



The Influence of Discipline and Work Motivation on Employee Performance at PT. Bino Mitra Sejati Kabupaten Bogor

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Abstract

Abstract. The aim of this research is to determine the influence of discipline and work motivation on the performance of Bogor district employees. The method used is quantitative. The sampling technique used saturated sampling and a sample of 86 respondents was obtained. Data analysis uses validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, coefficients of determination and hypothesis testing. The results of this research are that discipline has a significant effect on employee performance with a coefficient of determination value of 75.1% and the hypothesis test obtained $t_{count} > t_{table}$ or $(15.914 > 2.009)$. Work motivation has a significant effect on employee performance with a coefficient of determination value of 68.4% and hypothesis testing obtained $t_{count} > t_{table}$ or $(13.488 > 2.009)$. Discipline and work motivation simultaneously have a significant effect on employee performance with the regression equation $Y = 0.798 + 0.751X_1 + 0.684X_2$. The coefficient of determination value is 79.8% while the remaining 21.1% is influenced by other factors. Hypothesis testing obtained a calculated F value $> F_{table}$ or $(164,164 > 2.790)$.

1. INTRODUCTION

Human resources are an important factor in an organization or company. In order for management activities to run well, the company must have employees who are knowledgeable and highly skilled and strive to manage the company as optimally as possible so that employee performance increases. Especially in the current era, companies have to be extra selective in choosing human resources who are competitive, capable and have high competitiveness.

Every company always wants the productivity of each employee to increase. To achieve this, companies must provide good motivation to all their employees so they can achieve work achievements and improve performance. According to (Suyonto, 2012: 11) a person's motivation is influenced and stimulated by desires, fulfillment of needs as well as goals and satisfaction. Stimulation arises from within and from outside, this will create encouragement for someone to carry out activities. In making efforts to improve this performance, PT. Bino Mitra Sejati provides several efforts aimed at motivating the work of its employees. This effort is to provide several work facilities that really support increasing productivity for all employees. However, there are components that the company has not provided, namely the lack of appreciation in the form of annual bonuses and the absence of development training.

Apart from that, one of the factors that really influences performance is the discipline factor. According to Edy Sutrisno (2016:89) Work discipline is a person's behavior in accordance with existing regulations, work procedures or discipline is attitudes, behavior and actions that comply with the organization's regulations, both written and unwritten. For organizations, the existence of work discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained. As for employees, they will get a pleasant working atmosphere so that it will increase work enthusiasm in its implementation, the problems that occur at PT. Bino Mitra Sejati stated that the level of discipline is still low, where there are still employees who are late, violate the rules and so on.

It is felt that the imposition of sanctions is less firm and does not have a deterrent effect. Apart from that, other regulations cannot be obeyed. Every SOP set by the company for work is expected to be implemented by employees, but there are still some employees who do not comply with the applicable SOP. From the problems mentioned above, it can be said that motivation and discipline are still low, which has an impact on decreasing employee performance at PT. Bino Mitra Sejati.

2. METHOD

This type of research uses quantitative methods with an associative approach. The research was conducted at PT. Bino Mitra Sejati which is located at Jl. Olympic Raya Blok A 8 9 Industrial Area, Sentul, Kec. Citeureup, Bogor Regency, West Java 16810. Data Collection Techniques using: Library Research such as by conducting a review study of books, literature, notes and reports that are related to the problem being solved, so that the secondary data obtained is more accurate. Field Research Studies by: Observation, interviews, questionnaires and documentation. The sampling technique used saturated sampling and a sample of 86 respondents was obtained. Data analysis uses validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, coefficients of determination and hypothesis testing.

3. RESULT AND DISCUSSION

Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, rating scores and standard deviation of each variable. The results are as follows:

Table 1. Descriptive Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kedisiplinan	86	15.00	47.00	37.2209	5.93177
Motivasi Kerja	86	16.00	46.00	36.5581	5.58486
Kinerja	86	11.00	47.00	37.4884	5.80820
Valid N (listwise)	86				

Discipline obtained a minimum variance of 15 and a maximum variance of 47 with a standard deviation of 5.93. Work Motivation obtained a minimum variance of 16 and a maximum variance of 46 with a standard deviation of 5.58. Performance obtained a minimum variance of 11 and a maximum variance of 47 with a standard deviation of 5.80.

Verification Analysis

This analysis is intended to determine the influence of the independent variable on the dependent variable. The test results are as follows:

a) Simple Linear Regression Analysis

This regression test is intended to determine how much influence variables X1 and The following are the results of regression processing with SPSS Version 26, as follows:

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

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.730	1.957		1.395	.167
	Kedisiplinan	.559	.082	.571	6.850	.000
	Motivasi	.382	.087	.367	4.410	.000

a. Dependent Variable: Kinerja

Based on the test results in the table above, the regression equation $Y = 2.730 + 0.559X1 + 0.382X2$ can be obtained. From the equation above it can be concluded as follows:

- 1) A constant value of 2.730 means that if there is no change in the work discipline (X1) and work motivation (X2) variables, employee performance (Y) will only be worth 2,730 points.
- 2) The work discipline value (X1) of 0.559 means that if the constant remains and there is no change in the work discipline variable (X2), then every 1 unit change in the work motivation variable (X1) will result in a change in employee performance (Y) of 0.559 points.
- 3) The work motivation value (X2) of 0.382 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 2.730 points.

b) Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent variable and the dependent variable.

Tabel 3. Simultaneous Correlation Coefficient Test Results for Discipline (X1) and Work Motivation (X2) on Employee Performance (Y)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.893 ^a	.798	.793	2.640

a. Predictors: (Constant), Motivasi, Kedisiplinan
b. Dependent Variable: Kinerja

Based on the test results in the table above, a correlation coefficient value of 0.798 was obtained, where this value is in the interval 0.600-0.799, meaning that the variables of discipline and work motivation have a strong level of relationship with employee performance.

c) Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage strength of influence between the independent variables on the dependent variable.

Tabel 4. Simultaneous Coefficient of Determination Test Results 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	.893 ^a	.798	.793	2.640

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

Based on the test results in the table above, the coefficient of determination value obtained is 0.798, so it can be concluded that the work motivation and work discipline variables have an influence on employee performance variables by 79.8% while the remainder is (100-79.8%) = 21.1 % influenced by other factors that were not researched.

d) Hypothesis testing

To test the influence of discipline variables and work motivation simultaneously on employee performance, the F statistical test (simultaneous test) was carried out with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with the F table with the following conditions:

- 1) If the calculated F value < F table: it means that H₀ is accepted and H_a is rejected
- 2) If the calculated F value > F table: it means that H₀ is rejected and H_a is accepted

Table 5. Simultaneous Hypothesis Test Results (F Test) Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Significance
1	Regression	2288.871	2	1144.435	16.4164	.000 ^b
	Residual	578.816	83	6.971		
	Total	2867.488	85			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Motivasi Kerja (X2), Kedisiplinan (X1)

Based on the test results in the table above, the calculated F value > F table or (16,164 > 2.790) is obtained. This is also reinforced by the significance < 0.050 or (0.000 < 0.050). Thus, H₀ is rejected and H_a is accepted, this shows that there is a significant simultaneous influence between discipline and work motivation on employee performance.

4. DISCUSSION & CONCLUSION

Descriptive Discussion

Table 6. Interval Scale

Category Criteria or Interpretation	Abbreviated	Interval Scale
Sangat Tidak Setuju / Sangat Tidak Baik	STS / STB	1,00 – 1,79
Tidak Setuju / Tidak Baik	TS / TB	1,80 – 2,59
Kurang Setuju / Kurang Baik	KS / KB	2,60 – 3,39
Setuju / Baik	S / B	3,40 – 4,19
Sangat Setuju / Sangat Baik	SS / SB	4,20 – 5,00

Source: Sujana (2015:47)

a. The condition of the respondent's answer is the discipline variable

The total mean score for the discipline variable is 3.72, which is included in the good category. Based on the average of respondents' answers, the majority responded positively to the work discipline carried out.

b. The condition of the respondent's answer is the work motivation variable

The total mean score for the work motivation variable is 3.65, which is included in the good category. Based on the average of respondents' answers, the majority responded positively regarding the motivation for the work carried out.

c. The condition of the respondent's answer is the performance variable

The total mean score for employee performance variables is 3.75, which is included in the good category. Based on the average of respondents' answers, the majority responded positively to employee performance.

Quantitative Discussion

a. The Effect of Discipline (X1) on Employee Performance (Y)

Based on the results of the analysis, the regression equation value $Y = 2.730 + 0.559X_1$ is obtained, the correlation coefficient value is 0.867, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.751 or 75.1% while the remaining 24.9% is influenced by other factors. Hypothesis testing obtained a calculated t value

> t table or (15.914 > 2.009). Thus, H₀ is rejected and H₁ is accepted, meaning that there is a significant influence of work motivation on employee performance.

The results of the research carried out by the author support the results of research conducted by Dimas Rari Hidayat (2019) where his research resulted in the conclusion that there is a significant influence between motivation on employee performance with the regression equation $Y = 22.206 + 3.204X$, a correlation value of 0.576 and determination was 61.3%. Hypothesis testing obtained t count > t table (12.193 > 1.986).

b. Influence of Work Motivation (X₂) on Employee Performance (Y)

Based on the test results, the regression equation value $Y = 2.730 + 0.382X_2$ is obtained, the correlation coefficient value is 31.6, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.684 or 68.4% while the remaining 31.6% is influenced by other factors. Hypothesis testing obtained t value > t table or (13.488 > 2.009). Thus, H₀ is rejected and H₂ is accepted, meaning that there is a significant influence of work discipline on employee performance.

The results of the research carried out by the author support the results of research conducted by Muhammad Abdul (2020), with the title The Influence of Discipline and Motivation on the Performance of Employees of PT. Asuransi Jasa Indonesia, Palembang City, where his research resulted in the conclusion that work discipline has a significant effect on employee performance by regression equation $Y = 36.2 + 0.362X$ and the influence contribution is 78.6% and the hypothesis test obtained sig. 0.000 < 0.05.

c. The Influence of Discipline (X₁) and Work Motivation (X₂) on Employee Performance (Y)

Based on the research results, it shows that work motivation (X₁) and work discipline (X₂) have a significant effect on employee performance with the regression equation $Y = 0.893 + 0.0.867X_1 + 0.0.827X_2$. The correlation coefficient value or level of relationship between the independent variable and the dependent variable is 0.764, meaning it has a strong relationship. The value of the coefficient of determination or contribution of influence simultaneously is 79.8% while the remaining 31.6% is influenced by other factors. Hypothesis testing obtained a calculated F value > F table or (13.488 > 2009). Thus H₀ is rejected and H₃ is accepted. This means that there is a significant simultaneous influence of discipline and work motivation on employee performance.

The results of the research carried out by the author support the results of research conducted by Johannes Eliezer Ayer, Lyndon, Pangemanan and Yolanda P.I. Rori (2016) with the title The Influence of Motivation and Work Discipline on Employee Performance at the Supiori Regency Agriculture Service, where in his research he concluded that Motivation and work discipline simultaneously had a significant effect on employee performance by 48.9% and the hypothesis test obtained Sig. 0.000 < 0.05.

Conclusion

- a. Discipline has a significant effect on employee performance with the regression equation $Y = 2.730 + 0.559X_1$, the correlation coefficient value obtained is 0.867, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.751 or 75.1% while the remaining 24.9% is influenced by other factors. Hypothesis testing obtained a calculated t value > t table or (15.914 > 2.009). Thus, H₀ is rejected and H₁ is accepted, meaning that there is a significant influence of work motivation on employee performance.
- b. Work motivation has a significant effect on employee performance with the regression equation $Y = 2.730 + 0.382X_2$, the correlation coefficient value is 31.6, meaning that the two variables have a strong level of relationship. The value of determination or contribution of influence is 0.684 or

0.684% while the remaining 31.6% is influenced by other factors. Hypothesis testing obtained t value $>$ t table or ($13.488 > 2.009$). Thus, H_0 is rejected and H_2 is accepted, meaning that there is a significant influence of work discipline on employee performance.

- c. Discipline and work motivation simultaneously have a significant effect on employee performance with the regression equation $Y = 0.893 + 0.0.867X_1 + 0.0.827X_2$. The correlation coefficient value or level of relationship between the independent variable and the dependent variable is 0.764, meaning it has a strong relationship. The value of the coefficient of determination or contribution of influence simultaneously is 79.8% while the remaining 31.6% is influenced by other factors. Hypothesis testing obtained a calculated F value $>$ F table or ($13.488 > 2009$). Thus H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence of work motivation and work discipline on employee performance.

Suggestions

- a. To be even better, the company must be able to differentiate between the abilities of one employee and another, so that the workload is different. However, if there is an imbalance or unequal distribution of workload like this, of course, it will also have an adverse impact on the company.
- b. To be even better, companies must pay more attention to providing compensation, especially salaries given to their employees fairly, so that no more employees complain because the salaries given are still insufficient. If the salary is appropriate, it will motivate employees to work even better.
- c. To be even better, companies must pay attention to the regulations or SOPs and set realistic targets for employees to work effectively and efficiently.
- d. For future researchers, in the future it is necessary to carry out research by including other variables that were not examined in this research and the results of this research can be used as a bridge to conduct further research, especially in the same field of study, it would be better to expand the research variables used so as to produce research that is more accurate.

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