



Effect of Work Discipline and Motivation on Employee Performance at PT. Hafele Indotama

Indah Khairunnisa¹, Aris Ariyanto²

^{1,2}Universitas Pamulang

indahkhairunnisa100@gmail.com¹, dosen02492@unpam.ac.id²

Article Information

Received: June 2, 2022

Revised: June 6, 2022

Online: June 25, 2022

Keywords

Work Motivation, Work Discipline, Employee Performance

Abstract

The purpose of this study was to determine the effect of work discipline (X1) and work motivation (X2) partially and simultaneously on the performance of employees of PT. Hafele Indotama. The type of research used in this research is descriptive quantitative research. This study took a population of employees of PT. Hafele Indotama consists of 90 people. The methods used are observation, interviews, and questionnaires. In the results of the validity test $r_{count} > r_{tabel}$ $n = 90 - 2$ namely $88 = 0,205$. The reliable test of work discipline $0,737 > 0,60$. The reliable test of work motivation $0,720 > 0,60$. The reliable test of employee performance $0,656 > 0,60$. The normality test Kolmogorov-Smirnov the Monte Carlo Sig. (2-tailed) and significant results are $0,205$. The Work Discipline Variable has a significant effect on employee performance with regression equation $Y = 23,973 + 0,470 X1$. The results of the t count $> t$ table are $2,163 > 1,986$. Thus H_01 is rejected and H_a1 is accepted, the variables of Work Motivation has no significant effect on employee performance with regression equation $Y = 26,944 + 0,364 X2$. The results of the t count $> t$ table are $1,108 < 1,986$. Thus H_02 is accepted and H_a2 is rejected. Work Discipline and Work Motivation variables of have a significant effect on Employee with regression equation is $Y = 20,617 + 0,387X1 + 0,200X2$. in the results of test f count $> f_{table}$ are $4,803 > 3,10$. Thus H_03 is rejected and H_a3 is accepted, meaning that simultaneously or simultaneously the variables of Work Discipline and Work Motivation have a positive and significant effect on Employee Performance at PT. Hafele Indotama.

INTRODUCTION

The success of a company is not always measured by how much money it has, but there are other things that are more important, namely Human Resources (HR) in a company. In the current era of globalization, it is very necessary to have quality human resources because the progress of a company depends on the quality of its human resources or employees. The better the quality of employees of a company, the higher the level of discipline possessed by the employee. Employees are valuable assets that need to be considered and nurtured properly so that a company must pay attention to every detail of programs related to human resource development in order to produce competent and highly disciplined employees.

In the process, every company is required to have good management. A company if it has good management can definitely increase the company's effectiveness. When viewed from the performance of a company, it will certainly experience ups and downs in line with the ups and downs of employee performance in the company itself. This indicates that there is a positive relationship between company employees and the company where they work.

PT. Hafele Indotama is a company engaged in the business of leading German quality hardware for the carpentry and building industries, architects, interior designers, and developers.

Based on the observations made by the author, PT Hafele Indotama has 90 employees and the company also has the slogan "Be On Time Because It Shows You Care" which means that the company applies work discipline well because it is disciplined. Work has an influence on employee performance.

METHODS

The type of research used in this research is quantitative associative research. Quantitative research is a systematic scientific study of the parts and phenomena and the causality of their relationships. Associative Research According to (Sujarweni 2015, 16) associative research is: "Research aims to determine the relationship between two or more variables. With this research, a theory can be built that can function to explain, predict and control a symptom". The purpose of quantitative research is to develop and use systematic models, theories or hypotheses related to nature.

According to Sugiyono, (2012) "quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative / statistics with the aim of testing the established hypotheses. Quantitative data are expressed in the form of numbers.

According to Sugiyono (2017) research variables are everything in any form determined by the researcher to be studied so that information is obtained about it, then conclusions are drawn.

Variables are divided into two, namely the dependent variable and the independent variable. The dependent variable (bound) is a variable whose value depends on the value of another variable (Y), and the independent variable (free) is a variable whose value does not depend on other variables (X).

Questionnaire is a data collection technique by using and providing a list of questions that have been prepared and then distributed to each respondent to be filled out and answered.

The technique of collecting data with questionnaires is carried out by researchers by distributing questionnaires to respondents (employees) in the form of statements consisting of statements about work discipline, work motivation and employee performance. The statement consists of five ratings referring to the Likert Scale.

The scale used is a Likert scale where each answer is given a weighted value as follows:

Likert Scale Score

| Answer | Score |
|-------------------------|-------|
| SS (Very Agree) | 5 |
| S (Agree) | 4 |
| RR (Hesitant) | 3 |
| TS (Disagree) | 2 |
| STS (Strongly Disagree) | 1 |

The data analysis technique used by the author in measuring the results of this study is by using validity and reliability tests, classical assumption test (normality test) with multicollinearity test, heteroscedasticity test and simple linear regression analysis, multiple linear regression analysis and hypothesis testing with statistical tests. t (partial test) and f statistical test (simultaneous and joint test).

RESULT DAN DISCUSSION

The t-test was used to prove the significant effect between the independent variables on the dependent variable. Where if the value of $t_{count} > t_{table}$ indicates the acceptance of the proposed hypothesis and to determine the effect of the variables of Work Discipline and Work Motivation on Employee Performance.

As a comparison to see the significant effect, the criteria for a significant level of 5% (0.05) are used and compare t_{count} with t_{table} with the following criteria:

The t-test was used to prove the significant effect between the independent variables on the dependent variable. Where if the value of $t_{count} > t_{table}$ indicates the acceptance of the proposed hypothesis and to determine the effect of the variables of Work Discipline and Work Motivation on Employee Performance.

As a comparison to see the significant effect, the criteria for a significant level of 5% (0.05) are used and compare t_{count} with t_{table} with the following criteria:

- 1) If $t_{count} > t_{table}$ then H_0 is rejected H_a is accepted
- 2) If $t_{count} < t_{table}$ then H_0 is accepted H_a is rejected

Tabel 4.19 Uji t Coefficientsa

| Model | Unstandardized Coefficients | | | Standardized Coefficients | | | Sig. | Collinearity Statistics | |
|---------------------|-----------------------------|------------|------|---------------------------|------|-----------|------|-------------------------|-------|
| | B | Error Std. | Beta | t | | Tolerance | | VIF | |
| (Constant) | 20.617 | 5.39 | | 3.722 | .000 | | | | |
| Disiplin Kerja (X1) | .387 | .179 | .242 | 2.163 | .033 | .824 | | 1.213 | 1.213 |
| Motivasi Kerja (X2) | .200 | .181 | .124 | 1.108 | .271 | .824 | | 1.213 | 1.213 |

a. Dependent Variable: Kinerja Karyawan (Y)

Sources: Processed data with SPSS 26, 2022

From the test results above, it can be seen that:

- 1) The Effect of Work Discipline on Employee Performance has a t_{count} value of 2.163 and a significant value of 0.033 so it can be concluded that Work Discipline has a positive and significant effect on Employee Performance, as evidenced by the t_{count} value of 2.163 > t_{table} 1.986 and a significant value of 0.033 > 0.05. So it can be concluded that H_0 is rejected and H_a is accepted.

- 2) The effect of work motivation on employee performance has a tcount value of 1.108 and a significant value of 0.271 so it can be concluded that work motivation has no positive and significant effect on employee performance, as evidenced by the tcount value of $1.108 < t_{table}$ 1.986 and a significant value of $0.271 > 0.05$. So it can be concluded that H_0 is accepted and H_a is rejected.

Simultaneous Effect (f test)

The f test is used to determine the effect of the independent variables on the dependent variable simultaneously, namely the work discipline and work motivation variables simultaneously affect employee performance.

As a comparison to see the significant effect, the criteria for a significant level of 5% (0.05) are used and compare tcount with ttable with the following criteria:

- 1) If $f_{count} > f_{table}$ then H_0 is rejected and H_a is accepted
- 2) If $f_{count} < f_{table}$ then H_0 is accepted and H_a is rejected

1) The Effect of Work Discipline on Employee Performance

Based on the results of the study, it was proven that the Work Discipline variable had a significant effect on employee performance. the results of the t-test showed that the value of $t_{count} > t_{table}$ was $2.163 > 1.986$ and a significant value of $0.033 < 0.05$. Then it can be obtained that H_0 is rejected and H_a is accepted, meaning that partially the Work Discipline variable has an effect on Employee Performance.

2) The Effect of Work Motivation on Employee Performance

Based on the results of the study, it was proven that the work motivation variable had no significant effect on employee performance. on the results of the t test, the results of the $t_{count} < t_{table}$ are $1.108 < 1.986$ and the significant value is $0.271 < 0.05$. Then it is obtained that H_0 is accepted and H_a is rejected, meaning that partially the work motivation variable has no effect on employee performance.

3) The Influence of Work Discipline and Work Motivation on Employee Performance

Based on the results of the study, it was proven that the variables of Work Discipline and Work Motivation had a significant effect on employee performance. In the results of the f test, the results of the value of $f_{count} > f_{table}$ are $4.803 > 3.10$ and a significant value of $0.011 < 0.05$, it can be concluded that H_0 is rejected and H_a is accepted, meaning that together or simultaneously the variables of Work Discipline and Work Motivation have a positive and positive effect. significant impact on employee performance at PT Hafele Indotama.

CONCLUSIONS AND SUGGESTIONS

Based on the results of research and data analysis conducted in this study, the authors can draw several conclusions as follows:

1. Work discipline at PT. Hafele Indotama has a significant effect on employee performance with the regression equation $Y = 23.973 + 0.470 X_1$. Hypothesis test obtained $t_{count} > t_{table}$ that is $2.163 > 1.986$. Thus H_{01} is rejected and H_{a1} is accepted, meaning that there is a significant influence between work discipline on employee performance.
2. Work motivation at PT. Hafele Indotama has no significant effect on employee performance with the regression equation $Y = 26.944 + 0.354 X_2$. Hypothesis test obtained $t_{count} < t_{table}$ that is $1.108 < 1.986$. . Thus H_{02} is accepted and H_{a2} is rejected, meaning that there is no significant influence between motivation on employee performance.
3. The influence of work discipline and motivation simultaneously affects employee performance at PT Hafele Indotama, with the regression equation $Y = 20.617 + 0.387 X_1 + 0.200 X_2$. Hypothesis test obtained value of F arithmetic $> F_{table}$ that is $4.803 > 3.10$. Thus H_{03} is rejected and H_{a3} is

accepted, meaning that there is a simultaneous significant influence between work discipline and motivation on employee performance at PT Hafele Indotama.

REFERENCES

- Dessler, G. (2015). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Edy, S. (2011). *Manajemen Sumber Daya Manusia*. Penerbit: Jakarta, Kencana.
- Edy Sutrisno. (2014). *Manajemen Sumber Daya Manusia*. Pranada Media Group, Jakarta.
- Edy, Sutrisno, (2016), *Manajemen Sumber Daya Manusia*, Kencana Prenada Media Group, Jakarta.
- Hamali, A. Y. (2018). *Pemahaman Sumber Daya Manusia*. Yogyakarta: PT Buku Seru
- Hasibuan, M. S. (2014). *Manajemen Sumber Daya Manusia*. Jakarta, Penerbit : Bumi Aksara.
- Hasibuan, M. S. P. (2016). *Manajemen Sumber Daya Manusia*. Penerbit Bumi Aksara.
- Hasibuan, Malayu S.P. (2017). *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Bumi Aksara
- Kastra, W. J. (2012). *Library Management*. Retrieved from Gudang Teori: <https://sites.google.com/site/gudangteori/online-bible>
- Malayu S.P Hasibuan. (2017). *Manajemen Sumber Daya Manusia*,. Jakarta: PT Bumi Aksara.
- RADeRozarie, D. C. (2017). *MANAJEMEN SUMBER DAYA MANUSIA (Edisi Revisi)*
- Rivai, V. (2011). *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori ke Praktik*. Jakarta: Rajawali Press.
- Robbins dan Judge, 2011, *Perilaku Organisasi*, Edisi 12, Salemba Empat
- S.P, Hasibuan, M. (2013). *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.
- Simamora, H. (2015). *Manajemen Sumber Daya Manusia*. Yogyakarta: STIEY.
- Sinambela, L. P. (2016). *Reformasi Pelayanan Publik Teori, Kebijakan dan Implementasi*. PT. Bumi Aksara, Jakarta.
- Sugiyono. (2012). *Metode Penelitian Kuantitatif Kualitatif dan R&B*. Bandung: Alfabeta.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung : Alfabeta, CV.
- Veithzal Rivai. (2014). *Manajemen Sumber Daya Manusia untuk Perusahaan (edisi ke 6)*. PT. Raja Grafindo Persada, Depok, 16956.
- Wibowo. (2013). *Perilaku dalam Organisasi*. Jakarta: PT. Raja Grafindo Persada.
- Winardi. (2011). *Kepemimpinan dalam Manajemen*,. PT. Rineka Cipta. Jakarta.
- Wiratama Jaka Nyoman I, S. K. D. (2013). *Pengaruh Kepemimpinan, Diklat, dan Disiplin Kerja Terhadap Kinerja Karyawan PDAM Tirta Mangutama Kabupaten Badung*. Fakultas Ekonomi Universitas Udayana, Bali - Indonesia.
- Bactiar Arifudin Husain. (2018). *Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan (pada PT. Bank Danamon Tbk Cabang Bintaro)*. *Jurnal Disrupsi Bisnis, Vol.1, No.1*.

- Faustyna Jumani. (2015). Pengaruh Pengembangan Karir dan Disiplin Kerja Terhadap Kinerja karyawan pada PT. Pelabuhan Indonesia (Persero) I. *Jurnal Ilmiah Manajemen Dan Bisnis*, Vol.15, No.01.
- Hendri Sembiring. (2020). Pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan pada Bank Sinarmas Medan. *Jurakunman (Jurnal Akuntansi Dan Manajemen)*, Vol.13, No.1.
- Muhamad Rizky Audi, Aris Ariyanto. (2021). Pengaruh Disiplin Kerja dan Gaya Kepemimpinan Terhadap Kinerja Karyawan Pada PT. Swastika Anugraha Mahardika. *Jurnal HUMMANSI (Humaniora, Manajemen, dan Akuntansi)*, Vol 4 No 2.
- Syahara Amalia, M. F. (2016). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan pada PT. Gramedia Asri Media Cabang Emerald Bintaro. *Jurnal Computech & Bisnis*, Vol.10, No.2.
- Udin Putra, Bakri Hasanuddin, W. W. (2018). Pengaruh Motivasi Kerja dan Kompensasi Terhadap Kinerja Karyawan pada PT. Balindo Manunggal Bersama Kota Palu. *Jurnal Ilmu Manajemen Universitas Tadulaku*, Vol.4, No.1