

THE IMPACT OF MOTIVATION AND WORK DISCIPLINE ON WORK EMPLOYEES PRODUCTIVITY

¹Suriyanti, ²Riski Eko Ardianto

^{1,2} Management Department, Faculty Economics and Business, Pelita Bangsa University

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E-mail:

suriyanti308@gmail.com
riskiekoardianto@pelitabangsa.ac.id

ABSTRACT

Competition in the business world is getting tougher today. Competition in the development of increasingly sophisticated knowledge and technology certainly brings changes to employee discipline. These changes resulted in higher job demands imposed on employees. In this study collected using the method of observation and questionnaires distributed to 87 respondents addressed to employees of Tenma Cikarang. This data collection uses multiple linear analysis to prove the research hypothesis. The data that has met the validity test, reliability test, and classical assumption test are then processed to obtain a regression equation. Based on the results of research and discussion, it can be concluded that work motivation and work discipline affects work productivity, work motivation and work discipline simultaneously affect employee work productivity.

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1. INTRODUCTION

The company is an organization that has various goals. The activities of a company in achieving these goals require the management of production factors consisting of natural resources, human resources, capital, raw materials, machines, technology. Companies must always pay attention to the interrelationships between these production factors, thus companies are required to be able to manage as well as possible, especially in the field of human resources so that they can work more effectively and efficiently. An organization can run effectively if management functions such as planning (planning), organizing (organizing), directing (actuating) and controlling (controlling) if all of that functions properly, and its supporting elements are available and meet the requirements. The importance of human resources needs to be realized by all levels of management in the company.

Human resources are an important aspect in the organization because resources have talent, energy and creativity that are needed by companies to achieve their goals. Advances in technology, development of information, availability of capital and adequate materials, but without human resources, it is difficult for organizations to achieve these goals. In increasing employee work productivity, companies must provide motivation. Important motivation is given to employees because it can inspire enthusiasm to work and produce high productivity.

Human resources are the prime mover of the course of an organization's activities, the success of an organization is determined by the existence of its human resources. So that human resources or employees in an organization become an important concern in the context of efforts to achieve the success of the organization or company. The success of an organization is strongly influenced by the performance of individual employees. Every organization always tries to improve employee performance to achieve goals. Performance is still a problem that is always faced by management, so management needs to know the factors that affect employee performance. One measure of employee performance is intellectual ability which is supported by the ability to master, manage oneself and the ability to build relationships with others. Therefore, the existence of an organization is needed as a container that can gather or make it easier for humans to socialize and work together. For this reason, human resources are a part that has an important role in an organization which is a planner in every organizational activity. Several human resource management activities such as procurement, training, employee motivation, assessment, discipline improvement and others.

According to Mathis & Jackson (2012: 5) "human resource management (HRM) can be interpreted as a science and art that regulates the relationships and roles of the workforce so that it is effective and efficient in the use of human capabilities in order to achieve goals in every company".

Motivation is the most important thing a company should pay attention to if it wants employees with good productivity, because with motivation an employee will have high enthusiasm in carrying out their duties and responsibilities. Work motivation is a process where the need encourages someone to carry out a series of activities that lead to the achievement of certain goals. Bukhari & Pasaribu, (2019). "Goals that, if successfully achieved, will satisfy or fulfill these needs. The more precise the efforts to provide motivation, the higher labor productivity, as a result it benefits both parties, both companies and employees. Motivation can be interpreted as a force that comes from within and from outside a person who encourages work behavior in accordance with conditions, intensity and a certain period of time related to intrinsic and extrinsic motivation in carrying out work. The importance of work motivation for a company is as a driving factor for employees. One form of motivation provided by the company is the provision of compensation in accordance with what has been done.

Another factor that can increase employee work productivity is the existence of work discipline. According to Hasibuan (2016) "work discipline is awareness and willingness to comply with all applicable company regulations and social norms. Meanwhile according to the opinion of other experts. Rivai (2016) "says that work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior, as well as an effort to increase one's awareness and willingness to comply with all company regulations and applicable social norms". Work discipline needs to be considered because the quality of employees can be seen from the work discipline that is carried out every day. By spurring work discipline, it is expected to increase the company's input. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. Discipline can be seen from employees always coming and going home on time, doing all their work properly, obeying and implementing all the rules that apply in the company, in employee discipline, rules and punishment are needed. The regulation is very necessary to provide guidance and counseling for employees, in creating good order in the company. This will support the achievement of company goals, and employees. It is difficult for companies to achieve their goals if employees do not comply with these regulations. Employee discipline at the company can be said to be good, if most employees comply with and implement existing regulations and are agreed upon by all parties in the company. According to Tohardi in Sutrisno (2017), "work productivity is a mental attitude. A mental attitude that is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and better tomorrow than today. Employee productivity can increase if motivation and work discipline are in it".

2. METHOD

The type of research used in this research is quantitative research using questionnaires as a data collection tool. In this study, the data needed is primary data. The population in this study are 87 employees of Tenma Cikarang. Determination of the number of samples using saturated samples. So that the calculation of the minimum number of samples for this study was 87 sample. Primary data was obtained through distributing questionnaires to get an overview of the independent and dependent variables. In this study, the data to be collected is the perception of the respondent, therefore the simplest measurement is using a questionnaire or questionnaire technique that will be submitted to each respondent, functioning as an instrument or measuring tool that will be conveyed directly. Questionnaires or questionnaires will be designed using closed questions, namely questions that have provided alternative answers, so that respondents only have to choose one answer that is considered most appropriate to the condition of the respondent. The measuring scale used in this study adopted a Likert scale with 5 levels of intervals. Giving a score on the scale chosen by the respondent, namely the lowest level is given a value of 1 (one) and the highest level is given a value of 5 (five). The technique used to process the data is a statistical analysis technique using SPSS.

3. RESULT AND DISCUSSION

Validity Test Result

Tests in this study used a significance level of 5% with test criteria if the value of $r_{count} > r_{table}$, it was concluded that the question items were valid. However, if the value of $r_{count} < r_{table}$ then the item is said to be invalid. The r_{table} in this study uses a 95% confidence level, $e = 5\%$, $df N-2$ or $87-2 = 85$ and the r_{table} value is 0.2108. Based on the validity test of all instruments, the results of R_{count} on all variables have a value greater than r_{table} so it can be concluded that the results of the validity test can be said to be valid in this study and it can be said that the respondents in filling out the questionnaire statement revealed that all variables in this study were feasible to be used.

T Test Result (Partial)

The influence of the hypothesis of the effect of motivation, work discipline and work environment partially on performance is calculated using the t test. The results of the t test using the SPSS program get the following results:

Table 1. T Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.974	3.601		3.048	.004
	Motivation	.492	.127	.539	3.888	.000
	Work Discipline	.330	.121	.294	2.730	.008

a. Dependent Variable: Employee Productivity

Motivational variable (X1) Based on the results of the analysis performed, it is obtained that the t value for the motivational variable is 5.053. This figure shows that $t_{count} > t_{table}$, namely $5.053 > 1.98896$ with a significant value of $0.000 < 0.05$. Thus it can be concluded that partially the motivational variable has a positive and significant effect on the work productivity of Tenma Cikarang.

Work discipline variable (X2) Based on the results of the analysis performed, the t value for the work discipline variable is 3.641. This figure shows that $t_{count} > t_{table}$, namely $3.641 > 1.98896$ with a significant value of $0.000 < 0.05$. Thus it can be concluded that partially the work discipline variable has a positive and significant effect on the work productivity of Tenma Cikarang.

F Test Result (Simultaneous)

The F test is a test to determine the effect of the independent variables namely motivation and work discipline simultaneously on the dependent variable, namely employee productivity. The criteria for testing the hypothesis are, hypothesis testing to find out the truth of the hypothesis in this study by comparing f count with F table.

Table 2. F Test
Anova^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1077.337	2	538.668	26.684	.000 ^b
	Residual	1695.721	84	20.187		
	Total	2773.057	86			

a. Dependent Variable: Employee Productivity

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

Based on the table above it is known that the significance value is $0.000 < 0.05$ and F count $26.684 > 2.713$. This shows that there is an influence of the independent variables (motivation and work discipline) simultaneously or simultaneously on the dependent variable (work productivity).

Determination Coefficient (R²)

Table 3. R Square
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.623	.389	.374	4,493

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

b. Dependent Variable: Employee Productivity

Based on the results of data processing using the SPSS version 26 program, the R Square value was 0.389, meaning that together motivation and work discipline contributed to influencing work productivity by 38.9% while the rest (100% - 38.9%) were 61.1% is another variable that is not examined. From this analysis, the value of the multiple correlation coefficient (R) = 0.623 was also obtained. This means that the relationship between motivation and work discipline with work productivity (Y) is quite close.

DISCUSSION

Motivational variable (X1) Based on the results of the analysis performed, it is obtained that the t value for the motivational variable is 5.053. This figure shows that $t_{count} > t_{table}$, namely $5.053 > 1.98896$ with a significant value of $0.000 < 0.05$. Thus it can be concluded that partially the motivational variable has a positive and significant effect on work productivity at Tenma Cikarang. Work motivation as a factor in increasing employee work productivity, this is a form of attention from a leader who provides opportunities for employees to excel and develop the potential that exists in employees to further explore their creativity, thus the company will produce productivity good and quality. So that in the company Tenma Cikarang must provide support to employees and provide rewards for employees who excel so that employees will be motivated by the targets set by the company.

Work discipline variable (X2) Based on the results of the analysis performed, the t value for the work discipline variable is 3.641. This figure shows that $t_{count} > t_{table}$, namely $3.641 > 1.98896$ with a significant value of $0.000 < 0.05$. Thus it can be concluded that partially the work discipline variable has a positive and significant effect on work productivity at Tenma Cikarang. Discipline focuses on obedience in carrying out their duties in accordance with these applicable provisions and in addition, there is also appropriate treatment if employees can carry out their duties properly and sanctions for those who violate these provisions. This research has proven that work discipline has a significant influence in increasing work productivity at Tenma Cikarang so indeed there are still a group of employees who have a low level of attendance, so they still need efforts to improve and increase awareness continuously and continuously. With these efforts it is hoped that it will be able to create an increase in discipline which will be able to increase the work productivity of employees at PT. Tenma Cikarang.

A significance value of $0.000 < 0.05$ and F count $26.684 > 2.713$. This shows that there is an influence of motivation and work discipline variables simultaneously or simultaneously on work productivity variables at Tenma Cikarang. Increased productivity at PT. Tenma Cikarang Indonesia is still important, because with high productivity it will increase employee work productivity. with increased productivity, the goals of the company will be achieved by itself. Therefore, Tenma Cikarang must always strive for productivity, so that the goals of the company can be achieved immediately. In this study, the factors that can affect productivity at Tenma Cikarang are the motivation and work discipline of employees.

4. CONCLUSION

Based on the results of research tests and discussion, the conclusion of this study is that motivation has a positive and significant effect on employee work productivity at PT. Tenma Cikarang Indonesia with a calculated t value of 5.053. This figure shows that $t_{count} > t_{table}$, namely $5.053 > 1.98896$ and a significant value of $0.000 < 0.05$. company PT. Tenma Cikarang Indonesia must provide support to employees and provide rewards for employees who excel so that employees will be motivated by the targets set by the company. Work discipline has a significant positive effect on employee work productivity at PT. Tenma Cikarang Indonesia with a calculated t value for the work discipline variable is 3.641. This figure shows that $t_{count} > t_{table}$, namely $3.641 > 1.98896$ and a significant value of $0.000 < 0.05$. PT.Tenma Cikarang Indonesia still needs efforts to improve and increase awareness continuously and continuously. With these efforts it is hoped that it will be able to create an increase in employee work productivity. Work motivation and discipline influence simultaneously or simultaneously on the dependent variable (work productivity). With a correlation coefficient of 0.623 or 62.3%, it means that the relationship between work motivation and discipline and work productivity is quite close.

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