

**EMPLOYEE PERFORMANCE ASSESSED FROM COMMITMENT, MOTIVATION,
WORK EXPENSE, AND WORK DISCIPLINE STUDY AT THE RAILWAY
NURSERY CENTER OF DIRECTORATE GENERAL OF RAILWAY,
MINISTRY OF TRANSPORT**

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Abstract : *The purpose of this study was to determine whether there is a significant influence between the variables of commitment, motivation, workload, and work discipline on employee performance. In addition, it is also to determine whether there is a significant simultaneous influence and which variable is the most dominant in influencing employee performance of the Railroad Maintenance Center employees of the Directorate General of Railways of the Ministry of Transportation. The method used is descriptive quantitative method. The population in this study amounted to 81 employees and the entire population was sampled in this study, where the sampling technique used quota sampling. The data used are primary data and secondary data with data collection techniques: observation, documentation, questionnaire and literature study. The data analysis technique in this study used multiple linear tests.*

The results of the study can be concluded that: The results of the study can be concluded that: 1) There is an effect of commitment, motivation, workload, and work discipline that have a simultaneous and significant effect on employee performance of the Railroad Maintenance Center employees., 2) There is an effect of commitment, which has a positive and significant effect on Employee performance at the Railway Maintenance Center employees, 3) There is an influence of motivation has a positive and significant effect on employee performance on the employees of the Railway Maintenance Center, 4) There is an effect of workload has a positive and significant effect on employee performance on the employees of the Railway Maintenance Center, 5) There is an influence of Discipline work has a positive and significant effect on employee performance at the Railway Maintenance Center employees.

Keywords: *Employee Performance, Commitment, Motivation, Workload, Work Discipline*

1. Introduction

The organization seeks to obtain human resources who are able to work effectively and efficiently so that the goals set can be achieved. The organization consists of a collection of several people with the same goals and each organization uses all resources to operate to produce goods or services that have high selling power so as to generate profits to achieve the goals of the organization. One of the resources used in order to achieve organizational goals is Human Resources (HR). HR can be a potential if it is managed properly and correctly, but on the other hand it will become a burden if it is mismanaged.

One of the company's effort to increase competitiveness by increasing the performance of its employees. However, improving employee performance is not an easy thing to do. The top leaders of an organization or company generally encounter many obstacles in efforts to improve employee performance which require a special approach in order to increase work productivity, especially from the company's employees themselves. In other words, employee performance is closely related to human resources (Aspiyah dan Matono, 2016) Employee performance is a measure of the extent to which an employee is able to complete his work in accordance with the quality and quantity set by the company. An employee's performance can be measured from the total output produced by an employee in doing his job (Dotulong & Assagaf, 2015). An employee is said to be productive if the employee is able to produce products according to the targets set in the company.

To create maximum employee performance requires a high commitment. Employee commitment can be built by creating one-way communication between leaders and employees. Good communication can create trust, respect, a high sense of responsibility, and strong loyalty between leaders and followers (Bariyah, 2011).

Work motivation can provide movement that creates a person's desire to work so that they are willing to work together, work effectively and are integrated with all their power and efforts to achieve job satisfaction (Susanty & Baskoro, 2013). Motivation is very important in every company, with motivation is what causes, channels, and supports human behavior to work hard to achieve maximum results (Damayanti, 2015).

A good employee will surely continue to be motivated and contribute to the success of the company. The higher the motivation given by an employee for the achievement of increasing the company, the more employee performance in the company will increase. (Thamrin, Novita, & Panjaitan, 2014). Motivation can also be a race for employees to improve performance, competitiveness, improve quality, and especially as a life principle applied by employees (Damayanti, 2015).

Workload is a description of the number of workers that must be employed to complete a certain job. Thus knowing the workload, it will be able to know how much the burden must be borne by the employee, and whether there is excess labor or vice versa there is a shortage of manpower. The average operating time data obtained from the measurement of working time at each work station for the operators under consideration are used as data to determine the standard time per unit of output of each stage of the process. (Bariyah, 2011)

Work discipline is one of the factors that plays an important role in achieving goals. Given the important role of work discipline for employees, it is hoped that employees must always strive to maintain and improve work discipline (Hafied, 2017).. To get maximum work results, employees must have good performance. Good performance, the results obtained are also good. Optimal employee performance will have a big influence on the success of the work process. (Bariyah, 2012) in his research stated that with the application of high discipline, companies can get high profits, because with high discipline an employee is able to increase work effectiveness.

2. Literature Review

A. Employee Performance

(Rosyidah, 2010: 53) employee performance is the result of performance that can be achieved by a person or group of people in an organization both qualitatively and

quantitatively, in accordance with the respective authorities, duties and responsibilities in an effort to achieve the goals of the organization concerned legally, does not violate the law and is in accordance with morals or ethics.

B. Commitment

(Damayanti, 2005) commitment is a characteristic of the relationship between organizational members and organizations and has implications for individual decisions to continue their membership in organizations. Members who are committed to the organization will be more able to survive as part of the organization.

C. Motivation

According to (Arifah, 2018), motivation is the process of influencing or encouraging from outside a person or work group so that they want to carry out something that has been determined.

D. Work Load

(Moekijat, 2010: 44) According to (Moekijat, 2010: 44) workload is the volume of work results or records of work results that can show the volume produced by a number of employees in a certain section. The amount of work that must be completed by a group or person in a certain time or workload can be seen from both an objective and subjective point of view.

E. Work Discipline

(Rivai, 2010: 11) According to (Rivai, 2010: 11) that work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase awareness and willingness to fulfill all company regulations.

3. Research Method

This research is a quantitative research, where the calculation with numbers is estimated to be more objective because to determine the conclusions to be obtained, this research is a descriptive quantitative study with a questionnaire as a means of collecting data. The object of this research is employees of the Railway Maintenance Center of the Directorate General of Railways of the Ministry of Transportation. The population in this study amounted to 81. The samples taken in this study were the entire population. Sampling quota is a sample collection technique when all members of the population are used as samples. The multiple linear regression method which functions to determine whether the free variables in this study have a significant effect on competitive advantage and is supported by the F test and the t test to determine the simultaneous and partial effect between free variables and independent variables on tied variables.

4. Result And Data Analysis

A. Multiple Linear Regression Test Results

Coefficients ^a			
Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	
			Beta

1	(Constant)	5,215	1,222	
	K	,408	,071	,462
	M	,269	,074	,300
	BK	,217	,074	,228
	DK	,175	,040	,078

a. Dependent Variable: KK

So that the regression equation is obtained as follows:

$$Y = 5,215 + 0,408 X_1 + 0,269 X_2 + 0,217 X_3 + 0,175 X_4$$

- The variable commitment (X1), motivation (X2), work load (X3), and work discipline (X4) remains or does not change, the employee performance (Y) is positive with a value of 5.215.
- The commitment coefficient (X1) gives a positive value which means that if the commitment (X1) is getting better with the assumption that other variables are constant, the employee's performance (Y) will increase by 0.408.
- The motivation coefficient (X2) gives a positive value, which means that if the motivation (X2) gets stronger with the assumption that other variables are constant, the employee's performance (Y) will increase by 0.269.
- The workload coefficient (X3) gives a positive value which means that if the workload (X3) gets stronger with the assumption that other variables are constant, the employee performance (Y) will increase by 0.217.
- The work discipline coefficient (X4) gives a positive value which means that if the work discipline (X4) is higher with the assumption of other variables, the employee's performance (Y) will increase by 0.175.

B. F Test

Model	F _{count}	F _{table}	Sig.
1	129,109	2,49	0,000

Because $F_{count} > F_{table}$ ($129,109 > 2,49$) and the significant value of the F test of 0.000 is smaller than 0.05, meaning that H_0 is rejected, it means that commitment, motivation, workload, and work discipline simultaneously have a significant effect on employee performance of the Railway Maintenance Center employees.

C. t Test

Variable	t _{count}	t _{table}	Sig	Std	Description
Commitment	5,787	1,991	0,000	≤ 0,05	Be accepted
Motivation	3,623	1,991	0,000	≤ 0,05	Be accepted
Workload	2,934	1,991	0,003	≤ 0,05	Be accepted
Work discipline	1,870	1,991	0,000	≤ 0,05	Be accepted

- Because $t_{count} > t_{table}$ ($5.787 > 1.991$) and 0.000 is significant, less than 0.05, it means that H_0 is rejected and accepts H_a , meaning that commitment has a significant effect on employee performance of the Railway Maintenance Center employees.

- b. Because $t_{\text{count}} > t_{\text{table}}$ ($3,623 > 1,991$) and 0,000 is significant, less than 0.05, it means that H_0 is rejected and accepts H_a , meaning that motivation has a significant effect on employee performance of the Civil Service Center employees.
- c. Because $t_{\text{count}} > t_{\text{table}}$ ($2,934 > 1,991$) and a significant 0.003 smaller than 0.05, it means that H_0 is rejected and accepts H_a , meaning that the workload has a significant effect on employee performance at the Railway Maintenance Center employees.
- d. Because $t_{\text{count}} > t_{\text{table}}$ ($1,870 > 1,991$) and 0,000 is significant, less than 0.05, it means that H_0 is rejected and accepts H_a , meaning that work discipline has a significant effect on the performance of employees of the Railway Maintenance Center employees.

D. The coefficient of determination (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0	1	,934 ^a	,872	,84087

a. Predictors: (Constant), P, BK, DK, KK

Based on the results of the table above, it can be seen that the adjusted R Square (R^2) value in this study is 0.865. So it can be interpreted that the variation of the independent variables consisting of commitment (X_1), motivation (X_2), workload (X_3), work discipline (X_4) on the dependent variable, namely employee performance (Y) on the employees of the Railway Maintenance Center is 86.5%. While, the remaining 14.5% are influenced by other factors. These factors include incentives, environment, and so on.

5. Conclusion

- a. Based on the results of the F test, it shows that commitment, motivation, workload, and work discipline have a simultaneous and significant effect on employee performance of the Railway Maintenance Center employees.
- b. Commitment has a positive and significant effect on employee performance of the Railway Maintenance Center employees.
- c. Motivation has a positive and significant effect on employee performance of the Railway Maintenance Center employees.
- d. Workload has a positive and significant effect on employee performance at the Railway Maintenance Center employees.
- e. Work discipline has a positive and significant effect on employee performance at the Railway Maintenance Center employees.

Suggestion

- a. It is better if the Railway Maintenance Center still maintains all the aspects studied in this study in order to maintain employee work performance
- b. The Railway Maintenance Center should pay attention to the commitment of each employee by regularly conducting evaluations in each section.
- c. It is expected that the Railway Maintenance Center can objectively provide a workload that is in accordance with the capabilities of each employee.
- d. It is better if the Railway Maintenance Center continues to maintain employee motivation that is already running well.
- e. As one of the Government Agencies, the Railway Maintenance Center is expected to be able to contribute actively to both employees and the wider community.

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