

The Effect of Motivation and Discipline on Employee Achievement at PT Abadi Lestari in Jakarta

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Abstract

This study aims to determine the effect of motivation and discipline on employee performance at PT. Abadi Lestari in Jakarta. 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 motivation has a significant effect on employee performance by 39.9%, hypothesis testing is obtained $t_{count} > t_{table}$ or $(6.211 > 2.002)$. Discipline has a significant effect on employee performance by 35.9%, hypothesis testing is obtained $t_{count} > t_{table}$ or $(5.706 > 2.002)$. Motivation and discipline simultaneously have a significant effect on employee performance with the regression equation $Y = 8.394 + 0.313X_1 + 0.284X_2$ and the contribution of the influence is 51.5%, hypothesis testing is obtained by $F_{arithmetic} > F_{table}$ or $(30.228 > 2.770)$.

Keywords

Motivation; discipline; employee performance.



I. Introduction

Competition in the business world, especially in a company, is getting tighter, a company that is able to survive well, one of which has employees or human resources who are able to work well in order to realize the goals expected by the company. In this case, every company needs human resources who have high work performance, so that they can provide maximum results for the company.

In order for companies to compete, the demand for awareness of the importance of the quality of Human Resources (HR), which is one of the responses in responding to these changes, is very important. Quality Human Resources (HR) is very important for a company. Even the availability of quality human resources is believed to be the main key to success. Therefore, to realize quality human resources, the need for optimal participation from the company itself as a forum for the development of human resources itself (HR investment). Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Because Human Resources (HR) is the most vital resource that determines the success of a company, therefore it is necessary to be given rights that can spur increased work performance, there are several factors that can encourage employees to improve their work performance, one of which is the provision of discipline what leaders in the company do to employees.

Human resources as the main element in an institution have a very large 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 very decisive role because no matter how great and sophisticated the technology used is without being supported by humans as operational servants, it will not be able to produce an output that is in accordance with a high level of efficiency. Therefore, the development of human resources in an organization is very important.

To get the human resources expected by the organization to contribute positively to all company activities in achieving its goals, each employee is expected to have high work discipline so that later it will improve high work performance. Motivation according to Kreitner and Kinicki in Wibowo (2016), "Motivation is a psychological process that generates and directs behavior towards the achievement of goals or goal-directed behavior". Managers need to understand this psychological process if they are to successfully coach employees toward the accomplishment of organizational goals.

Given the importance of motivation for every employee, the company needs to continue to maintain employee discipline so that it does not decrease. One thing that every employee needs to understand is that they work because they want to fulfill their needs, both conscious needs and unconscious needs. By fulfilling these needs, the discipline of employees in their work will increase and have an impact on good work performance and help the company achieve its goals. Motivation Good discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages work passion, and the realization of company, employee and community goals. Therefore, every manager always tries to make his subordinates have good motivation. A manager is said to be effective in his leadership, if his employees are well disciplined. To maintain and promote good discipline is a difficult thing. Because many factors influence it.

Regulations are needed to provide guidance and counseling for employees of PT. Abadi Lestari in creating good order, morale, work morale, efficiency, and work effectiveness of employees will increase. If employees of PT. Abadi Lestari does not comply with the company's regulations, it will be difficult to achieve the company's 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) of the human resource manager. Discipline is the most important 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 the organization to achieve optimal results.

According to Sutrisno (2016) productivity is the relationship between output (goods or services) and inputs (labor, materials, money). Work performance is a measure of productive efficiency. A comparison between the output and input. Inputs are often limited to labor, while outputs are measured in physical units, forms, and values. According to Sutrisno (2016) there are three main aspects that need to be reviewed in ensuring high work performance, namely: a) Aspects of workforce management capabilities, b) Aspects of labor efficiency, c) Aspects of work environment conditions.

These three aspects are interrelated and integrated in a system and can be measured with various relatively simple measures. Work performance must be an integral part of the preparation of business strategies covering the fields of production, marketing, finance and other fields.

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 established to deal with slow, unenthusiastic, and inattentive employees.

If the employees employed do not have the good performance required by the company, then the company will not achieve the targets that have been set, and will be detrimental to the company itself. Therefore, in 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 achievements more optimal employee work.

Based on observations, it is known that absenteeism from year to year has increased, indicated by an increasing percentage. According to the initial findings of the researcher, the researcher found a high level of employee absenteeism at PT. Abadi Lestari in Jakarta from continuing to increase, this if action is not taken immediately it will have a negative impact on the achievement of company goals, for that company leaders must pay more attention to providing discipline in the company so that employees can return to work enthusiastically and show good work performance in helping to achieve company goals. Based on the description above, the authors are interested in conducting research with the title "The Effect of Motivation and Discipline on Employee Performance at PT. Abadi Lestari in Jakarta"

II. Review of Literature

2.1 Motivation

Danang Sunyoto (2016:11), motivation talks about how to encourage ones work spirit, so that they want to work by providing their abilities and expertise optimally in order to achieve organizational goals. Motivation is important because with motivation it is expected that every employee will work hard and be enthusiastic to achieve high work productivity. A person's behavior is influenced and stimulated by desires, fulfillment of needs and goals and satisfaction. Stimuli arise from within and from outside. This stimulus will create an impetus for someone to carry out activities.

2.2 Work discipline

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

2.3 Employee work performance

According to Simamora (2017: 612), work performance is a comparison between the results achieved by a person and the targets set in a certain time with the resources used. Furthermore, according to Simamora (2017:612), the indicators used in measuring work performance include work quantity, work quality and timeliness.

III. Research Methods

The population in this study amounted to 60 respondents PT. Abadi Lestari in Jakarta with the number of samples used amounted to 60 respondents PT. Abadi Lestari in Jakarta. The type of research used is associative, where the aim is to determine the effect of the independent variables on the dependent variable both partially and simultaneously by analyzing the data using instrument tests, classical assumption tests, regression, coefficient of determination and hypothesis testing.

IV. Result and Discussion

4.1 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. Descriptive Statistics Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Motivation (X1)	60	29	47	37.37	4.231
Discipline (X2)	60	28	45	36.83	3.992
Employee work performance (Y)	60	25	38	30.60	2.953
Valid N (listwise)	60				

Motivation obtained a minimum variance of 29 and a maximum variance of 47 with a mean score of 3.737 with a standard deviation of 4.231. Discipline obtained a minimum variance of 28 and a maximum variance of 45 with a mean score of 3.683 with a standard deviation of 3.992. Employee performance obtained a minimum variance of 25 and a maximum variance of 38 with a mean score of 3.060 with a standard deviation of 2.953.

4.2 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					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	8.394	2.878		2.917
	Motivation (X1)	.313	.073	.448	4.270
	Discipline (X2)	.286	.078	.386	3.679

a. Dependent Variable: Employee work performance (Y)

Based on the test results in the table above, the regression equation $Y = 8.394 + 0.313X_1 + 0.284X_2$ is obtained. From this equation, it is explained as follows:

- 1) A constant of 8.394 means that if there is no motivation and discipline, then there is an employee performance value of 8.394 points.
- 2) The motivation regression coefficient is 0.313, this number is positive, meaning that every time there is an increase in motivation of 0.313, the employee's work performance will also increase by 0.313 points.
- 3) The discipline regression coefficient is 0.284, this number is positive, meaning that every time there is an increase in discipline of 0.284, the employee's work performance will also increase by 0.284 points.

b. Correlation Coefficient Analysis

The 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 Testing the Correlation Coefficient of Motivation on Employee Work Achievement
Correlations^b

		Motivation (X1)	Employee work performance (Y)
Motivation (X1)	Pearson Correlation	1	.632**
	Sig. (2-tailed)		.000
Employee work performance (Y)	Pearson Correlation	.632**	1
	Sig. (2-tailed)	.000	

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

b. Listwise N=60

Based on the test results obtained a correlation value of 0.632, meaning that motivation has a strong relationship with employee performance.

Table 4. Results of Discipline Correlation Coefficient Testing on Employee Work Performance
Correlations^b

		Discipline (X2)	Employee work performance (Y)
Discipline (X2)	Pearson Correlation	1	.600**
	Sig. (2-tailed)		.000
Employee work performance (Y)	Pearson Correlation	.600**	1
	Sig. (2-tailed)	.000	

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

b. Listwise N=60

Based on the test results obtained a correlation value of 0.600, meaning that discipline has a strong relationship with employee performance.

Table 5. Results of Simultaneous Testing of Motivation and Discipline Correlation Coefficients on Employees' Work Achievement
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717 ^a	.515	.498	2.093

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

Based on the test results obtained a correlation value of 0.717, meaning that motivation and discipline simultaneously have a strong relationship with employee performance.

c. Coefficient of Determination Analysis

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

Table 6. Results of Testing the Coefficient of Determination of Motivation on Employee Work Achievement

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.632 ^a	.399	.389	2.308

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

Based on the test results, the determination value is 0.399, meaning that motivation has an influence contribution of 39.9% on employee performance.

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

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.600 ^a	.359	.348	2.383

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

Based on the test results, the determination value is 0.359, meaning that discipline has an influence contribution of 35.9% on employee performance.

Table 8. Coefficient of Determination of Motivation and Discipline Test Results Simultaneously Against Employee Work Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717 ^a	.515	.498	2.093

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

Based on the test results obtained a determination value of 0.515, meaning that motivation and discipline simultaneously have a contribution of 51.5% influence on employee performance, while the remaining 48.5% is influenced by other factors.

d. Hypothesis Test

Partial hypothesis test (t test)

Hypothesis testing with t test is used to find out which partial hypothesis is accepted. The first hypothesis: There is a significant effect of motivation on employee performance. The second hypothesis: There is a significant effect of discipline on employee performance.

Table 9. Results of Motivation Hypothesis Testing on Employee Work Achievement

Coefficients^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	14.117	2.671		.000
	Motivation (X1)	.441	.071	.632	.000

a. Dependent Variable: Employee work performance (Y)

Based on the test results in the table above, the value of t arithmetic > t table or (6.211 > 2.002), thus the first hypothesis proposed that there is a significant influence of motivation on employee performance is accepted.

Table 10. Discipline Hypothesis Test Results on Employee Performance
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.266	2.879		4.955	.000
	Discipline (X2)	.443	.078	.600	5.706	.000

a. Dependent Variable: Employee work performance (Y)

Based on the test results in the table above, the value of $t_{\text{arithmetic}} > t_{\text{table}}$ or (5.706 > 2.002), thus the second hypothesis proposed that there is a significant influence of discipline on employee performance is accepted.

4.3 Simultaneous Hypothesis Testing (F Test)

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

Table 11. Hypothesis Test Results of Motivation and Discipline on Employee Work Achievement
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	264.768	2	132.384	30.228	.000 ^b
	Residual	249.632	57	4.380		
	Total	514.400	59			

Based on the test results in the table above, the calculated F value > F table or (30.228 > 2.770), thus the third hypothesis proposed that there is a significant influence of motivation and discipline on employee performance is accepted.

4.4 Discussion of Research Results

1. The Influence of Motivation on Employee Performance

Motivation has a significant effect on employee performance with a correlation of 0.632 or has a strong relationship with a contribution of 39.9% influence. Testing the hypothesis obtained the value of $t_{\text{arithmetic}} > t_{\text{table}}$ or (6,211 > 2,002). Thus, the first hypothesis proposed that there is a significant effect between motivations on employee performance is accepted.

2. The Effect of Discipline on Employee Performance

Discipline has a significant effect on employee performance with a correlation of 0.600 or has a strong relationship with a contribution of 35.9% influence. Testing the hypothesis obtained the value of $t_{\text{arithmetic}} > t_{\text{table}}$ or (5.706 > 2.002). Thus the second hypothesis proposed that there is a significant effect between disciplines on employee work performance is accepted.

3. The Influence of Motivation and Discipline on Employee Performance

Motivation and discipline have a significant effect on employee performance with the regression equation $Y = 8.394 + 0.313X_1 + 0.284X_2$, the correlation value is 0.717 or has a strong relationship with the contribution of 51.5% influence while the remaining 48.5% is influenced by other factors . Hypothesis testing is obtained by the calculated F value > F table or (30.228 > 2.770). Thus the third hypothesis proposed that there is a significant effect between motivation and discipline on employee performance is accepted

V. Conclusion

- a. Motivation has a significant effect on employee performance with a contribution of 39.9% influence. Hypothesis test obtained value of $t_{\text{count}} > t_{\text{table}}$ or $(6,211 > 2,002)$.
- b. Discipline has a significant effect on employee performance with an influence contribution of 35.9%. Hypothesis test obtained value of $t_{\text{count}} > t_{\text{table}}$ or $(5.706 > 2.002)$.
- c. Motivation and discipline have a significant effect on employee performance with a contribution of 51.5% influence while the remaining 48.5% is influenced by other factors. Hypothesis test obtained value of $F_{\text{arithmetik}} > F_{\text{table}}$ or $(30.228 > 2.770)$.

Suggestion

Based on the conclusions that have been conveyed, the authors give suggestions as follows:

- a. Companies must always give proper enthusiasm and appreciation to ensure employees have high morale.
- b. The company must enforce regulations properly in accordance with applicable regulations to ensure employees are treated fairly.
- c. The company's work performance can be improved by empowering employees by enforcing good regulations and providing even more intense discipline

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