The Influence of Discipline and Motivation on Employee Performance in PT Panca Usaha Lestari in Jakarta

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ABSTRACT

Enforcing discipline is important for the company, because discipline contains rules that employees must obey. This study aims to determine the effect of discipline and motivation on employee performance at PT. Panca Usaha Sustainable in Jakarta. The method used was explanatory research with a sample of 62 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this study have a significant effect on discipline employee performance by 47.1%, hypothesis testing obtained significance $0,000 < 0.05$. Motivation has a significant effect on employee performance by 38.7%, hypothesis testing obtained significance $0,000 < 0.05$. Discipline and simultaneous significant effect on employee performance by 56.9%, hypothesis testing obtained significance of $0,000 < 0.05$.

Keywords: Discipline; motivation; employee performance.

INTRODUCTION

The role of human resources in the company is very important, considering that employees as executors of achieving the goals expected by the company (Hasibuan, 2018; Sunyoto, 2012; Yani, 2011). Therefore it is important that company management always provides direction and motivation and also ensures that all regulations in the company can be adhered to properly by all employees at management level until employees are at a low level (Chairil, 2017; Ningsi, Alhabsji, & Utami, 2016; Tahir, 2016).

Work discipline that is not going well will have an impact on the progress of the organization. Without good discipline in employees, it is difficult for organizations to achieve optimal results. Undisciplined (Indisciplinary) action will have an impact on the growth of the company's organization. Discipline is also said as a means to train and educate people on rules so that there is compliance and so that it can run in a thin and orderly manner in the organization. Company regulations are made of course aimed at being able to be obeyed by employees both from obedience of employees in keeping work time, obedience in complying with all the rules in the company, compliance with employee behavior in carrying out their duties and obligations, employee obedience in upholding legal norms and other rules.

Enforcing discipline is important for the company, because it contains regulations that employees must obey (Dul et al., 2012; Pacione, 2015; Saleh, 2014). With discipline is expected to make work as efficient as possible. Work discipline can be seen as something of great benefit, both for the benefit of the organization and for the employees. For organizations the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained (Gomes, 2003; Karpoff, 2012; Prihantoro, 2012;

Sedarmayanti, 2017). Whereas employees will get a pleasant working atmosphere so that it will increase the morale in carrying out their work. Employees must also have a high sense of responsibility to show our discipline in work, such as doing the assigned tasks and completing them on time. Disciplined workers not only always accept assigned tasks, completing tasks perfectly are also a form of responsibility for work (Azwar, 2015; Busro, 2019; Sinambela, 2016; Susanto, 2019)

Motivation will arise if people already feel fulfilled all their needs, therefore if their needs are not met it will lead to problems that lead to several cases that often occur in companies such as labor strikes, demands for wage increases and so forth, this is a sign that there is dissatisfaction felt by employees of the company. The role of motivation is to intensify these desires and desires, therefore it can be concluded that efforts to increase one's morale will always be related to motivating efforts so that to carry out good motivation needs to know human needs (Astuti, Saleh, Baharuddin, & Salam, 2016 ; Fatonah, Purnomo, & Salam, 2019). With the influence of motivation, work discipline and job satisfaction will make employees more advanced (Dapu, 2015; Marwanto & Nugroho, 2014; Sutrisno, Fathoni, & Minarsih, 2016). Performance can be achieved by companies by building all elements within the company to be able to work effectively. According to (Mangkunegara, 2003) the notion of performance is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him.

METHOD

The type of research used is associative, where the aim is to find out the connection between. The population in this study amounted to 62 employees of PT. Panca Usaha Sustainable in Jakarta The sampling technique in this study is saturated sampling, where all members of the population are sampled. Thus the sample in this study amounted to 62 respondents. In analyzing the data used the instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing.

RESULT AND DISCUSSION

Important factors that influence employee performance are work motivation, work discipline and job satisfaction so that goals can be achieved. The influence of motivation from superiors and companies is very important in order to improve employee welfare and discipline that grows from oneself is very important in order to arise a sense of responsibility in work. There is a sense of reciprocity in accordance with what has been done, employees will feel satisfaction. With the influence of motivation, work discipline and job satisfaction will make employees more advanced.

Descriptive Analysis

In this test used to determine the highest minimum and maximum scores, ratting scores and standard deviations of each variable. The results are as follows:

Table 1
Statistical Descriptive Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Work Discipline (X1)	62	31	48	38.19	4.288
Motivation (X2)	62	31	48	38.26	3.887
Employee Performance (Y)	62	33	46	39.27	3.636
Valid N (listwise)	62				

Discipline obtained a minimum variance of 31 and a maximum variance of 48 with a ratting score of 38.19 with a standard deviation of 4.288. Motivation obtained a minimum variance of 31 and a maximum variance of 48 with a ratting score of 38.26 with a standard deviation of 3.887. Employee performance obtained a minimum variance of 33 and a maximum variance of 46 with a ratting score of 39.27 with a standard deviation of 3.636.

Multiple Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2
Multiple Regression Testing Results

Coefficients [a]					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	10,081	3,373		2,989	.004
Work Discipline (X1)	.422	.085	498	4,987	.000
Motivation (X2)	342	.93	366	3,663	.001

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the above table, the regression equation Y = 10.081 + 0.422X1 + 0.342X2 is obtained. A constant of 10,081 means that if there is no discipline and motivation, there is an employee performance value of 10,081 points. Discipline regression coefficient of 0.422, this number is positive, which means that every time there is an increase in discipline of 0.422, the employee's performance will also increase as big as 0.422 points. The regression coefficient of motivation is 0.342, this number is positive, meaning that every time there is an increase in motivation by 0.342, the employee's performance will also increase by 0.342 points.

Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the degree of relationship strength of the independent variables on the dependent variable either partially or simultaneously. The test results are as follows:

Table 3.
Discipline Correlation Coefficient Testing Results on Employee Performance.

Correlations[b]

		Disiplin Kerja (X1)	Kinerja Karyawan (Y)
Work Discipline (X1)	Pearson Correlation	1	.686[**]
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.686[**]	1
	Sig. (2-tailed)	.000	

[**]. Correlation is significant at the 0.01 level (2-tailed).
b. Listwise N=62

Based on the test results obtained a correlation value of 0.686 means that discipline has a strong relationship with employee performance.

Table 4
Test Results Correlation Coefficient Motivation on Employee Performance.

Correlations [b]

		Motivation (X2)	Employee Performance (Y)
Motivation (X2)	Pearson Correlation	1	.622[**]
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.622[**]	1
	Sig. (2-tailed)	.000	

[**]. Correlation is significant at the 0.01 level (2-tailed).
b. Listwise N = 62

Based on the test results obtained a correlation value of 0.622 means that motivation has a strong relationship with employee performance.

Table 5
The Results of Disciplinary Correlation Coefficient Testing and Simultaneous Motivation on Employee Performance.

Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.754 [a]	.569	.554	2,427

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

Based on the test results obtained by the correlation value of 0.754 means that discipline and motivation simultaneously have a strong relationship to employee performance.

Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6
Discipline Determination Coefficient Testing Results on Employee Performance.

Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.686 [a]	.471	.462	2,666

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

Based on the test results obtained a determination value of 0.471 means that discipline has an influence contribution of 47.1% on employee performance.

Table 7
Motivation Determination Coefficient Testing Results on Employee Performance.

Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.622 [a]	.387	.377	2,869

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

Based on the test results obtained a determination value of 0.387 means that motivation has an influence contribution of 38.7% on employee performance.

Table 8
Determination Coefficient Test Results Discipline and Motivation on Employee Performance.

Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.754 [a]	.569	.554	2,427

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

Based on the test results obtained a determination value of 0.569 means that discipline and motivation simultaneously have an influence contribution of 56.9% on employee performance, while the remaining 43.1% is influenced by other factors.

Hypothesis testing

Hypothesis testing with t test is used to find out which partial hypotheses are accepted.

Table 9
Disciplinary Hypothesis Test Results on Employee Performance.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	17.049	3.059		5.573	.000
	Disiplin Kerja (X1)	.582	.080	.686	7.310	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results on the table above, the value of $t_{count} > t_{table}$ or (7.310> 2,000) is obtained, thus the first hypothesis proposed that there is a significant influence between discipline on employee performance is accepted.

Table 10
Motivation Hypothesis Test Results on Employee Performance.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	17.005	3.634		4.680	.000
	Motivasi (X2)	.582	.095	.622	6.160	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the above table, the value of $t_{count} > t_{table}$ or (6.160> 2,000) is obtained , thus the second hypothesis proposed that there is a significant influence between motivation on employee performance is accepted.

Hypothesis testing with the F test is used to find out which simultaneous hypotheses are accepted.

Table 11.
Disciplinary Hypothesis Test Results and Motivation Against Employee Performance.

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	458,839	2	229,420	38,952	.000 [b]
	Residual	347,499	59	5890		
	Total	806,339	61			

a. Dependent Variable: Employee Performance (Y)
b. Predictors: (Constant), Motivation (X2), Work Discipline (X1)

Based on the test results in the table above, obtained the value of $F_{Count} > F_{table}$ or (38,952> 2,760), thus the third hypothesis proposed that there is a significant influence between discipline and motivation on employee performance is accepted.

CONCLUSION

Based on the results of research conducted, it was found that discipline had a significant effect on employee performance with an influence contribution of 47.1%. Hypothesis testing obtained values of $t_{count} > t_{table}$ or (7.310> 2,000). Motivation has a significant effect on employee performance with an influence contribution of 38.7%. Test hypothesis obtained by value $t_{count} > t_{table}$ or (6,160> 2,000). Discipline and motivation have a significant effect on employee performance with a contribution of 56.9% while the remaining 43.1% is influenced by other factors. Hypothesis testing obtained the value of $F_{count} > F_{table}$ or (38.952> 2.760).

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