

THE EFFECT OF DISCIPLINE AND WORK MOTIVATION ON THE PERFORMANCE OF PT GADING PRIMA PERKASA EMPLOYEES

Yenni Arnas¹, Ika Endrawijaya², Yhonanda Harsono³, Anton Bagus Wicaksono⁴

Politeknik Penerbangan Indonesia Curug, Indonesia^{1,2}

Fakultas Ekonomi dan Bisnis, Universitas Pamulang, Tangerang Selatan, Indonesia^{3,4}

Email: yenni.arnas@ppicurug.ac.id¹, ika.endrawijaya@ppicurug.ac.id², yhonanda2906@gmail.com³, antonbagus331@gmail.com⁴

Abstrak : This study aims to examine the effect of discipline and work motivation on employee performance at PT. Gading Prima Perkasa. The variables used in this study are Discipline, Work Motivation and Employee Performance. The population of this study were all employees of PT. Gading Prima Perkasa as many as 60 people. The sampling technique is a saturated sample technique, the entire population is sampled. The analysis used is multiple linear regression analysis to see the effect of the independent variables on the dependent variable either jointly or individually. Hypothesis testing using the feasibility test model (F test and t test) is said to be feasible to measure the independent variables, namely Discipline and Work Motivation on the dependent variable of Employee Performance. Work discipline has a positive and significant effect on employee performance, it can be proven from the tcount 2.108 > from the ttable value 1.671 with a significance value of 0.039 from the t-tablevalue of 1.671 with a significance value of 0.006 Ftable value of 3.15 with a significant value of 0.000 <0.05.

Keywords: *Discipline, Work Motivation, Employee Performance*

1. Introduction

Human resource management has an obligation to build conducive employee behavior. In addition, human resource management has a duty to create the best performance for the company and employees. The company always tries to give the best for employees who give their best contribution to achieve company goals. This effort is made by the company in developing employees which are expected to improve employee performance so that the company can achieve its final goal, namely output.

In the current era of globalization, very fast changes are required, including the expected shift in complex thinking in all fields. One of the competitive advantages for the company is the company's employees. The company's employees are the driving force of the company's operations, so that if the employee's performance is good, the company's performance will also increase. In this case, a good employee is an employee who has integrity and good quality and quantity of performance. Whatever the company's products, both goods and services/services, The role of humans is the most important to produce quality products and satisfy the company may have the most advanced technology, sufficient funds, good systems and procedures. However, without qualified human beings in all aspects, the desired results will not be achieved.

The automotive industry is a business sector that functions to provide personal

transportation needs for the community. With the busyness of society in this era of globalization which requires people to be able to increase their mobility. To be able to meet these needs, private vehicle facilities that suit the needs of each individual community become a separate opportunity for the automotive industry business.

In sales or sales services we try to provide the best service and provide the best service and explanations in detail for the products we have. We will also help consumers in terms of financing methods for consumers who buy on credit and we are also ready to help for the use of our consumers' vehicle insurance. For services, we have general repair and body repair, where we have experts who are experts and experienced in their fields in handling any complaints that arise from your favorite vehicle. And to meet the needs of spare parts of your vehicle.

According to HRD PT. Gading Prima Perkasa (Honda Bintaro) who was asked for information during an interview on January 25, 2020 said that the decline in performance that occurred in the Honda Bintaro service division occurred because of the lack of discipline of employees who still did not have the awareness and willingness to comply with all regulations and norms. social norms, such as still not good in attendance with many employees who arrive late even though new regulations have been implemented at the beginning of 2020, one of which is if employees are late more than the initial hour of work, which is 08:00, the meal and transportation fees will be deducted and there are still employees who do not enter without information (negligence), and there are several other contributing factors, namely there are still employees who violate regulations, Duty, low employee motivation due to the absence of achievement needs such as no appreciation for employees after carrying out tasks or achieving targets set by the company, the absence of affiliation needs such as lack of approach or interaction between superiors and subordinates at work and a work environment that is not conducive, and no need for power like lack of employee motivation to issue ideas or abilities in work so that it is very difficult for employees to move up grades or positions that have been set by the company.

Pra survey conducted to assess the discipline of employee performance at PT. Gading Prima Perkasa (Honda Bintaro). With 11 point questions with answer choices Yes or No. Where the percentage of Yes and no using the interval scale gives results where <20%=Hurry, 20-40%=Poor, 41-60%=Enough, 61-80%= Very good. Motivation is important because motivation supports human behavior so that they want to work hard and enthusiastically in achieving optimal things. Motivation as encouragement is an important factor in carrying out work optimally. If every job can be carried out optimally, then employee performance can be realized in accordance with organizational goals. Without motivation, an employee feels reluctant to carry out a job well.

The results of the pre-survey conducted to assess work motivation on employee performance at PT. Ivory Prima Perkasa. With 8 point questions with a choice of Yes or No. Where the percentage of Yes and No answers using an interval scale gives results where <20% = Bad, 20-40% = Less Good, 41-60% = Enough, 61-80% = Very good. The 8 indicators with 8 questions can be seen that there are problems with employee work motivation, especially on indicators of task or target orientation, perseverance and time compliance, where most of the respondents are not good at complying with the rules that apply in the company, this can be seen from the respondents' answers who answered NO the most dominant as much as 70%.

2. Research Methods

This type of research uses a quantitative approach, namely analysis using statistical formulas to test the proposed hypothesis. According to Sugiyono (2016:8) quantitative research methods can be interpreted as research methods based on positive philosophy, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing predetermined hypotheses. .

The research site was conducted at PT Gading Prima Perkasa CBD 03 & Blok A2 Kota Taman Bintaro Jaya Sector VII Pondok Aren – Tangerang 15224. Data collection for this research took time from November 2021-January 2022. The population in this study were employees of PT. Gading Prima Perkasa as many as 60 employees. The sample used in this study amounted to 60 respondents using descriptive data analysis techniques and data quality tests.

3. Research Resultand Discussion

From this equation, work motivation has a positive influence on employee performance. This relationship can be in a functional or causal relationship with one independent variable and one dependent variable. This regression test is intended to determine how much influence discipline and work motivation have on employee performance. Prior to the regression test, the results of the processed regression data will be presented using the SPSS version 22 program which can be seen in the following table:

Regression TestSimple Linear

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	CollinearityStatistics	
	B	Std. Error	Beta			Tolerance	VIF
1(Constant)	15.594	4,555		3.423	.001		
							1,124
Discipline	.271	.129	.257	2.108	.039	.890	

See the value of b2 which has a positive value of 0.621, which means that every additional 1 point of work motivation will increase employee performance by 0.621 points at a constant of 10,797.

Regression AnalysisMultiple Linear Multiple Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	15.594	4,555		3.423	.001
1Motivational Discipline	.271	.129	.257	2.108	.039
Work	.138	.048	.347	2.845	.006

In the table of the regression equation, the constant value (a) is 15,594, b1 = 0.271

a. Dependent Variable: Employee Performance Based on the table above, a simple linear regression equation can be obtained as follows:

$$Y = 15.594 + 0.271X_1$$

From this equation, discipline has a positive influence on employee performance. This relationship can be seen from the value of b_1 which is positive 0.271, which means that each additional 1 point of discipline will increase employee performance by 0.271 points at a constant 15.59. If this value is entered into the regression equation, the result is $= 15.594 + 0.271 X_1 + 0.138 X_2 + e$ with the following explanation:

1. The results of the multiple linear regression test show a constant value (a) of 15.594, which means that if the variables of Discipline and Work Motivation are considered constant, then the average employee performance is 15.594.
2. Discipline variable (X_1) has a positive value of 0.271, which means that each additional 1 point of Discipline will increase Employee Performance by 0.271 points at a constant of 15.594.
3. The Work Motivation variable (X_2) has a positive value of 0.138, which means that for every additional 1 point of Work Motivation, the Employee Performance will increase by 0.138 unit points at a constant of 15.594.

Coefficient of Determination Test Result of Coefficient of Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.496a	.246	.219	2,562	2,397

The amount of Adjusted R Square is 0.219. This figure is used to see the percentage contribution of the influence of Discipline and Work Motivation to the Employee Performance of 21.9% and the remaining 79.1% is influenced by other factors outside the model.

Correlation Coefficient Test Multiple Correlation Coefficient Test Results Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin - Watson
1	.496a	.246	.219	2,562	2,397

From the table above, it can be seen that the R value is 0.496. This value is in the range of 0.400 - 0.599, which means that the influence of discipline and work motivation on employee performance is in the medium category.

Partial Hypothesis Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	15.594	4,555		3.423	.001		
1 Discipline	.271	.129	.257	2.108	.039	.890	1,124
Motivation Work	.138	.048	.347	2.845	.006	.890	1,124

From the table above produces the following interpretation:

- The t-count value of the Discipline variable is 2.108 and the t-table is 1.671. So the result of tcount is $2.108 >$ from the t-table value of 1.671. A significant value of $0.039 < 0.05$ which means that discipline partially has a significant effect on employee performance, then H1 is accepted.
- The t-count value of the Work Motivation variable is 2.845 and the t-table is 1.671. So the result of tcount is $2.845 >$ from the ttable value of 1.671. A significant value of $0.006 < 0.05$ means that work motivation partially has a significant effect on financial performance, so H2 is accepted.

Results of Hypothesis Testing Simultaneous (F Test)

Model	Sum of Squares	df	mean Square	F	Sig .
Regression	121.854	2	60,927	9.28	.000
Residual	374,146	57	6.564		b
Total	496,000	59			

Based on the table above, it shows that the Fcount is $9.282 >$ Ftable is 3.15 with a significant value of $0.000 < 0.05$, so it can be interpreted that the Discipline and Work Motivation variables simultaneously have a significant effect on Employee Performance.

4. CONCLUSION

Work discipline has a positive and significant effect on employee performance, it can be proven from the tcount value of $2.108 >$ from the ttable value of 1.671 with a significance value of $0.039 < 0.05$. Work motivation has a significant effect on employee performance. This is evidenced by the t-test value of $2.845 >$ t-test value of 1.671 with a significance value of $0.006 < 0.05$. Discipline and motivation have a significant effect on employee performance. This is shown by the F test with an Fcount value of $9.282 >$ Ftable value of 3.15 with a significant value of $0.000 < 0.05$.

References

- Akhmar Barsah. (2019:20). *Pengaruh Komunikasi Organisasi Terhadap Kinerja Karyawan Pada PT.Metropolitan Reatail Mart*. Jurnal Ekonomi Efektif, Vol. 1, No. 2.
- Angga Pratama. (2020:24). *Pengaruh Kompensasi dan Disiplin Kerja terhadap Kinerja Karyawan pada PT. Pos Indonesia Ciputat*. Jurnal Disrupsi Bisnis, Vol. 3 No.2.
- Dewi Purnama Sari.(2018:30). *Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kepuasan Kerja Guru Sekolah Mengnengah* Khair Hazmanan. (2018:87). *Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening*. Jurnal Ilmiah Magister Manajemen. Vol 1, No. 1
- Kurniasari, Armanu Thoyib dan Rofiaty, (2018:45). *Peran Komitmen Organisasional Dalam Memediasi Pengaruh Kompetensi, Pelatihan Dan Budaya Organisasi Terhadap Kejuruan (SMK) Swasta Kecamatan Kinerja Perawat*. ISSN: 24 Pondok Aren. Jurnal Santika Unpam, Vol. 1, No. 1.
- Erri, D., & Fajrin, A. N. (2018:29). *Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Pada PT Media Intan Semesta Jakarta*. Jurnal Perspektif, XVI(1), 77–83.
- Hasibuan.(2016:195). *Pengaruh Motivasi dan Disiplin Terhadap Produktivitas Kerja*

- Karyawan. JENIUS. Vol. 1, No. 3, Mei 2018, 53.
- Hasibuan. (2020:53). *Pengaruh Kompensasi dan Disiplin Kerja Terhadap Kinerja Karyawan. Jurnal Disrupsi Bisnis*, Vol. 3, No. 2, Juli 2020 (12-24), 53.
- Hazmanan. (2018:765). *Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening. Jurnal Ilmiah Magister Manajemen*. Vol 1, No. 1.
- Irvan Fauzi¹, Muhammad Duwiki.(2020:22). *Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Guru di Yayasan Al Wasatiyah Tangerang. Jurnal Ekonomi Efektif*, Vol. 2, No. 2.
- Jazuli Mukhtar. (2018:98). *Pengaruh Lingkungan Kerja dan Motivasi Kerja Terhadap Kinerja Guru Pada Pondok Pesantren Asshiddiqiyah Jakarta. Jurnal Disrupsi Bisnis*, Vol. 1, No. 3. [dx.doi.org/10.22441/mix.2018.v8i2.010](https://doi.org/10.22441/mix.2018.v8i2.010).
- Mangkunegara. (2016:87). *Pengaruh Stres Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PT Nawakara Arta Kencana Fatmawati Jakarta Selatan. J. KREATIF*, Vol. 8, No.1, Juni 2020, 53.
- Muhamad Abid. (2019:65). *Pengaruh Budaya Organisasi dan Turnover Karyawan Terhadap Kinerja Karyawan (Study pada PT Citra Rasa Betawi – JABODETABEK)*. Volume 7, No 1 Juni 2019, (Halaman 66-79) ISSN: 2339-0689.
- N.Lilis Suryani¹, Asep Sulaeman², Patmawati Putri. (2021:154). *Pengaruh Disiplin dan Motivasi Terhadap Kinerja Karyawan Pada PT. Zillion Tech Indonesia. Jurnal Disrupsi Bisnis*, Vol. 4, No.1.
- Nawawi. (2017:245). *Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Pada PT. Putra Sinar Permaja. Jurnal Disrupsi Bisnis*, Vol. 4, No. 1, Januari 202, 53.
- Paeno. (2018:76). *Pengaruh Motivasi dan Disiplin Terhadap Produktivitas Kerja Karyawan PT. Karya Murni Sentosa Bekasi. JENIUS*. Vol. 1, No.3.
- Reni Hindriari. (2018:65). *Pengaruh Kepemimpinan Terhadap Kinerja Karyawan Pada PT. Karya Murni Sentosa Bekasi. J. KREATIF*, Vol.6, No. 3.
- Rivai. (2017:134). *Pengaruh Disiplin dan Motivasi Kerja Terhadap Kinerja Karyawan. Jurnal Disrupsi Bisnis*, Vol. 4, No.1, Januari 2021 (28-35), 52.
- Sutrisno, E. (2016:76). *Pengaruh Motivasi Dan Disiplin Terhadap Kinerja Pegawai Pada Dinas. JENIUS*. Vol.3, No. 1, September 2019, 52.
- Wibowo. Dalam Rozarie (2017:66). *Pengaruh Gaya Kepemimpinan Terhadap Kinerja Pegawai Melalui Disiplin Dan Motivasi Kerja Pegawai Ppsu Kelurahan Duren Sawit Jakarta Timur. Jurnal Manajemen Bisnis Krisnadwipayana*, 5(2), 1–19.