



The Effect Of Work Motivation And Work Discipline On Employee Performance At PT. Pegadaian (Persero) Syariah Branch Of Cinere

Eko Budianto

Universitas Pamulang, Tangerang Selatan, Banten 15417, Indonesia

E-mail: arjunawb16@gmail.com

Abstract: This study knows that how much influence the work motivation and work discipline partially or simultaneously on employee performance at PT. Pegadaian (Persero) Syariah Cinere Branch. The population used was 31 respondents. The sample used was 31 respondents using questionnaire data collection techniques. The nature of the research used is descriptive quantitative. The data analysis methods used include validity test, reliability test, classical assumption test, multiple correlation test, multiple regression equation, determination coefficient test, and hypothesis testing. Based on the results of the study, it was found that the validity test results were declared valid, the reliability test was declared reliable, and the hypothesis test results: 1) Work Motivation has a positive and significant effect on Employee Performance. 2) Work Discipline has a positive and significant effect on Employee Performance. 3) Work Motivation and Work Discipline have a positive and significant effect on employee performance.

Keywords: Work Motivation, Work Discipline, Employee Performance.

INTRODUCTION

Today's rapid national and global economic growth has triggered intense competition between companies, both those that produce goods and services. Each company competes with each other in offering the products and services it manages. The offering of these products and services is also carried out by bank financial institutions and non-bank financial institutions.

Based on the data obtained, it shows as many as 9 people (30%) of employees have decreased motivation due to the absence of facility needs at the company. As many as 9 people (30%) of employees had decreased work motivation due to the absence of achievement offers from the company and 13 people (40%) decreased motivation due to lack of attention from the leader.

With employees obeying the rules set by the company and having high discipline, it will create a more conducive company atmosphere so that it will have a positive impact on company activities (Wahyudi, 2019). Therefore, every company has the hope that company employees can comply with the regulations that have been set. Based on the above

problems, the researchers obtained attendance data at PT. Pegadaian Syariah Branch of Cinere.

Based on the data obtained, employee attendance data in 2018 the number of permits, sickness, alpha, and being late always changes every month. The number of employees from January to December was 31 employees. The number of employee permits was the most in July and December as many as 6 and 7 employees. Meanwhile, the highest number of sick employees was 4 employees in July. Attendance without information in July and December was 4 employees. And employees who came late were at most 6 employees in July.

Given the importance of employee performance for both the company and the employees, it is fitting that the Management of the Company provide work motivation and apply good work discipline to its employees (Wahyu & Salam, 2020). Because by providing motivation and applying good work discipline to employees, it will certainly affect the employee's performance. With high employee performance, it will certainly create high productivity for the company concerned (Harras, et, al., 2020). This is also understood by the management of PT. Pegadaian (Persero) Syariah Cinere Branch. As is well known, PT. Pegadaian (Persero) is one of the BUMN (State-Owned Enterprises) which is engaged in cash lending services by collateralizing valuables owned by these customers.

Based on the data obtained, data on the results of employee performance at PT. Sharia Pegadaian Cinere Branch in 2018, amounting to 31 employees. Whereas from January to June the company determined 100 product targets that had to be completed, but during those five months the employee's performance decreased every month with the number of products that were not completed from the specified target. Likewise, from July to December the number of products completed did not reach the predetermined target. From these data, it can be seen that the company's employee performance has decreased during the year so that it is not in accordance with the company's target goals.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

According to Edy Sutrisno (2016: 109) Work Motivation is a factor that encourages someone to do a certain activity. According to Mc. Clelland in Edy Sutrisno (2016: 128) explains about work motivation indicators, including: 1) The need for achievement. 2) The need to be affiliated. 3) The need for power.

According to Singodimejo in Edy Sutrisno (2016: 86) Work Discipline is the attitude of a person's willingness and willingness to obey and obey the regulatory norms that apply around them. According to Singodimejo in Edy Sutrisno (2016: 94), he explains about indicators of Work Discipline, including: 1) Obeying the rules of time. 2) Compliance with company regulations. 3) Obeying the rules of conduct at work. 4) Obeying other regulations.

According to Malayu S.P Hasibuan (2016: 94), employee performance is a result of the work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity and time. According to Malayu S.P. Hasibuan (2016: 95) explains about employee performance indicators, including: 1) Job performance. 2) Cooperation. 3) Discipline. 4) Responsibility. 5) Leadership.

The research conducted by researchers is in line with the results of research conducted by Rafi Jodi Kurnia (2016) with the title "The Effect of Compensation and Work Motivation on Employee Performance at Condong Catur Hospital Yogyakarta", it was found that compensation and motivation had a positive and significant effect on Employee Performance Yogyakarta.

The research conducted by researchers is in line with the results of research conducted by Desy Oktawati (2016) with the title "The Effect of Compensation and Motivation on Employee Performance at the Office of Regional Financial and Asset Management Revenue Sarolangun Regency (DPPKAD)" obtained results of compensation and motivation have a positive and significant effect on Employee Performance at the Office of Regional Financial and Asset Management Revenue Sarolangun Regency (DPPKAD).

Research conducted by researchers is in line with the results of research conducted by Suharyanti (2014) entitled "The Effect of Work Discipline and Motivation on Employee Performance of the QIP Division of PT. GSI Cianjur" obtained the results of Work Discipline and Motivation have a positive and significant effect on the Performance of the QIP Division Employees of PT. GSI Cianjur.

METHODS

This research uses descriptive quantitative method. The data used are primary data. The population used in this study were all employees of PT. Pegadaian (Persero) Syariah Cinere Branch. The sample used was 31 employees.

The data analysis methods used include the financial management formula, classic assumption test, product moment correlation test, simple and multiple linear regression test, coefficient of determination and hypothesis testing (t test and F test).

RESULT AND DISCUSSION

Based on the results of the validity test, it is known that Work Motivation (X1), Work Discipline (X2), and Employee Performance (Y) variables are declared valid.

Based on the results of the reliability test, it is known that the Work Motivation (X1), Work Discipline (X2), and Employee Performance (Y) variables are declared reliable.

Based on the results of the classical assumption test (normality test, multicollinearity test, autocorrelation test and heteroscedasticity test) it can be concluded that all classical assumption tests do not occur problems.

Based on the results of the multiple regression equation test, the results obtained are $Y = 12.148 + 0.051X_1 + 0.768X_2 + e$, e means the error rate is 5% or 0.05.

Based on the results of the multiple correlation test, the correlation value is 0.669 which means that the relationship between Work Motivation and Work Discipline on Employee Performance is strong. Based on the results of the coefficient of determination, it is found that the results of work motivation and work discipline affect employee performance by 44.8% and the remaining 55.2% are influenced by other variables not studied.

Based on the results of the t test, it shows that the results of the t-test = 4.282 while t-table = 1.699 (tcount > ttable) with a significance level of $0.000 < 0.05$, it can be concluded that the effect of Work Discipline (X1) on Employee Performance (Y) is partially positive and significant. or in other words H_0 is rejected and H_a is accepted.

Based on the results of the t test shows the results of the t test = 3.586 while t table = 1.699 (tcount > ttable) with a significance level of $0.000 < 0.05$, it can be concluded that the effect of Work Discipline (X2) on Employee Performance (Y) is partially positive and significant. or in other words H_0 is rejected and H_a is accepted.

Based on the results of the F test, it shows that the results of the test Fcount = 11.349 while Ftable = 3.39 (Fcount > Ftable) with a significance level of $0.000 < 0.05$, it can be concluded that the effect of Work Motivation (X1), Work Discipline (X2), on Employee Performance (Y) simultaneously has a positive and significant effect, or in other words, H_0 is rejected and H_a is accepted.

CONCLUSIONS

Based on the results of the research and discussion that the researcher has described, it can be concluded that:

1. The influence of motivation on employee performance shows the results of tcount = 4.282 while t table = 1.699 (tcount > ttable) with a significance level of $0.000 < 0.05$, it can be concluded that there is a positive and significant influence between motivation on employee performance or in other words H_0 rejected and H_a accepted.

2. The effect of Work Discipline on Employee Performance shows the results of $t_{count} = 3.856$ while $t_{table} = 1.699$ ($t_{count} > t_{table}$) with a significance level of $0.000 < 0.05$, it can be concluded that there is a positive and significant influence between Work Discipline on Employee Performance or in other words H_0 rejected and H_a accepted.
3. The effect of motivation and work discipline on employee performance simultaneously at PT. Pegadaian Syariah Branch of Cinere shows the results of the test $F_{count} = 11.349$ while $F_{table} = 3.39$ ($F_{count} > F_{table}$) with a significance level of $0.000 < 0.05$, it can be concluded that there is a positive and significant influence between Motivation and Work Discipline on Employee Performance simultaneously on PT. Pegadaian Syariah Branch of Cinere or in other words H_0 is rejected and H_a is accepted.

In this study, there are several limitations to the problem, including:

1. Researchers only use 2 independent variables.
2. The research data is used only within 3 months of 2019.
3. The effect of work motivation and work discipline on employee performance is only 44.8% and the remaining 55.2% is influenced by other variables which are not examined.

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