

DETERMINANT OF WORK DISCIPLINE, WORK EMPOWERMENT AND WORK MOTIVATION FOR EMPLOYEE PERFORMANCE AT THE BATAM OFFICE AND SPECIAL PORT AUTHORITY

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Abstract: The purpose of this study was to determine the performance of employees in the secretariat of the Regional Representative Council Office of Batam City. Respondents in this study were 40 respondents, all of whom were State Civil Servants (ASN) at the Batam City Regional Representative Council Office. The data collection method in this research is by using a questionnaire. The type of research used is quantitative research. The variables of this study consist of three independent variables, namely Work Discipline, Work Empowerment and Work Motivation and Employee Performance as the dependent variable. The results of this study are the Anova test produces an F count of 136,121 > F table 2.87 with a significance level (probability number) of 0.05. F count > F table then Ho is rejected and H1 is accepted. Then the regression coefficient of Work Discipline, Work Empowerment and Work Motivation together has a significant effect on Employee Performance variables.

Keywords: *work discipline, work empowerment, work motivation, employee performance*

1. Introduction

Human Resources (HR) plays a very important role in an organization. Any organization in its form must have a vision and mission to be achieved. Of course, the purpose of an organization is established to benefit the interests of others. Organizations established in its implementation are managed by humans. Employees or workers who manage the organization must have quality resources. Quality resources result in maximum organizational performance. Likewise, the management of organizations in government must really have maximum quality. This is possible so that in providing services to the community can provide good service value.

Human beings are the most important resource in determining the direction and policy of an organization. Human Resources (HR) has the most dominant role because HR becomes the main driver in an organization. Human Resources in government organizations are very important things to maintain and pay attention to. Because we know that an organization will achieve its goals if the implementation of organizational management is carried out properly and correctly. To achieve good and correct organizational management, of course, quality human resources are needed. To get quality human resources, of course, high discipline is needed from all employees. Disciplined discipline is another thing that must be done by the

leader is to provide or empower all employees in the organization. This is so that employees can understand all the work around them.

We know that disciplined work is a system of rules in controlling the perilaku members of the organization. Work discipline is a process of action that will control the behavior of a person who shows the values of obedience, obedience, loyalty, order and order in the organization. Because we know that the rules of an organization are certainly needed to provide counseling fund guidance for organizational members to create a good order and provide maximum performance. Likewise with government agencies such as the Kesyahbandaran Office and the Batam Special Port Authority

This is where the importance of employees who are directly related to the community is expected to be able to cooperate, especially with the leadership of the organization, so that between the two can adjust between the wishes of the employees and the goals of the organization. In this case, employees must be able to do all the work assigned to him and be able to run it well so that they have good performance. As for Government Employees who have good performance, they will get serious attention from superiors and institutions.

Empowerment as a force is needed in improving the quality of employee spirit in serving the community. With empowerment is expected to motivate individuals to improve higher performance and productivity. Empowerment variables allow employees as members of the organization to feel that they are better able to do tasks capably.

In terms of motivating employees, of course, there is a way that must be done by the organization. Motivation must be able to be a driver in terms of improving employee performance. Motivated pegawai can actually improve employee performance

From the background that has been outlined above, the formulation of the problem described by the author is as follows; (1). Whether there is an influence between work discipline on employee performance. (2). Is there an influence between work empowerment on employee performance. (3). Is there an influence between work motivation on employee performance. (4). Is there a simultaneous influence between work discipline, work empowerment and work motivation for employee performance

The purpose of this study is to find out the influence of discipline, empowerment and motivation for work both partially and sevara simulatan on the performance of employees at the Batam Special Port Authority and Kesyahbandaran Office.

2. Theoretical Background

Employee Performance

Performance is the result of work in quality and quantity achieved by an employee in carrying out his functions in accordance with the answer charged to him.

According to Gary Dassler (2000: 41), performance or performance is a work achievement, which is a comparison between work results and established standards.

Anwar Mangkunegara (2002: 22) stated that performance is the result of beik work in quality and quantity achieved by a person in carrying out duties in accordance with the responsibilities given.

From some of the definitions above it can be indicated that performance is as a result or the overall success rate of a person during a certain period in carrying out the task compared to various possibilities, such as work standards, targets and work goals.

Edy Sutrisno (2010: 172) concluded that performance as a result of employee work is seen from the aspects of quality, quantity, working time, and cooperation to achieve the goals set by the organization.

From the description that has been described above, it can be tested that employee performance is the behavior of the results of work performances carried out by an employee who contributes positively or negatively to the achievement of organizational goals.

Work Discipline

According to Arikunto (2005: 114), discipline is a person's obedience in following rules or rules because it is driven by the awareness that exists in his heart without any coercion from outsiders.

Discipline is behavior and order in accordance with rules and regulations, or behavior obtained from training that is carried out continuously. An activity that is always done must have a purpose.

Work discipline can be seen as something of great benefit, both for the benefit of the organization and for the employees. For organizations, the existence of work discipline can ensure the preservation of order and smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant work atmosphere can be obtained so that it can increase the morale in carrying out their work.

Work Empowerment

Etymological empowerment comes from the word power which means the ability to do something or the ability to act. Employee empowerment is a form of implication of development for subordinates

Empowerment according to Richard Carver (Clutterbuck, 2003: 3), is an effort to encourage and enable individuals to assume personal responsibility for their efforts to improve the way they carry out their work and contribute to the achievement of organizational goals.

Supriyanto (2010: 15) states empowerment is the intrinsic motivation and selfefficacy of people affected by leadership behavior, job characteristics, organizational structure, and their own needs and values.

Sedarmayanti (2014: 123) stated that Human Resource Empowerment is one of the efforts that must be done for the creation of quality human resources, has the ability to utilize, develop and master science and technology and management skills.

Based on the understandings discussed above, it can be tested that work empowerment is an effort given by the institution to make employees more capable by placing in areas relevant to their expertise.

Work Motivation

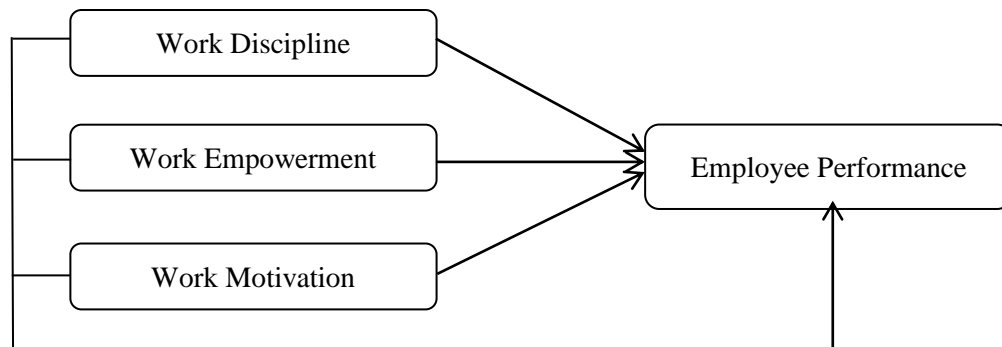
Motivation is a will or desire that arises in employees that raises the spirit or encouragement to work optimally to achieve goals. Furthermore, Samsudin (2005) provides an understanding of motivation as the process of influencing or pushing from the outside against a person or work group so that they are willing to carry out something that has been set. Motivation can also be interpreted as driving force (driving force) is intended as a natural urge to satisfy and maintain life.

Mangkunegara (2005; 61) states: "Motivation is formed from the attitude (attitude) of employees in dealing with the work situation in the company (situation). Motivation is a condition or energy that moves employees who are directed or focused on achieving the company's organizational goals. The employee's pro and positive mental attitude towards the work situation is what strengthens his work motivation to achieve maximum performance".

Based on the above understanding, motivation is the employee's response to a number of statements about the overall effort arising from within the employee in order to grow the urge to work and the goals desired by the employee to be achieved.

Theoretical Framework

The frame of mind in this study is as follows:



Hypothesis

1. Work discipline has a significant effect on employee performance
2. Work empowerment has a significant effect on employee performance
3. Work motivation has a significant effect on employee performance
4. Work discipline, work empowerment, and work motivation simultaneously have a significant effect on employee performance.

3. Research Methodology

This research was conducted in the environment of the Batam Kesyahbandaran Office and Special Port Authority. The research activity was carried out for 2 months, namely in January to February 2022. To conduct research, of course, a number of data are needed and to obtain it grouped into two types: Primary Data, which is data that the author obtains directly from the object through research or direct observation of the problem studied, namely through interviews with Employees of the Batam Special Port Office and Authority collected through a list of questions that have not been processed for a specific purpose, Good data – data that has been prepared. Secondary Data, i.e. data and information obtained from sources related to this research.

The number of respondents used in this study was 40 people. Where all of the respondents are state civil servants (ASN). In order to obtain data that is in accordance with the needs in the analysis, it is necessary to carry out data collection activities. In this activity, the author tried to collect data by distributing questionnaires to employees who were respondents to this study, then providing an opportunity for respondents to fill out questionnaires for several days and appealing to be able to fill out the fill form objectively.

The validity test as a data collection tool according to Sugiyono (2012), the validity of the construct is a method used to provide an assessment of the questionnaire, namely through the correlation of moment products, between the score of each question item and the total score. Reliability tests are carried out to determine the consistency of the degree of dependence and stability of the measuring instrument. From the results of reliability tests conducted with the SPSS 17.00 program, the questionnaire is said to be reliable if giving Cronbach Alpha > 0.60. Furthermore, to find out the effect of the relationship between Work

Motivation, Employee Empowerment and Work Discipline on Employee Performance, the statistical formula of Regression and Multiple Correlations is used.

4. Research Result

Multiple Regression Analysis

Table 1. Multiple Regression Analysis Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.221 | .147 | | .193 | .848 |
| | Work Discipline | .160 | .094 | .057 | .638 | .528 |
| | Work Empowerment | .209 | .104 | .204 | 1.016 | .051 |
| | Work Motivation | .438 | .104 | .625 | 6.088 | .000 |

Dependent Variable: Employee performance

This section describes the regression equation to find out the constant number and test the hypothesis of the significance of the regression coefficient. The regression equation is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 1,221 + 0,160X_1 + 0,209 X_2 + 0,438X_3$$

$$Y = \text{Employee Performance}$$

$$X_1 = \text{Work Discipline}$$

$$X_2 = \text{Work Empowerment}$$

$$X_3 = \text{Work Motivation}$$

- The constant of 1,211 means that if there is no addition of Work Discipline, Empowerment and Work Motivation, the Performance of Employees of the Batam Office and Special Port Authority will increase by 1,211..
- b) Coefficient work discipline of 0.160 means that every additional 1 percent of Work Discipline, the Performance of Employees of the Batam Special Port Office and Authority increases by 0.160
- c) The work empowerment coefficient of 0.209 means that every 1 percent addition to empowerment, the performance of employees of the Batam Special Port Office and Authority will increase by 0.209..
- d) The coefficient of work motivation of 0.438 means that every 1 percent addition of Work Motivation, the Performance of Employees of the Batam Special Port Office and Authority will increase by 0.438

Hypothesis Test

Partial Test (Test t)

This test is performed to determine the effect of each partially free variable on the bound variable.

**Table 2. Partial Test
Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.221 | .147 | | .193 | .848 |
| | Work Discipline | .160 | .094 | .057 | .638 | .528 |
| | Work Empowerment | .209 | .104 | .204 | 1.016 | .051 |
| | Work Motivation | .438 | .104 | .625 | 6.088 | .000 |

Dependent Variable: Employee Performance

1. Work discipline towards employee performance

From the results of the test above, it can be seen that the work discipline has a calculated t value of 0.638 and a table t of 2.02. The value t count is smaller than t table. And a significant 0.528. The value of this significance is greater than 0.05 so it can be concluded that work discipline has an insignificant effect on employee performance.

2. Work empowerment towards employee performance

From the results of the test above, it can be seen that the value of t calculates by 1.016 and t table is 2.02. The value t count is smaller than t table. And the significance of employee empowerment is 0.051. The value of this significance is greater than 0.05 so it can be concluded that employee empowerment has a significant effect on employee performance.

3. Work motivation towards employee performance

From the results of the test above, it can be seen that the value of t calculates by 6.088, and t table is 2.02. The value of t counts is greater than the t table and the value of the significance of the work motivation is 0.000. This significance value is smaller than 0.05 so it can be concluded that work motivation has a significant effect on employee performance.

Simultaneous Test (Test F)

This simultaneous test is performed to determine the effect of simultaneous free variables on bound variables.

**Table 3. Simultaneous Test
ANOVA^b**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 151.058 | 3 | 50.353 | 136.121 | .000 ^a |
| | Residual | 13.317 | 36 | .370 | | |
| | Total | 164.375 | 39 | | | |
| a. Predictors: (Constant), Work Motivation, Work Discipline, Work Empowerment | | | | | | |
| b. Dependent Variable: Employee Performance | | | | | | |

4. Work discipline, employee empowerment, and work motivation simultaneously on employee performance

From the test results above, it can be seen that the value of f calculates 136.121 and the

table f value is 2.87. The value f calculates greater than f table, as well as significance of 0.000. The value of this significance is smaller than 0.05. So it can be concluded that work discipline, employee empowerment, and work motivation simultaneously have a significant effect on employee performance.

Determination Coefficient Analysis

Table 4. Determination Coefficient Analysis
Model Summary

| Model | R | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|-------------------|----------------------------|
| 1 | .959 ^a | .619 | .912 |
| | | | .608 |

a. Predictors: (Constant), Work Motivation, Work Discipline, Work Empowerment

The R square value of the results of this study is 0.619 or 61.9%. This means that work discipline, employee empowerment and work motivation are able to influence or explain employee performance by 61.9% while the remaining 38.1% is influenced by other factors not included in this research model.

5. Conclusions

From the results of the study, some conclusions can be drawn as follows:

1. Work discipline has an insignificant effect on employee performance
2. Work empowerment has an insignificant effect on employee performance
3. Work motivation has a significant effect on employee performance
4. Work discipline, work empowerment and work motivation together have a significant effect on employee performance.

Suggestion

The suggestions that the author needs to convey to the Batam Kesyahbandaran Office and Special Port Authority, are as follows:

1. The author suggests that before an employee is accepted to be placed, appointed and employed as an Employee of the Batam Special Port Authority and Office, first concerned is given some kind of job description.
2. In determining the employees to be placed in the Batam Special Port Authority And Kesyahbandaran Office, you should choose employees who can increase motivation for other employees.
3. The author also suggested to the leadership of the Batam Kesyahbandaran Office and Special Port Authority, in order to provide encouragement of work spirit (supporting) to employees.
4. It is recommended that the Head of the Batam Special Port Authority and The Special Port Authority, really pay attention to their employees by providing development to employees so that the employees have performance so that they can produce maximum quality work.

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