

Influence Discipline and Motivation Work on Employee Performance (Study Case of PT Employees . Slara Prime Commerce)

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Abstract

Source reliable power is something that is needed in the era of globalization . Every organization company always expect source Power capable human Work in a way effective and efficient to achieve goals company can achieved . Study This carried out at PT Salara Niaga Prima. Retrieval technique sample done in a way random without notice starta in population . Data collection uses questionnaire closed . Analysis techniques used includes : validity test , reliability test , analysis regression multiple , coefficient correlation . Partial test results discipline Work influential positive to performance employees and motivation Work influential to performance employee . Whereas in a way simultaneous discipline work and motivation Work influential to performance employee.

Keywords: Source Power Man; Discipline Work; Motivation Work; Employee performance

INTRODUCTION

Man is source Power most importantly in something organization company . Source reliable power is something that is needed in the era of globalization . According to Nurfitriana (2014). Performance is possible achievements produced by individuals or groups individual in something organization , accordingly with duties and responsibilities answer them , for reach objective organization with legal way , no violate law , appropriate with morals and ethics . Every company hope own capable employees Work with effective and efficient for the company can reach the goal . A professional, according to Robert L. Katz (in Susan , 2019) mandatory have a number of skills , including them There is Skills technical and skills manage social relations with his team . Employees who own the best competence Certain will produce important contributions and good performance are also deep activity company (Jimmy , 2014) .

Factor important For reach progress something company is source Power man . One of very factor influential in determine quality performance employee is level discipline in work and level motivation you have . Factor the Can just sourced from organization , from employee nor from factor outside employees and organizations .

In research conducted by Header et al. (2022:42) stated that influencing things performance one of the employees is discipline work and motivation work , inside increase performance and improve skills and abilities employee in line with progress technology For reach proficiency in work and help performance employee company .

One of influencing factors performance employee that is discipline Work . According to Sinambela (2016:332) Discipline useful For practice employees to obey and submit to existing rules , procedures and policies , so that can create good performance . Effective discipline is method somebody showing not quite enough he answered to work given to her .

Sinambela (2016:332), assessing and measuring performance employee in a way objective and improve motivation employee For Work more Good . If performance assessed in a way subjective and unclear in measurement performance can reduce motivation employees and raises dissatisfaction in Work .

One of other things that influence it level performance employee is motivation Work . Motivation is one factor that can support achieved maximum performance , because motivation is internal state of oneself someone who activates and directs Act you know to target certain conditions (Kadir & Pane, 2018). According to Generous (Lusri & Siagian , 2017) motivation is internal drives that influence ,

value, and measure behavior someone, so Can displayed that motivation is a motivating factor somebody For do an Action or activity in a way aware with objective increase performance. With positive motivation, every employee will Work with full enthusiasm and fun, so enthusiasm and motivation For work even more high in the end will increase productivity Work.

Term performance originate from the words *Job performance* or *actual performance* or *actual performance* which refers to achievement Work or achievement actually achieved somebody. So understanding performance is results Work in a way the quality and quantity achieved by a person employee in carry out his task in accordance with not quite enough the answer given to her. According to Adinda, Firdaus, Agung (Syafruffin, 2021) performance is form implementation from plans that have been arranged with put forward capacity source Power.

Discipline work and motivation Work play role important in increase performance, the longer they are Work in accordance with task the task, increasingly Lots knowledge gained.

PT Salara Niaga Prima is company engaged in the distribution of health equipment and tools laboratory. As a distributor who owns trusted products in Lampung Province such as, *Oncoprobe*, *Bionime*, as well Material Finished Wear (BHP), and *AGFA Radiology*. Besides PT Salara Niaga Prima also continues innovate For give service best for customers other.

PT Salara Niaga Prima is A company owned by the Salara Group, where is the Salara Group? has 6 prushaan. because That writer only focus on PT Salara Niaga Prima with total of 40 employees. There is a number of also shares in PT Salara Niaga Prima, which owns task each in work For reach objective company.

Literature Review

Discipline Work

Discipline Work is A tool or method for organization For guard its continuity. With level high discipline, employees will obedient to all existing regulations, so implementation task can walk in accordance with plans that have been determined (Haratik, 2014)

Discipline Work is one of element key in reach on- site success Work. Hasibuan (2014) announced that basically There is Lots indicators that can influence level discipline employee something organizations, among others is, discipline work, that is covers suitability schedule, completion objective employment, and development ability. And support For discipline, incl in matter example leadership, respect, and justice.

Motivation Work

Motivation Work is pusher main behind level high levels of work and satisfaction sustainable work in place Work. Indicators that can be used in measure motivation according to Robinson (2015) including factors intrinsic, ie factor the motivation is within self someone, that is progress, recognition, responsibility responsibility, and achievement besides That there are also factors extrinsic, ie factor the motivation obtained from outside self someone, that is supervision, rewards work, wisdom company, and conditions Work.

Employee performance

Employee performance is one of the indicator main from success A organization prushaan. According to Robbins and Coutler (2016:263), namely Quality work, Quantity work, Accuracy Time, Effectiveness, Independence.

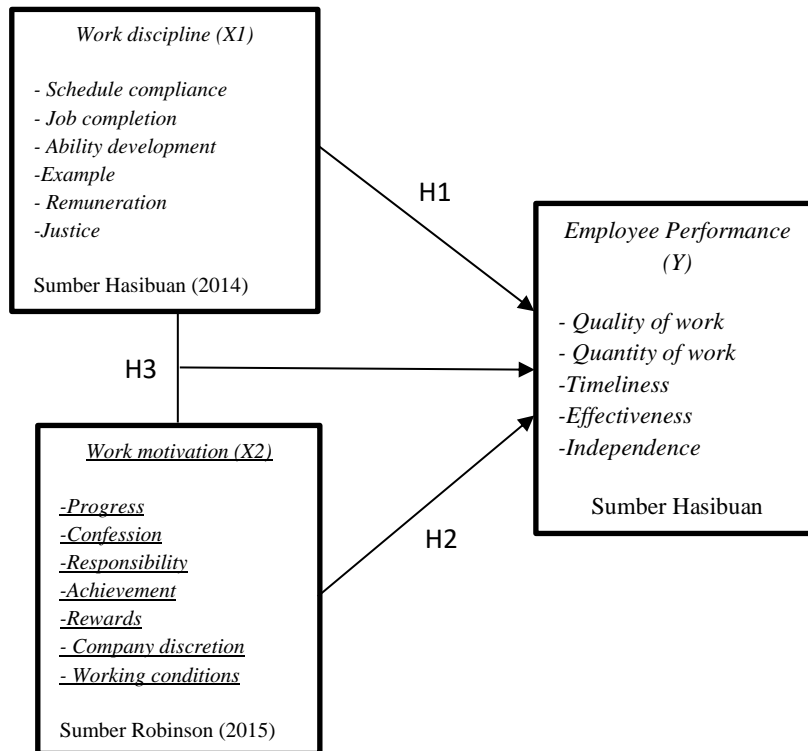


Figure 1 Research Mindset

METHOD

Study This was carried out at PT Salara Niaga Prima. Study This is study quantitative with population as many as 40 employees at PT Salara Niaga Prima. Population said an encompassing realm of speculation on object that has qualities and characteristics certain ones have determined by the researcher so can be studied more carry on so that can be pulled What in conclusion (Sugiyono, 2017).

Retrieval technique sample done in a way random without notice starta in population . Study indi done in the month May 2024. Data collection techniques in research this is done with method spread questionnaire closed , inside served mandatory statements filled in by the respondent . Questionnaire use scale likert with 5 alternatives answer that is , very agree , agree , doubt , no agree , and very much No agree .

Study using the SPSS 29.0 application program in analyzing data. The analysis techniques used in the research This that is as following : 1) Validity Test , 2) Reliability Test , 3) Analysis Regression multiple , 4) Coefficient Correlation (R).

Results and Discussion

Validity test

Used For measure legitimate or valid or not something questionnaire and validity test done with do bivariate correlation between each indicator score with the total variable score . Validity results questionnaire for the variables studied are presented in table 1.

Table 1 Test Results Validity

No	Variables / Indicators	R _{count}	r _{Table}	Information
1	Discipline Work			
	X1.1	0.855	0.312	Valid
	X1.2	0.873	0.312	Valid
	X1.3	0.741	0.312	Valid
	X1.4	0.725	0.312	Valid
	X1.5	0.731	0.312	Valid
	X1.6	0.768	0.312	Valid
2	Motivation Work			

No	Variables / Indicators	R _{count}	r _{Table}	Information
	X2.1	0.536	0.312	Valid
	X2.2	0.854	0.312	Valid
	X2.3	0.872	0.312	Valid
	X2.4	0.788	0.312	Valid
	X2.5	0.817	0.312	Valid
	X2.6	0.800	0.312	Valid
	X2.7	0.404	0.312	Valid
3	Employee performance			
	Y.1	0.870	0.312	Valid
	Y.2	0.820	0.312	Valid
	Y.3	0.863	0.312	Valid
	Y.4	0.750	0.312	Valid
	Y.5	0.804	0.312	Valid

Source : Processed primary data , 2024

Table 1. looks that correlation between each indicator to the total score construction from each variable shows significant results , and show that $r_{count} > r_{table}$. (0.312 which is obtained from list r_{table} N 40 and α 0.05) So that can be concluded that all statement items declared valid.

Reliability Test Instrument Study

Variable Discipline Work

From the results of reliability test calculations towards the Discipline variable research instrument Work showing exists reliability (suitability) is good between statement items nor totality . By detailed shown in Table following :

Table 2 Reliability Variable Independent and Dependent

No	Variable	Cronbach's Alpha	r _{product moment}	Information
1	Discipline Work (X ₁)	0.764	0.312	Reliable
2	Motivation Work (X ₂)	0.862	0.312	Reliable
3	Employee Performance (Y)	0.879	0.312	Reliable

Source : Processed primary data , 2024

Based on results The test in the table above shows that the variables (X₁), (X₂), and variable (Y) are stated reliable , p this is evidenced with each each variable has mark *Cronbach's Alpha* more big from r_{product moment} (0.312 obtained from the r_{product moment} list N 40 and α 0.05).

Hypothesis Testing Regression Multiple (T Test and F Test)

For test hypothesis variables X₁, X₂ to the Y variable individually (partially) carried out testing **T-test**, meanwhile testing significant in a way together (simultaneously) is used **f-test** with use level significant *alpha* (α) = 5%

Statement The hypothesis :

1. H01 : Discipline Work No influential on Employee Performance
Ha1 : Discipline Work influential on Employee Performance
2. H02 : Motivation Work No influential on Employee Performance
Ha2 : Motivation Work influential on Employee Performance
3. H03 : Discipline Work and Motivation Work No influential on Employee Performance
Ha 3 : Discipline Work and Motivation Work influential on Employee Performance



Table 3 Processing Results Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-1.135	2,419		-.469	,642
1 X1	,591	,079	,710	7,488	<.001
X2	,348	,068	,485	5.113	<.001

a. Dependent Variable: Y

Source : Processed primary data , 2024

$T_{count} > t_{Table}$ (effect) H_0 rejected H_a accepted

$T_{count} < t_{Table}$ (no influential) H_0 accepted H_a rejected

$F_{count} > f_{Table}$ (effect) H_0 rejected H_a accepted

$F_{count} < f_{Table}$ (no influential) H_0 accepted H_a rejected

Influence from each discipline variable work (X_1) and motivation work (X_2) against performance employee (Y). at t_{Table} with level significant $\alpha = 0.05$ with *deg freedom* (df) = N- K= 40-3 = 37 then can rated 2.026 or =TINV (0.05;37) . And based on table above so obtained :

1. Hypothesis Testing influence in a way Partial between discipline work and performance employee

In Table visible *coefficients* that Discipline Work influential to performance employee with calculated T value 7.488 > t_{Table} 2.026. This matter showing strong influence among Discipline Work on Employee Performance . This means H_0_1 rejected and H_a_1 accepted , that is that there is influence discipline Work to performance employee .

2. Test the hypothesis influence in a way Partial between motivation work and performance employee

In hypothesis testing Motivation Work influential on Employee Performance based on Table visible *coefficients* that Motivation Work also matters on Employee Performance due to matter this is seen based on calculation calculated T value > t_{Table} (5.113 > 2.026) and sig > 0.05 (0.001 > 0.05) so that H_0_2 rejected and H_a_2 accepted namely " there is influence motivation Work to performance employee " .

3. Determination test discipline work and motivation Work to performance employee

Table 4 Analysis Results Coefficient Correlation

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,819 ^a	,670	,653	2,136

a. Predictors: (Constant), X2, X1

b. Dependent Variable : Y

Source : Processed primary data , 2024

Based on Table the namely the *summary* model that produces R Square value (coefficient determination) of 0.670 then can concluded that the discipline variable work (X_1) and motivation work (X_2) has level very relationship very strong to variables performance employee (Y), or test results above obtained R Square value (coefficient determination) of 0.670 then can concluded that variable discipline Work (X_1) and motivation work (X_2) has contribution to variable performance employees (Y) amounting to 67.0% whereas the rest 33 % is influenced by other factors that are not researched in study This .

4. Hypothesis Testing influence simultaneous between discipline work and motivation Work to performance employee

Table 5F Test Results (Simultaneous)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	343,488	2	171,744	37,626	<.001 ^b
	Residual	168,887	37	4,565		
	Total	512,375	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source : Processed primary data , 2024

In f Table with level significant $\alpha = 0.05$ with *deg freedom* (df) = N- K= 40- 3 = 37 then can rated 3.251 or =FINV (0.05;2;37).

Is known F test results can be obtained obtained $\text{calculated F value} > \text{table f}$ namely $37,626 > 3,251$ and value significant > 0.05 or $0.001 > 0.005$, then with thereby can displayed that H3 is accepted It means in a way simultaneous variable Discipline work and Motivation Work influential significant on Employee Performance at the PT Slara company Prime Commerce .

CONCLUSION

Based on results study can be concluded as following :

1. Discipline work (X1) has an effect significant to performance employee (Y).
2. Mtivation work (X2) has an effect significant to performance employee (Y).
3. Discipline work (X1) and motivation work (X2) has an effect positive in a way simultaneous to performance employee (Y) with R Square value (coefficient determination) of 0.670 means that the variables (X₁) and (X₂) have level very relationship very strong to variable (Y), with contribution as big as 67.0%.

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