The Effect of Motivation and Work Discipline on the Employee Performance at PT. Tunas Rental Thamrin Jakarta

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ABSTRACT

The success of an organization is influenced by the performance of individual employees. The purpose of this research is to identify phenomenon and obtain empirical evidence as well as conclusion concerning the effect of motivation and discipline on the performance of employees at the PT. Tunas Rental (Branch Thamrin, Jakarta). The method used is a quantitative method with an associative approach. Total population in this study as many as 125 people. Samples taken as many as 95 people (respondents), based on the formula Slovin by using proportional stratified random sampling procedure. Data analysis uses validity test analysis, reliability test, classic assumption test, multiple regression analysis, correlation coefficient analysis, coefficient determination analysis, t test, and f test. From the results of simultaneous hypothesis testing, it can be concluded that motivation and work discipline have a positive and significant effect on employee performance with a coefficient of determination of 22%, while the remaining 78% is influenced by other factors. Hypothesis testing obtained the value of $F_{count} > F_{table}$ or $(12.970 > 3.100)$, thus H_0 is rejected and H_3 is accepted. This means that there is a positive and significant effect simultaneously between motivation and work discipline on employee performance at PT. Tunas Rental

Keywords: Motivation, discipline, performance

INTRODUCTION

The success of an organization is influenced by the performance of individual employees, an organization will strive to improve the performance of its employees in the hope that the company's goals can be achieved (Ad, 2013; Darmawan, 2013; Priansa, 2014; Rahadi, 2010). Performance is basically what employees do or not do. Employee performance is what influences how much they contribute to the organization including output quantity, output quality, output period, attendance at work and cooperative attitude (Edison, Anwar, & Komariyah, 2016; Sedarmayanti, 2017).

According to (Mathis Robert & Jackson John, 2001) motivation is the desire in a person that causes that person to take action. This action makes subordinates feel they have a responsibility and feel involved in the organization or company. The motivation that arises here is derived from a feeling within each individual subordinate or employee of the responsibility he entails, to be carried out as well as possible (Collins & Amabile, 2014; Fariduddin, 2005; Grant & Berg, 2012; Hobbs, 1970; Latham, 2016). To create employee performance to run effectively, it is not only driven by motivation but by having high work discipline. Discipline is a procedure that corrects or punishes subordinates for violating rules or procedures (Arisanti, Santoso, & Wahyuni, 2019; Indah Mariani, 2017; Kustiadi & Gery, 2017; Sunarsi, 2014, 2017, 2018b, 2018c, 2018a).

Discipline is a form of employee self-control and regular implementation and shows the level of sincerity of work teams in an organization (Haprabu, Daswati, Ahmad, & Salam, 2020; Singodimendjo, 2011; Sulistiyani & Rosidah, 2013; Wader, Darwis, Salam, & Baharuddin, 2020). Discipline is a management action to encourage members of the organization to meet the demands of various provisions that must be obeyed by employees. Employee discipline is a form of training that seeks to improve and shape employees' knowledge, attitudes and behavior so that employees can work cooperatively with other employees and improve their work performance (Busro, 2019; Edison et al., 2016; Michael, 2011; Rivai, 2013; Siagian, 2015; Supomo & Nurhayati, 2018).

Based on the foregoing, researchers conducted observations on the performance of employees at Tunas Rental, South Thamrin City Branch. The results of the performance appraisal indicate that employee performance is not in accordance with predetermined regulations. If seen from the standard of employee performance, in 2017 it is 64.5%, the employee's performance is far below the standard. Employees are not motivated at work due to the lack of companies in meeting the physical needs of employees, namely the provision of incentives that are not in accordance with the wishes of employees. Where in 2017 there was no increase in some types of compensation. The compensation system should satisfy the needs of employees, ensure fair treatment of them in terms of compensation and reward their performance. Besides the decline in performance is characterized by a decrease in work discipline such as; did not arrive on time, high levels of absenteeism, and lacked a high level of responsibility in carrying out their duties.

METHOD

The method used is quantitative associative, according to (Sugiyono, 2010), the associative method is a research method designed to determine the effect or relationship between two other variables. The population of this study is all employees of PT. Tunas Rental Thamrin Branch, totaling 125 employees. This study uses the Slovin formula in determining the number of samples, so that the results of 95 respondents were found. The data used in this study are primary data and secondary data. The techniques used in research are observation, interview and distribution of the questionnaire with a Likert scale. Data analysis methods used are: validity test, reliability test, classic assumption test (normality test, homogeneity, autocorrelation, multicollinearity and heterocedasticity), multiple linear regression, coefficient of determination and hypothesis testing.

RESULT AND DISCUSSION

This research was conducted on PT. Tunas Rental Thamrin City Branch located at Jl. K. H. Mas Mansyur, Kebon Melati, Tanah Abang, Central Jakarta, Indonesia.

Validity and Reliability Test

Table 1
Validity Test Results X1, X2 and Y

Statement	Value r calced variable X1	Value r calced variable X2	Value r calced variable Y	r table	Description
1	0,624	0,488	0,309	0,201	Valid
2	0,692	0,375	0,382	0,201	Valid
3	0,596	0,506	0,398	0,201	Valid
4	0,697	0,509	0,586	0,201	Valid
5	0,597	0,488	0,514	0,201	Valid
6	0,399	0,444	0,423	0,201	Valid
7	0,405	0,505	0,689	0,201	Valid
8	0,363	0,512	0,542	0,201	Valid
9	0,345	0,491	0,425	0,201	Valid
10	0,203	0,439	0,444	0,201	Valid

Source: Primary data processed

Table 1 shows that each statement in the motivation questionnaire (X1), discipline (X2) and employee performance was stated as valid because it was greater than r table.

Table 2
Reliability Test Results

No.	Variabel	Coefficient Alpha	Standar Cronbatch Alpha	Decision
1	Motivation (X1)	0,648	> 0,60	Reliable
2	Discipline (X2)	0,621	> 0,60	Reliable
3	Performance (Y)	0,613	> 0,60	Reliable

Table 2 shows that the instrument in which the questionnaire can be used more than once, at least by the same respondent will produce consistent data.

Uji Asumsi Klasik

A good regression model is having normal or near-normal data distribution.

Figure 1.

P-P Plot Data Normality Test

Source: Data processed with IBM SPSS version 22

Looking at the normal probability plot graph above, it can be concluded that the data used in this study are normally distributed.

The homogeneity test is a test of whether or not the variances of two or more distributions are equal.

Table 3.

Homogeneity Test

Test of Homogeneity of Variances				
	Levene Statistic	df1	df2	Sig.
Motivation	0,924	13	77	0,532
Discipline	1,722	13	77	0,073

Source: Data processed with IBM SPSS version 22

The table above shows that the motivation sig value is $0.532 > 0.05$ and the sig value is $0.073 > 0.05$, so H_0 is not rejected, in other words, the assumption of homogeneity of variance can be said to be fulfilled

Table 4.
Autocorrelation Test

Autocorrelation Test					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,469 ^a	0,22	0,203	3,48468	1,598

a. Predictors: (Constant), Motivation, Discipline

b. Dependent Variable: Employee performance

Source: Data processed with IBM SPSS version 22

Based on the table it can be seen that the value of Durbin Watson of 1.598 is included in the criteria of 1.55 - 2.46 it can be concluded that there is no autocorrelation in this study.

Mutilolnarity test is done to prove that between independent variables do not have multicollinearity or do not have a correlation relationship between independent variables.

Table 5
Multicollinearity Test

Model	Collinearity Statistics			
	Tolerance	Criteria	VIF	Criteria
Motivation	0,985	> 0,1	1,015	< 10
Discipline	0,985	> 0,1	1,015	< 10

a. Dependent Variable: Kinerja Karyawan

Source: Data processed with IBM SPSS version 22

Based on these results, the regression model does not occur multicollinearity or perfect correlation between independent variables, namely motivation, and discipline, because the VIF value is less than 10 and the tolerance value is greater than 0.1.

Figure 2.
Heteroscedasticity Test

Source: Data processed with IBM SPSS version 22

From Figure 2, it can be seen points that spread randomly, do not form a certain clear pattern, and are spread both above and below the number 0 (zero) on the Y-axis, so there is no heteroscedasticity.

Linear Regression

Multiple regression analysis is used to find out how much influence the independent variable (Independent), namely: work motivation (X1), and work discipline (X2) to the dependent variable (Dependent) of employee performance (Y).

Table 6.

Results of Linear Regression Analysis

Multiple linear regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,405	4,864		3,372	0,001
	Motivation	0,299	0,091	0,307	3,308	0,001
	Discipline	0,308	0,089	0,319	3,443	0,001

a. Dependent Variable: Employee Performance

Source: Data processed with IBM SPSS version 22

Based on the results of these calculations it can be obtained as follows:

$$Y = 16,405 + 0,299X_1 + 0,308X_2$$

A constant value of 16.405 means that if the motivation (X1) and discipline (X2) variables are in a constant state, then the employee's performance (Y) is 16.405. The regression value of 0.299X1 means that if the motivation variable (X1) increases by 1 unit and the discipline variable (X2) remains, then the employee's performance (Y) will increase by 0.299 units. A regression value of 0.308 X2 means that if the discipline variable (X2) increases by 1 unit, and the motivation variable (X1) is fixed, then employee performance (Y) will increase by 0.308.

The coefficient of determination is used to find out how much the contribution of work motivation (X1) and work discipline (X2) to employee performance (Y) and the results are in the form of a percentage (%).

Table 7.

Determination coefficient

**Determination Coefficient of Motivation (X₁) dan Discipline (X₂)
on Employee performance (Y)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.469 ^a	0,22	0,203	3,485

a. Predictors: (Constant), Motivation, Discipline

b. Dependent Variable: Employee performance

Source: Data processed with IBM SPSS version 22

Based on the table above, it can be seen that work motivation (X₁) and work discipline (X₂) contributed to the employee performance variable (Y) by 22,%, while the remaining 78% was influenced by other variables not examined in this study.

Hypotesis Test

Hypothesis testing is done in two stages, namely partial testing, and simultaneous testing

Table 8.

T-test of Motivation (X₁) on Employee performance (Y)

Model	t count	t table	Sig.	Explanation
Motivation	3,552	1,985	,001	Signifikan

a. Dependent Variable: Employee Performance

Source: Data processed with IBM SPSS version 22

The value of t_{count} work motivation (X₁) of $3.552 > t_{\text{table}} 1.985$ (attached) with a significant $0.001 < 0.05$ then H₀ is rejected and H_a is accepted indicating that work motivation (X₁) has a positive and significant effect on employee performance (Y) on PT. Tunas Rental Thamrin City. A clearer picture of the rejection and acceptance of the null hypothesis is shown below:

Figure 3.

Rejection and Acceptance Criteria Hypothesis X1

Table 9.

T-test Work Discipline (X₂) Against Employee Performance (Y)

Model	t count	t table	Sig.	Explanation
Discipline	3,681	1,985	,000	Signifikan

a. Dependent Variable: Employee Performance

Source: Data processed with IBM SPSS version 22

The value of discipline t_{count} (X2) of $3,681 > t_{\text{table}} 1,985$ (attached) with a significant $0,000 < 0.05$ then H_0 is rejected and H_a is accepted indicating that work discipline (X2) has a positive and significant effect on employee performance (Y) at PT. Tunas Rental. A clearer picture of the rejection and acceptance of the null hypothesis is shown below:

Figure 4.
Rejection and Acceptance Criteria Hypothesis X2

This test is performed using the F distribution by comparing the calculated F value and the F table value. If the calculated $F_{\text{count}} > F_{\text{table}}$, then H_0 which states that the variation in the change in the value of the independent variable (motivation and discipline) cannot explain the change in the value of the dependent variable (employee performance) is rejected and vice versa.

Table 10.
ANOVA

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	314,993	2	157,496	12,97	,000 ^b
	Residual	1117,15	92	12,143		
	Total	1432,15	94			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Motivation, Discipline

Sumber: Hasil Olahan Data SPSS 22

Based on table 10, the calculation results obtained by the calculated F_{count} of 12.970 with a significance level of $0.000 < 0.05$. While the F_{table} value of 3.10 (from the calculation $dk_1 = 2 = 0.05$ and $dk = 95 - 2 - 1 = 92$ obtained F table 3.10). This means that the value of $F_{\text{count}} 12.970 > F_{\text{table}} 3.10$ with a significance of $0.000 < 0.05$ thus H_0 is rejected and H_a is accepted, meaning that work motivation (X1) and work discipline (X2) influence simultaneously or jointly and significantly to employee performance at PT. Tunas Rental Thamrin Branch.

CONCLUSION

Based on the results of the data test, it was concluded that there was a positive and significant influence of work motivation and work discipline on employee performance at PT. Tunas Rental Thamrin City Branch. This can be proven from the multiple linear regression

equation, $Y = 16.405 + 0.299X_1 + 0.308X_2$, the correlation coefficient is 0.469, the coefficient of determination is 22,% and the value of F_{count} is $12.970 > F_{\text{table}} 3.10$ with a significant $0.000 < 0.05$.

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