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The Effect Of Motivation And Work Discipline On Employee Performance At PT Tunas Toyota
Ciputat South Tangerang

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Abstract : This study aims to analyze the quality of employee performance at PT. Tunas Toyota Ciputat Tangerang Selatan in terms of Motivation and Work Discipline factors partially or simultaneously. The method used in the study is quantitative descriptive, meaning research on data collected and expressed in the form of numbers, although also in the form of qualitative data but it is as a supporter, such as words or interviews between researchers and informants using validity tests, reliability tests, Classic assumption tests, multiple linear regression analysis, coefficient of determination, and hypothesis testing. The results of this study prove that there is a significant influence of motivation and work discipline on Employee Performance. Partially, the Motivation factor has an effect of 57.6% on Employee performance. While the Work Discipline Factor has an effect of 76.4% on Employee performance. If combined together simultaneously, the level of Motivation and Work Discipline has an effect with a figure reaching 80%. This is the key to Motivation and Work Discipline on Employee Performance in order to produce significantly increased Employee performance.

Keywords: Motivation, Work Discipline, Employee Performance

INTRODUCTION

Work motivation of PT. Tunas Toyota conducted to 65 employees obtained information about aspects that can motivate employees in completing their work and responsibilities, from what was obtained regarding the salary received in accordance with the achievement of my predetermined work targets, 51 populations or 78% gave the response "agree", while 14 populations or 22% stated "less agree", then in the aspect of the relationship between superiors and subordinates, 41 populations or 63% took place, while 24 populations or 37% stated less agree. then in the aspect of facility placement is done strategically so as not to hinder or hinder 45

populations or 69% gave an agree response, while 20 populations or 31% stated that they disagree with the provision, then in the aspect that I am able to solve a problem in a task well. 55 populations or 85% gave an agree response, while 10 populations or 15% stated that they disagree, then in the aspect of the work received according to the skills and abilities that I have53 populations or 82% gave an agree response, while 12 populations or 18% stated that they disagree. from the results of the pre-survey in Table 1.1 that employee motivation has not been optimally realized.

Another problem that affects motivation (performance) is work discipline. PT Tunas Toyota that, the level of employee motivation cannot be fully controlled. This is in line with Maslow's opinion in Sutrisno (2018:55) which states that "motivation is a driving force that creates a person's passion for work, so that they are willing to cooperate , work effectively and integrate with all their efforts to achieve satisfaction in work".

A company organization is required to have a perspective and disciplined attitude in order to improve employee performance. Work discipline is closely related to resource management and is the most important human resource management function for a company. Every employee must realize that good work discipline will have a smooth process in carrying out work and can also achieve maximum work results.

Work discipline is one of the things that can determine the good or bad performance of a person. It is suspected that employees who have discipline usually tend to carry out all their activities according to applicable rules and standards, their compliance with the rules and standards set by management will guarantee success in achieving goals. This is in line with the opinion of Setiawan and Waridin (2019: 189) which states "Discipline is a form of obedience to the rules, both written and unwritten that have been set".

This is also what happened at PT Toyota, where there was still a lack of discipline among employees, which could reduce the level of employee performance.

PT. Tunas Toyota Ciputat still has a low level of discipline, this can be proven by the low level of employee attendance and the inaccuracy of employee attendance at work. Where the lowest attendance value is 43% in March and the highest attendance value is 82% in November. The low level of employee discipline can occur because leaders pay less attention to employees, there is no approach that disciplines employees to work hard, therefore, leaders must pay more attention to the level of discipline of their employees so that employee performance continues to increase.

Meanwhile, in the observation that has been suspected, there are still many employees who postpone carrying out office tasks , are late for work hours, leave the office during office hours and the lack of communication between employees and management affects the achievements (performance) of each individual.

Employee performance is something that is individual, because each employee has different work abilities in carrying out their duties. According to Mangkunegara (2019:19) "employee performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him." Good employee performance is influenced by work

discipline and a good work environment.

The importance of employee performance is due to the existence of human resources in a company that plays a very important role, employee performance has great potential to carry out all company activities. The potential of every human resource in the company must be utilized properly so as to obtain optimal results.

LITERATURE REVIEW

According to Hasibuan (2016:111), motivation is the provision of driving force thatcreates a person's enthusiasm for work, so that they are willing to work together, work effectively, and integrate with all their efforts to achieve satisfaction.

According to Suparno Eko Widodo (2017:187), motivation is defined as the power within a person that drives their behavior to take action.

Work Discipline

Singodimedjo in Sutrisno (2017: 86), "explains that discipline is a person's attitude of willingness and readiness to obey and comply with the norms and regulations that apply around him. " Nitisemito (2013: 193), "states that discipline is an attitude, behavior and actions that are in accordance with company regulations, both written and unwritten."

According to Sinambela (2018 185) discipline is an attitude, behavior and actions that are in accordance with company regulations, both written and unwritten.

According to Hasibuan (2019:193) "discipline is a person's awareness and willingness to obey all company regulations and applicable social norms".

Performance

According to Hamali (2018:98) Performance is about doing work and the results achieved from that work. Meanwhile, according to Kamsir (2016:182) performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period.

According to Mangkunegara (2017:67) performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

According to Simanjuntak (2015:131), performance is the level of achievement of results for certain tasks carried out. From the opinions of the experts above, it can be synthesized that performance is a series of activities as a process carried out by employees in their efforts to achieve results as determined.

Hypothesis Development

H0 : $\rho1 = 0$: No there is influence Which significan between Motivation towards employee performance on P T. Tunas Toyota Ciputat in detail.

Ha : $\rho1 \neq 0$: There is a significant influence between motivation on employee performance atPT. Partial shoots of Toyota Ciputat.

H0 : $\rho2 = 0$: No there is influence Which the signifikan between Discipline work on performance employee at P T. Toyota shoots in partial.

Ha : $\rho2 = 0$: There is a significant influence between work discipline on

employee performance at PT. Toyota shoots partially.

H0 : ρ3 = 0 : There is no significant influence between motivation and work discipline On employee performance at PT. Simultaneous Toyota shoots

Ha : ρ3 = 0 : There is a significant influence between motivation and work discipline onemployee performance at PT. Simultaneous Toyota shoots.

RESEARCH METHODS

Types of research

This type of research is quantitative, according to Sugiyono (2017: 8) who argues that "quantitative research is a research method based on the philosophy of positivism, used toresearch certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the aim of testing the established hypothesis ". This research isan empirical study that aims to test the influence of Motivation and Work Discipline on Employee Performance.

Place and Time of Research

Research Place

This research was conducted at PT Tunas Toyota Ciputat which is located at Jalan Dewi Sartika No.187, Cipayung, Ciputat District, South Tangerang City, Banten 15411.

Research Time

This research was conducted for 3 months starting from October 1, 2022 to March 16, 2024.

Population and Sample

Population

In this research, the population was Toyota Ciputat employees totaling 65 employees.

Sample

In this study, the sample used was Toyota Ciputat employees totaling 65 employees.

RESEARCH RESULTS AND DISCUSSION

No.	r count	r table	Information
1	0,851	0,244	Valid
2	0,849	0,244	Valid
3	0,892	0,244	Valid
4	0,870	0,244	Valid
5	0,794	0,244	Valid
6	0,845	0,244	Valid
7	0,837	0,244	Valid
8	0,815	0,244	Valid

9	0,853	0,244	Valid
10	0,823	0,244	Valid

Results of the Validity Test of the Motivation Variable (X1)

No.	r count	r table	Information
1	0.862	0.244	Valid
2	0.837	0.244	Valid
3	0.848	0.244	Valid
4	0.827	0.244	Valid
5	0.838	0.244	Valid
6	0.883	0.244	Valid
7	0.798	0.244	Valid
8	0.842	0.244	Valid
9	0.871	0.244	Valid
10	0.804	0.244	Valid

Results of Validity Test of Work Discipline Variable (X2)

No.	r count	r table	Information
1	0,891	0,244	Valid
2	0,897	0,244	Valid
3	0,884	0,244	Valid
4	0,814	0,244	Valid
5	0,817	0,244	Valid
6	0,900	0,244	Valid
7	0,890	0,244	Valid
8	0,897	0,244	Valid
9	0,977	0,244	Valid
10	0,892	0,244	Valid

Source: Primary Data processed by SPSS22, 2023

Employee Performance Variable Validity Test Results (Y)

Reliability Test

Reabillity Statistics

Reliability Statistics	
Cronbach's	N of Item

Alpha	s
.709	10

Reabillity Statistics

Reliability Statistics	
Cronbach's Alpha	N of Items
.926	10

Reabillity Statistics

Reliability Statistics	
Cronbach's Alpha	N of Items
.942	10

1. Simple Linear Regression Analysis

Coefficients a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.485	2.985		1,837	071
	MOTIVATION	-.862	.081	-.802	10,663	000
a. Dependent Variable: PERFORMANCE						

Simple Linear Regression Test Results of Motivation Variable (X1) on Employee Performance (Y)

Based on the results of the regression calculations in the table above, the regression equation Y = 5.485 + 0.862 X1 can be obtained. From the equation above it can be concluded as follows:

a. A constant value of 5.485 means that if the Motivation variable (X1) does not exist then there is an Employee Performance (Y) of 41.499 points. A constant has a positive value, meaning it has a positive relationship.

b. The Motivation regression coefficient (X1) value of 0.862 means that if the constant remains and there is no change in other variables, then every 1 unit change in the compensation variable will result in a change in employee performance of 0.862 times.

2. Simple Linear Regression Analysis

Coefficients [a]						
Model	Unstandardized Coefficients		Standardized Coefficients	t		Sig.
	B	Std. Error	Beta			
1 (Constant)	1.185	2.393		.495		.622
DISCIPLINE	.971	.064	.886	15.130		.000
a. Dependent Variable: PERFORMANCE						

Simple Linear Regression Test Results of Work Discipline Variable (X2) Against Employee Performance (Y)

Based on the results of the regression calculations in the table above, the regression equation Y = 1.185+ 0.971 X2 can be obtained. From the equation above it can be concluded as follows:

a. A constant value of 1.185 means that if the Work Discipline variable (X2) does not exist, then there is an Employee Performance (Y) value of 1.185 points. The constantvalue is positive, meaning it has a positive relationship.

b. The Work Discipline regression coefficient (X2) value of 0.971 means that if the constant remains and there is no change in other variables, then every 1 unit changein the workload variable will result in a change in employee performance of 0.971 times.

3. Multiple Linear Regression Test

Coefficients [a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1,494	2.269		-.658	.513
MOTIVATION	.336	.086	.313	3,892	.000
PERFORMANCE DISCIPLINE	.713	.088	.650	8.091	.000
a. Dependent Variable:KINERJA Y					

Based on the results of the multiple regression test calculations contained in

table 4.20, it can be seen that the regression equation formed is: Y = 1.494+ 0.336(X1) + 0.713 (X2).

From the regression equation above, Work Motivation and Discipline have a positive influence on employee performance. This is proven by looking at the values from table B which are positive. The writer can explain the regression equation as follows:

a. The Constant value is 1.494, meaning that employee performance, even without being influenced by Work Motivation and Discipline, already has an influence of 1.494.
b. Influence between variables: The influence of the motivation variable on employee performance is positive. This means that the better the motivation provided in the form of bonuses, the employee performance will increase by 0.336.
c. The influence of the Discipline variable on employee performance is positive. This means that the higher the employee's work motivation, the employee's performance will increase by 0.713.

4. Coeficien Determination and Coeficien Corelation

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 ^{a}	.576		
a. Predictors: (Constant),Motivation			.569	5.98718

Source : Primary data processed by SPSS 26

Results of the Percentage Determination Coefficient Between Motivation (X1) and Employee Performance (Y)

Based on the table data above, an R correlation value of 0.759 is obtained, where this value is in the interval 0.80 – 1.000 with a very strong level of relationship, which means that the influence of Motivation (X1) has a very strong level of relationship to Employee Performance (Y). The R-Square value is 0.576 andit can be concluded that Motivation (X1) has an influence of 57.6% on employee performance (Y) and the remaining 42.4% is influenced by other factors.

Model Summary				
Model	R	R Square	Adjusted RSquare	Std. Error of theEstimate
1	.874 ^{a}	.764	.760	4.89139
a. Predictors: (Constant), Discipline				

Results of the partial determination coefficient between work discipline (X2) and employee performance (Y)

Based on the table data above, an R correlation value of 0.874 is obtained, where this value is in the interval 0.80 – 1.000 with a very strong level of relationship, which means that the influence of Work Discipline (X2) has a very strong level of relationship to Employee Performance (Y). The R-Square value is 0.764 and it can be concluded that Work Discipline (X2) has an influence of 76.4% on employee performance (Y) and the remaining 23.6% is influenced by other factors.

Model Summary				
				Std. Error of theEstimate
Model	R	R Square	Adjusted R Square	
1	.898 a	.807	.801	4.45596
a. Predictors: (Constant), Discipline, Motivation, Performance				

Results of Simultaneous Analysis of Determination Coefficients BetweenMotivation Variables (X1) and Work Discipline (X2) on Employee Performance (Y)

Based on the table above, the R-Square (coefficient of determination) value is 0.807, where this value is in the interval 0.80 – 1.000 with a very strong relationship level. It can be concluded that the variables Motivation (X1) and Work Discipline (X2) influence the Employee Performance variable (Y) by 80.7% while the remaining 19.3% is influenced by other factors not tested in this discussion.

5. Hypothesis Testing (T Test and F Test)

UJI T (Uji Partial)

Coefficients a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,690	3,000		1,897	.062
Influence of Motivation	.857		.799	10,541	.000
a. Dependent Variable: Employee Performance		.081			

Results of Data Processing for Hypothesis Testing of Motivation Variables on Employee Performance (X1)

The hypotheses to be tested in this section are:

H0: $\rho 2 = 0$ There is no significant influence of motivation on employee performanceat PT. Toyota Ciputat, South Tangerang

H1: $\rho 2 \neq 0$ There is a significant influence of motivation on employee performance atPT. Toyota Ciputat, South Tangerang

From the table above, the tcount value is 10.541, while the ttable value for N

= 65 is 1.669. Because the tcount > ttable and the significance level value is 0.000 < 0.05, then H0 is rejected and H1 is accepted. So it can be concluded that "There is a partial positive and significant influence between Motivation on Employee Performance at PT. Tunas Toyota Ciputat, South Tangerang.

Coefficients a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,862	2.488		.748	.457
	The Influence of Discipline	.956	.067	.874	14,274	.000
a. Dependent Variable: EmployeePerformance						

Results of Data Processing for Hypothesis Testing of Work Discipline Variables on Employee Performance (X2)

The hypotheses to be tested in this section are:

H0 : ρ2= 0 There is no significant influence of work discipline on employeeperformance at PT. Toyota Ciputat, SouthTangerang

H1: ρ2 ≠ 0 There is a significant influence of work discipline on employeeperformance at PT. Toyota Ciputat, South Tangerang

From the table above, the tcount value is 14.274, while the ttable value for N < 0.05, then H0 is rejected and H1 is accepted.

So it can be concluded that "There is a partial positive and significant influence between Work Discipline on Employee Performance at PT. Toyota Ciputat, South Tangerang.

a. f-test (Simultaneous Test)

ANOVA [a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	5150.802	2	2575.401	129,707	.000 [b]
	Residual	1231.044	63	19,856		
	Total	6381.846	64			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Discipline, Motivation						

Results of Hypothesis Testing Data Processing (F Test)

From the table above, it can be seen that the calculated F value is 129.707 with a significant F value of 0.000. The test will reject H0 if the p-value < . If compared with a significance level of = 5%, the p-value (0.000) is smaller, so H0 is rejected and H3 is accepted. As well as the results of testing the simultaneous influence of the independent variable on the dependent variable, the Fcount = 129.707 > Ftable value =

3.15. So it can be concluded that H3 is accepted, which means there is a positive and significant influence between work motivation and discipline on PT employee performance. Toyota Ciputat, South Tangerang.

CONCLUSION

1. Motivation (X1) has a significant effect on employee performance with the

regression equation Y = 5.485 + 0.862 X1 $_{correlation}$ coefficient of 0.759 means that the two variables have astrong relationship level. The determination value or contribution of influence is 0.576 or 57.6%while the rest is 23.4%. Influenced by other factors. Hypothesis testing obtained a calculated t value> t table or (14.274> 1.669). Thus H0 $_{is}$ rejected and H1 $_{is}$ accepted, meaning that there is a significant partial influence between work discipline and employee performance at PT. Tunas Toyota South Tangerang.

2. Work Discipline (X_2) has a significant effect on employee performance with the regression equation Y = 1.185 + 0.971 X_2, the correlation coefficient is 0.874 meaning that the two variables have a strong relationship level. The determination value or contribution of influenceis 0.764 or 76.4% while the rest

3. is 23.6%. Influenced by other factors. Hypothesis testing obtained a calculated t value> t table or (14.274> 1.669). Thus H_0 is rejected and H_2 is accepted meaning that there is a significant partial influence between Work Discipline on employee performance at PT. Tunas Toyota South Tangerang

4. Motivation (X_1) And work discipline (X_2) t e rh a d a p k i r ja employee (Y) p a da P T. Toyota Ciputat with the equation obtained the regression equation Y = 1.494 + 0.336 H1 + 0.713 X2. The correlation coefficient value or level of influence between the independent variable and the dependent variable is obtained at 0.898, meaning it has a strong relationship. The determination coefficient value is 0.807 or the contribution of simultaneous influence is 80.7% while the remaining 19.3% is influenced by other factors. Hypothesis testing obtained the value of F count> F table or (184.394> 129.707. Thus H0 is rejected and H3 is accepted. This means that there is a significant simultaneous influence between Motivation and Work Discipline on Employee Performance at PT. Tunas Toyota Ciputat Tangerang Selatan.

SUGGESTION
1. From the results of this research on the Motivation variable (X1), the instrument that must be improved is instrument number 2 which got the lowest average score of 3.6. Therefore, it is better for companies to increase motivation for employees who relate to their work in accordance with their standards. In other words, Tunas Toyota feels motivated and the company's targets will be achieved.

2. In the Work Discipline variable (X2), instruments number 2 and 4 received the lowestaverage score, namely 3.33, which means that these two instruments must be improved. Inthis case, the role of the Leader is always to provide good communication to employees according to their hopes and desires. And employees receive salaries according to the services provided to the company. The company must be even better in order to support Tunas Toyota's work discipline because the company needs to encourage cooperation between Toyota workforce to improve the performance of Toyota workforce so that company goalscan be achieved better.

3. In the employee performance variable (Y), instruments number 4 and 10 received the lowest average score, namely 3.6, which means that these two instruments must be improved. The company also needs to provide appropriate positions for Toyota workers so that the Toyota workforce will be better and increasingly improved in the future and it is hoped that it can further improve the achievement of targeted jobs so that the achievement of the

company's targets can be further improved.

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