

THE EFFECT OF COMMUNICATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. NAFIYA PERKASA DISTRIBUTION

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ABSTRACT

This study aims to determine the effect of communication and work discipline on employee performance at PT Nafiya Perkasa Distribusi, both partially and simultaneously. The method used is a quantitative method. The population in this study were all 50 employees, with a sampling technique using the saturated sample method. Data analysis used validity tests, reliability tests, classical assumption tests, regression analysis, coefficient of determination, and hypothesis testing. Based on the results of multiple linear regression, the regression equation $Y = 4.420 + 0.138X_1 + 0.711X_2$ was obtained. The R-Square value of 0.662 indicates that 66.2% of the variation in employee performance can be explained by the combination of communication and work discipline variables. The results of the partial test (t-test) show that communication (X_1) has a significant effect on employee performance (Y), with a calculated t-value $>$ t-table ($5.435 > 1.677$) and a significance value of 0.05 or 5%. This proves that communication has a partial significant effect on employee performance. In addition, the partial test results on the Work Discipline variable (X_2) also show a significant influence on employee performance, with a calculated t value $>$ t table ($9.059 > 1.677$) and a significance value of 0.05 or 5%. Thus, work discipline is also proven to have a significant influence on employee performance. The results of the simultaneous test (f test) show a calculated f value $>$ f table ($46.087 > 3.200$) with a significance value of 0.05 or 5%. This shows that the communication variables (X_1) and work discipline (X_2) together have a significant influence on employee performance at PT Nafiya Perkasa Distribusi.

INTRODUCTION

Indonesia is a developing country, and its economic development activities aim to alleviate existing problems. Economic development will continue to thrive if implemented in accordance with its goals and objectives. One approach the Indonesian government is using to address these issues is by expanding its industrial sector. A country can encourage the expansion of the manufacturing industry, which is seen as capable of stimulating and driving the economy (Asmara, 2018).

However, along with changing trends and increasingly competitive competition, every industry always requires development in terms of human resources, one of which is PT Nafiya Perkasa Distribusi. PT Nafiya Perkasa Distribusi is a manufacturing company engaged in the distribution of industrial and consumer products. PT Nafiya Perkasa Distribusi was founded in 2020 where this company has a focus on providing high-quality products and efficient distribution services throughout Indonesia, with an extensive distribution network and an

experienced team PT Nafiya Perkasa Distribusi has become one of the main players in this industry and is committed to maintaining customer satisfaction through timely delivery, quality products, and continuous innovation in the production and distribution process. PT Nafiya Perkasa Distribusi places great attention on human resource development and efforts to improve the performance and professionalism of its employees.

Human resources are an inseparable component of a company's operations and require proper management. Human resource potential is fundamentally a valuable asset and plays a crucial role in achieving company goals. Therefore, companies need to manage their human resources effectively, as the key to a company's success lies not only in technological excellence and funding, but also in the crucial role of human resources. Therefore, human resources can also determine the direction of an industry's development by assessing the performance quality of its human resources, specifically its employees.

The quality of employee performance is one of the determinants of a company's success in achieving its strategic goals. Optimal employee performance is essential for maintaining stable production and timely distribution, as well as consistent product quality. Employee performance refers to the extent to which employees achieve organizational goals and complete assigned tasks. Employee performance can be measured by monitoring how well employees achieve their goals, fulfill their responsibilities, understand their duties and responsibilities, and use their time effectively. Furthermore, employee performance can be evaluated by measuring how well employees meet performance standards, utilize their skills on the job, and develop new skills.

Performance is the quantity or quality of individual or group work results within an organization in carrying out core tasks and functions based on established norms, standard operating procedures, criteria, and measures that apply to the organization. (Yelly and Hikmah, 2022:91)

Employee performance can also be defined as the manifestation or appearance of employees in carrying out their work. Employees are said to have performed well when they can carry out their work well, meaning they can achieve or exceed predetermined targets or work standards. This relates to PT. Nafiya Perkasa Distribusi, where teamwork is crucial for providing good service to clients. Employee performance can be seen from how optimally the company's employees can work.

Employee performance issues at PT Nafiya Perkasa Distribusi stem from communication issues between management and employees. Unclear information can lead to confusion and misunderstandings in carrying out tasks, thus impacting employee performance. Not only communication but also work discipline issues, such as poor employee attendance, late arrival to work, and negligence in carrying out work responsibilities, are also obstacles.

The following is the Pre-Survey Data on employee performance at PT Nafiya Perkasa Distribution.

Table 1.1 Pre-Survey Data on Employee Performance at PT Nafiya Perkasa Distribution

N	Statement	5	4	3	2	1	Total	Number	Ave	Note
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o		SS	S	N	TS	STS	Score	of Respond ents	rage	
1	Employees demonstrate the ability to produce work that meets quality standards.	5	8	0	10	7	109	30	3.63	Pretty good
2	Productive employees can complete their workload according to the company's time targets.	4	7	2	9	8	104	30	3.47	Pretty good
3	Employees understand and apply SOPs in every task they carry out.	6	9	0	9	6	111	30	3.7	Good
4	Employees are willing to help coworkers complete tasks effectively.	3	7	2	10	8	101	30	3.37	Pretty good

Source: Author's Pre-Survey, processed data (Bernardin and Russell in Wahyunu, 2020)

Based on the results of a pre-survey of 30 employees of PT Nafiya Perkasa Distribusi, it can be concluded that most employees showed different performance in the "fairly good" to "good" category. The first statement regarding the ability of employees to produce work that meets quality standards obtained an average score of 3.63 and is included in the "fairly good" category, which indicates that some employees are able to meet the quality standards set by the company. Furthermore, in the second statement regarding productivity in completing workloads according to time targets, an average score of 3.47 was obtained and is also in the fairly good category, which indicates that there is still a need to improve work effectiveness. Then, the third statement regarding the understanding and implementation of SOPs by employees obtained an average score of 3.7 included in the good category. This indicates that the majority of employees sufficiently understand and apply operational standards in carrying out their daily tasks. Meanwhile, in the fourth statement regarding the willingness of employees to help colleagues, the average score obtained was 3.37 which is classified as quite good. This illustrates that although the spirit of cooperation among employees exists, it still needs to be improved to create more effective work collaboration in the work environment. This is a crucial concern, as teamwork is a key factor in achieving overall work effectiveness and company productivity. Therefore, it's crucial for companies to build a collaborative work culture through training, team activities, or teamwork incentives.

Every company certainly wants to achieve high levels of performance. This can be influenced by several factors, such as communication and work discipline. Communication is a crucial factor in carrying out activities, as it is a process of

mutual understanding that can influence each other. Related to the success of a company or organization, every communication process that occurs between employees will have an impact that supports employee performance.

The following is the pre-survey data on employee communication at PT. Nafiya Perkasa Distribusi.

Table 1.2Pre-Survey Data of PT Nafiya Perkasa Distribution Communications

No	Statement	5	4	3	2	1	Total Score	Number of Respondents	Average	Note
		SS	S	N	TS	STS				
1	I find it easy to understand instructions from my superiors.	5	4	2	9	10	91	30	3.03	Pretty good
2	I can convey tasks to subordinates clearly and easily understood.	3	3	2	10	12	78	30	2.60	Pretty good
3	I can communicate with my coworkers openly and with mutual respect.	3	2	1	10	14	73	30	2.43	Not good

Source: Author's Pre-Survey

Based on the results of a pre-survey of employee communication data obtained by 30 respondents, it shows that in general, employee communication skills are in the category of fairly good to poor. The first statement obtained an average of 3.03, which is included in the fairly good category. This indicates that some employees are able to understand instructions from superiors, although some still find it difficult to understand the directions given. The second statement obtained an average of 2.60, which is also in the fairly good category. However, there is still a predominance of respondents who answered disagree, which indicates that the task delivery process is not yet fully running effectively and still needs to be improved to optimize communication between job levels. Meanwhile, the third statement obtained an average score of 2.43, which is included in the poor category. This indicates that many employees still find it difficult to establish open communication and mutual respect among colleagues. This reflects that most employees feel quite capable of understanding instructions given by superiors, although there are some respondents who experience difficulties in understanding these directions. Meanwhile, this condition indicates that horizontal communication between colleagues is relatively weak. A lack of openness and respect in communication between coworkers can lead to minor conflicts, miscommunication, and reduce the team's effectiveness in completing shared tasks. Overall, although there are positive aspects in communication with leaders, significant challenges remain in increasing trust and interaction between employees. To create a better work environment, companies should consider implementing team building programs, communication training sessions, or other activities that can strengthen collaboration and improve relationships between employees. In addition, factors that influence discipline are

important factors that can affect a company's operational activities. Complying with regulations and being responsible in handling regulations are characteristics of employees who demonstrate high work discipline. This can be seen from the support of human resource management in realizing good performance, especially in employee discipline. The following is the pre-survey data on work discipline of PT. Nafiya Perkasa Distribusi employees.

Table 1.3 Pre-Survey Data on Work Discipline of PT Nafiya Perkasa Distribution

No	Statement	5	4	3	2	1	Total Score	Number of Respondents	Average	Note
		SS	S	N	TS	STS				
1	Employees understand the company's goals and demonstrate the ability to align tasks with the company's vision.	4	8	0	10	8	84	30	2.80	Pretty good
2	Leaders demonstrate attitudes and behaviors that serve as positive examples for all team members.	9	10	0	6	5	104	30	3.47	Good
3	The company provides awards or compensation according to employee contribution and performance.	2	4	0	12	12	72	30	2.40	Not good
4	Employees are treated fairly without any discrimination in the distribution of tasks or rewards.	4	8	0	9	9	84	30	2.80	Pretty good

Source: Author's Pre-Survey,

Based on the results of a para-survey obtained from 30 respondents, it appears that employee perceptions of several aspects of the company still vary. The first statement received an average score of 2.80, which is considered good. This indicates that some employees have not fully linked their duties to the company's vision. The second statement received an average score of 3.47, which is considered good, indicating that most employees view their leaders as setting a positive example. However, the third statement showed the lowest score, with an average

score of 2.40, which is considered poor. This illustrates that the company's reward or compensation system is not considered fair and proportional to employee contributions. Meanwhile, the fourth statement received an average score of 2.80, which is considered good. In general, these results indicate that the company needs to make improvements, especially in the aspects of rewards and fairness, to be able to increase employee satisfaction and work motivation. Therefore, it is important for the company to review its reward system, both in terms of transparency, assessment criteria, and the form of compensation provided. This is a worrying result because fairness is one of the important pillars in creating a healthy and productive work environment. Perceived unfairness among employees can lower morale and lead to internal conflict. PT Nafiya Perkasa Distribusi needs to ensure that all work processes are conducted objectively and transparently, and provide a safe channel for employees to voice their grievances.

METHOD

This research uses quantitative methods. According to Sugiyono in Siyoto and Sodik (2018:17-18), "Quantitative methods are methods used to research a specific population or sample, collecting data using research instruments, and analyzing statistical data, with the aim of testing a predetermined hypothesis."

This research was conducted at PT Nafiya Perkasa Distribution, located at Gg. Musholla Al-Hayat, Jl. Wijaya Kusuma No. 51, RT.9/RW.4, Pondok Labu, Cilandak District, South Jakarta City.

The research implementation period is structured in stages, starting from proposal preparation, testing of measuring instruments, and data collection, which will begin in October 2024.

Population

A population is the entire research subject targeted by the study. According to Sugiyono (2017:215), a population is a generalization area consisting of objects or subjects with certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. This population will become the generalization area for the research conclusions. The population at PT Nafiya Perkasa Distribusi is 50 people.

According to Sugiyono (2019:81), "a sample is a portion of the number and characteristics of a population." If the population being studied is large, researchers can use a sample taken from that population. What is learned from the sample, the conclusions will be applicable to the population. Therefore, the sample taken from the population must be representative. In this study, a saturated sample was used. According to Sugiyono (2022:85), the saturated sample technique is a sampling technique in which all members of the population are used as samples. This is often done when the population is relatively small, less than 100 people, or research that wants to make generalizations with very small errors. Another term for a saturated sample is a census, where all members of the population are sampled. Therefore, the determination of the sample size in this study uses a saturated sample technique with a total of 50 employees.

Method of collecting data

Data collection in this study was done through a survey using internal company

data sources and also using a questionnaire.

RESULTS

Normality Test

Table 4.8 Kolmogorov-Smirnov Normality Test

One-Sample Kolmogorov-Smirnov Test			
			Unstandardiz ed Residual
N			50
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		2.72472784
Most Extreme Differences	Absolute		.095
	Positive		.095
	Negative		-.086
Test Statistic			.095
Asymp. Sig. (2-tailed) ^c			.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.		.312
	99% Confidence Interval	Lower Bound	.300
		Upper Bound	.324

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source: Output SPSS Version 27 for Mac

Based on table 4.8 above, the results of the normality test using the Kolmogorov-Smirnov test show a significance value of Asymp. Sig. (2-tailed) of 0.200, which is greater than 0.05. This indicates that the normality assumption is met because the residual data is normally distributed.

Thus, the regression model used in this study has met the requirements for normality.

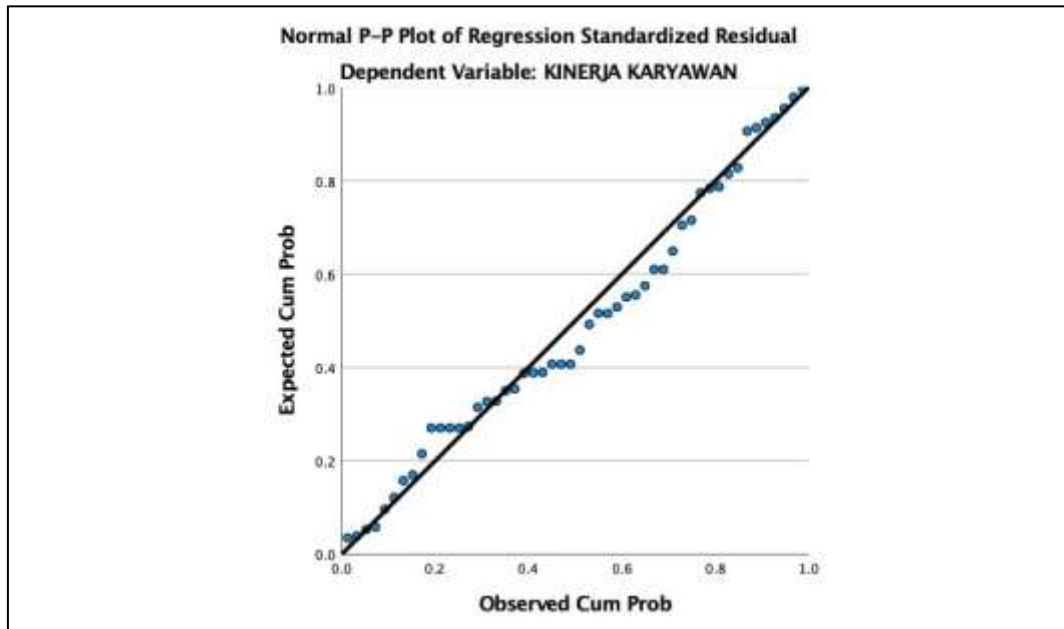


Figure 4.9P-Plot Normality Test

In Figure 4.9, the P-Plot of the normality test shows that the relationship between the communication variables (X1) and work discipline (X2) on employee performance (Y) has an almost normal distribution, indicated by the spread of data around the diagonal line. This result indicates that the regression model has met the assumption of normality in the analysis.

Heteroscedasticity Test

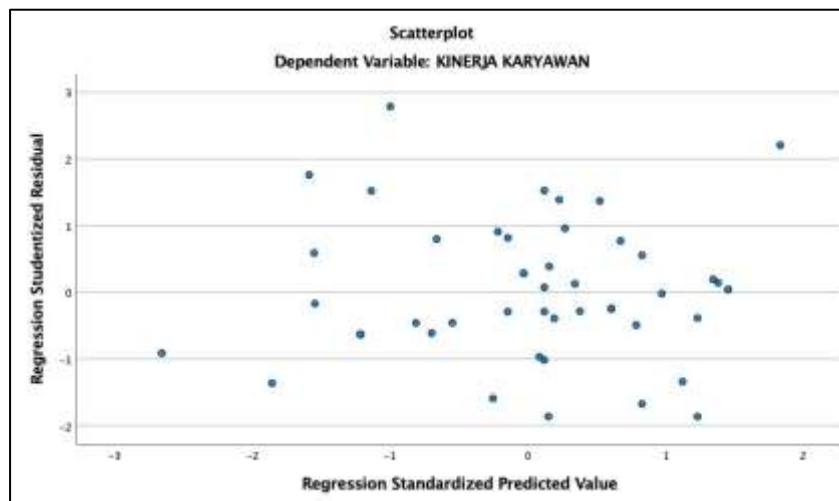


Figure 4.12 Heteroscedasticity Test

As seen in Figure 4.12, it can be concluded that there is no indication of heteroscedasticity, as the distribution pattern in the scatter plot does not show a clear pattern. The points on the Y-axis are scattered around the number 0, both above and below it.

Multicollinearity Test

Table 4. 10 Multicollinearity Tests

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	4.420	2.288		1.931	.059		
	KOMUNIKASI	.138	.123	.129	1.122	.267	.542	1.846
	DISIPLIN	.711	.114	.721	6.257	.000	.542	1.846

a. Dependent Variable: KINERJA KARYAWAN

SPSS

Output Source Version 27 for Mac

Table 4.10 presents the results of the multicollinearity test for the Communication and Work Discipline variables. The tolerance value for both variables is 0.542, while the VIF value for each is 1.846. Since the tolerance is greater than 0.10 and the VIF is less than 10, there is no indication of multicollinearity in this regression model. Therefore, this regression model can be used to test the impact of Communication and Work Discipline on Employee Performance at PT Nafiya Perkasa Distribusi.

Linear Regression Analysis

Table 4.13 Results of Simple Linear Regression Test of Communication Variable (X1) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.697	2.926		2.972	.005
	KOMUNIKASI	.657	.121	.617	5.435	.000

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS Data Processing Ver. 27 for Mac

As shown in Table 4.20, the regression equation obtained is $Y = 8.697 + 0.657 X_1$. The following is the interpretation of this equation:

- The constant value of 8.697 indicates that if the communication variable (X_1) has no effect, then employee performance (Y) will still have a value of 8.697.
- The regression coefficient of 0.657 indicates that every 1 unit increase in the communication variable (X_1) will cause an increase in employee performance (Y) of 0.657 units, assuming the constant does not change.

Table 4.14 Results of Simple Linear Regression Test of Work Discipline Variable (X2) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.675	2.002		2.835	.007
	DISIPLIN (X2)	.798	.084	.808	9.509	.000

a. Dependent Variable: KINERJA KARYAWAN (Y)

Source: SPSS Data Processing Ver 27 for Mac

Based on table 4.14, the regression equation obtained is $Y = 5.675 + 0.798X_2$. The following is the interpretation of this equation:

- The constant value of 5.675 indicates that if the work discipline variable (X_2) has no effect, then employee performance (Y) will still have a value of 5.657.
- The regression coefficient of 0.798 indicates that every 1 unit increase in the work discipline variable (X_2) will cause an increase in employee performance (Y) of 0.798 units, assuming the constant does not change.

Table 4.15 Results of Multiple Regression Test of Communication Variables (X_1) and Work Discipline (X_2) on Employee Performance (Y)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	4.420	2.288		1.931
	KOMUNIKASI (X_1)	.138	.123	.129	1.122
	DISIPLIN (X_2)	.711	.114	.721	6.257

a. Dependent Variable: KINERJA KARYAWAN (Y)

Source: SPSS Data Processing Ver. 27 for Mac

Referring to table 4.15, the regression equation obtained is $Y = 4.420 + 0.138X_1 + 0.711X_2$. The explanation of this regression equation is as follows:

- The constant value of 4.420 shows that if communication (X_1) and work discipline (X_2) have a value of zero, then employee performance (Y) will remain at a value of 4.420.
- The regression coefficient for the communication variable (X_1) is 0.138, which is positive, meaning that every 1 unit increase in motivation will increase employee performance by 0.138 units, assuming other variables remain constant.
- The regression coefficient for the work discipline variable (X_2) is 0.711, which is positive, indicating that every 1 unit increase in job satisfaction will increase employee performance by 0.711 units, assuming that other variables do not change.

Analysis of the Coefficient of Determination

Table 4.16 Results of Partial Determination Coefficient Analysis Between Communication (X_1) and Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.617 ^a	.381	.368	3.72722

a. Predictors: (Constant), KOMUNIKASI (X_1)

SPSS Output Source Version 27

Table 4.16 shows the results of the partial determination coefficient analysis between communication (X1) and employee performance (Y). Based on these data, the determination coefficient (R Square) value is 0.381. This means that approximately 12.6% of the variation in employee performance can be explained by motivation variables, while the remaining 87.4% is influenced by other factors not included in this model.

These results indicate that motivation has an influence on employee performance, although there are still many other factors outside of motivation that also influence overall employee performance.

Table 4.17 Results of Partial Determination Coefficient Analysis Between Work Discipline (X2) and Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.808 ^a	.653	.646	2.78962
a. Predictors: (Constant), DISIPLIN (X2)				

SPSS Version 27 Output Source

The results of the partial determination coefficient analysis between work discipline (X2) and employee performance, as seen in table 4.17, show that the R Square value is 0.653. This means that approximately 65.3% of the variation in employee performance can be explained by the work discipline variable. Meanwhile, the remaining 34.7% is influenced by other factors outside of work discipline that are not included in this model.

This shows that work discipline makes a significant contribution to employee performance, but there are still other variables that also play an important role in influencing overall performance.

Table 4.1 Results of the Analysis of the Determination Coefficient Between Communication (X1) and Work Discipline (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.814 ^a	.662	.648	2.78210
a. Predictors: (Constant), DISIPLIN (X2), KOMUNIKASI (X1)				

SPSS Version 27 Output Source

Based on the results of the analysis of the coefficient of determination between the communication variables (X1) and work discipline (X2) on employee performance (Y) presented in table 4.18, the R Square value was obtained at 0.662. This shows that 66.2% of the variation in employee performance can be explained by the combination of the two variables, namely communication and work discipline. The remaining 33.8% is influenced by other factors outside the two variables that are not included in the research method.

Thus, it can be concluded that communication and work discipline have a

significant relationship with employee performance. Although the contribution of both variables is significant, other factors also influence overall employee performance.

Partial Test (t-Test)

Table 4.19 Results of the t-Test of the Communication Variable (X1) on Employee Performance (Y)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	8.697	2.926		2.972
	KOMUNIKASI (X1)	.657	.121	.617	5.435

a. Dependent Variable: KINERJA KARYAWAN (Y)

SPSS Version 27 Output Source

Based on the analysis results in Table 4.19, the communication variable (X1) is proven to have a significant influence on employee performance (Y) at PT Nafiya Perkasa Distribusi. This is indicated by the calculated t-value of 5.435, which is greater than the t-table of 1.677, this is reinforced by the value $p > \text{sig. } 0.05$ or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_1 is accepted.

Table 4.20 Results of the t-Test of the Work Discipline Variable (X2) on Employee Performance (Y)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	5.675	2.002		2.835
	DISIPLIN (X2)	.798	.084	.808	9.509

a. Dependent Variable: KINERJA KARYAWAN (Y)

SPSS 27 Output Source

Based on the analysis results in Table 4.20, the work discipline variable (X2) is proven to have a significant influence on employee performance (Y) at PT Nafiya Perkasa Distribusi. This is indicated by the t-test value of 9.509, which is reinforced by the value $p > \text{sig. } 0.05$ or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_1 is accepted.

Thus, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_a) is accepted. These results indicate that job satisfaction has a partially significant relationship with employee performance at PT Nafiya Perkasa Distribusi.

Simultaneous Test (F Test)

Table 4.21 Results of the F-Test Between Communication (X1) and Work Discipline (X2) on Employee Performance (Y)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	713.437	2	356.719	46.087	.000 ^b
	Residual	363.783	47	7.740		
	Total	1077.220	49			
a. Dependent Variable: KINERJA KARYAWAN (Y)						
b. Predictors: (Constant), DISIPLIN (X2), KOMUNIKASI (X1)						

SPSS Version 27 Output Source

Based on Table 4.20, the results of the F test show that the calculated F value of 46.087 is greater than the F-table value of 3.200, this is also reinforced by p value < Sig. 0.05. Or (<0.005). Thus, H0 is rejected and H3 is accepted, this indicates that there is a significant simultaneous influence between communication and discipline on employee performance at PT Nafiya Perkasa Distribusi.

Research Discussion

The Influence of Communication (X1) on Employee Performance (Y)

Based on the results of the analysis conducted, this study shows a significant positive relationship between Communication and Employee Performance at PT Nafiya Perkasa Distribution. From the results of the simple linear regression test, the equation value $Y = 8.697 + 0.657X_1$ is obtained, meaning that the influence of communication on employee performance is 0.657, the rest is influenced by other factors. The determination value or contribution of the influence of Communication (X1) on Employee Performance (Y) is 0.381, the rest is influenced by other factors. The hypothesis test obtained a calculated t value > t table ($5.435 > 0.2787$), this is strengthened by a probability significance of $0.000 < 0.05$, thus H0 is rejected and H1 is accepted, meaning that there is a partial significant influence between Communication on Employee Performance at PT Nafiya Perkasa Distribution.

The Influence of Work Discipline (X2) on Employee Performance (Y)

Based on the results of the analysis, the regression equation value $Y = 5.675 + 6.798 X_1$ means that the influence of Work Discipline on employee performance is 6.798 and the rest is influenced by other factors. The determination value or contribution of the influence of Discipline (X2) on Employee Performance (Y) is 0.653 while the rest is influenced by other factors. The hypothesis test obtained a calculated t value > t table ($5.435 > 0.2787$), this is strengthened by a probability significance of $0.000 < 0.05$, thus H0 is rejected and H1 is accepted, meaning that there is a significant partial influence between Discipline on Employee Performance at PT Nafiya Perkasa Distribution.

The Influence of Motivation (X1) and Job Satisfaction (X2) On Employee Performance (Y)

Based on the analysis results, the regression equation value $Y = 4.420 + 0.138X_1 + 0.711X_2$ means that communication and work discipline have a positive influence on employee performance. The determination value or contribution of the influence of Communication and Discipline (X2) on Employee Performance (Y) is 0.662 while the

rest is influenced by other factors. The hypothesis test obtained a calculated t value > t table ($5.435 > 0.2787$), this is strengthened by a probability significance of $0.000 < 0.05$, thus H_0 is rejected and H_1 is accepted meaning that there is a significant partial influence between Communication and Discipline on Employee Performance at PT Nafiya Perkasa Distribution. Overall, the results of this study provide evidence that communication and work discipline together have a significant influence on employee performance at PT Nafiya Perkasa Distribusi. These results can be used as a basis for policy making aimed at improving employee performance by strengthening motivation and increasing job satisfaction.

CONCLUSION

Based on the description in the previous chapters, and from the results of the analysis and discussion regarding the Influence of Communication and Discipline on Employee Performance at PT Nafiya Perkasa Distribution, as follows:

1. Based on the results of the analysis conducted, this study shows a significant positive relationship between Communication and Employee Performance at PT Nafiya Perkasa Distribution. From the results of the simple linear regression test, the equation value $Y = 8.697 + 0.657X_1$ is obtained, meaning that the influence of communication on employee performance is 0.657, the rest is influenced by other factors. The determination value or contribution of the influence of Communication (X_1) on Employee Performance (Y) is 0.381 or 38.2%, the rest is influenced by other factors. The hypothesis test obtained a calculated t value > t table ($5.435 > 0.2787$), this is strengthened by a probability significance of $0.000 < 0.05$, thus H_0 is rejected and H_1 is accepted, meaning that there is a partial significant influence between Communication on Employee Performance at PT Nafiya Perkasa Distribution.
2. Based on the results of the analysis, the regression equation value $Y = 5.675 + 6.798X_1$ means that the influence of Work Discipline on employee performance is 6.798 and the rest is influenced by other factors. The determination value or contribution of the influence of Discipline (X_2) on Employee Performance (Y) is 0.653 or 65.3% while the rest is influenced by other factors. The hypothesis test obtained a calculated t value > t table ($5.435 > 0.2787$), this is strengthened by a probability significance of $0.000 < 0.05$, thus H_0 is rejected and H_1 is accepted, meaning there is a significant partial influence between Discipline on Employee Performance at PT Nafiya Perkasa Distribution.
3. Based on the analysis results, the regression equation value $Y = 4.420 + 0.138X_1 + 0.711X_2$ means that communication and work discipline have a positive influence on employee performance. The determination value or contribution of the influence of Communication and Discipline (X_2) on Employee Performance (Y) is 0.662 or 66.2% while the rest is influenced by other factors. The hypothesis test obtained a calculated t value > t table ($5.435 > 0.2787$), this is strengthened by a probability significance of $0.000 < 0.05$, thus H_0 is rejected and H_1 is accepted meaning there is a partial significant influence between Communication and Discipline on Employee Performance at PT Nafiya Perkasa Distribution.

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