

The Effect of Discipline and Work Motivation on Employee Performance at PT Telkom Indonesia Tbk. Sto Ciputat, South Tangerang City

Muhammad Gandung¹, Suwanto²

Universitas Pamulang, Tangerang Selatan, Banten, Indonesia¹²
E-mail : dosen02020@unpam.ac.id¹, dosen01813@unpam.ac.id²

ABSTRACT

This study aims to see: (1) To see the discipline at PT Telkom Indonesia Tbk. Sto Ciputat Kota Tangerang Selatan, (2) To determine the work motivation of employees at PT Telkom Indonesia Tbk. Sto Ciputat Kota Tangerang Selatan, (3) To see the effect of attitude and motivation on the performance of employees of PT Telkom Indonesia Tbk. Sto Ciputat Kota Tangerang Selatan. This research is a survey research with a quantitative approach. The sample of this research is employees of PT Telkom Indonesia Tbk. Sto Ciputat Kota Tangerang Selatan, the sample of this study was determined as many as 65 employees or all employees of PT Telkom Indonesia Tbk. Sto Ciputat, South Tangerang City. Data analysis techniques used are descriptive analysis and inferential analysis, namely: (1) Validity and Reliability Test, (2) Classical Assumption Test, (3) Analysis of the Coefficient of Determination (r^2), (4) Analysis of Correlation Coefficients, (5) Simple Linear Regression Analysis, (7) Multiple Linear Regression Analysis, (8) Analysis of Hypothesis Testing with Partial Test (t -test) and Simultaneous Test (F -test). Based on the results of this study prove that work motivation has a significant effect on employee performance by obtaining the results of the variable t -test work motivation bell by comparing t -count with t -table, t -count > t -table (5,228 > 1,998) with a significance probability value of 0,000 < 0.05.

Keywords: Compensation, Work Discipline, Motivation, Performance

INTRODUCTION

The business world always experiences developments from time to time which causes competition between companies to be unavoidable. In order to run and compete in the business world, companies need to manage all their resources effectively and efficiently. One of the essential resource factors in a company is Human Resources. Human resources within the company must be appropriately managed to achieve the company's goals and targets.

The role of human resources is vital in a company. Human resources are factors directly involved in carrying out business processes in the company and play an essential role in increasing company productivity in achieving predetermined goals. HRM is a process of utilizing human

resources effectively and efficiently through planning, mobilizing, and controlling all values that become human strength to achieve goals (Sedarmayanti, 2017: 11).

Regulations are needed to provide guidance and counseling for employees in creating good order in the company. Every organization or company must have a standard of behavior that must be carried out about work, whether in writing or not and wants employees to comply with all established regulations. To create good performance, it requires discipline from employees

Apart from discipline, another factor that influences the performance of employees in a company is motivation. Work motivation is essential in increasing work effectiveness

because people who have high work motivation will try their best to succeed as well as possible.

One of the essential aspects of the company is improving or maintaining employees' work ethic so that they are persistent and active at work, namely by motivating employees so that the employee's enthusiasm for work increases. Because with motivation, an employee will have high enthusiasm in carrying out the tasks assigned to him. Without motivation, an employee cannot fulfill his duties according to the standard or even exceed the standard because what is his motive and motivation in working is not fulfilled.

According to Sedarmayanti (2017: 257), motivation is the willingness to spend a high level of effort towards organizational goals conditioned by that effort to meet individual needs.

Every company needs to know the various weaknesses and strengths of employees as a basis for improving weaknesses and strengthening strengths to improve employee performance by the company's goals to be achieved. Performance appraisal can be reviewed in terms of the quality and quantity of work completed by employees in a certain period. An employee's performance can be assessed based on the amount of work completed within a predetermined time limit.

Management

The word management comes from English, namely "manage," which means managing, controlling, cultivating, and leading. More specifically, the definition of management is the science and art of planning, organizing, directing, and controlling the efforts of organizational members and the use of organizational resources to achieve predetermined goals.

The meaning of management can be said to be art. Management is the art of getting work done through teamwork. The ability to see integrity and totality as separate parts of one vision is an art of management. Therefore, the notion of management can also be interpreted as art. The art of management embodies that vision. Various aspects of management such as planning, leadership, communication, and decision making

related to the human element of the art management approach.

Management is widely used in various fields in regulating or leading, and managing all resources in an organization or company to fit and achieve the desired goals. According to Hasibuan (2016: 01), management is the science and art of regulating the process of utilizing human resources and other sources effectively and efficiently to achieve specific goals, while Stoner and Freeman (in Wibowo, 2016: 1) state that management is said to be a process of planning, organizing, leading, and supervising the work of organizational members and using available organizational resources to achieve clearly stated organizational goals.

Likewise, Richard L. Daft (in Wibowo, 2016: 2) defines management as achieving organizational goals effectively and efficiently through planning, organizing, leading, and supervising organizational resources. Schermerhorn also gives a similar understanding (in Wibowo, 2016: 2), which states that management is planning, organizing, leading, and supervising the use of resources to complete performance goals.

Based on some of the above definitions, it can be concluded that management is a science and art that regulates the process of achieving organizational goals through the process of planning, organizing, leading, and supervising the use of other organizational resources effectively and efficiently to complete or achieve performance goals.

Human Resource Management

Human resource management can be defined as a process consisting of HRM functions, namely, planning, organizing, leading, and controlling activities related to job analysis, job evaluation, complaints, development, compensation, promotion, and employment termination to achieve goals, which have been set. As a branch of management science, human resource management (HRM) is a scientific field that focuses on human problems who have a significant position in any agency or organization. According to Handoko (2015: 6), human resource

management is the withdrawal, selection, development, maintenance, and use of human resources to achieve individual and organizational goals. According to Simamora in Edy Sutrisno (2016: 5), human resource management is the utilization, development, assessment, remuneration, and management of individual members of organizations or workgroups. Meanwhile, according to Schuler in Edy Sutrisno (2016: 6), human resource management is about the importance of the organizational workforce as a vital human resource in contributing to organizational goals and using several functions and activities to ensure that resources human resources are used effectively and fairly for the benefit of individuals, organizations, and society.

From these definitions, the authors conclude in understanding human resource management, namely human resource management, namely development, maintenance, utilization, assessment, provision of remuneration in contributing to organizational goals and ensuring that human resources are used effectively and fair for the interests of individuals, organizations, and society.

Work Discipline

Humans sometimes want to live freely, so they want to escape all the bonds of regulations that limit their activities and behavior. Besides that, humans are also social beings who are mutually related to other humans. Each individual's conformity to everything assigned to him will create a society that is orderly and free from chaos. Likewise, life in a company will require the obedience of its members to the rules and regulations that apply to the company. In other words, work discipline for employees is needed because what the company aims to achieve will be challenging to achieve if there is no work discipline. Discipline is a rule that must be obeyed or adhered to by applicable regulations in an organization; discipline is the most critical operational function of human resource management because the better employee discipline, the higher work performance can be achieved without good employee discipline,

difficult for corporate organizations to achieve optimal results. Good discipline reflects a person's sense of responsibility for the tasks assigned to him. It encourages work morale and the realization of company, employee, and community goals.

According to Veithzal (2014: 599), a work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase one's awareness and willingness to comply with all company regulations. According to Mangkunegara (2015: 129), discipline is defined as the implementation of management to reinforce organizational guidelines.

According to Latainer, Edy Sutrisno (2016: 87) defines discipline as a force that develops in the employee's body and can cause employees to voluntarily adjust to decisions and high values of work and behavior. Meanwhile, according to Hasibuan (2017: 193), discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Awareness here is the attitude of someone who voluntarily obeys all the rules and is aware of their duties and responsibilities, while willingness is an attitude, behavior, actions of someone by the company, both written and unwritten. With some of the above meanings, the authors can conclude that managers use discipline to increase the awareness and willingness of an employee to comply with company regulations and prevailing social norms. According to Malayu SP Hasibuan (2017: 194), indicators of discipline include:

- 1) Comply with all company regulations

In carrying out work, employees must comply with all company regulations that work rules and guidelines have established so that comfort and smoothness of work can be formed.

- 2) Use of time effectively

The working time given by the company is expected to be appropriately utilized by individuals to pursue the targets given by the company to individuals without wasting too much time on the company's work standards.

- 3) Responsibilities in work and duties

The responsibility is given to individuals if it is not by the period set by the company; the employee has a high level of work discipline.

4) Absence level

One of the benchmarks to determine the level of employee discipline, the higher the frequency of attendance or the lower the level of absenteeism, the employee has a high level of work discipline.

Work motivation

The term motivation (motivation) comes from Latin, namely *movere*, which means "to move" (to move). Motivation in management is generally only for human resources and especially for subordinates. Motivation itself is the most determining factor for an employee at work. Even though the maximum ability of the employees is accompanied by facilities to work as intended, these workers will not run as intended.

Some opinions regarding motivation according to experts, Winardi argues (2016: 6) that motivation is a potential force that exists within a human being, which can be developed by several outside forces which essentially revolve around monetary rewards and non-monetary rewards, which can affect its performance results positively and negatively. Meanwhile, according to Malayu SP Hasibuan (2017: 92), "motivation is a psychological process that reflects the interactions between attitudes, needs, perceptions, and decisions that occur in a person."

Then according to Anwar Prabu Mangkunegara (2014: 61), motivation is "the condition or energy that moves employees who are angry or aimed at achieving company organizational goals." From some of the above meanings, the writer can conclude that motivation is a motivation from within and without a person to take action to achieve the goals that have been determined in an organization.

According to Edy Sutrisno (2016: 118), the indicators of motivation are as follows:

1) Work environment conditions

The work environment is all existing facilities and infrastructure around employees who are doing work, affecting work implementation. This

work environment includes workplaces, work facilities and aids, cleanliness, lighting, tranquility, and working relationships between the people who are there. A good and clean work environment, well lit, free from noise and distractions, clearly will motivate employees to do a good job. However, a bad work environment, dirty, dark, stuffy, damp, and so on, will cause fatigue and reduce creativity. Therefore, company leaders who have high creativity will create a pleasant work environment for employees.

2) Good supervision

The function of supervision in a job is to provide direction and guide employees' work to carry out their work correctly without making mistakes. Thus, the position of supervision is very close to employees in carrying out their daily tasks. If the supervise who is close to these employees master the intricacies of work and are full of leadership traits, then the work atmosphere will be passionate and vibrant. However, having an arrogant supervisor who is self-righteous, does not want to listen to employee complaints creates a weary work situation and can reduce morale. Thus, the role of supervisors who performs supervisor work significantly affects the work motivation of employees

3) There is a job guarantee

Everyone will want to work to the death and sacrifice what is in him for the company if he feels an explicit career guarantee in doing the job. They work not only for today, but they hope to grow old enough in one company. It can be realized if the company can provide career guarantees for the future, both guarantees of promotion, rank, and guarantees of providing opportunities to develop one's potential. On the other hand, people will run away from the company if this career guarantee is not explicit and not informed about it.

4) Status and responsibilities

Status or position in a particular position is the dream of every employee at work. They not only hope for compensation, but at some point, they also hope that they will get the opportunity to occupy a position in a company. By occupying a position, people feel that they will be trusted, given responsibility, and have significant authority to carry out activities. So, status and position are

an encouragement to fulfill the need for a sense of achievement in daily tasks.

5) Flexible rules

For large companies usually have established work systems and procedures that all employees must comply with. We can call this work system and procedure with the applicable regulations and have the character of regulating and protecting employees. These are the rules of the game that govern the working relationship between employees and the company, including the rights and obligations of employees, compensation, promotions, transfers, etc. Therefore, regulations are usually protective and can motivate employees to work better. It can be seen from many large companies that treat work performance systems in providing compensation to employees; the important thing is that all applicable regulations in the company need to be informed to employees,

Employee Performance

Employee performance is a significant factor for an organization or company; this is due to employee performance as a determinant of an organization's success and survival. The term performance comes from the word Job Performance or Performance, which means work performance or actual achievement achieved by someone (Mangkunegara, 2015: 67). Usually, people who have high performance are called productive people, and vice versa, people whose performance does not reach the standard, are said to be unproductive or low-performing people.

According to Meiner (2016: 43), performance is the success that individuals can achieve in doing their jobs, where the measure of success achieved by individuals cannot be equated with other individuals. An individual's success is based on the prevailing standards and adapted to the type of work. Whereas Beyley (2017: 56) argues that performance is closely related to goals or individual work behavior, the expected results are the demands of the individual himself. In other words, performance is the work achieved by a person in carrying out the tasks assigned to him by established criteria.

With some of the above meanings, the writer can conclude that an employee's work is the work achieved by an employee in carrying out the duties and responsibilities assigned to him.

Performance indicators are aspects that are used as a measure in assessing performance. For example, the indicators that measure Mangkunegara's performance (2014: 18) are as follows:

1) Honesty

Honesty is the attitude of employees to work correctly and correctly without manipulation or fraud so that the actions of employees remain in the correct corridor by the regulations determined by the company.

2) Discipline

Discipline is the desire and awareness to wait for company rules and social norms.

3) Responsible

Responsibility is an employee's obligation to be accountable for policies, work, work results, facilities and infrastructure used, and employee behavior at work.

4) Creativity

Creativity is the desire of employees to continuously look for ideas and ways of completing their tasks properly.

5) Loyalty

Loyalty is an attitude of employees' willingness to maintain the easiness of the desire to work as a form of loyalty.

METHOD

The object of this research is PT Telkom Indonesia Tbk. Sto Ciputat, South Tangerang City. This research was conducted for six months, starting from July 2020 to December 2020. In this study, the population and the sample were all 70 employees of SMP Negeri 2 Parigi. The data analysis used in this study were: Validity Test, Reliability Test, Classical Assumption Test, Hypothesis Test

RESULT and DISCUSSION

1. Descriptive Characteristics of Respondents
 - a. Respondents Based on Gender

JenisKelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	57	87.7	87.7	87.7
Perempuan	8	12.3	12.3	100.0
Total	65	100.0	100.0	

Sumber: Data output SPSS 22 oleh penulis (2020)

b. Respondents by Age

Tabel 4.2
Karakteristik Responden Berdasarkan Usia

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 18-27 tahun	54	83.1	83.1	83.1
28-37 tahun	9	13.8	13.8	96.9
38-47 tahun	2	3.1	3.1	100.0
Total	65	100.0	100.0	

c. Respondents Based on Education

Tabel 4.3
Karakteristik Responden Berdasarkan Pendidikan

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA Sederajat	46	70.8	70.8	70.8
Diploma (D3)	15	23.1	23.1	93.8
Sarjana (S1)	4	6.2	6.2	100.0
Total	65	100.0	100.0	

Sumber: Data output SPSS 22 oleh penulis (2020)

2. Descriptive Analysis of Respondents' Assessment of Variables

a. Respondents' Answers to Discipline Variables (X1)

Tabel 4.4
Jawaban Responden Terhadap Variabel Disiplin (X1)

No	Pernyataan	Jawaban Responden					Σ	Skor
		SS	S	RG	TS	STS		
Frekuensi Kehadiran								
1	Saya selalu datang tepat waktu di tempat kerja	8	48	9	0	0	65	3,98
2	Saya memberikan keterangan ketika tidak masuk kerja	4	51	10	0	0	65	3,90
Tingkat Kewaspadaan								
3	Saya selalu teliti secara detail dalam melakukan pekerjaan	2	53	10	0	0	65	3,87
4	Saya selalu merawat dan menjaga peralatan kerja	4	52	9	0	0	65	3,92
Ketepatan pada standar kerja								
5	Saya melakukan pekerjaan sesuai dengan Standar Operasional Prosedur (SOP) yang ditetapkan perusahaan	8	45	12	0	0	65	3,93
6	Saya selalu mengerjakan tugas dengan penuh tanggung jawab	4	52	9	0	0	65	3,92
Ketepatan pada peraturan kerja								
7	Saya harus menaati peraturan yang telah ditetapkan perusahaan	5	45	15	0	0	65	3,84
8	Karyawan yang tidak menaati peraturan perusahaan dan melakukan kesalahan	5	47	13	0	0	65	3,87
No	Pernyataan	Jawaban Responden					Σ	Skor
	akan dikenakan sanksi							
Etika kerja								
9	Karyawan dalam bekerja dapat saling menghargai satu dengan yang lain	6	44	15	0	0	65	3,86
10	Menerapkan attitude adalah sebuah keharusan dalam bekerja	3	53	9	0	0	65	3,90
Jumlah		49	490	111	0	0	650	
Presentase		7,54 %	75,3 %	17,0 %	0%	0%	100 %	
Total Rata-Rata Variabel Disiplin (X1)							38,99	
Rata-Rata Variabel Disiplin (X1)							3,90	

Sumber: Data diolah oleh penulis (2020)

b. Respondents' Answers to Work Motivation Variable (X2)

Tabel 4.5
Jawaban Responden Terhadap Variabel Motivasi Kerja (X₂)

No	Pernyataan	Jawaban Responden					Σ	Skor
		SS	S	RG	TS	STS		
Fisiologi								
1	Gaji yang diterima karyawan sudah sesuai UMR di tempat karyawan bekerja	9	52	4	0	0	65	4,08
2	Gaji yang diberikan perusahaan membuat karyawan semangat dalam bekerja	5	54	6	0	0	65	3,98
Keamanan								
3	Jenis pekerjaan yang karyawan lakukan membuat karyawan merasa nyaman	8	52	5	0	0	65	4,05
4	Perusahaan memberikan jaminan kesehatan dan keselamatan kerja kepada karyawan	6	48	11	0	0	65	3,92
Sosial								
5	Hubungan karyawan dengan	8	45	12	0	0	65	3,94
Berprestasi								
6	Hubungan antar karyawan terjalin dengan harmonis	4	42	19	0	0	65	3,77
Penghargaan								
7	Perusahaan selalu memberikan penghargaan bagi karyawan yang	7	48	10	0	0	65	3,95
Aktualisasi Diri								
9	Perusahaan memberikan kesempatan setiap karyawan untuk mengembangkan kemampuannya	9	42	14	0	0	65	3,92
10	Perusahaan memberikan kesempatan promosi jabatan bagi setiap karyawan	10	45	8	2	0	65	3,97
Jumlah		77	467	104	2	0	650	
Presentase		11,8 5%	71,8 5%	16%	0,31 %	0%	100 %	
Total Rata-Rata Variabel Motivasi (X ₂)							39,52	
Rata-Rata Variabel Motivasi (X ₂)							3,95	

Sumber: Data diolah oleh penulis (2020)

Tabel 4.6
Jawaban Responden Terhadap Variabel Kinerja (Y)

No	Pernyataan	Jawaban Responden					Σ	Skor
		SS	S	RG	TS	STS		
Kualitas								
1	Saya selalu mengerjakan pekerjaan dengan teliti sehingga tidak terdapat kesalahan	27	36	2	0	0	65	4,38
Kuantitas								
2	Saya selalu bekerja sesuai dengan prosedur dan jadwal	16	42	7	0	0	65	4,14
Waktu								
3	Saya menyelesaikan dan memberi laporan pekerjaan tepat waktu	15	47	3	0	0	65	4,18
4	Setiap pekerjaan diusahakan untuk selesai sesuai dengan rencana yang	14	47	4	0	0	65	4,15
Penekanan biaya								
5	Saya mampu menggunakan fasilitas di tempat kerja dengan baik	13	49	3	0	0	65	4,15
6	Saya berusaha untuk bersungguh-sungguh dalam melaksanakan pekerjaan agar tepat waktu dalam menyelesaikan pekerjaan	14	47	4	0	0	65	4,15
Pengawasan								
7	Saya selalu melakukan pekerjaan dengan baik dan sungguh-sungguh walaupun tidak adanya pengawasan dari atasan	18	42	5	0	0	65	4,2
8	Dalam melakukan pekerjaan, saya tidak menunggu perintah dari pimpinan	18	40	7	0	0	65	4,17
Hubungan antar karyawan								
9	Saya berusaha untuk membina hubungan baik dengan orang-orang di lingkungan kerja	17	44	4	0	0	65	4,2
10	Dalam melakukan suatu pekerjaan, sikap kerjasama / teamwork sangat diperlukan	26	39	0	0	0	65	4,4
Jumlah		178	433	39	0	0	650	
Total Rata-Rata Variabel Kinerja (Y)							42,12	
Rata-Rata Variabel Kinerja (Y)							4,21	

Sumber: Data diolah oleh penulis (2020)

c. Respondents' Answers to Performance Variables (Y)

3. Data Quality Test

a. Validity test

Tabel 4.7
Hasil Uji Validitas Variabel Independen Disiplin (X₁)

Item Pernyataan	r hitung	r tabel	Kesimpulan
1	0,564	0,244	Valid
2	0,545	0,244	Valid
3	0,457	0,244	Valid
4	0,535	0,244	Valid
5	0,427	0,244	Valid
6	0,548	0,244	Valid
7	0,546	0,244	Valid
8	0,544	0,244	Valid
9	0,593	0,244	Valid
Item Pernyataan	r hitung	r tabel	Kesimpulan
10	0,548	0,244	Valid

Sumber: Data diolah oleh penulis (2020)

Tabel 4.8
Hasil Uji Validitas Variabel Independen Motivasi Kerja (X₂)

Item Pernyataan	r hitung	r tabel	Kesimpulan
1	0,429	0,244	Valid
2	0,405	0,244	Valid
3	0,399	0,244	Valid
4	0,399	0,244	Valid
5	0,414	0,244	Valid
6	0,530	0,244	Valid
7	0,625	0,244	Valid
8	0,473	0,244	Valid
9	0,609	0,244	Valid
10	0,647	0,244	Valid

Sumber: Data diolah oleh penulis (2020)

Tabel 4.9
Hasil Uji Validitas Variabel Dependen Kinerja (Y)

Item Pernyataan	r hitung	r tabel	Kesimpulan
1	0,374	0,244	Valid
2	0,468	0,244	Valid
3	0,472	0,244	Valid
4	0,501	0,244	Valid
5	0,497	0,244	Valid
6	0,618	0,244	Valid
7	0,551	0,244	Valid
8	0,550	0,244	Valid
9	0,480	0,244	Valid
10	0,415	0,244	Valid

Sumber: Data diolah oleh penulis (2020)

b. Reliability Test

Tabel 4.10
Hasil Uji Reliabilitas Instrumen Penelitian

Variabel	Nilai Cronbach's Alpha	N of items	Keterangan
Disiplin(X ₁)	0,713	10	Reliabel
Variabel	Nilai Cronbach's Alpha	N of items	Keterangan
Motivasi Kerja (X ₂)	0,660	10	Reliabel
Kinerja (Y)	0,652	10	Reliabel

Sumber: Data diolah oleh penulis (2020)

4. Classic assumption test

a. Normality test

Tabel 4.11
Hasil Uji Normalitas dengan Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		65
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.04957456
Most Extreme Differences	Absolute	.082
	Positive	.056
	Negative	-.082
Test Statistic		.082
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Sumber: Data output SPSS 22 oleh penulis (2020)

b. Multicollinearity Test

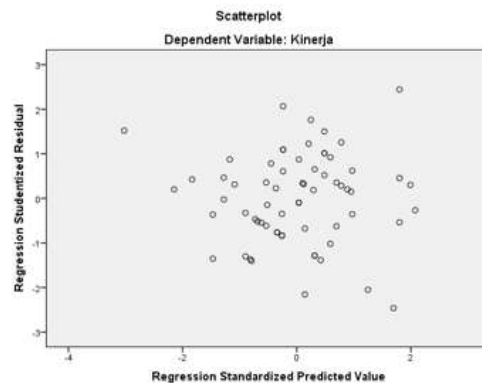
Tabel 4.12
Hasil Uji Multikolinearitas
Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Disiplin	.911	1.098
	Motivasi Kerja	.911	1.098

a. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

c. Skatterplot test



Gambar 4.3
Hasil Uji Scatterplot

Sumber: Data output SPSS 22 oleh penulis (2020)

d. Autocorrelation Test

Tabel 4.13
Hasil Uji Autokorelasi dengan Durbin – Watson Test

Model Summary ^a					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.623 ^a	.389	.369	2.082	1.713

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

b. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

5. Simple Linear Regression Analysis

a. Simple linear regression test for Discipline (X1) on Performance (Y)

Tabel 4.14
Hasil Uji Regresi Linier Sederhana Variabel Disiplin (X₁) terhadap Variabel Kinerja Karyawan (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.522	4.482		5.471	.000
	Disiplin	.451	.115	.445	3.939	.000

a. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

b. Simple linear regression test for Discipline (X2) on Performance (Y)

Tabel 4.15
Hasil Uji Regresi Linier Sederhana Variabel Motivasi (X₂) Terhadap Kinerja Karyawan (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.700	4.110		5.037	.000
	Motivasi Kerja	.542	.104	.550	5.228	.000

a. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

c. Multiple Linear Regression Analysis

Tabel 4.16
Hasil Uji Regresi Linier Berganda

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.100	4.850		2.495	.015
	Disiplin	.312	.106	.307	2.955	.004
	Motivasi Kerja	.452	.103	.458	4.402	.000

a. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

d. Correlation Coefficient Analysis

Tabel 4.17
Hasil Analisis Koefisien Korelasi Secara Parsial Variabel Disiplin (X₁) terhadap Variabel Kinerja Karyawan (Y)

Correlations			
		Disiplin	Kinerja
Disiplin	Pearson Correlation	1	.445
	Sig. (2-tailed)		.000
	N	65	65
Kinerja	Pearson Correlation	.445	1
	Sig. (2-tailed)	.000	
	N	65	65

** . Correlation is significant at the 0.01 level (2-tailed).

Sumber: Data output SPSS 22 oleh penulis (2020)

Tabel 4.18
Hasil Analisis Koefisien Korelasi Secara Parsial Variabel Motivasi Kerja (X₂) terhadap Variabel Kinerja Karyawan (Y)

Correlations			
		Motivasi Kerja	Kinerja
Motivasi Kerja	Pearson Correlation	1	.550
	Sig. (2-tailed)		.000
	N	65	65
Kinerja	Pearson Correlation	.550	1
	Sig. (2-tailed)	.000	
	N	65	65

** . Correlation is significant at the 0.01 level (2-tailed).

Sumber: Data output SPSS 22 oleh penulis (2020)

Tabel 4.19
Hasil Analisis Koefisien Korelasi Secara Simultan Antara Variabel Disiplin (X₁) dan Variabel Motivasi Kerja (X₂) terhadap Variabel Kinerja Karyawan (Y)

Model Summary ^a				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.623 ^a	.389	.369	2.082

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

b. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

e. Analysis of the Coefficient of Determination (R²)

Tabel 4.20
Hasil Analisis Koefisien Determinasi Secara Parsial Variabel Disiplin (X₁) terhadap Variabel Kinerja Karyawan (Y)

Model Summary ^a				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.445 ^a	.198	.185	2.367

a. Predictors: (Constant), Disiplin

b. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

Tabel 4.21
Hasil Analisis Koefisien Determinasi Secara Parsial Variabel Motivasi Kerja (X₂) terhadap Variabel Kinerja Karyawan (Y)

Model Summary ^a				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.550 ^a	.303	.291	2.206

a. Predictors: (Constant), Motivasi Kerja

b. Dependent Variable: Kinerja

Sumber: Data output SPSS 22 oleh penulis (2020)

Tabel 4.22
 Hasil Analisis Koefisien Determinasi Secara Simultan Antara Variabel Disiplin (X₁) dan Variabel Motivasi Kerja (X₂) terhadap Variabel Kinerja Karyawan (Y)
 Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.625 ^a	.389	.369	2.082

a. Predictors: (Constant), Motivasi Kerja, Disiplin
 b. Dependent Variable: Kinerja
 Sumber: Data output SPSS 22 oleh penulis (2020)

6. Hypothesis test

a. Partial Hypothesis Testing

Tabel 4.23
 Hasil Uji t Variabel Disiplin (X₁) Terhadap Kinerja Karyawan (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.522	4.482		5.471	.000
	Disiplin	.451	.115	.445	3.939	.000

a. Dependent Variable: Kinerja
 Sumber: Data output SPSS 22 oleh penulis (2020)

CONCLUSION

Based on the results of research and discussion, the following conclusions can be drawn:

1. Based on the formulation of the problem, discipline has a positive and significant effect on employee performance where the $t_{count} > t_{table}$ ($3.939 > 1.998$) and $sig < 0.05$ ($0.000 < 0.05$) are obtained.
2. Based on the formulation of the problem, work motivation has a positive and significant effect on employee performance where the $t_{count} > t_{table}$ ($5.228 > 1.998$) and $sig < 0.05$ ($0.000 < 0.05$) are obtained.

Based on the formulation of the problem, discipline and work motivation have a positive and significant effect on employee performance where the $F_{count} > F_{table}$ value is obtained, namely ($19.707 > 3.15$) and the sig value < 0.05 ($0.000 < 0.005$).

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Tabel 4.24
 Hasil Uji t Variabel Motivasi Kerja (X₂) Terhadap Kinerja Karyawan (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.700	4.110		5.037	.000
	Motivasi Kerja	.542	.104	.550	5.228	.000

a. Dependent Variable: Kinerja
 Sumber: Data output SPSS 22 oleh penulis (2020)

b. Simultaneous Hypothesis Testing (Test F)

Tabel 4.25
 Hasil Uji F Variabel Disiplin (X₁) dan Motivasi Kerja (X₂) Terhadap Kinerja Karyawan (Y)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	170.905	2	85.453	19.707	.000 ^a
	Residual	268.848	62	4.336		
	Total	439.754	64			

a. Dependent Variable: Kinerja
 b. Predictors: (Constant), Motivasi Kerja, Disiplin
 Sumber: Data output SPSS 22 oleh penulis (2020)

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