

THE INFLUENCE OF DISCIPLINE AND MOTIVATION ON WORK PRODUCTIVITY

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Abstract: This researcher aims to test Work Motivation and Work Discipline against the Work Productivity of PD Sri Tanjung Indramayu. The research method used in this study is a quantitative method. The population in this study was PD Sri Tanjung Indramayu employees totaling 67 employees. This research sampling technique uses saturated sampling. The data withdrawal technique uses questionnaires and the data analysis used is multiple regression analysis. The results of the researchers showed that there was a positive and significant influence between the variables of Work Motivation on Work Productivity in terms of the t_{count} of the $< t_{\text{table}}$, namely $13,014 < 1,997$ with a sig of $0.000 < 0.05$. The results of this study also show that work discipline has a positive and significant effect on work productivity as seen from the t_{count} of the $< t_{\text{table}}$, namely $11,014 < 1,997$ with a sig value of $0.005 < 0.5$ by means of simultaneous variables Work Motivation and Work Discipline have an effect and significant effect on work productivity shown by $F_{\text{calculate}} > F_{\text{table}}$, which is 94.615.

Keywords: *Motivation, Discipline, Work Productivity*

1. Introduction

Every organization must have goals to be achieved and to be able to achieve these goals can be influenced by several factors that support achieving organizational goals. One of the factors is the human resources that exist within the organization itself. So human resources in an organization are very important and need to be carried out good management and direction in order to achieve good productivity in carrying out organizational functions in accordance with the goals that have been set by the organization.

Anorga in Busro (2020) stated that productivity is the ability to obtain the greatest benefit from the available facilities and infrastructure by producing optimal output. Productivity in a company is very important because the standard of living of a company is determined by the productivity of its employees. Because the higher the productivity of employees in the company, the greater the benefits obtained by the company. There are several factors that can affect employee productivity including education, discipline, and so on.

Singodiemodjo in Sutrisno (2020) suggests that discipline is an attitude of a person's willingness and willingness to obey and obey the norms of the regulations that apply around him. Discipline is a tool that managers use to communicate with their employees so that they are willing to change a behavior in an effort to increase one's awareness and willingness to obey all applicable organizational rules and norms. Good work discipline is the expectation

of organizational leaders in order to achieve company goals, where work discipline serves as the main guideline for employees in carrying out their duties.

In addition to discipline, another factor that can affect productivity is work motivation. Stanford in Mangkunegara (2017) defines motivation as a condition that moves humans towards a certain goal. Furthermore, Afandi (2021) said that: "Motivation is a desire that arises from within a person or individual because they are inspired, encouraged, and encouraged to carry out activities with sincerity, pleasure and earnestness so that the results of the activities they do get good and quality results. Motivation can increase employee discipline by ensuring that all employees comply with company regulations. Karayawan who feels motivated will be more responsible for their work. Employees who feel unmotivated will feel saturated at work will tend to leave the perusahaan. With the high work motivation of each employee, employee productivity will also increase and vice versa if employee work motivation is low, employee productivity will be low and can affect the company.

Based on the phenomenon found in PD Sri Tanajung shows that some. This condition shows that employees lack discipline, and the lack of encouragement to increase motivation causes employees to complain, this has an impact on the high level of work of employees, resulting in employees not being motivated to move up because they already feel comfortable enough and there is no desire to develop something because they think it will add to the challenges and burdens at work.

The existence of this problem is strengthened by the presence of attendance data or attendance of PD Sri Tanjung employees. The following is employee attendance data.

Table 1. Employee attendance data

Moon	Total workers	Workers present	Absent workers	Sick	Permit	Alpha	Percentage
January	67	57	10	1	2	7	17,5%
February	67	57	10	3	1	6	17,5%
March	67	60	7	2	1	4	11,6%
April	67	61	6	2	-	4	9,8%
May	67	59	8	1	2	5	13,5%
June	67	53	14	2	3	9	26,4%

Based on table 1, the absenteeism rate of PD Sri Tanjung Indramayu employees is quite high because there are still many absenteeism made by employees, according to PD Sri Tanjung Indramayu employees, this can happen because there are still many employees who lack discipline. Some other factors are motivation. Based on the results of interviews conducted by researchers to several employees, researchers concluded that the discipline of discipline in PD Sri Tanjung is not good, since the pandemic productivity has decreased so that it experiences losses, it has an impact on its employees such as laziness while working, resulting in a decrease in the quality of karayawan's work.

The motivational factor is one aspect in influencing productivity in PD Sri Tanjung Indramayu, based on the results of interviews with several employees, there is a problem because there are employees who have a bad relationship with their superiors or fellow colleagues by showing negative behavior such as lack of sense of responsibility as a member of the company in carrying out tasks, lack of comfort when working in the room, lack of awareness to exercise discipline, and there are some employees who do not want to stay as members of the company because of the company's conditions and choose to leave the

company. This will have an impact on the productivity of employees decreasing, this can hinder the work and responsibility of employees to the company, this can lead to low productivity produced by the company. The work motivation of employees is lower if conditions such as IT uterus are allowed, therefore the company needs to increase the discipline, motivation and work productivity of employees.

Table.2 hours of late arrival (TD) and fast return (CP) PD Sri Tanjung Indramayu

Moon	Number of Employees	Weekdays	Employee Working Hours/Month	Number of Attendance	
				(TD)	(CP)
January	67	27	5.184	6	5
February	67	25	4.800	10	5
March	67	27	5.184	4	3
April	67	26	4.992	5	4
May	67	27	5.184	10	6
June	67	26	4.992	9	12
July	67	27	5.184	11	10
August	67	27	5.184	3	13
September	67	26	4.992	4	9
October	67	27	5.184	10	8
November	67	26	4.992	20	3
December	67	27	5.184	22	6

Based on the table above, working hours have not been utilized optimally and have not received special attention from the leadership for employees who do not match working hours. Based on the number of employees during effective working hours, it will certainly have an impact on reducing work productivity. Based on the observations made, it found several indications that revealed symptoms of a decrease in employee productivity such as lack of interest in completing work on time, so that many working hours were wasted due to job abandonment. When the task is given by the leadership, there are still many employees who are still procrastinating on their work, calling their families or leaving for matters that are not related to their job duties. If this continues, of course, it will have an impact on the achievement of organizational goals, for this reason, it is necessary to pay attention to several factors that affect work productivity. Factors that influence work productivity can be seen from the factors of work motivation and work environment. In working, spatial planning and morale play an important role. Based on the description of the phenomena found and previous research, researchers are interested in conducting research with the title The Influence of Motivation and Discipline on Productivity in PD. Sri Tanjung.

The purpose of this researcher is intended to obtain data and information about individual characteristics, discipline, motivation and work productivity towards employee performance in PD Sri Tanjung, Indramayu Regency. The specific purpose of this researcher is to 1) test and analyze the effect of motivation on employee performance in PD Sri Tanjung, Indramayu Regency . 2) testing and analyzing discipline on employee performance in PD Sri Tanjung, Indramayu Regency. 3) testing and testing and analyzing the influence of motivation, discipline and work productivity on PD Sri Tanjung Indramayu Regency.

The hypothesis is formulated namely 1) H 1: There is an influence between motivation (X₁) on work productivity (Y) in PD Sri Tanjung Indramayu Regency. 2) H 2: There is an

influence of discipline (X_2) on work productivity (Y) in PD Sri Tanjung, Indramayu Regency . And 3) H_3 : There is a simultaneous influence of motivation (X_1) and discipline (X_2) together on work productivity (Y) in PD Sri Tanjung, Indramayu Regency.

2. Research Method

The research method used in this study uses quantitative research methods. The population used in this study was a total staff of permanent employees at PD Sri Tanjung Indramayu which amounted to 67 people. This research makes all objects or populations in PD Sri Tanjung, Indramayu Regency to be studied. The samples in this study used the *Non Probability Sampling* method with the type of *Saturated Sampling*. Data collection techniques used by researchers on the object of study include field studies, interviews, questionnaires and literature studies. The data analysis method used is multiple linear regression analysis using the help of the SPSS application.

3. Results and Discussion

3.1. Results

3.1.1 Multiple Linear Regression Analysis

Table 3. Multiple linear regression analysis

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.587	2.189		2.096	.040
	motivation	.166	.080	.298	2.086	.041
	Discipline	.407	.133	.438	3.067	.003
a. Dependent Variable: productivity						

Based on the above output, a regression equation is obtained, as follows:

$$Y = a - b_1 X_1 + b_2 X_2$$

$$\hat{Y} = 4.587 - 0.166 X_1 + 0.407 X_2$$

The regression equation above shows the direction of each independent variable to the dependent variable and can be described as follows:

1. The constant value is 4,587 this shows that work motivation and work discipline value is fixed, then the work productivity value is 4,587
2. The regression coefficient of the motivation variable of 0.166 means that it shows the direction of a positive relationship between work motivation and work productivity. This shows that every time the work motivation variable increases by 11, work productivity increases by 0.166.

The regression coefficient of the work discipline variable of 0.407 means that it shows the direction of a positive relationship between work discipline and work productivity. This shows that every increase in the work discipline variable by 1 then work productivity increases by 0.407.

3.1.2 Coefficient of determination

Table 4. Coefficient of determination

Model ^a Summary ^b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.696 ^a	.484	.468	2.533
a. Predictors: (Constant), discipline, motivation				
b. Dependent Variable: productivity				

Based on the output above, the value of the Coefficient of Determination R^2 (*Adjusted R Square*) is 0.484 which means that the contribution of the variables of work motivation (X_1) and work discipline (X_2) to work productivity (Y) is 48.4% and the remaining 51.6% of work productivity can be influenced by other factors outside the variables studied.

3.1.3 Test the Hypothesis

a. t test (Partial)

1. Test t Effect of Work Motivation (X_1) On Work Productivity (Y)

Table 5. The Effect of Work Motivation (X_1) on Work Productivity (Y)

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.077	2.319		1.758	.083
	motivation	.356	.053	.639	6.702	.000
a. Dependent Variable: productivity						

Based on the results of the output above, it can be known that the motivation variable (X_1) obtained the number $t_{\text{count}} > t_{\text{table}}$ which is $6,702 < 1,997$, then H_0 is accepted and H_a is rejected. In addition, the p-value (sig.t) is $0.000 < 0.05$ which means significant. So it can be concluded that work motivation has a positive and significant effect on work productivity. The researcher presented a picture of the area of acceptance and rejection of H_0 as follows:

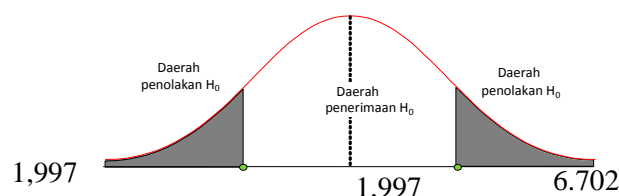


Figure 1. Areas of rejection and acceptance of H_0

2. Test t Effect of Work Discipline (X_2) On Work Productivity (Y)

Table 7. Effect of Work Discipline (X_2) on Work Productivity (Y)

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.687	1.648		4.665	.000

	Discipline	.622	.085	.670	7.283	.000
a. Dependent Variable: productivity						

Based on the output above, it can be seen that the work discipline variable (X_2) obtained the number $t_{\text{count}} > t_{\text{table}}$, namely $7,283 > 1,997$, then H_0 is rejected and H_a is accepted. In addition, the p-value (sig.t) is $0.000 < 0.05$ which means significant. So it can be concluded that work discipline partially has a positive and significant effect on work productivity.

The researcher presents an image to explain where the acceptance and rejection of the hypothesis can be described as follows:

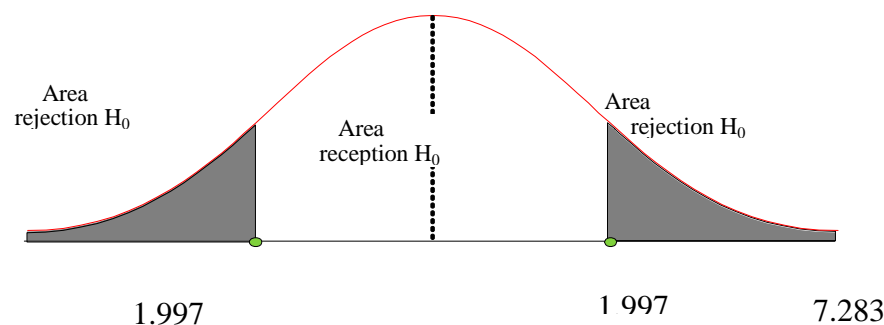


Figure 2. Area rejection and acceptance H_0

b. F Test (Simultaneous)

Figure 8. F test (simultaneous)

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	325.524	1	325.524	44.911	.000 ^b
	Residual	471.133	65	7.248		
	Total	796.657	66			
a. Dependent Variable: productivity						
b. Predictors: (Constant), motivation						

Based on the results of the output above, it can be seen that the variables of social support and personality have an influence on work productivity. This is evidenced by the sig value < 0.05 which is $0.000 < 0.05$ and the F value of the $F_{\text{calculation}} > \text{the table}$ is $44,911 > 3.14$. so it can be concluded that the variables of work motivation (X_1) and work discipline (X_2) together have an effect and are significant on work productivity (Y).

3.2. Discussion

1) Effect of Work Motivation (X_1) on Work Productivity (Y)

Based on the results of research with the help of SPSS 25.0 for windows, the results of the second hypothesis were obtained, namely regarding the influence of work motivation variables on work productivity with a calculated t value of 6,702 while $t_{\text{table}} 1,997$ with degree of freedom (df) = $67 - 2 = 65$ at a significant level of 0.05 (double-sided test) of 1.997. Thus the value of $t_{\text{counts}} > t_{\text{table}}$ $6.702 > 1.997$ and has a significant value of $0.000 < 0.05$ meaning that H_0 is rejected and H_a is accepted. This is in line with the first research conducted by Sukardi (2021) which stated that work motivation has a positive and significant effect on *keraja* productivity. In addition,

Komarudin (2019) concluded that the motivation variable was proven to have a positive and significant effect on employee work productivity of 0.510. This result answers the formulation of problem two and H_a is accepted and H_0 is rejected. Andi (2020) also concluded that motivation has a significant effect on employee productivity by 54.6%, hypothesis test obtained $t_{count} > t_{table}$ or $(9.173 > 1.994)$.

Motivation can be caused by several factors, including lack of support between employees, excessive workload, and lack of encouragement from superiors which will lead to work discipline declining. If the motivation experienced by employees is left alone, it will have a bad impact on the company. Therefore, companies must quickly act to overcome work motivation in employees, including by creating a pleasant work atmosphere, motivating employees so that passion for work. If work motivation increases, it can increase employee work productivity and vice versa, when work motivation decreases, productivity will decrease.

2) *Effect of Work Discipline (X2) on Work Productivity (Y)*

Based on the results of the study with the help of SPSS 25.0 for Windows, the results of the second hypothesis were obtained, namely regarding the influence of work discipline variables on work productivity with a calculated t_{value} of 7,283 while t_{table} 1,997 with *degree of freedom* $(df) = 67 - 2 = 65$ at a significant level of 0.05 (double-sided test) of 1,670. Thus the calculated value of $7,283 > 1,997$ and having a significant value of $0.000 < 0.05$ means that H_0 is rejected and H_a is accepted. This shows that the work discipline variables in this study have a positive and significant effect on work productivity in PD Sri Tanjung.

This is in line with the first research conducted by (Nasution et al. 2021) which stated that work discipline has a positive and significant effect on work productivity. In addition, the results of the research of Kustini & Sari (2020) concluded that work discipline has a positive and significant effect on employee work productivity by 47.5%. The hypothesis test was partially obtained $t_{count} > t_{table}$ or $(8,408 > 1,991)$ so that H_0 was rejected and H_2 was accepted meaning that there was a positive and significant influence between work discipline on employee work productivity at PT. Bumen Redja Abadi. In addition, Maduningtias (2020) also concluded that work discipline has a significant effect on employee productivity by 36.0%, hypothesis test obtained $t_{count} > t_{table}$ or $(5,608 > 2,003)$. Work discipline is an important thing for the survival of a company, because work discipline can affect work productivity. Companies must be able to create a good and healthy work environment so that employees still feel safe and comfortable while working. Therefore, companies must pay attention to work comfort because when the work environment in a company is good, it can increase work discipline which will affect the increase in productivity.

3) *The Influence of Work Motivation (X1) and Work Discipline (X2) On Work Productivity (Y)*

Based on the results of the study with the help of SPSS 25.0 for Windows, a calculated f_{value} of 6,702 $> f_{table}$ of 3.14 was obtained and a significant value smaller than the significant level of $0.000 < 0.05$ meaning H_0 is rejected and H_a is accepted. This shows that work motivation and work discipline together or simultaneously affect work productivity in PD Sri Tanjung. This is in line with Sukardi's research (2021) Motivation and work discipline have a significant effect on employee productivity. In addition, Andini et al (2019) concluded that simultaneous test results were obtained, namely $262,880 > 2.31$ so that work discipline simultaneously had a positive and significant effect on employee work productivity. Furthermore, Saleh & Utomo, (2018) also

concluded that the variables of work discipline, work motivation, work ethic and work environment together have F count $9.256 > F$ table which is 2.52. This shows that there is a significant influence of work discipline, work motivation, work ethic and work environment simultaneously on the work productivity of PT employees. Inko Java.

Based on the Adjusted R Square (R^2) value of 0.484 or 48.4%, which means that the variables of work motivation and work discipline towards work productivity are able to explain the variables of the remaining 48.4% 51.6% was influenced by other factors or other variables outside of this study. The results of the study are in line with research by (Saleh & Utomo, 2018b) which states that work motivation and work discipline simultaneously affect work productivity.

Work motivation and work discipline are interrelated variables. Work motivation is a condition related to a person's lack of motivation at work, work motivation can be caused by several factors, including; task guidance, work load and no good communication with the leadership. To minimize work motivation, and good and healthy work discipline will increase work productivity. So work motivation and work discipline are related variables that can increase or decrease work productivity

4. Conclusion

Based on the results of data analysis and discussion that have been described in the previous chapter, the results of the study are tied to work motivation (X1) and work discipline (X2) to work productivity (Y) can be implied 1) Work motivation has a positive and significant effect on work productivity in PD Sri Tanjung Indramayu employees, meaning that when work motivation is felt comfortable, it will reduce work productivity. 2) Work discipline has a positive and significant effect on productivity in PD Sri Tanjung Indramayu employees who do not obey the rules in the company or can be said to decrease, the level of productivity will increase and vice versa. 3) Work motivation and work discipline simultaneously affect work productivity in PD Sri Tanjung Indramayu. In this case, it shows that the higher the motivation of employees in working and obeying or being disciplined in the rules in the company will affect the high productivity of work.

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