 and X2 amounted to 0,629 by 0,629 greater than 0.1 while the VIF each independent variable X1 and X2 of 1,590 is smaller than 10, then the data can be expressed no symptoms multikolinieritas.

**3.5 Test Heteroskidastisitas**

Heteroscedasticity test aims to determine whether in any regression model residual variance occurs in common, if the variance is called homokedastisitas permanent observation and if the observation is different then called heteroskedastisitas. Model good is if it does not happen heteroskedastisitas. The researchers used the method to test the data is as follows by using SPSS. Heteroscedasticity test is divided into two tests, namely:

- a) Test using Scatter Plot Chart



**Fig 3. Scatter Plot Graphs**

In the visible image point spread does not form a pattern that is not clear above and below the number 0 on the Y axis so it can be concluded that the data is free from the problem of heteroscedasticity, the data revealed no heteroscedasticity.

b) Statistical test methods Glejser

The test results can be seen in the following table:

**Table 4. Method Test Results Heteroskidastity Glejser**

Model		Coefficients unstandardized		standardized	T	Sig.
		B	Std. Error	beta		
1	(Constant)	1,230	1,023		1,203	.232
	Motivation	.029	.038	.095	.781	.437
	Work discipline	.000	.043	.001	.008	.994

a. Dependent Variable: ABS\_RES

According to the table it can be seen that the sig. Each independent variables X1 and X2 amounted to 0.437 amounted to 0.994 greater than the significance value of 0.05, the data is free from the problem of heteroscedasticity.

### 3.6. Hypothesis Testing

#### a. Simultaneous Hypothesis Testing (Test F)

F test or tests conducted to determine the effect of simultaneous positive and significant correlation independent variables are the motivation and discipline to the dependent variable is labor productivity. Hypothetical model used in the F-test are as follows:

- 1) H0: b1, b2 = 0 (Motivation and discipline simultaneously not affect the productivity of employees at PT Cahaya Surya Indah Clothing Medan).
- 2) H1: b1, b2 ≠ 0 (Motivation and discipline simultaneously affect the productivity of employees at PT Cahaya Surya Indah Clothing).

To determine whether the hypothesis is accepted or rejected, then do a comparison with the value Fhitung Ftable at the level of α = 5%.

With the decision the following criteria:

- 1) H0 if F count ≤ Ftable at α = 5%
- 2) H1 accepted if F count > F table at α = 5%

The results of these tests can be seen in Table IV.14 the following:

**Table 5, F Test Results**

ANOVA<sup>b</sup>

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	1944.103	2	972.052	133.268	.000a
	residual	780.452	107	7.294		
	Total	2724.555	109			

a. Predictors: (Constant), Work Discipline, motivation

b. Dependent Variable: Work Productivity

According to the table above, it can be seen that the value of F is equal to 133.268 while Ftable of 3.08. From the results of this known Fhitung > Ftable and significance of 0.000 < 0.05, the results showed that simultaneous and H0 rejected H1 accepted. This suggests that the motivation and discipline of work simultaneously affect the productivity of employees at PT Cahaya Surya Indah Clothing Medan.

#### b. Partial Hypothesis Testing (t test)

Partial test (t test) was conducted to test partially independent variables consist of employee motivation and discipline have a positive and significant impact on the productivity of employees at PT xyz.

Hypothetical model used in the t test are as follows;

- a. H0: b1 = b2 = 0 (Motivation; labor discipline partially no effect on the productivity of employees at PT Cahaya Surya Indah Clothing Terrain)
- b. H1: b1 = b2 ≠ 0 (Motivation; labor discipline by partial effect on the productivity of employees at PT Cahaya Surya Indah Clothing Terrain)



Thitungakan value obtained from the data processing SPSS, then compared with indigo ttable at  $\alpha = 5\%$  level with decision making criteria are as follows:

- $H_0$  if:  $t_{table} \leq t \leq t_{table}$  at  $\alpha = 5\%$
- $H_1$  accepted if:  $t \geq t_{table}$  or  $t < -t_{table}$  at  $\alpha = 5\%$

**Table 6.** Test T Results Hypothesis

Model		Coefficients unstandardized		standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	-.550	1,706		-.322	,748
	Motivation	.387	.063	.402	6,163	,000
	Work discipline	.595	.072	.537	8,234	,000

a. Dependent Variable: Work Productivity

According to the table above, the partial test results obtained with the following results:

- Test the hypothesis partially motivation of the table it can be seen tcount motivation variable (X1) is approximately 6.163 with significant value 0,000 The results show that the hypothesis  $H_1$  results received for  $t > t_{table}$  ( $6.163 > 1.98217$ ) and significantly smaller than 0, 05 which means that the motivation variable positive and significant effect on the variable productivity of employees at PT xyz.
- Partial hypothesis test variable work discipline of the table can be seen the value of the variable t work discipline (X2) is approximately 8.234 with significant value 0,000 The results show that the hypothesis  $H_1$  results received for  $t > t_{table}$  ( $8.234 > 1.98217$ ) and significantly smaller than 0.05, which means that the work discipline variable positive and significant effect on the variable productivity of employees at PT xyz.

#### 4. Conclusion

##### a. Effect of Motivation on Employee Productivity

The results of this study showed, motivational variables simultaneously and partially positive and significant impact on employee productivity PT xyz. At the motivation variables have amounted to 6.163 t to  $t_{table} 1.98217$  then the value thing  $> t_{table}$  ( $6.163 > 1.98217$ ) with a significance value of 0.000  $< 0.05$  so that research results reject  $H_0$  and accept  $H_1$ . Thus this study are consistent with the hypothesis of the study stating the motivation affect the productivity of employees at PT xyz.

In a previous study that said Utami (2014), which examines the "Work Discipline and Motivation Influence Employee Produktivitas Against Employee at Hotel Sahid Makassar", with variable results motivation significant effect on employee productivity. This study is also consistent with studies that investigated by researchers where motivation significant effect on the productivity of employees at PT xyz.

According Siagian (2007: 11), in an effort to achieve the goal of the company / organization, motivation has an important role because it is an attempt by managers to inspire, encourages, and raises the morale is better for employees.

##### b. Effect of Work Discipline Against Employee Productivity

Results of this study was obtained, work discipline variables simultaneously and partially positive and significant impact on employee productivity PT xyz. At work discipline variables have amounted to 8.234 t to  $t_{table} 1.98217$  then the value thing  $> t_{table}$  ( $8.234 > 1.98217$ ) with a significance value of 0.000  $< 0.05$  so that research results reject  $H_0$  and accept  $H_1$ . Thus this study are consistent with the hypothesis that states the research discipline of work affect the productivity of employees at PT xyz.

In previous studies conducted Trihudyatmanto, which examines the "Influence of Motivation and Discipline Working Against Employee Productivity (Empirical Study On Industry" Body "Magelang", with variable results discipline influential work simultaneously and partially in a positive and significant impact on employee productivity. this study is also consistent with the results of research investigated by researchers which affect the productivity of labor discipline of employees at PT xyz.

According Sutrisno (2009: 88), the benefits of working discipline can be seen as a benefit of the organization as well as for employees. For the organization of their work discipline will ensure the maintenance of order and the smooth implementation of the tasks, in order to obtain optimum results, The Employee will obtain a pleasant working atmosphere that will put the spirit of his job.

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