

THE EFFECT OF MOTIVATION AND WORK DISCIPLINE ON PERFORMANCE

Sharah Rizqiyyah, Badia Perizade, Zunaidah, Agustina Hanafi

Fakultas Ekonomi Universitas Sriwijaya, Indonesia

Email: sharahrizqiyyah31@gmail.com, badiaperizade@fe.unsri.ac.id, zunaidah@unsri.ac.id,
agustinahanafi@fe.unsri.ac.id

Abstract

This research aims to determine whether Motivation and Work Discipline affect Employee Performance at PT. Dizamatra Powerindo. This research uses primary data by distributing questionnaires to all employees. The total population used is 169 respondents where the entire population is samples. The analysis technique used is multiple linear regression analysis. The results obtained are that Motivation has a positive and significant effect on the performance of Employees of PT. Dizamatra Powerindo and Work Discipline have a positive and significant effect on the Performance of PT. Dizamatra Powerindo. Suggestions that can be given from this research is that Motivation at PT. Dizamatra Powerindo needs to be improved and for Work Discipline at PT. Dizamatra Powerindo leaders are expected to pay more attention to the dimensions of punctuality, then to improve the Performance of PT. Dizamatra Powerindo must be able to understand what motivation needs to be given to Employees to improve the Performance of the Employees.

Keywords: Motivation, Work Discipline, Employee Performance.

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Introduction

In the company employees occupy an important role in every activity to achieve the company's goals. Employees must provide the best performance. To achieve the company's goals one way that can be taken is to motivate employees to provide the best possible performance to the company. Employees who are active in carrying out their work are encouragement from high motivation.

According to Early (in Astria 2018: 3) Employees who are dissatisfied with their work tend to withdraw or avoid work situations, both physically and psychologically. When a person is motivated, he does his best to achieve what he wants. Without motivation, employees cannot

perform tasks or even exceed standards because they are not motivated (Ekhsan, 2018: 2).

Griffin (2008) in Hanifah (2015: 171) says motivation is a repetitive process that affects inner needs and actively promotes, and nurtures behavior. Motivational approach, namely traditional approach (traditional approach: element of money that motivates employees), elements of cooperative relationships (relationship approach), mutual support, motivating employees) and people resource approach (human approach as a source that must be motivated). If a company wants to profit alone without thinking about its employees, their performance will gradually decline because they lose motivation.

The company's policy for improving the performance of employees is to conduct work assessments. According to Maslow (1970) in (Utami, 2017: 126) motivation is the driving force from within that causes

humans to do something or strive to meet their needs. This is done so that employees fulfill their motivation to improve employee performance.

Table 1
Performance Assesment Data of PT . Dizamatra Powerindo 2020

No	Score	Number of people
1	75,00 – 80,99	49
2	81,00 – 85,99	66
3	86,00 – 90,99	35
4	91,00 – 95,99	19
5	96,00 – 100	0
		169

Source: PT Dizamatra Powerindo

Table 1 shows that no employee has yet had a performance score of 100. Weight value 91.00 - 95.5 with 19 employees, still fairly small for employees who are worth 91.00-95.5. While employees who get a value of 96.00 - 100 do not yet exist. This performance assessment is carried out by the head of the department per unit section per year. The data above shows that employee performance has not been optimal because there are still many employees who get small values.

Work discipline according to Drever (1952) in Mulyanto (2018: 1279) is the ability to control behavior that comes from within a person according to what is regulated by external or existing norms. Companies are obliged to improve employee performance and maintain the existence of existing resources effectively and efficiently. One of the things companies can do is enforce strict discipline to create a comfortable work environment (Purnomo 2017: 29).

Discipline must be applied in the company because without the support of good employee discipline, it will be difficult for the company in achieving its goals. Discipline as an ideal state in supporting the implementation of tasks in accordance with

the rules in order to support work optimization (Rukhayati 2018: 99). Existing regulations will be followed by penalties or sanctions if anyone commits an offense. The sanctions imposed require employees to be disciplined in complying with the rules imposed by the company. According to Macquarrie (2012) in Mulyanto (2018: 1279) Discipline is the willingness and action of individuals to comply with all regulations set for a particular purpose. Therefore, from any point of view, we can conclude that discipline is an attitude that must exist in every individual.

In this study, the author has determined the object of the study on PT. Dizamatra Powerindo. PT. Dizamatra Powerindo is a company engaged in coal exploration with an open mining system located in Merapi Subdistrict, Lahat Regency, South Sumatra Province. The following table is a table of employee absenteeism at PT. Dizamatra Powerindo. The authors took the data for the period 2017 - 2020.

Table 2
Employee Attendance Data of PT. Dizamatra Powerindo Periode 2017-2020

No	Year	Absent (%)			
		Number of employees	Sick	Permission	Neglectful
1	2017	157	5,8	4,6	3,1
2	2018	160	4,9	6,1	3,2
3	2019	163	6,2	5,7	3,4
4	2020	169	6,0	5,8	3,6

Source: PT Dizamatra Powerindo

Table 2 shows the percentage of Neglectful in PT. Dizamatra Powerindo in the last four years of the period 2017 - 2019 is still below 5%. This is a problem because the percentage of Neglectful is still below 5%,

Table 1 shows that employee discipline has not been optimal because some employees do not comply with company regulations on employee discipline for example not present without information or Neglectful.

Table 3
Disciplinary Level Percentage Data Based on Timeliness of Employee Attendance PT. Dizamatra Powerindo Period 2017-2020

No.	Category	2017	2018	2019	2020
1	Total Employees	157	160	163	169
2	Late	57	63	72	76
3	On time	112	106	97	93
4	Percentage	36.30%	39.37%	44,17%	44.97%
	Dicipline				

Source: PT Dizamatra Powerindo

Table 3 shows the percentage of discipline level based on timeliness of attendance at PT. Dizamatra Powerindo data in 2017 in the last four years of 2017-2020. The problem here is employee delays that continue to increase from 2017-2020 with a 2017 percentage of 36.30%, 2018 by 39.37%, 2019 by 44.17%, 2020 by 44.97%, this means that there is a low awareness of employees of discipline in terms of enforcing discipline to cause this to occur and impact on the lack of performance of employees, In this case PT. Dizamatra Powerindo must take steps to sanction employees who do not arrive on time as a step to improve employee performance through discipline. Based on the

above explanation, the author decided to conduct a study entitled "The Influence of Motivation and Work Discipline on Employee Performance pt. Dizamatra Powerindo".

The purpose of this study is:

1. To Know and Analyze the Influence of Motivation on Employee Performance pt. Dizamatra Powerindo
2. To Know and Analyze the Effect of Work Discipline on Employee Performance PT. Dizamatra Powerindo
3. To Find Out Which Variables Are More Dominant

Method

A. Scope of Research

Based on the description previously described, the author conducted research in accordance with the title of the study, namely those related to the influence of motivation and work discipline on employee performance at PT Dizamatra Powerindo. The research was conducted at PT Dizamatra Powerindo which is located at Kebur village, West Merapi district, Lahat district, South Sumatra 31471.

B. Research Design The

Type of research used is descriptive research with a quantitative approach. According to Sekaran (2017: 100) descriptive research is a type of conclusive research that has the main goal of describing something, usually an explanation of market characteristics or functions.

C. Types of Data and Data Sources This Research Data Type

1) Qualitative data The

Method used in this study is a qualitative approach. Sekaran (2017: 77), states that qualitative research is research that intends to collect and analyze data in the form of numbers which are generally obtained through structured questions. It can also be interpreted as information data in the form of punctuation marks rather than number marks or numeric form. Qualitative data were obtained from the use of in-depth analysis techniques and were not obtained directly.

2) Quantitative data The

Following is the definition of quantitative method according to Sekaran (2017: 76) which is a scientific method whose data is in the form of numbers or numbers that can be processed and analyzed using mathematical calculations or statistics. A quantitative approach is used to find detailed factual information about current symptoms and to identify problems.

The type of data used in this study is qualitative data that has been quantified.

D. Data Source

1) Primary Data Primary

Data is data obtained from the field (field research), by conducting direct research on the object. Primary data will be obtained through interviews and providing a questionnaire that the author will give to each employee. According to According to Sekaran (2017: 130) Primary data (primary data) refers to information obtained directly (from the first hand by researchers related to variables of interest for certain purposes of the study.

2) Secondary Data Secondary

Data refers to information collected from existing sources. (Now, 2017: 130). In this study using primary data. Data obtained directly from PT. Dizamatra Powerindo through a questionnaire.

E. Data Collection Techniques

1) Questionnaires

According to Sekaran and Bougie (2017:170) a questionnaire is a pre-formulated list of written questions in which respondents will write down their answers, usually in clearly defined alternatives. The data collection technique used in this research is a questionnaire.

F. Population and Sample

1) Population

Population according to Sekaran (2017: 53) population is defined as "A group of people, events, or interesting things where the researcher wants to make an opinion (based on sample statistics)". The population used in this study were all employees of PT. Dizamatra Powerindo, which is 169 employees (Excluding leader). The entire population is used as respondents in

the study, in other words, all information regarding data searches.
employees will be asked for

Table 5
Total Employee Population of PT Dizamatra Powerindo in 2020

Division/Section	Number of Employees
Technician (Eng)	19
Production	60
Management Staff Knowledge (Km)	53
K3LL (Hse)	6
Land	1
Human Resources Development & General (HRGA)	15
Licensing (Legal)	2
Information Technology (IT)	1
Corporate Responsibility social (PR CSR)	5
clerk parts purchasing (purchasing)	2
Financial	5
Total HR	169

Source: PT. Dizamatra Powerindo

2) Sample

According to Sekaran (2017: 54) the sample is defined as "Part of the population. The sample consists of a number of members selected from the population. The number of employees at PT Dizamatra Powerindo, which is 169 people, based on the sampling technique in this study the author uses the saturated sampling method. The sampling

technique used is total sampling/saturated sampling. Another term for saturated sample is census, where all members of the population are sampled.

G. Measurement of Variable Data was

Interval Scale chosen for use in this study. When investigating the variables to be tested, all the answers are given a score according to the table below:

Table 6
Scores of Respondents' Opinions

Answer	Score
Strongly Agree (SS)	5
Agree (S)	4
Disagree (KS)	3
Disagree (TS)	2
Strongly Disagree (STS)	1

Results And Discussion

A. The Effect of Motivation on Employee Performance (Study at PT. Dizamatra Powerindo)

The results showed that there was a positive influence of motivation on employee performance. This first hypothesis is accepted. This means that statistically on both sides of the partial test of motivation (X1) a significant and positive effect on employee performance (Y) at PT. Dizamatra Powerindo. This is because the motivation given by the leadership at PT. Dizamatra Powerindo overall is very good.

According to Gibson (Agnus, 2020), individual performance is influenced by motivation, ability, and work environment factors. Motivation factors have a direct relationship with individual employee performance. With encouragement or motivation, employee performance will be optimal.

The results of the frequency of respondents' answers to the questionnaire indicate that motivation has an effect on employee performance at PT. Dizamatra Powerindo is also in accordance with previous research conducted by Nur Avni Roazalia (2015); Chandra (2017); Kenny (2018); Rukhayati (2018); Panca (2019); Jasman (2019); Suwanto (2019); and Salman

(2020) which shows that motivation has a positive and significant effect on employee performance.

Based on the results of the lowest respondent response weight is in the physiological dimension of 596, so the company must pay more attention to the physiological needs of its employees. This shows that employees expect the income earned from the company during work can meet housing needs, in addition to the income obtained can meet the needs of the economy and family. The fulfillment of this physiological need is very important so that employees feel fulfilled in their needs during work so that later it is expected to improve the employee's performance by itself.

Based on the results of the highest respondent response weight in the award dimension of 702, it shows that the boss has never reprimanded employees with harsh words and superiors give praise and appreciation to employees who excel and do a good job. These awards and praises are important given to employees, this is expected to arise motivation or encouragement in employees to be more enthusiastic in working so as to improve employee performance.

Statements from respondents who mostly agreed with motivation that led more to the rewards given to employees.

Head of PT. Dizamatra Powerindo needs to reward employees who are considered able to work well and achieve company targets to improve employee performance, and motivate other employees in work. Employees who are given awards will be more enthusiastic in working, and set an example to other employees. The company expects that employees can be motivated by the rewards that are presented and able to improve performance better than before.

B. The Effect of Work Discipline on Employee Performance (Study at PT. Dizamatra Powerindo)

The results showed that there was a positive influence of work discipline on employee performance. This means that the second hypothesis is accepted. This means that statistically for the two-sided test, partially work discipline (X2) has a positive and significant effect on employee performance (Y) at PT. Dizamatra Powerindo. This is because the existing work discipline at PT. Dizamatra Powerindo will affect employee performance. The strength and weakness of the employee's work discipline will determine the size of the employee's performance.

Sutrisno (2017:47) puts forward work discipline on employee performance, namely: "The better the work discipline of an employee/employee, the higher the work results (performance) that will be achieved". (Mangkunegara and Waris, 2015) stated the same theory, Work discipline includes working on time, obedience in carrying out their work. In short, working on time is part of a work discipline that is obedient in doing the work given.

The results of the frequency of respondents' answers to the questionnaire show that work discipline has an effect on employee performance at PT. Dizamatra Powerindo which is in

accordance with previous research by Nur Avni Roazalia (2015); Chandra (2017); Kenny (2018); Rukhayati (2018); Panca (2019); Natalia (2019); Desti (2019); Petrina (2019) and Salman (2020) which show that work discipline has a positive and significant effect on employee performance.

Based on the results of the lowest respondent response weight was in the timekeeping dimension of 663. This shows that there are still some employees going to the office on time and completing tasks on time. This timeliness is very important so that employees are disciplined in working. Efficiency of time in completing tasks is expected to achieve the company's targets. Punctuality during work will be more effective in completing the work, so it is expected to improve employee performance.

The lowest respondent response weight was in the rule observance dimension of 684.3. This shows that employees follow the company's working hours, work in accordance with their duties and functions and obey in using the company's tools and facilities. Adherence to company rules is very important, where employees have high work discipline will always obey the existing rules. Adherence to these rules will make employee performance visible. Employees who often violate company rules will get sanctions from their superiors. The higher employee adherence to company rules is expected to improve employee performance.

Respondents who mostly agreed about work discipline that led more to the observance of employee rules. Employees who obey the company's rules such as obeying working hours, working in accordance with their duties and functions and using the company's tools and facilities well. It is expected that employees are able to complete their

tasks well in accordance with the company's plans and predetermined targets. So that later this work discipline will provide examples to new employees in the company. This is very important, considering that good work discipline is able to improve employee performance better than before.

Conclusion

Based on the results of research and analysis that has been done, the conclusions that can be drawn are:

- 1) Motivation has a positive and significant effect on employee performance at pt. Dizamatra powerindo.
- 2) Work discipline has a positive and significant effect on employee performance at pt. Dizamatra powerindo.
- 3) Variabel is more dominant, namely the variable of work discipline to employee performance at pt. dizamatra powerindo.

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