The Influence of Discipline and Motivation on Employee Performance at PT. Mahakam Branch Serang Banten

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ABSTRACT

This study aims to determine the effect of discipline and motivation on employee performance at PT. Mahakam Serang Banten Branch. The method used is explanatory research with analytical techniques using statistical analysis with regression, correlation, determination and hypothesis testing. The results of this study that discipline has a significant effect on employee performance by 47.7%, hypothesis testing is obtained t count > t table or (7,578 > 1,998). Motivation has a significant effect on employee performance by 44.6%, hypothesis testing is obtained t count > t table or (7,128 > 1,998). Discipline and motivation simultaneously have a significant effect on employee performance with the regression equation Y = 8.276 + 0.427X1 + 0.370X2 and the contribution of the influence is 58.1%, hypothesis testing is obtained F count > F table or (42,912 > 2,750).

Keywords: Discipline, Motivation, Employee Performance

INTRODUCTION

Every company has a goal to be achieved, namely increasing the expected profit. For companies to compete, the demand for awareness of the importance of Human Resources (HR), which is one of the responses in responding to these changes, is significant. Quality Human Resources (HR) is essential for a company. Even the availability of quality human resources is believed to be the primary key to success. Therefore, to realize quality human resources, the need for optimal participation from the company itself is a forum for human resources development (HR investment).

Because Human Resources (HR) is the most vital resource that determines the success of a company, it is necessary to give rights that can spur improving its performance; several factors can encourage employees to improve their performance, one of which is the provision of discipline leaders in the company to employees.

As the central element in an institution, human resources have a considerable role in achieving the goals that have been set. The role of human resources is then developed following the development of the organization, science, and technology. Human resources play a decisive role because no matter how great and sophisticated the technology used is, it will not produce a highly efficient output without being supported by humans as operational servants. Therefore, the development of human resources in an organization becomes very important; it all starts with discipline.

Good discipline reflects a person's sense of responsibility for the tasks assigned to him. It encourages work passion and the realization of company, employee, and community goals. Therefore, every manager always tries so that his subordinates have good discipline. A manager is said to be effective in his leadership if his employees are well disciplined. Maintaining and promote good discipline is a tricky thing because many factors influence it.

Regulations are needed to provide guidance and counseling for employees of PT. Mahakam in creating good order, morale, work morale,

efficiency, and work effectiveness of employees will increase. If employees of PT. Mahakam does not comply with the company's regulations; it will be difficult to achieve its goals. The discipline of a company is said to be good if most of the employees obey the existing regulations.

Discipline is the sixth operative function (i.e., planning, organizing, directing, supervising, controlling, procuring). Discipline is the essential function of human resource management because the better the employee discipline, the higher the work performance that can be achieved. Without good employee discipline, it is difficult for organizations to achieve optimal results—PT's weak response. Mahakam on work discipline can be seen from employees who still do not obey company regulations; firmness in taking a stance is still considered weak in terms of employees who still do not understand work discipline.

Every employee is expected to have high work discipline to improve high performance to get the human resources expected by the organization to contribute positively to all company activities in achieving its goals.

Discipline, according to Kreitner and Kinicki in Wibowo (2016: 322), "Discipline is a psychological process that arouses and directs behavior towards the achievement of goals or goal-directed behavior." Managers need to understand this psychological process if they are to coach employees toward accomplishing organizational goals.

Given the importance of discipline for every employee, the company needs to keep employee discipline decreasing. Every employee needs to understand that they work because they want to fulfill their needs, conscious needs, and unconscious needs. By fulfilling these needs, the discipline of employees in their work will increase and impact good performance and help the company achieve its goals.

According to Hasibuan (2017: 139), "Performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, the seriousness of time." Performance is an essential point in the company's progress, the increasing performance of employees, the more critical it is in the company's progress, the increasing performance of employees, the faster the achievement of company goals. With the increase in employee performance, the company will benefit; therefore, the company needs to continue maintaining that employee performance can increase from time to time.

An individual's work can be improved if there is a match between the job and his abilities. One of the human resource management programs is to place employees in their place, or according to their work abilities. This program was set up to deal with slow, unmotivated, and inattentive employees.

If the employees hired do not have the excellent performance required by the company, then the company will not achieve the targets that have been set and will harm the company itself. Therefore, the withdrawal, selection, placement of employees must be based on the principle of the right man in the right place and the right man in the right job, which means that employees need to be placed in jobs that match their abilities, which is very important to achieve company goals and performance optimal employees.

One of the companies that continue to grow is communication, where the digital era already requires working by utilizing advanced technology since its establishment in 1995, PT. Mahakam now has approximately 40 employees with approximately 2,000 customers per year. With increasingly fierce competition. PT. Mahakam. Must strive to improve performance to gain confidence from the community to achieve all activities by expectations. However, the provision of discipline is still felt to be less than optimal; this is based on the ineffectiveness of awarding, a flawed compensation system, career planning that is not given effectively, unpleasant working conditions,

Based on observations, it is known that absenteeism from year to year has increased, indicated by an increasing percentage. According to the researchers' initial findings, the researchers found a high level of employee absenteeism at the PT. Mahakam from continuing to increase, this if action is not taken immediately it will hurt the

achievement of company goals. For that, company leaders must pay more attention to providing discipline in the company to return to work enthusiastically and show good performance in helping to achieve goals company. Based on the description above, the authors are interested in researching the title "The Effect of Discipline and Motivation on Employee Performance at PT. Mahakam Serang Banten Branch.

Literature review
Discipline

According to Sutrisno (2016) defines "Discipline is the behavior of a person by the regulations, existing work procedures or attitudes and behavior and actions that are by the regulations of the organization both written and unwritten." In this study, the indicators used include: obeying the rules of time, obeying the organization's rules, obeying the rules of behavior at work, obeying other regulations.

Motivation

What is meant by motivation in this study is a series of processes that arouse, direct, and maintain human behavior towards achieving goals—Greenberg and Baron in Wibowo (2016:323). The indicators used include: generating, directing, maintaining.

Performance Employees

According to Mangkunegara (2015: 67), " Performance employees is the quality and quantity of work achieved by an employee in carrying out his duties according to the responsibilities given to him."

METHOD

The population in this study amounted to 65 respondents PT. Mahakam Serang Banten Branch, the sample in this study, amounted to 65 respondents. The type of research used is associative. The aim is to determine the effect of the independent variables on the dependent variable either partially or simultaneously in analyzing the data used instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

RESULT and DISCUSSION

Research result
1. Descriptive Analysis

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

Table 1. Results of Descriptive Statistics Analisis Analysis

Descriptive Statistics

	N	Minimum	Maximum	mean	Std. Deviation
Discipline (X1)	65	31	47	37.66	3.663
Motivation (X2)	65	29	48	38.60	3.716
Employee Performance (Y)	65	31	47	38.68	3.447
Valid N (listwise)	65				

Discipline obtained a minimum variance of 31—a maximum variance of 47 with a mean score of 3.766 with a standard deviation of 3.663. Motivation obtained a minimum variance of 29—a maximum variance of 48 with a mean score of 3.860 with a standard deviation of 3.716. Employee performance obtained a minimum variance of 31 and a maximum variance of 47 with a mean score of 3,868 with a standard deviation of 3,447.

2. Quantitative Analysis.

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

a. Multiple Linear 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 Linear Regression Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	8,276	3.297		2,511	.015
	Discipline (X1)	.427	.096	.454	4.454	.000
	Motivation (X2)	.370	.095	.399	3.916	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation Y = 8.276 + 0.427X1 + 0.370X2 is obtained. From these equations, it is explained as follows:

1) A constant of 8.276 means that if there is no discipline and motivation, there is an employee performance value of 8.276 points.
2) The discipline regression coefficient is 0.427; this number is positive, meaning that every time there is an increase in 0.427, the employee's performance will also increase by 0.427 points.
3) The motivation regression coefficient is 0.370; this number is positive, meaning that every time there is an increase in motivation of 0.370, the employee's performance will also increase by 0.370 points.

a. Correlation Coefficient Analysis

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

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

Correlations^b

		Discipline (X1)	Employee Performance (Y)
Discipline (X1)	Pearson Correlation	1	.691**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.691**	1
	Sig. (2-tailed)	.000	

**. Correlation is significant at the 0.01 level (2-tailed).
b. Listwise N=65

The test results obtained a correlation value of 0.691, meaning that discipline has a solid relationship to employee performance.

Table 4. Results of Testing the Correlation Coefficient of Motivation on Employee Performance.

Correlations^b

		Motivation (X2)	Employee Performance (Y)
Motivation (X2)	Pearson Correlation	1	.668**
	Sig. (2-tailed)		.000

| Employee Performance (Y) | Pearson Correlation | .668** | 1 |
| | Sig. (2-tailed) | .000 | |

**. Correlation is significant at the 0.01 level (2-tailed).
b. Listwise N=65

The test results obtained a correlation value of 0.668, meaning that motivation has a solid relationship to employee performance.

Table 5. Results of Testing the Correlation Coefficient of Discipline and Motivation Simultaneously on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.762a	.581	.567	2.268

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

The test results obtained a correlation value of 0.762 means that discipline and motivation simultaneously have a solid relationship to employee performance.

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

b. Coefficient of Determination Analysis

Table 6. Test Results of the Coefficient of Discipline Determination on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691a	.477	.469	2,512

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

Based on the test results, the determination value is 0.477, meaning that discipline has an influence contribution of 47.7% on employee performance.

Table 7. Results of Testing the Coefficient of Determination of Motivation on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668a	.446	.438	2,585

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

Based on the test results obtained, a value of determination of 0.446 means that motivation contributes to 44.6% influence on employee performance.

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

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.762a	.581	.567	2.268

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

Based on the test results, the determination value of 0.581 means that discipline and motivation simultaneously influence the contribution of 58.1% on employee performance, while other factors influence the remaining 41.9%.

c. Hypothesis testing
Partial hypothesis test (t-test)

Hypothesis testing with a t-test is used to determine which partial hypothesis is accepted.

The first hypothesis: There is a significant effect of discipline on employee performance.

The second hypothesis: There is a significant effect of motivation on employee performance.

Table 9. Discipline Hypothesis Test Results on Employee Performance.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	14,204	3,244		4.378	.000
	Discipline (X1)	.650	.086	.691	7.578	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t arithmetic > t table or (7.578 > 1.998), thus the first hypothesis proposed that there is a significant influence of discipline on employee performance is accepted.

Table 10. The results of the motivational hypothesis test on employee performance.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	14,755	3.372		4.376	.000
	Motivation (X2)	.620	.087	.668	7.128	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t arithmetic > t table or (7.128 > 1.998), thus the second hypothesis proposed that there is a significant influence of motivation on employee performance is accepted.

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted. The third hypothesis There is a significant influence between discipline and motivation on employee performance.

Simultaneous Hypothesis Testing (F Test)

Table 11. Results of Discipline and Motivation Hypothesis Testing on Employee Performance.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	441.368	2	220,684	42,912	.000b
	Residual	318,848	62	5.143		
	Total	760,215	64			

Based on the test results in the table above, the calculated F value > F table or (42,912 > 2,750), thus the third hypothesis proposed that there is a significant influence of discipline and motivation on employee performance is accepted.

Discussion of Research Results
The Effect of Discipline on Employee Performance

Discipline has a significant effect on employee performance with a correlation of 0.691 or has a strong relationship with a contribution of 47.7%. Testing the hypothesis obtained the value of t arithmetic > t table or (7.578 > 1.998). Thus the first hypothesis proposed that there is a significant effect between discipline on employee performance is accepted.

The Effect of Motivation on Employee Performance

Motivation has a significant effect on employee performance with a correlation of 0.668 or has a strong relationship with a contribution of 44.6%. Testing the hypothesis obtained the value of t arithmetic > t table or (7.128 > 1.998). Thus the second hypothesis proposed that there is a significant effect between motivation on employee performance is accepted.

The Effect of Discipline and Motivation on Employee Performance Kinerja

Discipline and motivation have a significant effect on employee performance with the regression equation Y = 8.276 + 0.427X1 + 0.370X2; the correlation value is 0.762 or has a strong relationship with the contribution of 58.1% influence other factors influence the remaining 41.9%. Hypothesis testing is obtained by the calculated F value > F table or (42,912 > 2,750). Thus the third hypothesis proposed that there is a significant effect between discipline and motivation on employee performance is accepted.

Conclusions and suggestions
Conclusion
1. Discipline has a significant effect on employee performance, with a contribution of 47.7%. Hypothesis test obtained value of t count > t table or (7,578 > 1,998).

2. Motivation has a significant effect on employee performance, with a contribution of 44.6%. Hypothesis test obtained value of t count > t table or (7,128 > 1,998).
3. Discipline and motivation have a significant effect on employee performance with a contribution of 58.1% influence while other factors influence the remaining 41.9%. Hypothesis testing is obtained by the calculated F value > F table or (42,912 > 2,750).

Suggestion
Based on the conclusions that have been conveyed, the authors give suggestions as follows:
1. The company must immediately review and consider increasing the number of employee salaries, increasing salaries that have been set in recent years have not made appropriate increases
2. Companies must reprimand employees who are less careful at work.
3. Companies must constantly evaluate employees performance so that it can be seen what has not been achieved and what has been achieved in order to improve future performance

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