



The Effect Of Work Motivation And Work Discipline on Employee Performance in the West Cikarang Sub-District Office

Dadang Heri Kusumah¹, Rismawati²

^{1,2}Management, Faculty of Economics and Business, Pelita Bangsa University, Cikarang, Indonesia

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ABSTRACT

The purpose of this study was to determine the effect of work discipline on west Cikarang sub-district employees and work motivation on West Cikarang sub-district employees. The scope of this study is to test the influence of work discipline and work motivation on employees of the West Cikarang sub-district. Data collection techniques include observation, dissemination of questionnaires and literature studies. The type of research used is with a quantitative approach. The analytical methods to be used are validity test, reliability test, classical assumption test, multiple linear analysis and hypothesis test. Sampling in this study used a saturated sample technique. The results showed that work motivation had a negative effect not significantly on employee performance while work discipline had a positive and significant effect on the performance of employees in West Cikarang sub-district.

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Corresponding Author:

Dadang Heri Kusumah,
Management Program,
Pelita Bangsa University,
Cikarang, Bekasi, Indonesia
Email: dadangherikusumah3@gmail.com

INTRODUCTION

The success of an organization in achieving organizational goals is determined by the performance of employees. The ability of employees to do the work for which they are responsible is a benchmark for achieving organizational goals. If an organization is able to achieve the goals that have been set, then it can be said that the organization is effective. Along with the development of time, all organizations are required to be able to compete to provide the best service, including government organizations (Kristanti et al, 2022).

Employee Performance is the hard work of an employee in terms of skills and that ability will get the results of success at work. Employee performance factors include Usability, Authority, Discipline and Initiative. Employee Performance is hard work by a person in carrying out his duties given to him on the basis of professionalism. The west Cikarang subdistrict office is a regional apparatus work unit at the level that is directly related to the community. Performance is the result of hard work by a person or group of one institution equal through its own obligations in an effort to achieve institutional goals and not violate institutional regulations.

Good performance is optimal performance, that is, performance that is in accordance with organizational standards and supports the achievement of organizational goals. Improving employee performance will bring progress for agencies (organizations) to be able to survive in an unstable competition. Employee performance is influenced by several factors both related to the workforce itself and those related to the company or organization environment.

Work Motivation is the spirit and strength that exists in a person to be motivated to work better. Work Motivation has the benefit of increasing employee work pleasure, developing employee work productive, maintaining employee consistency, creating good working relationships and strengthening employee obligations to their duties (Hasibuan, 2017). The Relationship of Motivation to Employee Performance explains that high motivation can improve employee performance in completing their work (Sari & Aziz, 2019).

Decreased employee performance can be caused by a low drive in oneself to work together, working effectively in achieving goals. The inattention of superiors to subordinates also leads to low employee motivation. Employees prefer to delegate tasks that have become their responsibility to contract employees so that the desire to motivate themselves has not been maximized, and also superiors are less intense in providing motivation to subordinate employees, so that it has an impact on low employee morale, because they feel less cared for and result in employee performance being not optimal.

The thing that affects the performance of the next employee is work discipline. Work discipline is the responsibility of an employee to comply with the rules that have been set. Performance is very closely related to employee work discipline. The better the employee discipline, the higher the employee performance. Good discipline is seen by the magnitude of a person's sense of responsibility to the tasks assigned to him.

The Cikarang Barat Subdistrict Office is one of the 23 sub-districts in the Bekasi regency area based on Regional Regulation No. 26 of 2001 concerning the improvement, manufacture and expansion of sub-districts in Bekasi Regency. Government Regulation number 19 of 2008 concerning sub-districts should increase the enthusiasm of sub-districts and sub-district apparatuses to carry out their duties optimally. The vision of the West Cikarang sub-district is to be orderly in the implementation of the government and foremost in service. Meanwhile, the mission of the West Cikarang sub-district is to improve order in various aspects, improve the quality of the apparatus and excellent service to the community and the business world. With a conducive situation, it will create services to the community properly and optimally supported by superior quality human resources. Based on the results of interviews with the head of the West Cikarang sub-district office, the problem that often occurs is about employee discipline. The low level of discipline will be an obstacle in achieving the vision and mission. The leadership has provided a solution by providing rewards in the form of additional wages for employees who work well and optimally.

RESEARCH METHOD

The type of research used in this study is a quantitative method. This study applies a quantitative method that uses a multiple linear regression method to estimate whether there is an influence between dependent and independent variables. The data collection method uses a questionnaire that is shared on the sample that has been selected. The purpose of using the questionnaire is to dig deeper into respondents' answers about variables. This research was located at the West Cikarang Subdistrict Office with a population of 40 employees. Sampling techniques with probability samples or simple saturated methods so that the respondents in this study were the entire population. The analytical methods to be used are validity test, reliability test, classical assumption test, multiple linear analysis and hypothesis test.

RESULTS AND DISCUSSIONS

Result
Reliability Test

Table 1. Reliability Test Result

| Variable | Cronbach’s Alpha | Status |
|----------------------|------------------|----------|
| Work motivation | 0.790 | Reliabel |
| Work discipline | 0.727 | Reliabel |
| Employee performance | 0.889 | Reliabel |

The results of the reliability test show that all variables have an Alpha coefficient of more than 0.7. That way it can be concluded that all research variables are reliable and can be used as research instruments.

Multiple Regression Analysis

The linear regression analysis method is used to determine the influence of work motivation and work discipline on employee performance. The test results of multiple linear regression analysis can be seen in the following.

Table 2. Multiple Regression Analysis Result

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 2.554 | 5.895 | | .433 | .648 |
| Work motivation | -.330 | .154 | -.335 | -2.143 | .041 |
| Work discipline | 1.276 | .209 | 1.010 | .000 | .000 |

Based on table 3, it can be seen in Unstandardized Coefficients part B that the multiple linear regression equation is obtained as follows:

$$Y = 2.554 + -0,330X_1 + 1,275X_2 + e$$

The regression equation above shows the relationship between the free variable and the partially bound variable of the equation, it can be concluded that:

1. The constanta value of 2,554 is interpreted because the lowest number on the Likert scale is 1 there is no number 0 on the Likert scale.
2. The value of the Work Motivation regression coefficient (X1) of -0.330 means that if the Work Motivation variable (X1) is lowered, the performance of employees (Y) of the West Cikarang District Office will decrease assuming the Work Discipline variable (X2) is not Constant.
3. The value of the Work Discipline regression coefficient (X2) of 1,276 means that if the Work Discipline variable (X2) is increased, the performance of employees (Y) of the West Cikarang District Office will increase assuming the variable Work Motivation (X1) Constant

Partial Test (T test)

From the table above we can see that the significance value of the < 0.05 and the calculated value of the calculated t > 2.045. Then there is the effect of the variable X on the variabel Y.

1. Based on table 3 above, the significance test results show that for the effect of X1 on Y is 0.041 > 0.05 and t count -2,143 > t table 2,045, the value can prove H1 which reads "Suspected to be a negative influence between free variables of Work Motivation (X1) on Employee Performance (Y) in the West Cikarang District Office" was rejected.
2. Based on table 3 above, the Y test results are 0.000 < 0.05 and the calculated t value is 6.102 > t table 2.045, the value can prove H2 which reads "Suspected to be a positive link between the free

variables of Work Discipline (X2) to Employee Performance (Y) in the West Cikarang District Office" received.

Discussion

1. The Effect of Work Motivation on Employee Performance (H1)
Based on the results of significance testing, it shows that there is a probability value of 0.41 ($0.041 > 0.05$). The value can prove H1 is rejected.
2. The Effect of Work Discipline on Employee Performance (H2)
Based on the results of significance testing, it shows that there is a probability value of 0.000 ($0.000 < 0.05$). This value can prove that Ha2 is accepted which means that the Work Discipline Variable has a positive effect on the performance variable of the West Cikarang District Office Employee. This shows that with the existing regulations in Cikarang Barat District, the higher the discipline applied in West Cikarang District and improves the discipline of employees and is able to improve the quality and performance of employees.

CONCLUSION

There is an influence of work discipline on the performance of employees of Cikarang Barat sub-district. Labor discipline is influenced by several indicators, such as: compliance with regulations, punctuality, work responsibilities, and absenteeism. Work discipline increases, then employee performance will also increase. Good work discipline will improve the results of achieving targets because employees work in accordance with regulations and laws. Meanwhile, work motivation has a negative and insignificant effect on the performance of employees of the West Cikarang sub-district.

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