THE IMPACT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT INDOCELL PRIMA, DEPOK CITY

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Abstract. *This study aims to analyze the impact of discipline and motivation on employee performance. The research employs a quantitative method by collecting data through questionnaires distributed to employees of PT Indocell Prima, Depok City. The results of the multiple linear regression analysis indicate that both discipline and motivation have a positive and significant effect on employee performance.The t-test results show that the t-value for the Work Discipline variable is 3.891 > 2.00488 with a significance level of 0.00 < 0.05. This means that H_a is accepted and H_0 is rejected, indicating that partially, Work Discipline has a positive and significant effect on Employee Performance.Furthermore, the t-value for the Work Motivation variable is 6.068 > 2.00488 with a significance level of 0.00 < 0.05, which also means that H_a is accepted and H_0 is rejected. Thus, it can be concluded that partially, Work Motivation has a positive and significant effect on Employee Performance.Based on the output, the F-value obtained is 76.751 with a significance level of 0.000. Since the significance value is less than 0.05 (0.000 < 0.05), H_a is accepted and H_0 is rejected. This indicates that simultaneously, the variables of Work Discipline and Work Motivation have a significant effect on Employee Performance.*

Keywords: Work discipline, Work motivation, Employee performance

INTRODUCTION

Overall, Human Resources are an invaluable capital asset for a company. Managing Human Resources optimally is the key to improving performance and achieving corporate success. Performance refers to the results of work—both in quality and quantity—achieved by an individual or a group in carrying out their duties and responsibilities in accordance with organizational goals within a certain period. There are several important factors that can hinder performance, including communication problems, an unsupportive work environment, excessive workload, lack of appreciation and career development, ineffective management, unclear goals, and lack of resources or system failures. Productive employees are able to produce more work within the same amount of time, deliver high-quality output, and generate innovative new ideas. However, one private company has been facing similar issues as mentioned above.

PT Indocell Prima, located in Depok, has been experiencing problems related to employee performance, as proven by data from the past two years (2023–2024). In 2023, the realization of project performance reached Rp 6,500,000,000, while the target was Rp 9,000,000,000. In 2024, the realization decreased to Rp 5,450,000,000, compared to the target of Rp 10,000,000,000. The decline in 2024 indicates lower productivity due to a lack of discipline and motivation among employees.

Work discipline has a positive and significant impact on employee performance. Disciplined employees tend to have higher work enthusiasm, better productivity, and are able to complete tasks on time and with better quality. However, some employees at PT Indocell Prima Depok still lack work discipline, such as taking company regulations lightly, showing low responsibility toward their tasks, and lacking accuracy in their work. Employees of PT Indocell Prima Depok must maintain strong work discipline in order to complete and achieve the projected projects and profit targets.

Similarly, work motivation also plays an important role— the higher the motivation, the better the employee performance. Motivation encourages employees to work harder and with greater enthusiasm to achieve organizational goals, which is reflected in productivity, effectiveness, and work quality. However, many employees at PT Indocell Prima Depok still show low motivation and lack of discipline, resulting in unproductive performance, delays in project completion, and several missed projects due to overlapping workloads. Based on the above explanation, the author intends to conduct a study on these factors under the title: "The Impact of Discipline and Motivation on Employee Performance at PT Indocell Prima, Depok."

Research Objectives
The objectives of this study are as follows:
1. To determine the impact of work discipline on employee performance at PT Indocell Prima, Depok City.
2. To determine the impact of work motivation on employee performance at PT Indocell Prima, Depok City.
3. To determine the impact of work discipline and work motivation on employee performance at PT Indocell Prima, Depok City.

LITERATURE REVIEW

Theoretical Framework

Definition of Human Resource Management According to Magdalena et al. (2023), human resource management is a series of organizational activities aimed at attracting, developing, and retaining an effective workforce. Managers play a major role in directing individuals within the organization to achieve expected goals, including ensuring that the human resource management (HRM) system functions effectively and efficiently.

Work Discipline

Hendrayani (2020) states that work discipline is a tool used by managers to communicate with employees so that they are willing to change certain behaviors, as well as an effort to increase awareness and willingness to comply with all company regulations. The indicators of work discipline according to Hasibuan (2019) are: (a) Purpose and Ability (b) Leadership Example (c) Punctuality (d) Fairness (e) Responsibility in Task Completion.

Work Motivation

Hafidzi et al. (2019) state that motivation is the provision of a driving force that creates enthusiasm in an individual so that they are able to work cooperatively, effectively, and in an integrated manner with all their efforts to achieve satisfaction. Motivation serves as the driving factor that encourages a person to work. The indicators of work motivation according to Hasibuan (2019) include five aspects: Physiological Needs**,** Safety Needs, Social Needs**,** Esteem Needs**,** Self-Actualization Needs.

Employee Performance

According to Adhari (2020), employee performance refers to the results produced from specific job functions or work activities during a certain period, which reflect the quality and quantity of that work. Rarung et al. (2021) identify several indicators of employee performance, including: Task completion accuracy**,** Punctuality**,** Attendance rate**,** Cooperation among employees.
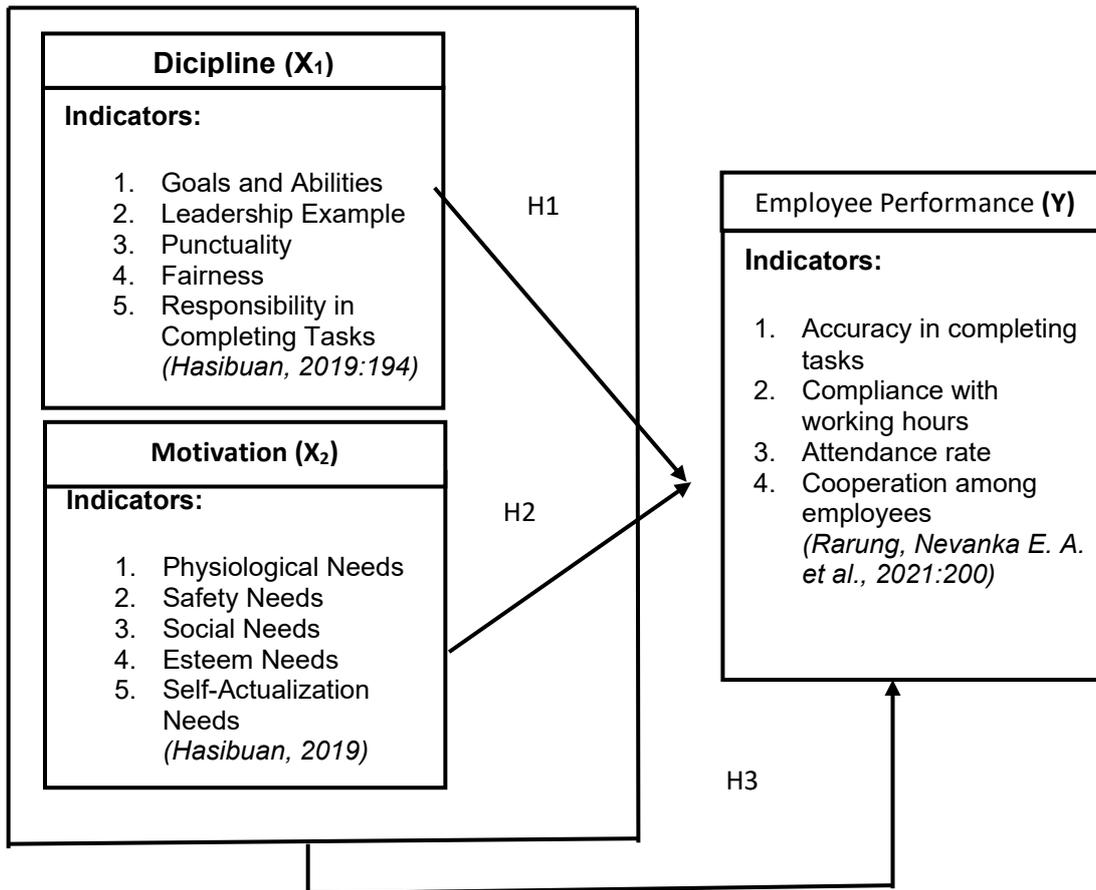
Previous Studies

Research conducted by **Fathan Arif** and **Dea Ayu Fitrianissa** (2024) on *The Impact of Work Discipline and Work Motivation on Employee Performance at PT Samwon Copper Tuber Indonesia – Tangerang* found that both work discipline and motivation have a positive and significant impact on employee performance, both partially and simultaneously.

Another study by **Dimas Tedy Supriyadi** and **Nindie Ellesia** (2024) on *The Impact of Motivation and Work Discipline on Employee Performance at PT Silinder Konverter Internasional (Mayora Group)* showed that motivation has a positive and significant impact on employee performance, and work discipline also has a positive and significant impact on performance.

Furthermore, **Muhammad Ekhsan** (2024) in his research on *The Impact of Leadership Style and Work Discipline on Employee Performance* found that both work discipline and leadership style, whether partially or simultaneously, have a positive and significant effect on employee performance.

Framework of Thinking

┌─────────────────────────────────┐
│ **Dicipline (X₁)**   │

Discipline (X$_1$)

Indicators:

1. Goals and Abilities
2. Leadership Example
3. Punctuality
4. Fairness
5. Responsibility in Completing Tasks
   (Hasibuan, 2019:194)

Motivation (X$_2$)

Indicators:

1. Physiological Needs
2. Safety Needs
3. Social Needs
4. Esteem Needs
5. Self-Actualization Needs
   (Hasibuan, 2019)

H1

H2

H3

Employee Performance (Y)

Indicators:

1. Accuracy in completing tasks
2. Compliance with working hours
3. Attendance rate
4. Cooperation among employees
   (Rarung, Nevanka E. A. et al., 2021:200)

Hypothesis Development

$H_{01} =$ **0**: There is no significant effect between work motivation and employee performance.

$H_{a1} \neq$ **0**: There is a significant effect between work motivation and employee performance.

$H_{02} =$ **0**: There is no significant effect between work discipline and employee performance.

$H_{a2} \neq$ **0**: There is a significant effect between work discipline and employee performance.

$H_{03} =$ **0**: There is no significant effect between work motivation and work discipline simultaneously on employee performance.

$H_{a3} \neq$ **0**: There is a significant effect between work motivation and work discipline simultaneously on employee performance.

RESEARCH METHOD

Research Approach

This research used a quantitative model with a quantitative approach, which is based on the results of the correlation coefficient (f). (Kasmir, 2022) states that quantitative analysis is a method used to prove a theory, whether it is the influence or relationship of a variable. According to Kasmir (2022:12), quantitative analysis is a method aimed at determining the relationship between one variable and another variable or between more than two variables.

Population, Sample Size, and Sampling Technique

The population in this study was all employees of PT. Indocell Prima, Depok City. This study used the Saturated Sampling Technique (Sugiyono, 2022). This technique involves selecting or taking all members of the population. The sample size for this study was 56 employees of PT. Indocell Prima, Depok City.

Data Type and Source

This study required primary data sources. Primary data is unprocessed data obtained from the field (Kasmir, 2022). The primary data in this study were obtained from questionnaires distributed to respondents, namely all employees of PT. Indocell Prima, Depok City.

Data Collection Technique

This study used library research as a data collection technique and distributed questionnaires to respondents, namely all employees of PT. Indocell Prima, Depok City, to obtain primary data and relevant data.

Operational Definitions of Variables

Table 1. Operational Definitions of Variables

Variabel	Operational Definitions	Indicators
Dicipline (X1)	Work discipline is an attitude and behavior that adheres to the rules, regulations, and norms that apply in an organization, which is carried out based on employee awareness and personal responsibility to achieve company goals at PT. Indocell Prima Kota Depok. Ideal work discipline enables employees to complete their work effectively and efficiently.	1. Goals and Abilities 2. Leadership Exemplary Behavior 3. Punctuality 4. Fairness 5. Responsibility in Carrying Out Tasks
Motivation (X2)	Work motivation is an internal or external drive that makes someone enthusiastic, work hard, and achieve the set goals, so that it can increase productivity, satisfaction, and personal growth and the company PT. Indocell Prima Kota Depok itself.	1. Physical Needs 2. Safety Needs 3. Social Needs 4. Esteem Needs 5. Self-Actualization Needs.

Employee performance (Y)	Employee performance is the work results (both quality and quantity) achieved by an employee in carrying out their duties and responsibilities in accordance with the standards set by PT. Indocell Prima Kota Depok itself. This relates to employee work discipline and motivation.	1. Task completion schedule 2. Work schedule compliance 3. Attendance rate 4. Cooperation between employees

Data Analysis Techniques

This study employed multiple linear regression analysis, where data obtained through the questionnaire was processed using SPSS 3.0. The analytical tools used in this study were: validity testing, reliability testing, classical assumption testing consisting of normality testing, multicollinearity testing, heteroscedasticity testing, multiple linear regression testing, and hypothesis testing using the T-test and F-test.

RESULTS AND DISCUSSION

Validity Test

| Statement	r count			r table	Description
P1	0.6642	0.6765	0.6734	0.2632	Valid
P2	0.6636	0.6728	0.7211	0.2632	Valid
P3	0.6749	0.6919	0.7933	0.2632	Valid
P4	0.5575	0.8047	0.8199	0.2632	Valid
P5	0.7793	0.6356	0.7970	0.2632	Valid
P6	0.7091	0.7535	0.8304	0.2632	Valid
P7	0.6595	0.7432	0.7792	0.2632	Valid
P8	0.6961	0.7684	0.6862	0.2632	Valid
P9	0.7793	0.7682	0.8111	0.2632	Valid
P10	0.4785	0.7933	0.8225	0.2632	Valid

Sourch : Outoput Spss 3.0

Based on the data in the table above, the calculated r value is greater than the table r value (0.2706) for each statement. Thus, all questionnaire items are declared valid. Therefore, the questionnaire used is suitable for processing as research data.

Reliabilitas Test

| Statement	Cronbach's Alpha	N of Items
Dicipline	0.859	10
Motivasi	0.899	10
Performance Employe	0.926	10

From the research results above, it can be concluded that the data from all variable statements are reliable because the Cronbach's Alpha value is > 0.6. Therefore, the data can be continued to the next testing stage.

Classical Assumption Test
Normality Test
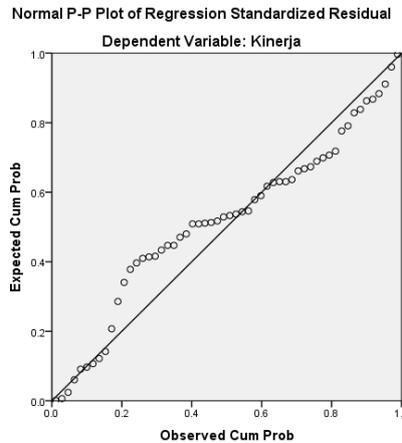
According to (Ghozali, 2018), data can be considered normal if the distribution of data points surrounds the diagonal line. As can be seen in the graph, the data points are located around the diagonal line, indicating that the residual values are normally distributed. A good regression model is one with normally distributed residual values.

Heteroskedastisitas Test
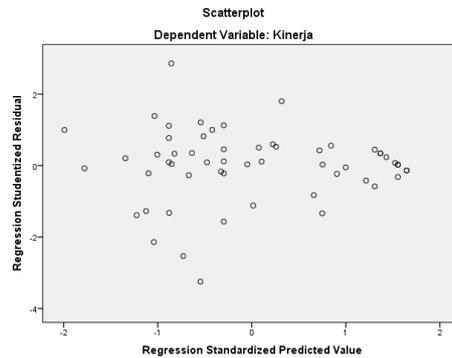
The graph shows that the points are randomly distributed and do not form a specific pattern. This indicates that the residual variances from one observation to another remain the same, a condition known as homoscedasticity. In other words, the results of this study indicate that the regression model meets the classical assumption of homoscedasticity.

Multikolenlity test

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-3.747	3.894		-.962	.340		
	Disiplin	.466	.120	.366	3.891	.000	.546	1.832
	Motivasi	.617	.102	.572	6.068	.000	.546	1.832

a. Dependent Variable: Kinerja

The table above shows that no tolerance value is less than 0.10, indicating no correlation between the independent variables. The calculation results also show that the VIF value is less than 10. Therefore, it can be concluded that there is no multicollinearity among the independent variables.

Multiple Linear Regression

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-3.747	3.894		-.962	.340		
	Disiplin	.466	.120	.366	3.891	.000	.546	1.832
	Motivasi	.617	.102	.572	6.068	.000	.546	1.832

a. Dependent Variable: Kinerja

Based on the regression calculation results in the table above, the following regression equation is obtained: $Y = -3.747 + 0.466X_1 + 0.617X_2$. From the above equation, the following conclusions can be drawn:

1. The constant value of -3.747 indicates that if the variables Work Discipline (X_1) and Work Motivation (X_2) are absent or have a value of zero, then Employee Performance (Y) has a value of -3.747.
2. The regression coefficient value for Work Discipline (X_1) of 0.466 and Work Motivation (X_2) of 0.617 indicates that if the constant is considered constant, then

each 1-unit increase in each variable will result in an increase in Employee Performance (Y) by the value of its respective regression coefficient, namely 0.466 for Work Discipline and 0.617 for Work Motivation.

Hipotesis test
t test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-3.747	3.894		-.962	.340		
	Disiplin	.466	.120	.366	3.891	.000	.546	1.832
	Motivasi	.617	.102	.572	6.068	.000	.546	1.832

a. Dependent Variable: Kinerja

Based on the coefficients output above, the regression coefficients for the independent variables, namely Work Discipline and Work Motivation, are as follows:

1. The calculated t-value for the Work Discipline variable is 3.891 > the t-table value of 2.00488 with a significance level of 0.00 < 0.05. This means that H_a is accepted and H_0 is rejected, thus concluding that Work Discipline has a positive and significant impact on Employee Performance.
2. The calculated t-value for the Work Motivation variable is 6.068 > the t-table value of 2.00488 with a significance level of 0.00 < 0.05. This also indicates that H_a is accepted and H_0 is rejected, thus concluding that Work Motivation has a positive and significant impact on Employee Performance.

f test

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1383.255	2	691.628	76.751	.000[b]
	Residual	477.602	53	9.011		
	Total	1860.857	55			

Based on the output, the calculated F value was 76.751 with a significance level of 0.000. Thus, the significance <0.05 (0.000 <0.05), so H_a is accepted and H_0 is rejected.

This means that simultaneously, the variables Work Discipline and Work Motivation have a significant impact on Employee Performance.

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the research on the impact of work discipline and work motivation on performance at PT Indocell Prima, Depok City, it was concluded that both partial and simultaneous work discipline and motivation have a positive impact on employee performance at PT Indocell Prima, Depok City.

Recommendations

Based on this research, the recommendation for PT Indocell Prima, Depok City, is to improve employee discipline and motivation, as this has been shown to have a direct impact on employee performance.

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