



THE EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. PUTRA BENGAWAN SUKSES BEKASI

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Abstract

This study aims to determine the effect of work discipline and work motivation on employee performance either partially or simultaneously. This research was conducted using quantitative research methods involving employees as a sample in this study. Also, this study uses research tests, namely validity test, reliability test, classical assumption test, correlation coefficient test, regression coefficient test, coefficient of determination test, t-test and f test. The results of this study are the variable Effect of Work Discipline (X1), Work Motivation (X2) on Employee Performance (Y) based on data analysis shows that the multiple regression coefficients that have been determined between Work Motivation (X2) and Employee Performance (Y) are $Y = 5.570 + 0.206X_1 + 0.694X_2$. These results can be concluded that there is a positive relationship between Work Discipline (X1), Work Motivation (X2) on Employee Performance (Y). The constant (a) = 5.570 means that without Work Discipline (X1) and Work Motivation (X2), the Employee Performance value is 5.570 units. The constant (b1) = 0.206 means that if the Work Discipline (X1) of employees increases by one unit, then the value of Employee Performance will increase by 0.206 units. The constant (b2) = 0.694 means that if the employee's work motivation (X2) increases by one unit, the employee's performance value will increase by 0.694 units. The coefficient of determination between work discipline (X1) and work motivation (X2) on employee performance (Y) is R Square (R²) 0.655. It means that Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y) are 65.5%, and other factors influence the remaining 34.5%. Testing the effect of independent variables together on the dependent variable is carried out using the f test. The results of statistical calculations show the value of Fcount 54.080 > Ftable 3.16. by using a significance limit of 0.05, the significance value obtained is 0.000 < 0.05. The hypothesis states that the simultaneous variable of Work Discipline (X1), Work Motivation (X2), influences Employee Performance.

Keywords: Work Discipline, Work Motivation, and Employee Performance

INTRODUCTION

Human resource development (HR) is a necessity and strategic step for every organization. The abundance of human resources at this time requires thinking carefully, namely, how to utilize human resources optimally. For the community to have reliable human resources, quality education is needed, the provision of various social facilities and adequate employment opportunities. Weaknesses in providing these various facilities will cause social unrest, which will impact community security. Currently, the ability of human resources still needs to improve, both in terms of their abilities and technical skills.

Human resources are the main driver of a business organization or company; the company's progress is determined by its human resources. So human resources in a company become important to achieve company success.

Motivation is a driving force for someone to carry out an activity to get the best results. Employees who have high motivation then their performance will also be high. Motivation is a potential force within a human being, which can develop on its own or by several external forces, material and non-material. The level of education and financial circumstances of workers will significantly impact

how they feel about their jobs and how motivated they are to do their jobs. The source of motivation for an individual who is more educated economically is different and is not solely determined by traditional means of motivation.

This work discipline factor is crucial in carrying out employees' daily tasks. An employee with a high level of discipline will continue to work well even without being supervised by a manager, and will not steal work time to do things that have nothing to do with his work, so he will always obey the existing regulations in the work environment with high awareness. Without any sense of coercion, employees with high work discipline will perform well because working time is used as best as possible to carry out their work according to the targets to be achieved.

According to Sinambela (2018:335), Work Discipline is the awareness and willingness of employees to obey all administrative regulations and applicable social norms. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behaviour following the established rules of the game. Discipline must enforce in an organization.

The phenomenon occurs in terms of work discipline at PT. Putra Bengawan Sukses Bekasi, the leaders, have tried to overcome the strict work discipline and make some sanctions if anyone mistakes at PT. Putra Bengawan Sukses, but it still likes employees who must be made aware of complying with the rules set by the company. Based on observations of the problems in this company, employees' low absenteeism at PT. Putra Bengawan Sukses Bekasi is seen in the following table:

Table 1
Employee Attendance PT. Putra Bengawan Sukses Bekasi
Period 2018 – 2021

Period	Total Employees	Working Days	Attendance No Present/Year			Total	%
			Sick	Permission	Negligence		
2018	150	300	33	32	24	89	29,6
2019	100	300	41	29	27	97	32,3
2020	90	300	50	31	28	109	36,3
2021	60	300	73	48	32	153	51

Source: HRD PT. Putra Bengawan Sukses Bekasi Kota Bekasi (2018 – 2021)

According to the data on attendance presented earlier, the attendance rate is still quite high, and it has been growing each year for the past four years. In 2018 the total sick absence was 33 days, the total absence from permission was 32 days, and the total alpha or without explanation was 24 days. In 2019, the total sick absence was 41 days, the total absence from permission was 29 days, and the total alpha or without explanation was 27 days. In 2020, the total sick absence was 50 days, the total absence

from permission was 31 days, and the total alpha or no information was 28 days. In 2021 a total of 73 days of sick absences, 48 days of permits and 32 days of alpha or no information. From the data above, it can be concluded that the absentee level of PT. Putra Bengawan Sukses Bekasi is decreasing day by day. The level of employee discipline is not optimal, and there is still a lack of awareness of the rules carried out by each employee.

In addition to work discipline, one of the things that must consider is employee motivation. According to Hasibuan (Sutrisno, 2017:56), "Founding that motivation is a stimulus to desire and a driver of one's willingness to work because each motive has a specific goal to be achieved". To increase good motivation, you can see from the data on the basic salary of employees received.

Table 2
Table of Basic Salary Received by Employees of PT. Putra Bengawan Sukses Bekasi

No	Jabatan	Karyawan	Gaji Pokok	UMR
1.	<i>Supervisor</i>	3 Orang	Rp. 4.500.000	Rp. 4.800.000
2.	Warehouse Employees	10 Orang	Rp. 3.800.000	Rp. 4.800.000
3.	Production Employees	28 Orang	Rp. 3.800.000	Rp. 4.800.000
4.	Administration Employees	5 Orang	Rp. 3.500.000	Rp. 4.800.000
5.	Marketing Employees	7 Orang	Rp. 3.500.000	Rp. 4.800.000
6.	Office Boy	3 Orang	Rp. 3.000.000	Rp. 4.800.000
7.	Security officer	4 Orang	Rp. 2.800.000	Rp. 4.800.000

Source: HRD PT. Putra Bengawan Sukses Bekasi 2022

From the data above, PT. Putra Bengawan Sukses Bekasi has a total of 60 operational employees, and it is known that the compensation received by employees is, on average, below the minimum wage. So this can lead to less than optimal employee performance due to the lack of salary received. The leadership does not provide additional compensation or appreciation for employees' tasks, so it triggers employee motivation at work.

Motivation is not just encouraging or ordering someone to do something but involves various abilities to recognize and manage emotions in a person. According to Widiyanti & Fitriani (2017:45), "Positioning that performance is the result of work that a person or group of people can achieve in an organization, by their respective authorities and responsibilities to achieve the goals of the organization concerned legally, not violating the law and by morals and ethics".

With the right guidance, human resources can produce optimal quality work. In addition, work motivation can affect employee performance, and employee performance will realize if employees can complete their respective tasks and responsibilities.

Table 3
Employee Performance Table PT. Putra Bengawan Sukses Bekasi

Employee Performance Indicator	2018	2019	2020	2021
Sales Target Achievement	4	3	3	2
Working Time Schedule	2	3	3	3
Worker's attendance	3	3	2	2
Employee Hygiene	4	4	5	3
Responsibility	3	2	2	3

Source: HRD PT. Putra Bengawan Sukses Bekasi 2022

Scale Description:

- 1 = Very Bad
- 2 = Not Good
- 3 = Enough
- 4 = Fine
- 5 = Very Good

Based on the data table above, the performance of employees at PT. Putra Bengawan Sukses Bekasi experienced a decline in the quality of employee performance because, with a scale of 1-5, they only got an average score below 3. Then in terms of the quantity of employee work, not all employees work seriously, causing work that should be done quickly to be hampered. Like when there are many orders for wooden pallets, but employees work on them relaxedly, they need to be done dexterously and seriously, so orders are not completed quickly.

METHOD

This type of research is a quantitative associative approach, according to Sugiyono (2018:44) associative, namely "Research that aims to determine the effect or relationship between two or more variables". Thus, this associative research can build a theory that functions to explain, predict and control a symptom, while quantitative, based on positive philosophy, is used to examine a particular population or sample. The sampling technique is done randomly, and data collection using data analysis instruments, quantitative or statistical in nature, to test the established hypothesis. PT conducted this research. Putra Bengawan Sukses, having his address at Komp Ruko Jln. Raya Hankam No.27 Pondok Gede, East Bekasi, West Java, Indonesia.

The population is the total number collected by the author, who comes from research subjects carried out directly within a predetermined scope. It is also a very important source of data for this research. The population in the study only focuses on employees of PT. Putra Bengawan Sukses has as many as 60 employees. The non-probability sampling technique chosen by the researcher is Saturation

Sampling (Sampling Saturated). Sugiyono (2018:82) argues, "saturated sampling is a sampling technique when all members of the population are used as samples". Saturated sampling is one type of sample determination if all population members are used as samples in the study. If the total population is less than 100 people, then the total sample is taken as a whole, but if the population is greater than 100 people, then 10-15% or 20-25% of the total population can take. This saturated sample takes because this study only examined as many as 60 respondents in PT. Putra Bengawan Sukses.

RESULTS AND DISCUSSION

Table 4 Multicollinearity Test Results

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.570	4.147		1.343	.185		
	Work_Discipline	.206	.135	.157	1.527	.132	.575	1.739
	Work_Motivation	.694	.102	.698	6.806	.000	.575	1.739
a. Dependent Variable: Employee_Performance								

Source: SPSS output results 2022

The table above shows that the VIF of all independent variables in this study is smaller than 10, namely the work discipline and work motivation variables of 1.739, while the tolerance value of all independent variables is more than 0.1, namely 0.575 in both variables, which means that there is no symptom of multicollinearity between the independent variables in this test.

Table 5 Durbin Watson Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Durbin-Watson
1	.809 a	.655	.643	3.628	2.170

a. Predictors: (Constant), Work_Motivation, Work_Discipline
b. Dependent Variable: Employee_Performance

Source: SPSS output results 2022

From the table above results, the results of the autocorrelation test output obtained a DW value of 2.170. it is concluded that the DW value of 2.170 lies between 1.550-2.460, meaning that there is no autocorrelation disorder.

Table 6 Simultaneous Correlation Coefficient Test Results Between Work Discipline (X1) and Work Motivation (X2) Against Employee Performance (Y)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.809 a	.65 5	.643	3.628
a. Predictors: (Constant), Work_Motivation, Work_Discipline				
b. Dependent Variable: Employee_Performance				

Source: SPSS output results 2022

Based on the results of testing the correlation coefficient simultaneously in the table above, it can see that the value of the correlation coefficient (R) is 0.809. It indicates that the magnitude of the influence of Employee Performance (Y) which is influenced by Work Discipline (X1) and Work Motivation (X2), is a positive relationship, namely the level of a very strong relationship with an interval value of 0.800-1,000.

Table 7 Simultaneous Linear Regression Test Results Work Discipline Variables (X1) and Work Motivation (X2) Against Employee Performance Variables (Y)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.570	4.147		1.343	.185
	Work_Discipline	.206	.135	.157	1.527	.132

	Work_Motivation	.694	.102	.698	6.806	.000
a. Dependent Variable: Employee_Performance						

Source: SPSS output results 2022

Based on table 4.26 above, the following multiple regression equation is obtained:

$$Y=5.570+0.206X1+0.694X2+e$$

The regression equation has the following meaning:

1. $b = 5.570$, it can conclude that if Work Discipline (X1) and Work Motivation (X2) remain (no change), then the consistency value of employee performance (Y) is 5.570.
2. $b_1 = 0.206$, it can conclude that if Work Discipline (X1) increases, then Performance (Y) will increase by 0.206 with the assumption that there is no additional (constant) value of Work Motivation (X2).
3. $b_2 = 0.694$, it can conclude that if Work Motivation (X2) increases, then Employee Performance (Y) will increase by 0.694 with the assumption that there is no additional (constant) Work Discipline value (X1).

Table 8 Coefficient of Determination Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.809 ^a	.655	.643	3.628
a. Predictors: (Constant), Work_Motivation, Work_Discipline				
b. Dependent Variable: Employee_Performance				

Source: SPSS output results 2022

The results of the calculation of determination can be seen in that the coefficient of determination R Square obtained is 65.5%. It means that Work Discipline and Work Motivation variables can explain 65.5% of the variation in Employee Performance variables. The remaining 34.5% is explained by other variables not proposed in this study.

Table 9 F test results (simultaneous)

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1423.667	2	711.834	54.08	.000 ^b

					0	
	Residual	750.266	57	13.163		
	Total	2173.933	59			
a. Dependent Variable: Employee_Performance						
b. Predictors: (Constant), Work_Motivation, Work_Discipline						

Source: SPSS output results 2022

Based on the results of the statistical calculations above, the Fcount value is $54.080 > F_{table} 3.16$. The significance value obtained with a significance limit of 0.05 is $0.000 < 0.05$. It means that the hypothesis states that the simultaneous variable of Work Discipline, Work Motivation, influences Employee Performance.

Effect of Work Discipline (X1) on Employee Performance (Y) PT. Putra Bengawan Sukses Bekasi

The effect of Work Discipline (X1) on Employee Performance (Y) based on data analysis shows that the simple regression coefficient that has been determined between Work Discipline (X1) on Employee Performance (Y) is $Y = 11.325 + 0.803(X1)$. This result shows a positive relationship between Work Discipline (X1) and Employee Performance (Y). The constant (a) = 11.325 means that without any Work Discipline (X1), the Employee Performance value is 11.325 units. The constant (b) = 0.803 means that if the Employee's Work Discipline (X1) increases by one unit, the employee's performance value will increase by 0.803 unit. The results of the t-test statistics have a positive and significant effect on Work Discipline (X1) on Employee Performance (Y). Based on the table that $t_{count} 5.892 > t_{table} 2.002$ or significant $0.000 < 0.05$, thus H_a is accepted and H_o is rejected, so partially there is a positive and significant effect of Work Discipline on Employee Performance.

Effect of Work Motivation (X2) on Employee Performance (Y) PT. Putra Bengawan Sukses Bekasi

The Effect of Work Motivation (X2) on Employee Performance (Y) based on data analysis shows that the simple regression coefficient that has been determined between Work Motivation (X2) and Employee Performance (Y) is $Y = 9.399 + 0.796(X2)$. This result shows a positive relationship between work motivation (X2) and employee performance (Y). Constant (a) = 9.399 means, without any work motivation (X2), the value of Employee Performance is 9.399 units. The constant (b) = 0.796 means that if the Employee's Work Motivation (X2) increases by one unit, the employee's performance value will increase by 0.796 units. The statistical results of the t-test have a positive and significant effect on Work Motivation (X2) on Employee Performance (Y). Based on the table that $t_{count} 10,171 > t_{table} 2,002$ or significant $0.000 < 0.05$, thus H_a is accepted and H_o is rejected, so there is a positive and significant influence on Work Motivation on Employee Performance.

Effect of Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y) PT. Putra Bengawan Sukses Bekasi.

The Effect of Work Discipline (X1), Work Motivation (X2) on Employee Performance (Y) based on data analysis shows that the multiple regression coefficients that have been determined between Work Motivation (X2) and Employee Performance (Y) are $Y = 5.570 + 0.206X_1 + 0.694X_2$. These results can be concluded that there is a positive relationship between Work Discipline (X1), Work Motivation (X2) on Employee Performance (Y). The constant (a) = 5.570 means that without Work Discipline (X1) and Work Motivation (X2), the Employee Performance value is 5.570 units. The constant (b1) = 0.206 means that if the Employee's Work Discipline (X1) increases by one unit, the value of the Employee's Performance will increase by 0.206 units. The constant (b2) = 0.694 means that if the employee's work motivation (X2) increases by one unit, the employee's performance value will increase by 0.694 units. The coefficient of determination between work discipline (X1) and work motivation (X2) on employee performance (Y) is R Square (R²) 0.655. It means that Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y) are 65.5%, and other factors influence the remaining 34.5%. Testing the effect of independent variables together on the dependent variable is carried out using the f test. The results of statistical calculations show the value of Fcount 54.080 > Ftable 3.16. by using a significance limit of 0.05, the significance value obtained is 0.000 < 0.05. It means that the hypothesis states that the simultaneous variable Work Discipline (X1), Work Motivation (X2), influences Employee Performance.

CONCLUSION

The conclusions obtained by researchers in conducting research at PT. Putra Bengawan Sukses Bekasi is summarized into several points; the following are the results of the research conclusions:

1. The effect of Work Discipline (X1) on Employee Performance (Y) based on data analysis shows that the simple regression coefficient that has been determined between Work Discipline (X1) and Employee Performance (Y) is $Y = 11.325 + 0.803(X_1)$. This result shows a positive relationship between Work Discipline (X1) and Employee Performance (Y). The constant (a) = 11.325 means that without any Work Discipline (X1), the Employee Performance value is 11.325 units. Constant (b) = 0.803 means that if the Employee's Work Discipline (X1) increases by one unit, the employee's performance value will increase by 0.803 unit. The results of the t-test statistics have a positive and significant effect on Work Discipline (X1) on Employee Performance (Y). Based on the table that tcount 5.892 > t table 2.002 or significant 0.000 < 0.05 thus, H_a is accepted and H_o is rejected, so there is a positive and significant effect of Work Discipline on Employee Performance.
2. The Effect of Work Motivation (X2) on Employee Performance (Y) based on data analysis shows that the simple regression coefficient that has been determined between Work

Motivation (X2) and Employee Performance (Y) is $Y = 9.399 + 0.796(X2)$. This result shows a positive relationship between work motivation (X2) and employee performance (Y). Constant (a) = 9.399 means, without any work motivation (X2), the value of Employee Performance is 9.399 units. The constant (b) = 0.796 means that if the Employee's Work Motivation (X2) increases by one unit, the employee's performance value will increase by 0.796 units. The statistical results of the t-test have a positive and significant effect on Work Motivation (X2) on Employee Performance (Y). Based on the table that $t_{count} 10,171 > t_{table} 2,002$ or significant $0.000 < 0.05$, thus H_a is accepted and H_o is rejected, so that part there is a positive and significant influence on work motivation on employee performance.

3. The Effect of Work Discipline (X1), Work Motivation (X2) on Employee Performance (Y) based on data analysis shows that the multiple regression coefficients that have been determined between Work Motivation (X2) and Employee Performance (Y) are $Y = Y = 5.570 + 0.206X1 + 0.694X2$. These results can be concluded that there is a positive relationship between Work Discipline (X1), Work Motivation (X2) on Employee Performance (Y). The constant (a) = 5.570 means that without Work Discipline (X1) and Work Motivation (X2), the Employee Performance value is 5.570 units. The constant (b1) = 0.206 means that if the Employee's Work Discipline (X1) increases by one unit, the value of the Employee's Performance will increase by 0.206 units. The constant (b2) = 0.694 means that if the employee's work motivation (X2) increases by one unit, the employee's performance value will increase by 0.694 units. The coefficient of determination between work discipline (X1) and work motivation (X2) on employee performance (Y) is R Square (R^2) 0.655. It means that Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y) are 65.5%, and other factors influence the remaining 34.5%. Testing the effect of independent variables together on the dependent variable is carried out using the f test. The results of statistical calculations show the value of $F_{count} 54.080 > F_{table} 3.16$. by using a significance limit of 0.05, the significance value obtained is $0.000 < 0.05$. It means that the hypothesis states that the simultaneous variable Work Discipline (X1), Work Motivation (X2), influences Employee Performance.

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