



## The Effect Of Motivation And Work Discipline On Employee Performance In Koperasi Mitra Indonesia

Firman Amar Faras<sup>1</sup>, M. Haekhal Mahessa<sup>2</sup>

*Universitas Pamulang, Tangerang Selatan, Banten 15417, Indonesia*

E-mail: [frnfaras@gmail.com](mailto:frnfaras@gmail.com)<sup>1</sup>, [Haekhalmahessa26@gmail.com](mailto:Haekhalmahessa26@gmail.com)<sup>2</sup>

**Abstract:** This study aims to determine how much influence motivation and work discipline on employee performance at Koperasi Mitra Indonesia Bogor and the object of this research are employees at Koperasi Mitra Indonesia Bogor. The research method used in this research is quantitative method. The research data were collected by using a questionnaire distribution method, sampling using a saturated sample of 40 respondents, using data analysis including: Validity Test, Reliability Test, Normality Test, Hypothesis Test, Multiple Linear Regression Analysis and Coefficient of Determination. Based on the results of the calculation of multiple linear regression analysis, the equation  $Y = 6.865 + 0.447X_1 + 0.360X_2$  with the coefficient of determination  $R^2$  of 0.317 or 31.7% proves that the motivation and work discipline variables contribute or influence 31.7% on employee performance while the rest 68.3% influenced by other factors not examined in this study. And based on the hypothesis test using the t test (partial) between the motivation variable ( $X_1$ ) and the performance variable ( $Y$ ) the results of  $t_{count} > t_{table}$  ( $2.835 > 2.026$ ) show that motivation has an effect on employee performance, while the results of the t test between work discipline variables ( $X_2$ ) with the performance variable ( $Y$ ) the results of  $t_{count} > t_{table}$  ( $2.070 > 2.026$ ), which means that work discipline has an effect on employee performance and based on the results of the F test between motivation ( $X_1$ ) and work discipline ( $X_2$ ) on  $Y$  performance, the result is  $F_{count} > F_{table}$  ( $8,587 > 3.24$ ) indicates that motivation and work discipline jointly influence employee performance at Koperasi Mitra Indonesia Bogor.

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

### INTRODUCTION

In an organization or institution, the potential of human resources is essentially one of the capital and plays a very important role in achieving organizational goals. Providing better external and internal work motivation can encourage employees to work more productively. With good performance, The expenditure of employee expenses per unit will be smaller, in addition to providing opportunities for each employee to develop, meeting their needs based on individual abilities and competencies is the most important part of efforts to fulfill employee needs. By fulfilling the needs that

match the expectations of employees, especially financial rewards in the form of salaries and bonuses for their performance, it allows employees to fully concentrate on their work.

And this is not without reason. Another thing that causes a lack of motivation for the employees of Koperasi Mitra Indonesia is that some employees think they want increased welfare in an effort to encourage better performance and increase enthusiasm and enthusiasm at work, especially in terms of unpaid salaries. in accordance with the standards of the Bogor Regency UMK, this could have implications for employee motivation. It can be seen in the compensation table, especially in the salary component of the Koperasi Mitra Indonesia Bogor as a driving force to improve performance, the authors classify the grade or job position to describe the basic salary received by employees as follows :

**Tabel 1. Salary List of Cooperative Partners Indonesia Bogor**

Years	UMK Kab. Bogor	Basic Salary		
		Youth	Middle	First
2014	Rp. 2.242.240,-	1.000.000	1.200,000	1.500,000
2015	Rp. 2.590.000,-	1.000.000	1.200,000	1.500,000
2016	Rp. 2.960.325 ,-	1.000.000	1.200,000	1.500,000

Source: Research data, 2020

If it is seen from the above, the level of basic salary received has not met the UMK standard (Regency / City Minimum Wage) in Bogor. Especially for employees who are in the Middle and Young grades, for three years there has been no change or increase in salaries for the employees of Koperasi Mitra Indonesia Bogor, within three years the UMK in Bogor Regency has increased from 2,242,240, - to Rp. 2,960,325, -. However, this was not accompanied by a salary increase in accordance with the UMK in Bogor Regency, the salary level at Koperasi Mitra Indonesia Bogor was still below the standard of the Kab. According to Hasibuan (2010: 212) that work discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms, this encourages work passion, work morale and the realization of company, employee and community goals.

It can be seen that Koperasi Mitra Indonesia Bogor has hours of work start at 08.15 WIB and return hours from work at 17.00 WIB. Where every employee who comes to work exceeds the deadline for working hours it will be counted late. The following is a recap of the 2014-2016 employees of Koperasi Mitra Indonesia Bogor.

Based on data, that the level of employee discipline in terms of attendance at Koperasi Mitra Indonesia Bogor is very low. There are still many employees who come to the office late and do not attend without information, in the regulations the management of Koperasi Mitra Indonesia emphasizes attendance levels should not exceed 2% It can be seen that in the last three years the number of absenteeism has increased from year to year, in 2014 the percentage of attendance reached 3.90%, in 2015 it increased to 4.17% and in 2016 again increased to 4.25%. These factors are the implications of the lack of proper formation and development of human resource management commitment to efforts to increase work discipline such as the existence of strict punishments or forms of supervision established by the leadership.

The target of financing the realization of financing and the number of customers in a non-bank financial institution always fluctuates every year. The increase or decrease in value is highly dependent on the performance of financial institutions in dealing with problem financing. Koperasi Mitra Indonesia Bogor as a cooperative institution must have the right program so that the target of financing, realization of financing and the number of customers continues to increase every year. Koperasi Mitra Indonesia Bogor always targets the amount of financing that must be channeled to micro-entrepreneurs and fixes NPF (Non Performance Financing) / financing problems. The financing target is always increasing from year to year. The following are the targets and the realization of the performance of

microfinance at Koperasi Mitra Indonesia Bogor which were recorded in the last three years starting from 2014 to 2016 which are presented in table form.

**Tabel 2.** Target & Realization of Microfinance for Koperasi Mitra Indonesia Bogor

Information	Years		
	2014	2015	2016
Target of Microgan Financing	3.200.000.000,	3.600.000.000,-	3.800.000.000
Realization of Financing	2,820,000,000	3,120,000,000	2,940,000,000
Percentage of Target Achievement	88.1%	86.7%	77.4%
<i>Non Performing Financing / Financing Quality</i>	4.67%	4.79%	4.87%

Source: Research data, 2020

Based on the table above, it can be seen that the realization of microfinance at Koperasi Mitra Indonesia Bogor shows a decline every year, Koperasi Mitra Indonesia Bogor emphasizes that at least the target can be realized at least 90% but the fact is that the realization of financing has decreased from year to year, in 2014 the realization of financing reached 88.1% in 2015 the realization of financing decreased to 86.7% and in 2016 again experienced a decline and only reached 77.4%. In the last three years, the realization of financing has decreased by 10.7%. Meanwhile in the NPF

(Non Performing Financing) or it can be called problematic financing, has increased from year to year, NPF is an indicator to measure bad financing in financial institutions. It was recorded that up to 2016 the NPF reached 4.87%, meaning that non-performing financing at the Indonesian Partner Cooperative was 4.67%, while the normal limit set by the Ministry of Cooperatives and also Bank Indonesia was not more than 4%. Poor quality of financing occurs because the appraisal procedure for prospective customers is not properly analyzed, resulting in bad financing. This problem can be indicated that there has been a decrease in the performance of the employees at Koperasi Mitra Indonesia Bogor so that it does not show good results in achieving the predetermined target

## LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

In positive motivation, the leader motivates (stimulates) subordinates by giving prizes to those who excel above the standard achievement, with this positive motivation the morale of subordinates will increase. The incentives given to employees above the standard can be in the form of money, facilities, goods, and others. In negative motivation, leaders motivate by giving punishment to those who work under the specified standards. With negative motivation, the morale of subordinates in the short term will increase because they are afraid of being punished, but for a long period of time it can have negative consequences.

1. Meanwhile, according to Nana Syaodih Sukmadinata (2009: 63), motivation based on its nature can be divided into three types, namely: fear motivation, an individual does something because he is afraid of something that causes someone to do something according to his orders.
2. Intensive motivation, individuals take actions to get an incentive.
3. Attitude or attitude motivation or self motivation. This motivation is more intrinsic in nature, arises from within the individual, in contrast to the two previous motivations which are extrinsic and come from outside.

Veithzal Rivai's discipline (2011: 444) is as follows :

1. Retributive Discipline, which is trying to punish people who make mistakes.
2. Corrective Discipline, which is trying to help employees correct.
3. improper behavior.

4. The Perspective of Individual Rights, namely trying to protect basic rights.
5. individual during disciplinary actions.
6. Utilitarian perspective, has a focus on the use of discipline only.
7. when the consequences of disciplinary action outweigh the negative effects.

According to Sugiyanto (2020:7) Marketing management is the process of planning and executing thoughts, fixing promotional pricing, and channeling ideas, goods and services to create exchanges that satisfy individual and organizational goals. Another opinion expressed by Staton (2012: 5) states as follows "Marketing is a system of business activities aimed at planning, pricing, promoting and distributing goods and services that contain both existing and potential buyers" needs. Anwar Prabu Mangkunegara (2009: 75) argues that performance indicators, namely :

1. Quality. Quality of work is how well an employee does what should be done.
2. Quantity. Work quantity is how long an employee works in one day. This work quantity can be seen from the work speed of each employee.
3. Responsible., Responsibility for work is an awareness of the employee's obligation to carry out the work given by the company.
4. Implementation of duties. Task Execution is how far the employee is able to do his job accurately or without mistakes.

## METHODS

In this study the authors used quantitative research methods, namely data obtained from employee data at Koperasi Mitra Indonesia Bogor. The research location is at Koperasi Mitra Indonesia which is located at Jalan Alternative Cibubur KKBVM No.3A, Cileungsi, Bogor Regency 16820. The research was conducted for 5 months, from June to October 2017. The research was carried out in stages with preliminary preparation in the form of title proposals, proposals thesis title seminars, refinement of proposal material, research instruments investigating primary and secondary data, processing data that has been obtained by the author and preparation of thesis reports. In this study the authors did not use a sample, because the entire population of research objects in this study are motivation, work discipline, and employee performance. The research subjects were employees at Koperasi Mitra Indonesia Bogor. The data analysis method used is the Classical Assumption Test, Multiple Linear Regression Analysis, Pearson Correlation Coefficient Analysis (r), Analysis of the Coefficient of Determination (KD), Hypothesis / T-Test (Partial Testing) and F-Test (Simultaneous Testing).

## RESULT AND DISCUSSION

### Multiple Linear Regression Analysis

From the overall calculation, the regression equation can be obtained :  $Y = 6,865 + 0,447X_1 + 0,360X_2$

Based on the above equation, the writer can interpret it as follows:

1. The value of a = 6,865 indicates that if the score of work motivation (X1) and work discipline (X2) is equal to zero (0), then the employee's performance is 6,865 or in other words 6,865 is the value of the employee's performance achieved when he was absent change from motivation X1 and work discipline X2. It can be interpreted that the employee's performance is still not good enough that it encourages motivation and work discipline to be improved again.
2. The value of b1 = 0.447 indicates that every change in the motivation variable (X1) of 1 time (unit) will cause an increase in the employee performance variable (Y) of 0.447.

3. The value of  $b_2 = 0.360$  indicates that every change in the work discipline variable (X2) 1 time (unit) will cause an increase in the employee performance variable (Y) by 0.360.

Based on the output table summary model SPSS23, it can be seen that the relationship between motivation and work discipline together (simultaneously) on employee performance calculated by the multiple correlation coefficient R is 0.563, this shows a positive effect. Based on the output summary model above at SPSS 23, the coefficient of determination (R<sup>2</sup>) obtained is R<sup>2</sup> 0.317. Thus that motivation and work discipline contribute to employee performance as much as R<sup>2</sup> 0.317 or 31.7%, while the remaining 0.683 or 68.3% is caused by other factors not examined in this study.

**Table 3. T test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,865	8,209		,836	,408
	Motivation	,447	,158	,403	2,835	,007
	Work Discipline	,360	,174	,294	2,070	,046

Source: Research data, 2020

Based on the output above, it is obtained for the tcount value of 2.835. Then the equation is  $t_{count} > t_{table}$  ( $2.835 > 2.026$ ) in the hypothesis test at  $\alpha = 0.05$  or 5% (significance  $0.007 < 0.05$ ), thus indicating the hypothesis is accepted, or in other words  $H_0$  is rejected and  $H_a$  is accepted. It means that the motivation variable (X1) has an effect on employee performance.

Based on the output above, it is obtained for the tcount value of 2.070, then the equation is  $t_{count} > t_{table}$  ( $2.070 > 2.026$ ) in the hypothesis test at  $\alpha = 0.05$  or 5% ( $0.046$  significance  $< 0.05$ ), thus indicating that the proposed hypothesis is accepted, or in other words  $H_0$  was rejected and  $H_a$  accepted. This means that the work discipline variable (X2) has an effect on employee performance.

**Table 4. F Test**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	197,949	2	98,974	8,587	,001 <sup>b</sup>
Residual	426,451	37	11,526		
Total	624,400	39			

Source: Research data, 2020

Based on the above output, it is obtained for the Fcount value of 8,587. So for the value of the equation  $F_{count} > F_{table}$  ( $8,587 > 3.24$ ) in the hypothesis test at a significance level of  $\alpha = 0.05$  or 5% (Significance  $0.001 < 0.05$ ), thus indicating that the proposed hypothesis is accepted, or in other words  $H_0$  is rejected and  $H_a$  be accepted. This means that the motivation variable (X1) and the work discipline variable (X2) have a joint effect (simultaneously) on employee performance (Y).

## CONCLUSIONS

Based on the research that has been carried out and described by the author in chapter IV regarding the influence of motivation and work discipline on employee performance at the Koperasi Mitra Indonesia Bogor, it can be concluded as follows:

1. Employee motivation at Mitra Indonesia Cooperative is still good. This is evidenced by the results of the distribution of respondents' answers, where the percentage of answers

that agree and strongly agree is 87.25%. And based on the results of the t test between the motivation and employee performance variables, the value of  $t_{count} > t_{table}$  ( $2.835 > 2.026$ ) shows that motivation has an effect on employee performance.

2. Work discipline at the Koperasi Mitra Indonesia Bogor is still quite good, this is evidenced by the results of the respondents' answers where the percentage of answers agreed and strongly agreed was 83%. And if it is seen based on the results of the t test between the variables of work discipline on employee performance, the value of  $t_{count} > t_{table}$  ( $2.070 > 2.026$ ) is obtained, thus work discipline affects employee performance.
3. The level of performance at the Koperasi Mitra Indonesia Bogor can be said to be good because this is also evidenced by the results of the respondents' answers where the percentage of answers that agree and strongly agree is 82.25%.

There is a joint influence between motivation and work discipline on employee performance at the Cooperative Mitra Indonesia Bogor, this is indicated by the results of the F test where the value of  $F_{count} > F_{table}$  ( $8,587 > 3,24$ ). With the coefficient of determination ( $R^2$ ) which is obtained by 0.317. This shows that motivation and work discipline have a positive influence on employee performance by 0.317 or 31.7%, while the remaining 0.683 or 68.3% are caused by other factors not examined in this study.

Based on the questionnaire and respondents' answers regarding motivation (X1), work discipline (X2) and employee performance (Y), the following suggestions are obtained:

1. Based on the results of the average percentage per indicator in this study. Basically the Mitra Indonesia Bogor Cooperative has provided motivation to its employees, but it still needs to be improved. In this study, the indicators of willingness and willingness to the motivation variable (X1) have the lowest average percentage value compared to other indicators in this study. Therefore it is suggested for the Bogor Indonesia Partners Cooperative to pay more attention and make a policy to spur employee motivation by increasing willingness and willingness, by forming employee loyalty by giving awards both materially and non-materially to form a comfortable and family atmosphere so that employees feel comfortable, feel more valued and cared for, this can increase employee motivation and can also form employee loyalty to the Bogor Indonesian Partners Cooperative.
2. Koperasi Mitra Indonesia Bogor has basically made a regulation to increase employee discipline at work. In this study, the absentee level indicator in the work discipline variable (X2) has the lowest average percentage value compared to other work discipline indicators found in this study where there are still many employees who take disciplinary actions in terms of attendance such as arriving late or absent. Therefore, it is suggested for the Bogor Indonesia Partners Cooperative, especially the leaders, to be active in supervising in order to provide direction, guidance and guidance and to provide strict sanctions for employees who are absent from their work so that it is hoped that these efforts can reduce disciplinary action in terms of attendance levels and increase discipline employee work at Koperasi Mitra Indonesia Bogor.
3. For the performance variable (Y), especially in the task implementation indicator, it has the lowest average percentage value compared to other performance indicators contained in this study. Where in its implementation there are still some employees who work unprofessionally and are not in accordance with the Standard Operating Procedures (SOP) that apply to the Bogor Indonesian Partner Cooperative, employees should be aware of the importance of working responsibilities in accordance with SOPs and professionalism at work. Therefore, it is recommended for the Bogor Indonesia Partners Cooperative to pay more attention to the performance of its employees who work not according to the SOP to be given assertiveness in the form of reprimands and punishments, as well as to socialize more Standard Operating Procedures to its employees in order to realize the importance of working in accordance with SOPs and

working professionally. So that it is expected to improve the performance of the employees of Koperasi Mitra Indonesia.

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