



## The Influence Of Motivation And Work Discipline On Employee Performance In PT. Indo Acidatama Tbk

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**Abstract:** This study aims to find out: (1) The impact of motivation on the performance of employees of PT Indo Acidatama Tbk, (2) The influence of work discipline on employee performance. The population in this study is 110 employees of PT. Indo Acidatama Tbk with total sampling techniques. The data collection technique used is a questionnaire.

Based on the results of the analysis, 1) motivation has a significant influence on employee performance with the regression equation  $Y = 15,841 + 0,602X_1$ , the correlation value of 0.646 means that both variables have a strong degree of relationship. The determination coefficient value is 41.4% and the hypothesis test is obtained  $t \text{ count} > t \text{ table}$  or  $(8,802 > 1,982)$ . Thus  $H_0$  is rejected and  $H_1$  is accepted means there is a significant impact of motivation on employees performance. 2) Working discipline is significantly influenced upon employee's performance with a regression equilibrium  $Y = 0.632 + 0,632X_2$  the corelation value is 0.621 meaning that the second variable has a strong level of relation. The determination coefficient is 51.0% while the remaining 49.0% is influenced by other factors. The hypothesis test obtained the value of  $F \text{ count} > F \text{ table}$  or  $(55,577 > 2,690)$ .  $H_0$  thus rejected and  $H_3$  accepted. It means there is a significant simultaneous influence of motivation and work discipline on employee performance.

**Keywords:** Employee Performance, Motivation, Work Discipline

### INTRODUCTION

The era of globalization that is taking place today has an impact on business development. The very obvious impact is the existence of competition in the business world. The competition is getting tougher so that companies continue to race for innovation to win competition. The company will strive to its goals effectively and efficiently. It is done so that the company can have competitiveness and advantage over its competitors. The superiority of a company can be achieved through several factors, namely the internal capabilities of the company or through the resources that the company owns. One of these important components is Human Resources (HRM). Quality determination (SDM) is essential for companies to fill in every line of organizational layout according to their expertise and skills.

The competition in the business world faced by PT. Indo Acidatama Tbk requires companies to face the challenges in competition and to do anticipation by continuously

creating ideas and innovations, developing strategies and enhancing the resources and maximizing the resources that the company has. Maintaining and improving the quality of products that can be a strategy in capturing the market and becoming superior to existing competitors. PT. Indo Acidatama Tbk is a Go Public company that operates in an international environmentally friendly agrochemical industry. The products produced are chemical products such as Ethanol, Acetic Acid, and Ethyl Acetate.

However, PT. Indo Acidatama Tbk Gunung Sindur Bogor produces products such as Ethanol, Acetate Acid, and Ethyl acetate in the production process of such products are carried out in the Fermentation unit using modern-technology machines. The use of such a machine can cause heat pressure because the machine is used large sizes and requires a large amount of energy this can cause excess heat. This can cause employees to feel tired, thirsty, dizzy, irritable and uncomfortable. The condition of those employees can trigger work stress. Based on the above background, the author will conduct research on **“The Impact of Motivation and Work Discipline on Employee Performance in PT Indo Acidatama Tbk Gunung Sindur Bogor”**.

### Formulation of the problem

Based on the background of the problem, the identification of problems, and the limitations of problems above, the problem can be formulated as follows:

1. Does the motivation influence the performance of employees of PT. Indo Acidatama Tbk Gunung Sindur Bogor?
2. Does work discipline influence employee performance of PT. Indo Acidatama Tbk Gunung Sindur Bogor?
3. Does motivation and work discipline influence employee performance of PT. Indo Acidatama Tbk Gunung Sindur Bogor?

### Research Purpose

In accordance with the above issues, the purpose of this study is to:

1. To find out if there is an average influence of motivation on the performance of the teleoperation unit employee on PT. Indo Acidatama Tbk Gunung Sindur Bogor.
2. To find out if there is an influence of interdisciplinary work on the performance of the teleoperation unit employees on PT. Indo Acidatama Tbk Gunung Sindur Bogor.
3. To find out if there is an influence between motivation and work discipline on employee performance on PT. Indo Acidatama Tbk Gunung Sindur Bogor.

## LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

### Definition of Motivation

According to Sutrisno Edy (in Hasibuan 110:2013) motivation questions how to stimulate subordinate work passion, so that they are willing to work hard by giving all the abilities and skills to realize the goals of the organization/company.

### Definition of Work Discipline

According to Singodimedjo in Edy Sutrisno (2016:86), it states that Discipline is “the attitude of a person’s willingness and reluctance to obey and obey the norms of the rules that apply around him.” Whereas according to Malayu hasibuan (2012:193), Disciplinary is the

“consciousness and readiness of one to abide by all the rules of the company and the social norms that apply.”

## Performance Definition

According to Hasibuan (2012), performance is a modest expression performed by employees that is usually used as a basis for judgment of employees or organizations. Good performance is the right step to realize rather than the goals of the company or organization. According to Irham Fahmi (2013:2), performance is the result obtained by an organization in terms of profit oriented and non-profit oriented results generated over a period of time.

## Hypothesis

Based on the background of the above issues, the research can be described as Motivation (free variable) X1, Working Discipline (free variable) X2, and Employee Performance (bound variable), Y. Indicators-indicators of work motivation include: physiological needs, needs of sense of security, social needs, requirements of appreciation and needs of self-actualization.

## METHODS

### Research Plan

The type of research yang used in this research is quantitative research. According to Sugiono (2016:7) “Quantitative methods are called scientific/scientific methods because they have met the scientific principles of concrete/empirical, objective, measurable, rational, and systematic. This method is called quantitative because research data are numbers and analysis uses statistics”.

### Research Variable

According to Sugiyono (2011:38) “a research variable is basically anything in any shape that a researcher sets out to be studied so that information is obtained about what is being studied, and then conclusions can be drawn.” A variable is a concept given more than one value. After presenting certain concepts and theories, researchers need to determine the variables of the research and further formulate the hypothesis based on the relationship between variables.

In operational research variables must have a related relationship between one variable and another so the variables in this research are as follows:

1. Free Variable (Independent Variable)

According to Sugiyono (2017: 33), “thinking that a free variable is a variable that affects a bound variable (dependent)”. Free variables are stimulus variables or variables that can affect other variables. Free variable are variables which are measured or selected by researchers to determine their relationship with a symptom observed.

2. Bound Variable (Dependent Variable)

Dependent variables are often referred to as bound variables. According to Sugiyono (2017:39) “Binded variables are influenced or consequential variables, because of the presence of independent (free) variables in this study, dependent variables (binded) are Employee Performance (Y)”.

As for the variable X and Y components in this study are:

- a. Free Variable (Independent Variable):

Motivation (X1)

Discipline (X2)

- b. Bound Variable (Dependent Variable) :

Employee Performance (Y)

**RESULT AND DISCUSSION**

The data used in this research is primary data. Primary data in this study was obtained by disseminating questionnaires in PT. The total sample in this study was 10 respondents. As for the results of research obtained from the field presented with regression analysis using the program SPSS 21.00 for Windows is produced as follows:

**Descriptive Analysis Results**

**Employee Characteristics**

An overview of the respondent's characteristics obtained from the respondents' identity. This includes gender, age, education, and length of work.

1. Characteristics of Employees by Gender

Based on the results of the study obtained characteristics of employees based on gender are presented in the following table:

		<b>Gender</b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	110	110	110	110
	Woman	0	0	0	0
	Amount	1.42	2.95	2.55	2.49
		1.00	3.00	3.00	3.00
		156	324	280	274

Source: Processed data, 2021

Based on the data in the table above, the male respondents were 33 or 55,0%, while the female respondent was 27 or 45,0%.

2. Characteristics by age

This data is used to determine the proportion of the age of the employee. Based on the results of the research obtained the characteristics of the respondent based on the age presented in the following table:

### Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 Year	15	25.0	25.0	25.0
	26 - 35 Year	16	26.7	26.7	51.7
	36 - 45 Year	13	21.7	21.7	73.3
	46 - 50 Year	14	23.3	23.3	96.7
	> 50 Year	2	3.3	3.3	100.0
Amount		60	100.0	100.0	

Source: Processed data, 2021

Based on the data obtained employee aged  $\leq 25$  years of 25,00%, age 26 – 35 years of 26,70%, age 36 – 45 years of 21,70%, aged 46 – 50 years of 23.3% and age > 50 year of 3.3%.

### 3. Characteristics Based on Education

Based on the results of the research obtained the characteristics of employees based on Education is presented in the following table:

### Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA sederajat	27	24.5	24.5	24.5
	diploman	20	18.2	18.2	42.7
	sarjana (S1)	43	39.1	39.1	81.8
	Magister ( S2)	16	14.5	14.5	96.4
	dektoral	4	3.6	3.6	100.0
Total		110	100.0	100.0	

Based on the data in the table above, respondents with SLTA education equaled 27 or 24,5%, with Diploma education 20 or 18,2%, Bachelor (S1) education 43 or 39,1% and respondents who have Master (S2) education 16 people or 14,5%.

### 4. Employee Characteristics Based on Working Age

Based on the results of the research obtained characteristics of employees based on the length of work presented in the following table:

**Length of work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 2 Year	27	24.5	24.5	24.5
	3 - 4 Year	20	18.2	18.2	42.7
	5 - 6 Year	43	39.1	39.1	81.8
	> 6 Year	16	14.5	14.5	96.4
	Amount	4	3.6	3.6	100.0
		110	100.0	100.0	

Source: Processed data, 2021

Based on the data in the table above, respondents who worked less than 2 years were 14 people or 23.3%, who worked between 3-4 years were 25 people or 41.7%, who were working between 5-6 years were 13 people or 21.7% and who had worked more than 6 years were 8 people or 13.3%.

Hypothesis testing The hypothesis test is carried out to test the proposed hypotheses. The hypotheses put forward in this study relate to the variables of motivation, work discipline and staff performance. Double regression analysis is selected to analyze the submission of hypotheses in this study. The following is the result of a double regression analysis performed using the SPSS 21.00 for Windows program.

In double linear regression testing there are four types of tests:

1. A Double Correlation Analysis (R)

According to Sugiyono, guidelines to give interpretation of correlation coefficients are as follows:

**Correlation Coefficient Interpretation Guidelines**

Correlation Coefficient Value Interval	Relationship Level
0,000 – 0,199	Very Low
0,200 – 0,399	Low
0,400 – 0,599	Currently
0,600 – 0,799	Strong
0,800 – 1,000	Very Strong

Source : Sugiyono (2017:184)

The result of the double correlation (R) test can be seen in the following table:

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.714 <sup>a</sup>	.510	.500	2.555	1.983

Based on the table above, we get an R of 0.714. It shows that there is a very strong relationship between the mixture (discipline dan motivation).

### 2. Simultaneous regression coefficient testing (F Testing)

For testing the influence of the variables of motivation and work discipline simultaneously on the performance of employees performed with the statistical test F (simultaneous test) with a significance of 5%. In this study used the criterion of significance 5% (0,05) that is, comparing between the value of F counted with F table with the following provisions:

- a) If the value of F counts < F table: means H0 accepted and H3 rejected
- b) If the value of F counts > F table: means H0 is rejected and H3 is accepted

The test of the hypothesis can also be done by comparing the value of significance with 0.05, with the following provisions:

- a) If the significance value > 0.05, H0 is accepted and H1 is rejected
- b) If the significance value < 0.05, H0 is rejected and H1 is accepted

To determine the size of the Ftable is sought with the provision  $df = (n-k-1)$ , then obtained  $(110-2-1) = 107$  so  $F_{table} = 2,690$

The criterion is said to be significant if the value of F counts > F table or  $p \text{ value} < \text{Sig.} 0,050$ .

The formula of the hypothesis is as follows:

$H_0 : \rho_{1,2} = 0$  There is no significant simultaneous influence of motivation and work discipline on employee performance

$H_3 : \rho_{1,2} \neq 0$  There is a significant simultaneous influence of motivation and work discipline on employee performance.

### Hypothesis Results (F Test) Simultaneously Motivation (X1) and Work Discipline (X2) on Employee Performance (Y)

#### ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	725.857	2	362.928	55.577	.000 <sup>b</sup>
	Residual	698.734	107	6.530		
	Total	1424.591	109			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Discipline (X2), Motivation (X1)

Source: Processed Data, 2021

Based on the test results in the above table obtained F count > F table or  $(55,577 > 2,690)$ , it is also reinforced by p value < Sig.0,050 or  $(0,000 < 0,050)$ . Thus H0 is rejected and H3 is accepted, indicating that there is a significant simultaneous influence between motivation and work discipline on employee performance.

### 3. Partial regression coefficient test

The t test is used to determine whether independent variables have a partial influence on dependent variables.

Results of Partial Regression Coefficient Test (T Test)

- a. Impact of motivation on employee performance on PT Indo Acidatama Tbk, based on the test results on the table below obtained t count value > t table or (8,802 > 1,982) It is also reinforced by p value < Sig.0,050 or (0,000 < 0,050). Thus, H0 is rejected and H1 is accepted, suggesting that there is a significant influence between motivation and employee performance.

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.841	2.598		6.098	.000
Motivation (X1)	.602	.068	.646	8.803	.000

a. Dependent Variable: Employee Performance (Y)

Source: Processed Data, 2021

- b. Impact of work discipline on employee performance, based on the test results on the table below obtained t count values > t table or (8.232 > 1.982). This is also reinforced by p value < Sig.0,050 or (0,000 < 0,050). Thus then H0 is rejected and H2 is accepted, this indicates that there is a significant influence between work discipline on employee performance.

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.349	2.836		5.412	.000
Work Discipline (X2)	.612	.074	.621	8.232	.000

a. Dependent Variable: Employee Performance (Y)

Source: Processed Data, 2021

### 4. Determinase Testing ( $R^2$ )

Determination coefficient analysis is intended to know the percentage of influence force between independent variables to dependent variables both partially and simultaneously, in this study are motivation variables (X1) and work discipline (X2) to employee performance (Y). Here are the results of the calculation of the determination coefficient processed with the SPSS Version 26 program, as follows:



## Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646 <sup>a</sup>	.418	.412	2.771

a. Predictors: (Constant), Motivation (X1)

Source: Processed Data, 2021

Based on the results of the tests in the table above, obtained the determination coefficient value of 52.2% then it can be concluded that the motivation variable has an influence on the employee performance variable of 41.4% while the remainder of (100-41.4%) = 61.4% is influenced by other factors.

## Discussing Research Results

Based on the results of the analysis, the regression equation value of  $Y = 15,841 + 0,602X1$  is obtained, the correlation coefficient value of 0.646 means that both variables have a strong degree of relationship. The determination or contribution value was 0.414 or 41.4%, while the remaining 61.4% was influenced by other factors. Testing the hypothesis obtained a t count value  $>$  t table or (8,802  $>$  1,982). Thus  $H_0$  is rejected and  $H_1$  is accepted means there is a significant influence of motivation on employee performance.

Based on the results of the test, the regression equation value of  $Y = 0.632 + 0,632X2$  is obtained, the correlation coefficient value of 0.621 means that both variables have a strong degree of relationship. The determination or contribution value was 0.386 or 38.6%, while the remaining 61.4% was influenced by other factors. The test of the hypothesis obtained t count values  $>$  t table or (8.323  $>$  1.982). Thus  $H_0$  rejected and  $H_2$  accepted means there is a significant influence of work discipline on employee performance.

Based on the results of the study, it shows that motivation (X1) and work discipline (X2) have a significant influence on employee performance with the obtained regression equation  $Y = 10.496 + 0.287X1 + 0.430X2$ . A correlation coefficient or rate of relationship between a free variable and a bound variable is obtained at 0.714 which means that it has a strong relationship. The value of the determination factor or contribution of its influence is successively 51.0% whereas the remaining 49,0% is influenced by other factors. The hypothesis test obtained a value of F count  $>$  Ftable or (55,577  $>$  2,690).  $H_0$  is thus rejected and  $H_3$  is accepted. It means there is a significant simultaneous influence of motivation and work discipline on employee performance.

## CONCLUSIONS

Based on the description in previous chapters, and from the results of analysis and discussion on the influence of motivation and work discipline on employee performance, as follows:

1. Motivation has a significant influence on employee performance with the regression equation  $Y = 15,841 + 0,602X1$ , the correlation value of 0.646 means both variables have a strong degree of relationship. The value of the determination coefficient is 41.4% and the hypothesis test is obtained t count  $>$  t table or (8,802  $>$  1,982). Thus

H0 is rejected and H1 is accepted means there is a significant influence of motivation on employee performance.

2. Working discipline has a significant impact on employee performance with a regression equation  $Y = 0.632 + 0.632X_2$  correlation value of 0.621 means both variables have a strong degree of relationship. The determination coefficient value was 38.6% and the hypothesis test was obtained  $t \text{ count} > t \text{ table}$  or  $(8.323 > 1.982)$ . Thus H0 is rejected and H2 is accepted means there is a significant influence of work discipline on employee performance.
3. Motivation and work discipline simultaneously have a significant impact on employee performance with the regression equation  $Y = 10.496 + 0.287X_1 + 0.430X_2$ . A correlation value of 0.714 means that a free variable with a bound variable has a strong degree of relationship. The determination coefficient is 51.0% while the remaining 49.0% is influenced by other factors. The hypothesis test obtained a value of  $F \text{ count} > F \text{ table}$  or  $(55,577 > 2,690)$ . H0 is thus rejected and H3 is accepted. That means there is a significant simultaneous influence of motivation and work discipline on employee performance.

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Based on the above conclusions as a result of research, then the author gives the following suggestion:

1. The weakest motivation of the statement is number one that the company's salary is already in line with the employee's wishes, which only reaches a score of 3.34. For the better, the company should pay more attention to the salary of every employee according to the needs of each employee and so that employees can give good performance to the company.
2. The weakest statement is the number two: the leader performs good supervision over the attendance of employees, which only reaches a score of 3.38. For the better, the company should pay more attention to the attendance of each employee to discipline the time specified by the company and give more supervision to the employee.
3. The worst employee performance statement is number one: Employees are able to work according to the standards made by the company, which only achieves a score of 3.37. For the better, the company must monitor every job done by the employee in order to produce good performance.

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