

THE INFLUENCE OF DISCIPLINE, JOB SATISFACTION AND MOTIVATION ON WORK PRODUCTIVITY AT THE CENTER FOR STATISTICS (BPS) OF ACEH TENGGARA DISTRICT

Muridha Hasan

Universitas Gunung Leuser, Indonesia

ARTICLE INFO

Keywords:

Discipline,
Job Satisfaction,
Motivation,
Productivity

E-mail:

muridha.hasan@gmail.com

ABSTRACT

This study aims to see the effect of discipline, job satisfaction and motivation on work productivity at the Central Bureau of Statistics in Southeast Aceh District. This data uses primary data obtained by directly interviewing respondents using a questionnaire. To find out the effect of Discipline, job satisfaction and motivation on work productivity at the Central Statistics Agency for Southeast Aceh District, a multiple linear regression method was used using processing tools in this study in the form of SPSS version 16. In the multiple linear regression stages, classical assumption tests were first performed. To determine the effect of Discipline, job satisfaction and motivation both partially and simultaneously, t-test and F-test were carried out. The results found partially that both job satisfaction and motivation had a significant effect on work productivity, while the results of the joint tests showed that Discipline, job satisfaction work and motivation have a significant effect on work productivity in the Central Bureau of Statistics in Southeast Aceh District.

Copyright © 2023 Economic Journal. All rights reserved.

is Licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License \(CC BY-NC 4.0\)](https://creativecommons.org/licenses/by-nc/4.0/)

1. INTRODUCTION

Employees as a part of human resources (HR) contained in a social organization both micro and macro (Ganis et al, 2022). The organization referred to in this study is specifically for stake holders in a company or community institution in everyday life. Stakeholders in question are all human beings contained in the organizational structure of a company or community institution that aims to complement and carry out the functions and objectives of the organization itself. (Abdullah, 2017).

In an organization, work is an asset that must be empowered and part of the empowerment, it is carried out by the employee concerned as well as the organization (Kadarisma, 2009). This is intended so that employees can really become part of the organization, so that with the support of employees, the organization is expected to be strong and exist in the eyes of the public and other institutions or organizations. However, to increase human resources in an organization is not easy because there are several aspects, namely employee discipline, job satisfaction, and employee motivation in doing a job. Employees who have high discipline do not procrastinate and always try finish on time even though there is no direct supervision from superiors (Aspiyah & Martono, 2016).

Deep follets (Susan, 2019), explains that management can also be seen as the art of getting work done through other people (The art of getting done through people), this definition implies that a manager in achieving organizational goals involves other people to carry out various tasks that have been arranged by the manager.

The achievement of optimal work results by an employee can be achieved if the employee fulfills one of the important factors, namely job satisfaction (Fortuna, 2016). Someone who wants satisfaction at work will try with all his abilities to complete the work tasks assigned to him, so that employee work results will increase optimally and also job satisfaction needs to be maintained and maintained to ensure the fulfillment of employee needs and organizational interests. (Chaidir & Yelmi, 2019). An individual doing a job usually aims to get job satisfaction. Many studies have been conducted to understand aspects of job satisfaction, especially involving factors that can cause changes in job satisfaction in an employee, among others, usually caused by factors such as salary, level (position), work atmosphere, supervisors (supervisors) or colleagues and additional incentives.

In this study, researchers took a research study at the Central Statistics Agency for Southeast Aceh District. The Southeast Aceh Regency Central Statistics Agency has 30 (thirty people) employees or employees as civil servants and 30 (thirty people) co-workers known as work partners who can at any time

be assisted in data collection at the central statistics agency so that according to researchers this location is very suitable to be used as a place for research.

2. LITERATURE REVIEW

The Work Discipline

Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team within an organization, disciplinary action is used by organizations to provide sanctions for violations of work rules or of expectations. While complaints are used by employees who feel their rights have been violated by the organization. According to (Sutrisno, 2016) said that discipline is a driving force for employees. So that every job can run smoothly, it must be endeavored so that there is good discipline. Meanwhile according to (Hasibuan, 2012) said that discipline is the most important HRM operative function because the better the employee discipline, the higher the work performance that can be achieved.

Good discipline reflects the magnitude of one's responsibility for the tasks given. So, discipline is an important factor in mobilizing the organizational structure of government and companies so that activities and activities within them function effectively and efficiently. (Hasibuan, 2012). With the existence of discipline, all stakeholders in an organization or company will run by themselves in accordance with their respective obligations. With the definition above, it can be concluded that discipline is essentially a limitation of freedom from employees to employees. Discipline in a company can be upheld if most of the rules are obeyed by most of the employees. Good form of Discipline. The form of discipline that will be reflected in the atmosphere, namely:

- 1). The high sense of employee concern for the company's achievements.
- 2). High enthusiasm and initiative of employees in doing work.
- 3). The great sense of responsibility of employees to carry out their duties as well as possible good
- 4). The development of a sense of belonging and a high sense of solidarity among employees.
- 5). Increased work efficiency and productivity of employees (Rofi, 2012).

Definition of Job Satisfaction

Job satisfaction is a general attitude towards one's work as the difference between the number of rewards received by workers and the number of rewards that are believed to be received. (Robbins, 2015). If the needs of workers or workers are satisfied, this satisfaction will always lead to happiness. Job satisfaction is an important thing that individuals have at work. Each individual worker has different characteristics, so the level of job satisfaction is also different, and the level of job satisfaction can have a different impact.

Thus it can be concluded that the function of job satisfaction is as follows:

- a. Motivation tool
That is, job satisfaction is an incentive for employees, so they will work as expected by the organization.
- b. Preventive tool
That is, high job satisfaction can guarantee that employees can work with enthusiasm, loyalty and positive behavior for the company.
- c. Leadership control tool
Company leaders can control the conditions of the company and the work of employees. Employees who feel job satisfaction tend to work well, are committed to the company, have low absenteeism and turn over rates.

Work Motivation

Motivation comes from the Latin word *movere* which means encouragement, driving force or force that causes an action or deed (Suwatno & Priansa, 2014). Temporary (Robbin & Judge, 2015) states that motivation is a process that takes into account the intensity (intensity), direction of behavior (direction), as well as the persistence or level of persistence of an individual in his efforts to achieve a goal. Robbins and Counter in Suwatno (2014: 171) stated work motivation as a willingness to carry out high efforts to achieve organizational goals conditioned by the ability of efforts to meet certain individual needs.

Work Productivity

Work productivity is the comparison between the results of a labor job and the sacrifices that have been incurred. Siagian (in Afifudin, 2014:218). According to Sutrisno (2016: 104), work productivity is very important for employees in the company, with work productivity it is expected that work will be carried

out efficiently and effectively so that all of this is ultimately very necessary in achieving the goals that have been set. In addition, according to Sinungan (in Afifudin, 2014: 219) productivity is defined as the relationship between tangible or physical results (goods or services) with actual income.

From the opinion of the experts above, the researchers concluded that work productivity is very important for employees in the company, with work productivity it is hoped that work will be carried out efficiently and effectively so that all of this is ultimately very necessary in achieving the goals that have been set.

Conceptual Framework

According to Nursalam (inRussiadi, 2014: 66), a conceptual framework is a framework that connects several concepts to be studied, is used as a framework for thinking in research and is a development of several theories that have been discussed. The following are the concepts that will be examined by researchers later.

- Effect of Work Discipline on Work Productivity**, There are many factors in the achievements that affect employee work productivity, including discipline in work. Work discipline is expected to be able to contribute to the quality of human resources at work which is seen from the efficiency of time at work. Work productivity of employees in an organization is strongly influenced by work discipline. If employees ignore work discipline, it is certain that work productivity will decrease. In fact, to get work productivity, discipline from employees is needed
- The Effect of Job Satisfaction on Work Productivity**, Satisfaction is a result of meeting expectations. Fulfillment of expectations reflects the difference between what is expected and what the individual gets from his job. If expectations are greater than what is received, people will be dissatisfied. Conversely, individuals will be satisfied if they receive benefits above expectations.
- Effect of Work Motivation on Work Productivity**, Work Motivation is a stimulant of the will (want) driving force of one's will to work; Each motive has a specific goal it wants achieved. Hasibuan (in Sunyoto, 2012:19). The impact that occurs if there is no work motivation in a company, then employees will do their work mediocre and lack enthusiasm in carrying out their duties. To clarify the flow of this research, the researcher created a simple conceptual framework which would later be used as a reference in conducting research. For more details can be seen in Figure 1.

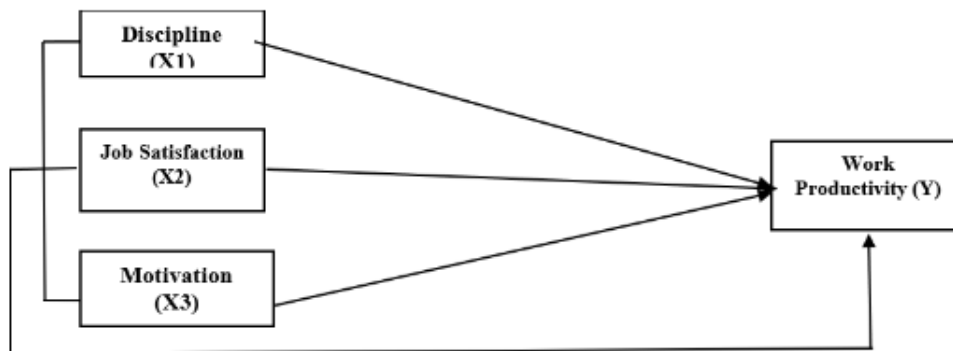


Figure 1. conceptual framework

Based on the explanation in the picture above, the researcher assumes that there are three X variables and one Y variable in the conceptual framework after the factor test which describes the relationship between the independent and dependent variables. The arrows indicate that each independent variable is thought to have an effect either partially or simultaneously on the dependent.

After literature review is carried out that underlies the formulation of the problem proposed, then a theoretical framework is formed, which will be used as a reference for solving the problem. The theoretical framework built is shown in Figure 2.1 above showing the direction of the researcher to conduct research by compiling several variables as reference material. In this case the researcher will find out the effect of discipline, job satisfaction and motivation on the work productivity of employees at the Central Statistics Agency (BPS) Agency for Southeast Aceh Regency.

hypothesis

Based on the problem formulation, problem identification, research objectives, theoretical basis and conceptual framework, the following hypotheses emerge:

- Ho : There is no effect of work discipline on work productivity.
 Ha : The influence of work discipline on work productivity.
 Ho : There is no effect of job satisfaction on work productivity.
 Ha : There is an influence of job satisfaction on work productivity.
 Ho : There is no effect of motivation on work productivity.
 Ha : The influence of motivation on work productivity.
 Ho : There is no effect of work discipline, job satisfaction and motivation on work productivity.
 Ha : There is an influence of work discipline, job satisfaction and motivation on work productivity.

3. METHOD

The research method according to Sugiyono (2017: 2) is defined as a scientific way to obtain data with specific purposes and uses. In this study the research method used is quantitative research methods. According to Sugiyono (2018: 35-36) "The quantitative research method can be interpreted as a research method based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, data analysis is quantitative/statistical, with the aim of testing hypotheses which has been set." This research was conducted at the Southeast Aceh District Central Bureau of Statistics (BPS) which is located at Jalan. T. Bedussamat, Perapat Hilir Village, Southeast Aceh District. The objects studied were employees of the Southeast Aceh Regency Central Statistics Agency (BPS) who were still actively working at the agency for a minimum of 5 years and a maximum of up to retirement age. The time used by researchers to conduct research for six (6) months.

Sugiyono(2013: 80) gives the understanding that: "Population is a generalized area consisting of objects or subjects that become certain quantities and characteristics set by researchers to study and then draw conclusions. According to Syahrums and Salim (2014: 113) The population is the entire object to be studied. Members of the population can be living or inanimate objects. Sugiono (2015: 16) sample is part of the number and characteristics possessed by the population. According to Sugiyono (2013: 81) gives the sense that "the sample is part of the number and characteristics possessed by the population. In this study, researchers used a sampling technique (saturation sampling). The sample in the study were 30 employees of the Central Statistics Agency for Southeast Aceh District. Because the population is small, the sample taken from the population is 30 people.

Table 1. Number of Samples

Information	Amount
Number of Employees/ Employees	30 People
The sample used	30 People
By Age	
20 - 30 years	14 People
> 30 years	16 People
Total	30 People
Based on Gender	
Man	21 People
Woman	9 People
Total	30 People
Based on Education Level	
SENIOR HIGH SCHOOL	10 People
Diploma I	1 person
Diploma III	4 People
Diploma IV – Strata 1	15 People
Total	30 People

Data collection technique

Data collection techniques according to Sugiyono (2017: 223) can be carried out in various settings, sources and methods. In this research, the source of research data is primary data, so Sugiyono added that primary data collection techniques can be done by interviews, questionnaires, observation and a combination of the three. The data collection techniques used in this study are:

1. Primary data

Primary data is data obtained first-hand for subsequent analysis to determine the solution or problem under study. The primary data source in this study is the result of interviews.

- a. The interview is by holding a question and answer directly with related parties.
- b. Questionnaires are information gathering techniques that allow analysis to study the attitudes, beliefs, behaviors and characteristics of some people within the organization who can be affected by the proposed system or existing systems.

The author uses a questionnaire data collection technique (questionnaire) as primary data. According to Sugiyono (2017: 225), "Data collection techniques are carried out by giving a set of questions or written statements to respondents to answer. Questionnaires are an efficient data collection technique when the researcher knows exactly the variables to be measured and knows what can be expected from the respondent. In this study, the type of questionnaire used was a closed questionnaire or a questionnaire with answers provided.

Operational Definition of Research Variables

Research variable basically everything in whatever form is determined by the researcher to be studied so that information is obtained about it, then conclusions are drawn (Sugiyono, 2013). A research variable is an attribute or trait or value of a person, object or activity that has certain variations determined by the researcher to be studied and then conclusions drawn (Sugiono: 2013).

Variables are derived from concepts that are clarified and changed in form so that they can be measured and used operationally. The research parameter is something that connects abstract concepts with reality so that they can be formulated and tested. Variables in research this is:

Table 2. Research Variables and Parameters

No	Variable	Parameter
1.	Discipline (X1)	1. Morning parade 2. Absence Attendance 3. Timeliness of Entry to Work 4. Accuracy in Completing the Job
1.	Job Satisfaction (X2)	1. Good Relations in the Work Environment 2. Utility Capability 3. Welfare Policy 4. Agency attention
2.	Motivation (X3)	1. Performance 2. Award 3. Responsibility 4. Advancement Opportunity / Promotion position
3.	Productivity (Y)	1. Working hours 2. Wages/salaries 3. Health insurance 4. Internal environment

Data analysis technique

This research is a study of variables namely the Effect of Discipline, Job Satisfaction and Motivation on Work Productivity at the Central Bureau of Statistics (BPS) Agencies of Southeast Aceh Regency. In testing the proposed hypothesis, the data obtained is then processed according to the needs of the analysis. Confirmatory Factor Analysis (CFA) was used to test the hypothesis using SPSS version 16. Confirmatory Factor Analysis is a technique that can be used to test validity. The commonly used validity test is the Spearman rank order correlation. Testing whether the proposed hypothesis can be accepted is done by comparing the probability value (p) with a significant level of α which is determined at 0.05. If the probability value (p) is smaller than the value α (0.05), then the hypothesis can be accepted. Vice versa, if the probability value (p) is greater than the value α (0.05), then the hypothesis is not accepted

Testing whether the proposed hypothesis can be accepted is done by comparing the probability value (p) with a significant level α which is determined at 0.05. If the probability value (p) is smaller than the value α (0.05), then the hypothesis can be accepted. Vice versa, if the probability value (p) is greater than the value α (0.05), then the hypothesis is not accepted.

Descriptive statistics

Descriptive statistics are statistics that are used to analyze data by describing or illustrating the data that has been collected without making generally accepted conclusions or generalizations.

Multiple Linear Regression Analysis

Analysis that has more than one independent variable. Multiple linear regression techniques are used to determine whether there is a significant influence of two or more independent variables ($X_1, X_2, X_3, \dots, X_K$) on the dependent variable (Y). The multiple linear regression model for the population can be shown as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

With : Y = estimator value for variable Y
 β_0 = guesswork for constant parameters
 $\beta_1, \beta_2, \beta_3$ = guesswork for constant parameters
 X = variables free.

T test and F test

The T test is known as the partial test, which is a test used to test how each independent variable influences the dependent variable individually. This test can be done by comparing t count with t table or by looking at the significance column in each t count, from this the T test can be interpreted as a test that measures the difference of two or more Means between groups. While the F test is a test that measures the magnitude of the difference in variance between the two or several groups.

Validity Test and Reliability Test

a. Validity test

The validity of the instrument can be proven by several pieces of evidence. The evidence includes content validity, known as content validity or content validity, constructively known as construct validity, and criterion validity, known as criterion validity.

b. Reliability Test

Instrument reliability can be tested with several reliability tests. Several reliability tests of an instrument that can be used include test-retest, equivalent, and internal consistency.

4. RESULTS AND DISCUSSION

Characteristics of Respondents

In distributing the questionnaire that the author did to 30 respondents, of course, they had different characteristics both in terms of age, gender and level of education.

Table 3. Respondent Distribution

Based on Gender					
		frequency	percent	Valid Percent	Cumulative Percent
Valid	man	21	70.0	70.0	70.0
	Woman	9	30.0	30.0	100.0
	Total	30	100.0	100.0	
Based on Education					
		frequency	percent	Valid Percent	Cumulative Percent
Valid	SENIOR HIGH SCHOOL	9	30.0	30.0	30.0
	DII SD DIII	5	16.7	16.7	46.7
	DIV SD S1	16	53.3	53.3	100.0
	Total	30	100.0	100.0	
Based on Position					
		frequency	percent	Valid Percent	Cumulative Percent
Valid	Honorary	13	43.3	43.3	43.3
	Staff	6	20.0	20.0	63.3
	KSK	9	30.0	30.0	96.7
	KTU	1	3.3	3.3	66.7
	Chief	1	3.3	3.3	100.0

Based on Gender					
		frequency	percent	Valid Percent	Cumulative Percent
Valid	man	21	70.0	70.0	70.0
	Woman	9	30.0	30.0	100.0
	Total	30	100.0	100.0	
Total		30	100.0	100.0	

Based on gender, the research respondents were male, namely 21 people or 70% of the total number of respondents, while the remaining 30% were female or 9 people. From these results it can be seen that the male respondents are larger than the female respondents.

Based on the table above, it can be seen that most of the respondents' education is D IV and S1, namely 16 people (53.3%), while respondents with a high school education level are in second place with a total of 9 people or around 30%, and those with a high school level Diploma I to Diploma III education as many as 5 people (16.7%). This shows that more than half of the respondents have higher education equivalent to S1.

Based on the position of the table above shows that the number of honorary worker respondents is 43.3%, namely 13 people, the number of staff is 20.0%, namely 6 people, the number of KSK is 30.0%, namely 9 people, KTU is 3.3%, namely 1 person, 3.3% is 1 person. This shows that the number of employees who have become Civil Servants (PNS) is greater than the number of temporary employees.

Evaluation of Research Variables

In this study, to obtain data, the authors distributed questionnaires to all 30 respondents. Where most of the respondents in this study served as sub-district coordinators who were placed in each sub-district office in Southeast Aceh district and some as temporary employees or field officers who were employed if there was a census or field survey conducted by the Agency. Center for Statistics and only a small number of them work in the office of the Central Statistics Agency for Southeast Aceh Regency.

In this study, there were 4 research variables that were observed, consisting of three independent variables namely X1, X2 and X3 and one dependent variable, namely variable Y.

Table 4. Regression Table

Descriptive Statistics			
	Means	std. Deviation	N
Productivity	25.43	2,763	30
Work Discipline	29.27	2,348	30
Job satisfaction	35.23	5,289	30
Work motivation	37.50	3,902	30

Based on the table values above, it can be seen that during the observation period, the work discipline variable showed an average value of 29.27 with a standard deviation of 2.348. This means that work discipline at the Central Bureau of Statistics (BPS) is implemented and implemented properly with a smaller deviation value or standard deviation of 2.3.48. The job satisfaction variable produces a mean value of 35.23 and a standard deviation of 5.289, which means that workers have a high sense of job satisfaction at BPS compared to the smaller deviation or standard deviation value of 5.289. then the work motivation variable produces a mean value of 37.50 and a standard deviation of 3.

Multiple Linear Regression

In data processing using multiple linear regression, several stages were carried out to find the relationship between the independent variable and the dependent variable. Based on the results of data processing carried out using the SPSS 16 data processing program, the following results are obtained:

Table 5 Multiple Linear Regression Coefficients
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	-.150	4,628		-.032	.974
1 Work Discipline	.931	.137	.791	6,799	.000
Job satisfaction	-.119	.105	-.228	-1,132	.268
Work motivation	068	.144	.095	.468	.644

Source: processed data (2020)

The multiple linear regression equation is as follows:

$$Y = -0.150 + 0.931X_1 - 0.119X_2 + 0.068X_3 + e$$

Based on the regression results using SPSS as seen above, it can be explained:

1. The work discipline variable has a regression coefficient with a positive direction of 0.931. if it is assumed that the other independent variables are constant, this means that for every increase in work discipline at BPS by 1 unit, work discipline will increase by 0.931
2. The Job Satisfaction variable has a regression coefficient with a negative direction of -0.119. if it is assumed that the other independent variables are constant, this means that each an increase in Job Satisfaction at BPS by 1 unit, then work discipline has decreased by -0.119
3. The work motivation variable has a regression coefficient with a positive direction of 0.068. This means that for every increase in Job Satisfaction at BPS by 1 unit, work motivation has increased by 0.068.

Analysis of the Coefficient of Determination

Multiple linear regression coefficient analysis is to determine the degree or strength of the relationship between discipline, job satisfaction and motivation on employee work productivity at the Central Statistics Agency for Southeast Aceh District with the coefficient values listed in the table below:

Table 6 Summary model b

Model	R	R Square	Adjusted R Square
1	.816a	0.666	0.627

- a. Predictors: (Constant), Work Motivation, Work Discipline, Job Satisfaction
- b. Dependent Variable: Productivity.

Based on the above analysis, the multiple linear regression coefficient value is 0.816. this shows that discipline, job satisfaction and motivation have a fairly strong relationship to the work productivity of employees at the Central Statistics Agency for Southeast Aceh District.

Meanwhile, to calculate the magnitude of the influence of Discipline, Job Satisfaction and Motivation on Employee Work Productivity at the Central Statistics Agency (BPS) Aceh Tenggara Pearson Regency, use the Coefficient of Determination formula as follows:

$$\begin{aligned} KD &= (r) \times 100 \% \\ &= (0.816)^2 \times 100 \% \\ &= 66.6 \end{aligned}$$

From the results above, Discipline, Job Satisfaction and Motivation have an effect of 66.6% on work productivity at the Central Statistics Agency for Southeast Aceh District, while the remaining 100% - 66.6% = 33.4%, is caused by other variables .

Hypothesis Test

a. T test (Partial Significance Test)

The T test is used to test the significance of the constants and each variable based on the results of SPSS version 16 processing, the following results are obtained:

Table 7 T test analysis

Model		t	Significant
1	(Constant)	-.032	.974
	Work Discipline	6,799	.000
	Job satisfaction	-1,132	.268
	Work motivation	.468	.644

The T test basically shows how far the influence or independent variable individually (partially) explains the dependent variable. If the significance value is > 0.05 , the independent variables individually have no effect on the dependent variable. If the significance value is < 0.05 , it means that the independent variables have an individual effect on the dependent variable.

Based on table 5.7 the results of data processing show that the work discipline variable has a probability value of 0.00. a significance value of $0.00 < 0.05$ which means that the work discipline variable has a significant influence on the work productivity variable. on the variable job satisfaction obtained a probability value of 0.26 which means that a significance value of $0.26 > 0.05$ has no effect of this variable on work productivity variables. then on the work motivation variable the probability value is 0.64 which means that the significance value is $0.64 > 0.05$ where the variable has no effect on the work productivity variable.

b. F TEST (Test)

F test analysis (significance test together)

Significant tests are jointly carried out to see whether the independent variables jointly influence or not the dependent variable. The independent variables are said to have an effect together if the significance value is < 0.05 , whereas if the significance value is > 0.05 then it has no effect.

Table 8 F test can be seen ANOVA b

	Model	Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	147.37	3	49,123	17.26	.000a
	residual	73,996	26	2,846		
	Total	221,367	29			

a. Predictors: (Constant), Work Motivation, Work Discipline, Job Satisfaction

b. Dependent Variable: Productivity

From the results of the F test using SPSS is $0.000 < 0.005$, it can be concluded that together the independent variables in this case are Work Discipline, Job Satisfaction and Motivation affect the dependent variable in this case is work productivity.

5. CONCLUSION

Work Discipline Having a significant value of $0.000 < 0.05$, work discipline affects work productivity. Job satisfaction has a significant value of $0.268 > 0.05$, so job satisfaction has no effect on work productivity. Work motivation has a significant value of $0.644 > 0.05$, so work motivation has no effect on work productivity. Taken together the three independent variables, namely work discipline, job satisfaction and motivation affect work productivity. This can be seen from the significance value of the F test of $0.000 < 0.05$.

REFERENCES

- [1] Armayasari tarigan 2013, Pengaruh Disiplin Kerja Terhadap Produktivitas Kerja karyawan pada PT. Perkebunan Nusantara III Persero Medan. *Skripsi*. Program Studi Manajemen. Universitas Sumatera Utara.
- [2] Anwar, Hidayat. 2013. "Uji F dan Uji T". *Statistikian*. Diakses 23 Mei 2021. <https://www.statistikian.com/2013/01/uji-f-dan-uji-t.htm>
- [3] Hasibuan, Malayu. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- [4] Mangkunegara, Anwar Prabu. 2013. *Manajemen Sumber Daya Manusia*. Bandung: PT. Remaja Rosda Karya
- [5] Mariati Dewi 2013, Hubungan Motivasi dan Kepuasan Kerja dengan Produktivitas kerja Karyawan pada Hotel danau Toba Internasional. *Skripsi*. Program Studi Manajemen. Universitas Sumatera Utara.

- [6] Melti Luviansi Abdul Djilil, dan Roby Sambung 2012, Analisis Pengaruh Motivasi Terhadap Prestasi Kerja melalui dan Disiplin Kerja Pegawai (Studi pada Universitas Palang Karaya). *JSM (Jurnal Sains Manajemen)*, 1(1).
- [7] Priansa, Donni Juni. (2014). *Perencanaan & Pengembangan SDM*. Bandung: ALFABETA.
- [8] Robbins, Stephen. 2015. *Organizational Behavior*. 9th Edition. New Jersey: Pearson Education.
- [9] Rofi, Ahmad Nur, 2012, Pengaruh Disiplin Kerja dan Pengalaman Kerja Terhadap Prestasi Kerja Karyawan Pada Departemen Produksi PT. Leo Agung Raya Semarang, *Jurnal Ilmu Manajemen dan Akutansi Terapan*, (Online) Vol 3 No. 1 Semarang.
- [10] Sunyoto, Danang. (2015). *Manajemen dan Pengembangan Sumber Daya Manusia*. Yogyakarta: Center for Academic Publishing Service.
- [11] Sugiyono. (2013). *Metodologi Penelitian Kuantitatif dan Kualitatif dan R&D*. Bandung. Alfabeta.
- [12] Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: CV. Alfabeta.
- [13] Sutrisno, Edy. 2016. *Manajemen sumber daya Manusia. Cetakan kedelapan*. Jakarta: Prenadamedia Grup.
- [14] Suwatno & Priansa, D. 2014. *Manajemen SDM dalam organisasi Publik dan Bisnis*. Bandung: Alfabeta.
- [15] Sholikhah. (2016). *Statistik Deskriptif dalam Penelitian Kualitatif*. Porwokwrto: IAIN Purwokerto.
- [16] Yusup. (2018). uji validitas dan reliabilitas instrumen penelitian kuantitatif. *Jurnal Tarbiyah : Jurnal Ilmiah Kependidikan*, 7(1), 17–23. <https://doi.org/10.18592/tarbiyah.v7i1.2100>