

The Effect of Work Discipline and Motivation on Employee Performance at PT. Karuna Intermedia

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ABSTRACT

Human Resources (HR) is the most vital resource that determines the success of a company. The purpose of this study was to determine the effect of discipline and work discipline on employee work performance. The method used is descriptive method with an associative approach. The sampling technique used was proportional random sampling using the method of saturated sampling technique with a sample of 40 respondents. The analysis tool uses validity test, reliability test, classic assumption test, regression test, correlation coefficient test, coefficient of determination test and hypothesis test. The result of this study is that work discipline has a positive and significant effect on employee performance by 49.7%. Hypothesis testing is obtained $t_{count} > t_{table}$ or $(6.131 > 2.024)$, so that H_0 is rejected and H_1 is accepted meaning that there is a positive and significant influence between discipline on employee work performance. discipline has a positive and significant effect on employee performance by 45.4%. Hypothesis testing is obtained $t_{count} > t_{table}$ or $(5.625 > 2.024)$ so that H_0 is rejected and H_2 is accepted, meaning that there is a positive and significant influence between discipline on employee work performance. A simultaneous test of work discipline and discipline has a positive and significant effect on employee performance with a contribution of 58.2%, while the remaining 41.8% is influenced by other factors. Hypothesis testing obtained the value of $F_{count} > F_{table}$ or $(25.798 > 2.860)$ g thus H_0 is rejected and H_3 is accepted. This means that there is a positive and significant effect simultaneously between discipline and work discipline on employee work performance.

Keywords: Work discipline; motivation; employee performance

INTRODUCTION

One of the goals of the development of the Indonesian nation is to raise the standard of living and welfare of all the people of Indonesia. In realizing this, efforts taken by the government include encouraging and supporting the growth of various industries, both in the government and private sectors (Artiani, 2011; Solikatun, Supono, & Masruroh, 2014). With the continued progress of economic and technological activities that will continue to take effect

will result in increasingly complex problems faced by companies at this time. In this case, every company needs human resources who have high performance, so that it can provide maximum results for the company (Hasibuan, 2011; A. A. A. P. Mangkunegara, 2003; Marwansyah, 2010). So that companies can compete, the demand for awareness of the importance of the quality of Human Resources (HR) which is one of the responses in addressing these changes is very important. Quality Human Resources (HR) is very important for a company. Even the availability of quality human resources is believed to be the main key to success (Handoko, 2010; M.Pd, 2016; Mathis Robert & Jackson John, 2001; Sakban, Nural, & Bin Ridwan, 2019).

Human Resources (HR) is the most vital resources that determine the success of a company, therefore it needs to be given rights that can spur improve its performance, there are several factors that can encourage employees to improve their performance, one of which is the provision of discipline by the leader in the company to employees (A. P. Mangkunegara & Octorend, 2015; Purnama & Kempa, 2016; Rahadi, 2010; Sunarsi, 2014, 2017, 2018a, 2018b, 2018c). Good discipline reflects the magnitude of one's sense of responsibility for the tasks assigned to him (Purnama & Kempa, 2016; Reza, 2010; Rukhayati, 2018). This encourages workplace passion, and the realization of company, employee and community goals. Therefore, every manager always tries to have good discipline in his subordinates. A manager is said to be effective in his leadership if his employees are well disciplined. To maintain and improve good discipline is difficult. To get the human resources expected by the organization to contribute positively to all company activities in achieving its goals, each employee is expected to have high work discipline so that later it will increase high performance (Hidayat & Taufik, 2012; Jeli Nata Liyas & Primadi, 2017; Septiasari, 2017; Yoesana, 2013).

Given the importance of discipline for each employee, the company needs to continue to maintain that employee discipline does not decrease. One thing that every employee needs to understand is working because he wants to meet his needs, both the needs that are realized and the needs that are not realized. Meeting these needs will certainly discipline employees at work to increase and have an impact on a good performance and help the company achieve its goals.

METHOD

The type of data used is quantitative with primary data sources by distributing questionnaires which are then carried out tabulation and feasibility analysis as well as secondary data from the various scientific literature. The population in this study were employees of PT. Karuna Intermedia. Sampling was used as a saturated sampling technique that is 60 employees. The instrument testing uses validity and reliability tests. From the validity and reliability test stated valid and reliable, this is evidenced by the value of $r_{count} > r_{table}$, likewise, the instrument used is appropriate and feasible to be forwarded to the next test. Testing for normality using Kolmogorov Smirnov obtained significance greater than 0.50 and thus declared normal. Multicollinearity testing obtained tolerance values <1 and $IF <10$ so that it was concluded there was no interference with multicollinearity. Autocorrelation testing obtained the value of Durbin-Watson at an interval of 1.550 - 2.460, thus this regression model does not have autocorrelation. Heteroskedastisitas testing with Glejser test obtained significance values greater than 0.05 so it was concluded that there was no interference with heteroscedasticity.

RESULT AND DISCUSSION

Since its establishment in 1995, PT. Karuna Intermedia now has approximately 40 employees with a number of customers reaching approximately 2,000 per year. With increasingly fierce competition. PT. Karuna Intermedia. Must try to improve performance in order to gain

confidence from the community, so that all activities are achieved in accordance with expectations

Multiple Linear Regression Analysis.

This multiple regression test is intended to find out how much influence the variables X1 and X2 on the Y variable. In this study work discipline (X1) and motivation (X2) on employee performance (Y). The following are the results of processed regression data with SPSS version 24 which can be seen in the following table:

Table 1.
Results of Multiple Regression Processing Work Discipline Variables (X1) and Motivation (X2) on Employee Performance (Y)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,410	4,235		2,222	,032
	Work Discipline (X1)	,419	,124	,464	3,368	,002
	Motivation (X2)	,350	,127	,378	2,746	,009

a. Dependent Variable: Employee Performance (Y)

Based on the results of the regression calculations in the above table, the regression equation $Y = 9,410 + 0,419X1 + 0,350X2$ can be obtained. A constant value of 9,410 means that if the variables of work discipline (X1) and motivation (X2) are absent then there is an employee performance value (Y) of 9,410 points. A value of 0.419 is interpreted if the constant is constant and there is no change in the motivation variable (X2), then every 1 unit change in the work discipline variable (X1) will result in a change in employee performance (Y) of 0.419 points. A value of 0.350 is interpreted if the constant is constant and there is no change in the work discipline variable work discipline (X1), then every 1 unit change in the motivation variable (X2) will result in changes in employee performance (Y) of 0.350 points.

Analysis of the Coefficient of Determination (R Square).

Analysis of the coefficient of determination is intended to find out the percentage strength of the relationship between the independent variables on the dependent variable both partially and simultaneously), in this study is the variable work discipline (X1) and motivation (X2) on employee performance (Y). Following are the results of the calculation of the coefficient of determination processed with SPSS version 24, as follows:

Table 2.
Results of Partial Determination Coefficient Analysis Between Work Discipline Variables (X1) Against Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,705 ^a	,497	,484	2,544

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

Based on the test results in the table above, R-square value (determination coefficient) of 0.497 is obtained, it can be concluded that the Work Discipline variable (X1) influences the employee Performance variable (Y) of 49.7% while the remaining 50.3% influenced by other factors.

Table 3.
 Partial Results of the Coefficient of Determination Analysis Between Motivation Variables (X2) Against Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,674 ^a	,454	,440	2,650

a. Predictors: (Constant), Motivasi (X2)

Based on the test results in the above table, R-square value of 0.454 is obtained, it can be concluded that the motivation variable (X2) influences the employee performance variable (Y) of 45.4% while the remaining 54.6% is influenced by other factors.

Table 4.
 Simultaneous Determination Coefficient Analysis Results Work Discipline (X1) and Motivation (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,763 ^a	,582	,560	2,350

a. Predictors: (Constant), Motivasi (X2), Disiplin Kerja (X1)

Based on the test results in the above table, the R-square value of 0.582 is obtained, so it can be concluded that the disciplinary variable (X1) and work discipline (X2) influence the employee performance variable (Y) of 58.2% while the remaining 41.8 % is influenced by other factors that were not carried out by the study.

Hypothesis Test

To test the hypothesis of work discipline variables (X1) and motivation (X2) on employee performance (Y) performed with a statistical test t (partial test). The test results are as follows:

Table 5.
 T-Test Results for Work Discipline Variables (X1)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,502	4,122		3,518	,001
	Work Discipline (X1)	,637	,104	,705	6,131	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the above table, the value of $t_{count} > t_{table}$ or $(6.131 > 2.024)$ is also strengthened by the value of ρ value $< Sig.0.05$ or $(0,000 < 0.05)$. Thus, H0 is rejected and H1 is accepted.

Table 6.
T-Test Results for Motivational Variables (X2)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	15,271	4,354		3,507	,001
	Motivation (X2)	,624	,111	,674	5,625	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the above table, the value of $t_{count} > t_{table}$ or $(5.625 > 2.024)$ is also strengthened by the value of ρ value $< Sig.0.05$ or $(0,000 < 0.05)$. Thus, H_0 is rejected and H_2 is accepted

To test the effect of work discipline and discipline variables simultaneously on employee performance is carried out by the statistical test F (simultaneous test) with a significance of 5%.

Table 8.
Simultaneous Hypothesis Results (F-Test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	284,838	2	142,419	25,798	,000 ^b
	Residual	204,262	37	5,521		
	Total	489,100	39			

Based on the test results in the above table, the calculated $F_{count} > F_{table}$ or $(25.798 > 2.860)$ is also strengthened by the ρ value $< Sig.0.05$ or $(0,000 < 0.05)$. Thus, H_0 is rejected and H_3 is accepted, this shows that there is a positive and significant effect simultaneously between work discipline and discipline on employee performance in the discipline.

CONCLUSION

Based on the results of the study found that work discipline has a positive and significant effect on employee performance with a correlation value of 0.705 which means it has a strong influence. Motivation has a positive and significant effect on employee performance with a correlation value of 0.674 which means it has a strong influence. Work discipline and motivation have positive and significant effect on employee performance with a regression equation $Y = 9,410 + 0,419X_1 + 0,350X_2$. The value of determination was 58.2% while the remaining 41.8% was influenced by other factors. Hypothesis testing obtained the value of $F_{count} > F_{table}$ or $(25.798 > 2.860)$, it is also strengthened with a probability of $0,000 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a positive and significant effect simultaneously between work discipline and discipline on employee performance.

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