



The Effect of work Discipline and Work Motivation on Employee Performance

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ABSTRACT

The aim of this research is to overcome the influence of work discipline and work motivation on employee performance at PT Simultaneous South Tangerang City Investment Development. The method used is a quantitative method. The population was 62 respondents using the saturated side technique method with a sample of 62 respondents. Data analysis uses research instrument tests, classical assumption tests, descriptive tests, quantitative tests and hypothesis tests. The results of the calculated t value > t table or (7.082> 20030). this shows that there is a partial positive and significant influence between work disciplines on employee performance at PT. South Tangerang City Investment Development. The results of the calculated t value > t table or (3,451> 2.0030), this shows that there is a partial positive and significant influence between work motivation on employee performance at PT. South Tangerang City Investment Development. The calculated F value > F table or (5.901 > 3.153), this shows that there is a positive and significant influence simultaneously between the variables of work discipline and work motivation on employee performance at PT South Tangerang City Investment Development.

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INTRODUCTION

In the current era of globalization, company competition in domestic and international markets is becoming increasingly fierce. To meet customer satisfaction in the service industry, productivity is very important for companies to manage well. The slowdown in productivity growth is driven by low organizational morale and reflects how managers and them. Organizations that share responsibility openly and honestly guide their industry in terms of quality and productivity. Human resources are the main driver of an organization's

activities. The progress and decline of an organization is determined by the existence of its human resources. So that human resources or employees in an organization become an important concern in order to achieve organizational success.

Work discipline is the key to the success of a company or organization with human resource policies in assisting work tasks. Work discipline is really needed by every employee, because it is a means to train the employee's personality so that they always show good performance. Discipline according to Hasibuan (2020:194) is a person's awareness and willingness to obey all company regulations and applicable social norms. PT Pembangunan Investasi Kota Tangsel still has many employees who do not obey the rules of arriving late and are often alpha. All these disciplinary problems will become additional material when conducting performance assessments.

Apart from work discipline, motivation is very important in a person's performance because motivation is a psychological impulse that encourages a person to do something to achieve certain goals. Everyone has different levels of motivation. Having motivation within a person is very important, especially for employees. The strength and will to do a job usually arises when someone has a need. This is in line with the opinion of Maslow (2020: 55) who states that "motivation is a driving force that raises a person's work enthusiasm so that they are willing to cooperate, work effectively and are integrated with all their efforts to achieve satisfaction at work. "From the results of observations at PT Pembangunan Kota Investasi South Tangerang, information was obtained regarding the low work motivation of employees. The attitude of employees who are lazy about working like this can delay and disrupt work so that their performance becomes worse. Employees who do not have motivation and enthusiasm in doing their work will result in low performance because they are not responsible for getting maximum results.

So in a company employees must have good cooperation, namely the employee's willingness to work together with other employees horizontally and vertically so that work produces results and overcomes problems at work without waiting for orders which is the employee's obligation. Employee motivation sometimes experiences an increase or decrease in motivation. Someone who is uncomfortable showing their feelings at work because they have low motivation results in low performance.

According to Mangkunegara (2020:67) Employee performance is the level of achievement or results of a person's work from targets that must be achieved or tasks that must be achieved or tasks that must be carried out in accordance with their respective responsibilities within a certain period of time. Employee performance will always experience a decline in performance, if performance increases then success in achieving company goals becomes more open, but if performance decreases it can result in a loss of prestige in the eyes of society and a setback for the company.

In reality, the decline that occurred was that there were many obstacles that occurred regarding the performance of PT Pembangunan Investasi Kota South Tangerang employees who were considered less than optimal in achieving predetermined employee performance goals and a lack of work enthusiasm.

Based on the observations made, there are factors that reduce employee performance, such as work discipline due to problems, there are still many employees who do not comply with the rules and often arrive late, as well as absenteeism which increases every year. Furthermore, motivation also influences the decline in employee performance, work motivation problems are caused by low bonuses given so that employee work motivation decreases. Based on the background, the author was interested in conducting research and took the title **"The Effect Of Work Discipline And Work Motivation On Employee Performance At Pt Pembangunan Investasi Kota Tangerang Selatan"**.

LITERATURE REVIEW

Human Resource Management

Human Resource Management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize company goals. Management that regulates the human element is often called personnel management or personnel management which is applied to a company to achieve the desired goals.

Work Discipline

Discipline according to Hasibuan (2020:194) is a person's awareness and willingness to obey all company regulations and applicable social norms.

Work Motivation

Maslow's opinion (2020:55) states that "motivation is a driving force that raises a person's enthusiasm for work so that they are willing to work together, work effectively and integrated with all their efforts to achieve satisfaction at work".

METHOD

The type of research used in this research is a quantitative associative approach. According to Sugiyono (2020:8), "quantitative methods are research methods that are based on the philosophy of positivism, the purpose of using this method is to conduct research on a certain population or sample by collecting data using research instruments." Meanwhile, the definition of associative according to Sugiyono (2020:57), "associative method is research that aims to determine the influence or relationship between two or more variables. Associative research has a higher level when compared to descriptive and comparative," further Sugiyono (2020:57) explains "with associative research a theory is built which functions to explain, predict and control a phenomenon".

According to Sugiyono (2020:13), "a research location is a scientific target to obtain data with a specific purpose and use about something objective. In this research the author took the research location at PT Pembangunan Investasi Kota South Tangerang on Jalan Parakan No.36, Pd. Benda, Pamulang District, South Tangerang City, Banten 15416. And The research time starts from September-November 2023, this research is carried out in stages starting from proposal preparation, proposal seminars, data processing and thesis preparation.

Population, According to Sugiyono (2020:215), "population is the number of generalized areas consisting of objects and characteristics determined by researchers and then conclusions are drawn". Meanwhile, according to Arikunto (2020:173), "the population is the entire research subject". From the definition above, it can be concluded that population is the overall characteristics or nature of subjects or objects that can be drawn as a sample. In the research, the population was employees of PT Pembangunan Kota Investasi South Tangerang, totaling 62 employees.

Sample, According to Sugiyono (2020:215), "a sample is the number and characteristics possessed by a population". according to Arikunto (2020:131), "a sample is a portion or representative of the population studied". Furthermore, according to Sugiyono (2020:81) "Sampling technique is a sampling technique for use in research". In sampling, you can use saturated sampling. According to Sugiyono (2020:82), "saturated sampling is a technique for determining samples when all members of the population are used as samples". Another term for a saturated sample is a census, where members of the population are sampled. In this research, the sample used was all employees of PT Pembangunan Kota Investasi South Tangerang, totaling 62 employees.

RESULT AND DISCUSSION

Validity Test

Based on the result of instrument testing all questionnaire items of all variables are declared valid with a calculated r value greater than the r_{table} value. Table r value all variables are reliable where the work discipline value $0,660 > 0,600$, Work Motivation $0,939 > 0,600$. Employee Performance value $0,798 > 0,600$.

Test of Classical Assumptions

Normality Test

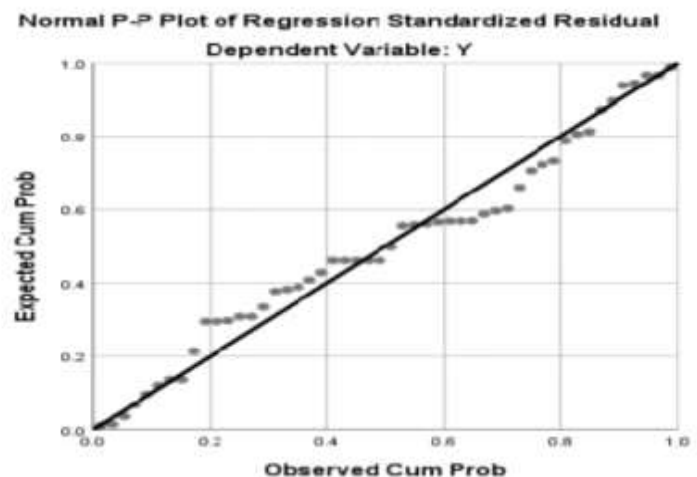


Figure 1 P-p Graph Plot Normality

The graphic image above shows the pattern of data distribution where in the form of dots or small circles spread following diagonal lines around the diagram. So it can be concluded that the probability plot graph shows a normal graphic pattern. Thus the normality test shows that the normality assumption is fulfilled.

Multicollinearity Test

Table 1 Multicollinearity Test

		Coefficients ^a				Collinearity Statistics	
		Unstandardized Coefficients	Standardized Coefficients				
Model		B	Std. Error	Beta	T	Sig.	
1	(Constant)	13.766	9.690		1.421	.161	
	Disiplin Kerja (X1)	-.050	.181	-.040	-.277	.783	.681 1.468

Motivasi Kerja (X2)	.790	.265	.429	2.983	.004	.681	1.468
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a. Dependent Variable: Kinerja Karyawan (Y).

Source: Data diolah, 2024

Based on the results of the multicollinearity test in the table above, the tolerance value for the work discipline variable is 0.681 and the work motivation variable is 0.681, this value is less than 1, and the Variance Inflation Factor (VIF) value for the work discipline variable is 1,468 and the work motivation variable is 1,468, this value is less than 10. Thus, this regression model is stated to have no multicollinearity interference.

Uji Hetersokedastisitas

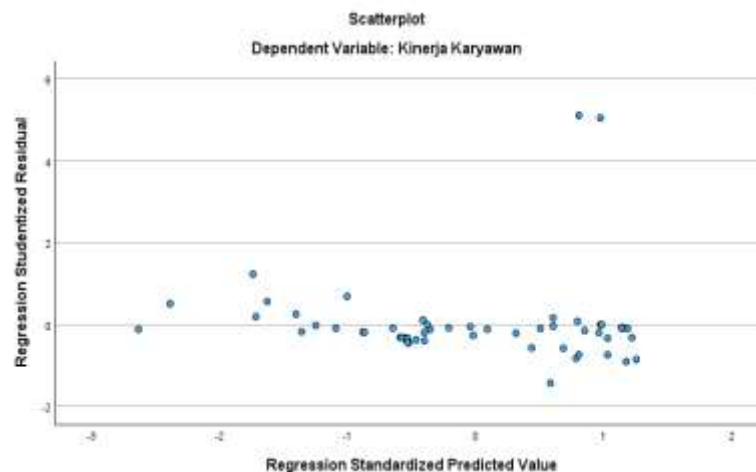


Figure 2 Scatter Plot Graph

Based on the results of the image above, the points on the scatter plot graph do not have a clear distribution pattern or do not form a particular pattern. Thus, it is concluded that there is no heteroscedasticity interference in the regression model so that this regression model is suitable for use.

Multiple Linear Regression Test

Table 2 Results of Multiple Regression Testing for Work Discipline Variables (X1) and Work Motivation (X2) on Employee Performance (Y)

Model	Coefficients ^a		Beta	t	Sig.
	Unstandardized	Standardized			
	Coefficients	Coefficients			
	B	Std. Error			

1	(Constant)	13.766	9.690	1.421	.161
	Displin kerja (X1)	.050	.181	-.040	-.277
	Motivasi kerja (X2)	.790	.265	.429	2.983

a. Dependent Variable: kinerja karyawan (Y).

Based on the results of the analysis of regression calculations in the table above, the regression equation $Y = 13,766 + 0.050 (X1) + 0.790 (X2)$ can be obtained. From the formulation above it can be concluded as follows:

A constant value of 13,766 means that if the variables of work discipline (X1) and work motivation (X2) are not considered then employee performance (Y) will only be worth 13,766 points.

A work discipline value (X1) of 0.050 means that if the constant remains and there is no change in the work motivation variable (X2), then every 1 unit change in the work discipline variable (X1) will result in a change in employee performance (Y) of 0.050 points.

A work motivation value (X2) of 0.790 means that if the constant remains and there is no change in the work discipline variable (X1), then every 1 unit change in the work motivation variable (X2) will result in a change in employee performance (Y) of 0.790 points.

Coefficient of Determination Test

Table 3 Results of Simultaneous Determinant Coefficient Testing for Work Discipline (X1) And Work Motivation (X2) on Employee Performance (Y)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.793 ^a	.628	.613	2.3834

a. Predictors: (Constant), Work Motivation (X2), Work Discipline (X1)

Source: Processed data, 2024.

Based on the test results in the table above, the coefficient of determination value is 0.628, so it can be concluded that the work discipline and work motivation variables have an effect on employee performance variables by 62.8% while the remainder is $(100-62.8\%) = 37, 2\%$ were influenced by other factors that were not researched.

T test

The effect of labor discipline on employee performance

Based on the test results in the table above, the calculated t value $> t$ table or (7.082 > 2.00030) is obtained. This is also confirmed by the p value $< \text{Sig. } 0.050$ or $(0.000 < 0.050)$. Thus, H_0 is rejected and H_1 is accepted, this shows that there is a significant influence between work discipline and employee performance.

The effect of labor work motivation on employee performance

Based on the test results in the table above, the calculated t value > t table or (3.451 > 2.00030) is obtained. This is also reinforced by the p value < Sig 0.050 or (0.000 < 0.050). Thus, Ho is rejected and H2 is accepted, this shows that there is a significant influence between work motivation and employee performance.

F Test (Simultaneous)

Based on the test results in the table above, the calculated F value > F table or (5,901 > 3.153) is obtained. This is also confirmed by the p value < sig.0.050 or (0.000 < 0.050). Thus, Ho is rejected and H3 is accepted, this shows that there is a significant simultaneous influence between work discipline and work motivation on employee performance.

CONCLUSION

Work discipline has a significant effect on employee performance with the regression equation value $Y = 34,321 + 0.255 (X1)$. The correlation coefficient value obtained is 0.735, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.540 or 54.0%, while the remaining 46.0% is influenced by other factors. Hypothesis testing obtained a calculated t value > t table or (7.082 > 2.00030). Thus, Ho is rejected and H1 is accepted, meaning that there is a significant influence of work discipline on employee performance.

Work motivation has a significant effect on employee performance with the regression equation value $Y = 13,313 + 0.749 (X2)$. The correlation coefficient value obtained is 0.637, meaning that the two variables have a moderate level of relationship. The value of determination or contribution of influence is 0.406 or 40.6%, while the remaining 59.4% is influenced by other factors. Hypothesis testing obtained a calculated t value > t table or (3,451 > 2.00030). Thus, Ho was rejected and H2 was accepted, meaning that there is a significant influence of work motivation on employee performance.

Work discipline and work motivation simultaneously have a significant effect on employee performance with the regression equation value $Y = 13,766 + 0.050 (X1) + 0.790 (X2)$. The correlation coefficient value between the independent variable and the dependent variable is 0.793, meaning it has a moderate relationship. The simultaneous determination coefficient value is 0.628 or 62.8% while the remaining 37.2% is influenced by other factors. Hypothesis testing obtained a calculated F value > F table or (5.901 > 3.153), thus Ho was rejected and H3 was accepted. This means that there is a significant influence simultaneously on work discipline and work motivation on employee performance.

Suggestion

Work Discipline The weakest statement is number 6, namely that all employees at work are guaranteed cooperation, which only achieved a score of 4.22. To make it even better, companies must carry out evaluations related to providing cooperative guarantees

which are provided by taking into account employee expectations so that employees have enthusiasm in carrying out their work.

The weakest work motivation statement is number 2, namely the company provides a comfortable resting place during break times, which only achieved a score of 4.12. To be even better, companies must provide better facilities for employee comfort so that employees feel comfortable and enthusiastic about carrying out their work.

Employee performance, the weakest statement is number 10, namely in situations where employees are urgently willing to do work that is not their job for the sake of smooth company operations, which only reaches a score of 4.08. To be even better, companies must continue to provide instructions to employees to help each other in carrying out each other's work tasks to ensure the company's goals run smoothly.

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