

THE EFFECT OF MOTIVATION, DISCIPLINE AND INFRASTRUCTURE ON PERFORMANCE OF GOVERNMENT EMPLOYEES WITH A WORK AGREEMENT (P3K) IN THE DISTRICT GOVERNMENT BARITO KUALA IN MARABAHAN CITY

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ABSTRACT

Study This lift relatedness between motivation, discipline and means infrastructure on Employee Performance of Employees Government with Agreement Government Work (P3K) Barito Kuala Regency In Marabahan City. Object study is visitors employee with Employee status Government with Agreement Work (P3K). Retrieval technique sample used with technique taking sample is total sampling, with amount sample study as many as 142 employees whose placement is in the Department of Education and the Department of Agriculture Food Crops and Horticulture Government Barito Kuala Regency, engineering analysis used is analysis regression multiple For know influence motivation, discipline and means infrastructure on Employee Performance. From the results analysis can known that : (1) There is influence in a way simultaneous between variable motivation, discipline and means infrastructure to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City ; (2). There is influence in a way partial between variable motivation, discipline and means infrastructure to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City ; and (3). Discipline influential dominant to to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City.

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1. INTRODUCTION

As a Employee naturally must have attitude devotion, discipline, and ability professional so that impact to performance Work in carry out the task that ultimately can empowered useful and successful use (Siswanto, 2020). One of the strong factors that influence individual employee in Work is motivation, things This because of motivation the arise in each employee, though sometimes influence motivation can also caused by Because existence influence from external (Safitri, 2018).

In accordance with Regulation Government Number 53 of 2010 concerning Discipline Civil Servants, according to sound Article 3 that provision in discipline Civil servants is : Employee must enter work and obey Working Hours Terms as well as fill in the attendance list with use system presence electronics, of course matter the become step beginning in to discipline employees of course will impact to improvement performance employee (Rukhiyati, 2018).

Infrastructure Work is useful facilities For facilitate and provide convenience in do a work done somebody or group (Fadilah & Al Banin, 2022). In every activity process office, a work unit must provide and means complete and supportive work activity operational. Improvement productivity can supported with existence provision facility work that can help motivate and discipline employee in finish work office with good and proper time (Sani, 2019).

Based on results observation to existence first aid officers in the environment Government Barito Kuala Regency which is placed in the Education Service and Agriculture Service Food Crops and Horticulture with working hours like other civil servants in both service the Not yet give optimal impact in achievement of performance targets for each Unit Work The Regional Device, from aspect accuracy time work and go home Enough high, but during working hours they part from they not found anywhere Work

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they Good as power administration and also as officer technical, besides it can also be done seen at noon Where they No found even though it 's Isoma time Already passing, absence First aid officer during working hours naturally will impact to obstruction service official to public or to apparatus government others, this is the "GAP" from research that will be done This is for know what is it reason No optimal performance target achievement Because weakness motivation Work first aid officer as consequence from weak or No existence motivation from leaders in each unit Work The Regional Device.

Notice the phenomenon faced by P3K officers, of course become interesting, on one side presence First aid officers are expected capable increase performance organization in implementation of tasks and functions service, but from the other side becomes burden when first aid officer does not capable present expected performance Because existence a number of factor like low motivation work and weakness discipline to the rules that have been set, then writer will to study more in the research process with title " Influence Motivation, Discipline and Facilities On the Performance of First Aid Staff of Barito Kuala District Government in Marabahan City ".

Literature Review

Motivation

According to Hasibuan (2017) that motivation is push passion and enthusiasm Work employees, improving morale and satisfaction Work employees, increase productivity Work employees, maintain loyalty and stability employee company, improve discipline and lowering level absence employees, make it effective procurement employees, creating atmosphere and relationship good work, improve creativity and participation employees, improve level welfare employees, increasing sense of responsibility answer employee to his duties, improving efficiency use tools and materials standard.

Discipline

Another opinion was put forward by Hasibuan (2013), stating that discipline Work is awareness and willingness somebody obey all regulation company and applicable norms. Furthermore Singodimedjo in Sutrisno (2011), defines that discipline Work is attitude willingness and willingness somebody for comply with and comply with applicable regulatory norms around it. Based on opinions said, can it is said that discipline Work is attitude or behavior the behavior that show loyalty and obedience somebody or a group of people against regulations that have been determined by the agency or his organization both written and also No written so that expected work done effective and efficient.

Infrastructure

Infrastructure is facilities that are direct functioning as supporting the implementation process government area in reach targets set, including ; space office, supplies work, and vehicles service (Rismawati & Rafie, 2022). Based on understanding mentioned, facilities and infrastructure own a number of function the most important thing. First, facilities and infrastructure can speed up the implementation process work so that time can saved in a way efficient. Second, the existence of means infrastructure play a role in increase productivity, good in matter goods and also services. Third, the results work produced become more quality and guaranteed. In addition, the facilities and infrastructure also make it easier user movement or perpetrator work, making the work process more simple. Fourth, stability and accuracy in arrangement work can more guaranteed. No less important, facilities and infrastructure capable create a sense of comfort for interested parties. Lastly, this this can also give a sense of satisfaction to the users who use it facilities and infrastructure the.

Employee Performance

According to Robbins (2012) performance is something achieved by workers in his job according to criteria certain applicable For a work. According to Luthans (2012) performance is quantity or quality something that is produced or services provided by someone who performs them work. According to Dessler (2011) performance is performance work, namely comparison between results Work with standards set. According to Mangkunagara (2017) performance is results Work Good in a way quality and also quantity achieved by a person in carry out task in accordance not quite enough the answer given. With existence evaluation performance can known in a way appropriate What is faced and what targets should be achieved. Through evaluation performance can arranged plan, strategy and determine steps needed taken in connection with achievement objective desired career. For the parties management, assessment performance is very helpful in take decision like promotion, development career, transfer, layoff, adjustment compensation and needs training (Mangkunegara, 2014).

Hypothesis

The hypothesis proposed is : in study this is as following :

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1. H 1 : Motivation (X1), discipline (X2) and facilities infrastructure (X3) has an effect significant in a way Simultan to performance (Y) of first aid staff in the environment Government Barito Kuala Regency.
2. H 2 : Motivation (X1), discipline (X2) and facilities infrastructure (X3) has an effect significant in a way Partial to performance (Y) of first aid staff in the environment Government Barito Kuala Regency.
3. H 3 : Motivation (X1) is a more important variable dominant to performance (Y) of first aid staff in the environment Government Barito Kuala Regency.

2. METHOD

Design Study

Types of research This is explanatory research with objective for know connection causal between variables used in study that is done through quantitative data collection and analysis as well as testing statistics from variable motivation, discipline and means infrastructure to performance first aid officers in the environment Government Barito Kuala Regency.

Population is overall object study or the object being studied. While some of which are taken from overall objects studied and considered represent all over population This called sample research. Population in study This is all employees who work with P3K status in the environment Government Barito Kuala Regency, totaling 142 people, each of whom was placed in the Education Service and the Agriculture Service. Food Crops and Horticulture Government Barito Kuala Regency. Sample is part from representative population a population, based on consideration to object of study so all over population made into as subject research that is of 142 employees. With thus technique taking sample is total sampling

Data collection technique

In research This researcher use technique data collection as following : Documentation Study, Observation or observer, filling Questionnaire. Compilation scale measurement on questionnaire used method Likerts Summated Ratings (LSR), with alternative option 1 to with 5 answers question

Data Analysis Techniques

In research This technique Data analysis includes validity tests, reliability tests, assumption tests classic, hypothesis testing with use device SPSS software version 26.00.

3. RESULT AND DISCUSSION

Assumption Test Results Classic

Normality Test

Based on the SPSS output table, it is known that the significance value of Asymp.Sig (2-tailed) of 0.084 is greater than 0.05. So according to the basis for decision making in the kolmogorov-smirnov normality test above, it can be concluded that the data is normally distributed. Thus, the assumption or requirement of normality in the regression model has been met.

Heteroscedasticity Test

Based on results calculation can seen that the Heteroscedasticity test based on Spearman Rank with mark significance For all variable more big than 0.05. with thus can concluded that happen symptom homoscedasticity or No happen connection between mark residue / leftover with variable free so that variable depends truly only explained by variables free.

Autocorrelation Test

Based on results calculation with use regression, which is shown with mark $dU < d < 4-dU$ ($1,769 < 2,122 < 2,230$). can concluded that the observation data No experience problem autocorrelation. This result explain that the research data This free from assumption serial correlation / autocorrelation. With thus so analysis multiple linear regression for hypothesis testing the research above can done or to be continued

Multicollinearity Test

Based on The output table "Coefficients" in the "Collinearity Statistics" section is known Tolerance value for variable Motivation (X1), Discipline (X2) and Facilities and Infrastructure (X3) are 0.930-0.954 more big of 0.10. Meanwhile, the VIF value for variable Motivation (X1) Discipline (X2) and Facilities and Infrastructure (X3) are $(1.048-1.075) < 10.00$. So referring to the basis taking decision in multicollinearity test can concluded that No happen symptom multicollinearity in the regression model.

Multiple Linear Regression Analysis

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Variables depends on regression This is Employee Performance (Y) for Employees Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City, meanwhile variable free is Motivation (X1), Discipline (X2) and Facilities and Infrastructure (X3). Regression model based on results analysis he on is :

$$Y = 21.599 + 0.116 (X1) + 0.340 (X2) + 0.057 (X3)$$

As for the interpretation and equations the is :

- a. $b_0 = 21,599$
Constant value of equality performance employees produced
- b. $b_1 = 0.116$
Parameter value or coefficient this b_1 regression show that If motivation improved so performance employee will increase.
- c. $b_2 = 0.340$
Parameter value or coefficient this b_2 regression show that If discipline improved so performance employee will increase.
- d. $b_3 = 0.057$
Parameter value or coefficient this b_3 regression show that If means infrastructure improved so performance employee will increase.

Testing of Hypothesis

Testing of the three hypotheses with the following calculation results:

First Hypothesis

The test results show that the F count is 9.958 at the real level ($\alpha = 0.05$, while the F table value can be obtained by using the F table with degrees of freedom (df) of 142 as the denominator df and the regression df (treatment) of 3 as the numerator df with a significance level of 0.000, so that the F table value is 2.700. Because F count (9.958) > F table (2.670) then it means that H_0 is rejected and H_1 is accepted. This shows the first hypothesis (H_1) which states that: "*Motivation (X1), discipline (X2) and infrastructure (X3) have a significant simultaneous influence on the performance (Y) of P3K employees in the Barito Kuala Regency Government environment*": **proven or accepted.**

The results of the correlation analysis of the regression output that correlates the influence of independent variables on Employee Performance (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City obtained an R^2 value of 0.778 indicating that simultaneously the variables Motivation (X1), Discipline (X2) and Facilities and Infrastructure (X3) are able to explain their influence on the Employee Performance variable (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City by 77.80%. While the remaining 22.2% is explained or influenced by other independent variables outside the equation of this research model. For the R value of 0.422, it can be interpreted that the correlation between the focus variables on Motivation (X1), Discipline (X2) and Facilities and Infrastructure (X3) on Employee Performance (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City is strong.

Second Hypothesis

Based on table 5.15, the Discipline variable (X1) shows that the t-value of the Discipline variable on Employee Performance (Y) in Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City is strong with a t-value of 3.581 with a Sig value of t-count = 0.006 while t-table with $db = 142$ and a significance level of 0.05 is obtained 1.655 because t-count (3.581) > t-table (1.655) so that it means H_0 is rejected and H_{2a} is accepted. This shows that there is a significant influence between Motivation (X1) on Employee Performance (Y) in Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City, thus the hypothesis in this study can be accepted.

While the Discipline variable (X2) shows that the t-value of the discipline variable on Employee Performance (Y) in Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City has a t-value of 4.916 with a Sig value of t-count = 0.000 while t-table with $db = 142$ and a significance level of 0.05 is obtained 1.655 because t-count (4.916) > t-table (1.661) so that it means H_0 is rejected and H_{1b} is accepted. This shows that there is a significant influence between Discipline (X2) on Employee Performance (Y) in Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City, thus the hypothesis in this study can be accepted.

Then the Infrastructure variable (X3) shows that the t-value of the infrastructure variable on Employee Performance (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City has a t-value of 2.719 with a Sig value of t-count = 0.004 while t-table with db = 142 and a significance level of 0.05 is obtained 1.655 because t-count (2.719) > t-table (1.655) so that it means Ho is rejected and H1c is accepted. This shows that there is a significant influence between Infrastructure (X3) on Employee Performance (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City, thus the hypothesis can be accepted. From the three calculations above, this shows the second hypothesis (H2) which states that: "*Motivation (X1), discipline (X2) and infrastructure (X3) have a significant partial influence on the performance (Y) of P3K employees in the Barito Kuala Regency Government environment*": proven or accepted.

Third Hypothesis

To test the third hypothesis, a dominant influence analysis was used to determine the independent variables that have a dominant contribution or influence on the dependent variable in a linear regression model using the standardized Beta coefficient. From the calculation results, it is known that the standardized Beta coefficient value of each research variable consisting of: Motivation (X1) of 0.127, Discipline (X2) of 0.388 and Facilities and Infrastructure (X3) of 0.057 against the dependent variable: Employee Performance (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City. So the Discipline variable (X3) has a dominant effect on Employee Performance (Y) on Government Employees with Work Agreements (P3K) of the Barito Kuala Regency Government in Marabahan City, this is indicated by the Beta coefficient values which are greater than the other values. Thus, the third hypothesis (H3) which states that: "*Motivation (X1) is the variable that is more dominant in terms of the performance (Y) of P3K employees in the Barito Kuala District Government environment*" is not proven or is not accepted.

Discussion

Simultaneous influence

Based on results data analysis on testing hypothesis study show that there is connection positive and significant between each variable free, namely motivation, discipline and means infrastructure to variable performance first aid officers in the environment Government Barito Kuala Regency is good in a way individually and also in a way together. From the data analysis obtained that there is influence in a way simultaneous between variable motivation, discipline and means infrastructure to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City.

Partial influence

Temporary That in a way partial from analysis of data obtained that there is influence in a way partial between variable motivation, discipline and means infrastructure to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City

Dominant variable

Furthermore from analysis following can known that between third variables consisting of from motivation, discipline and means infrastructure the which one has an influence? dominant to performance First Aid Officer of Barito Kuala District Government in Marabahan City, obtained results that discipline influential dominant to to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City

Of the three factors present in the research this, which consists of from motivation, discipline and means interconnected infrastructure support and provide influence to performance employee at Employee Government with Agreement Government Work (P3K) Barito Kuala Regency In Marabahan City, how much big factor the each other influence depends from how much big factors the influence and be influenced.

Implications Theoretical

Motivation for employee performance

Motivation Work influential to performance Employee (Y) in Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City, good in a way simultaneous and also in a way partial, namely in a way simultaneous or together between motivation with variable other with mark Fcount = 9.958 where Sig Fhit = 0.000 so based on mark the No proven Ho is rejected & H1 is accepted, while That in a way partial mark Tcount = 3.581 Sig Fhit = 0.006 based on results calculation the so that Ho

is rejected and H2a is accepted. There is influence motivation Work to performance employee in a way significant matter This due to among others, appointed from :

- a. Employee feel not quite enough answer high personality to his job ;
- b. In carrying out work done with as best as possible ;
- c. Study control his work in his field.

Compared to with study previously, according to Widyawatinigrum (2015) said that Motivation No influential significant to performance at PTPN X Kebun Ajong Gayasan Jember, things the show existence different results, while That in a way together motivation and culture organization own significant influence to satisfaction at PTPN X Kebun Ajong Gayasan Jember. Meanwhile research conducted by Amalia (2016) that in a way overall motivation Work in a way partial influential significant to performance employees at PT. Gramedia Asri Media Emerald Bintaro Branch. There are negative stimuli, including reprimands, transfers place work (mutation) and /or termination. Of course, so that the work can walk with smooth, giving stimulant This must must customized with ability as well as situations and conditions faced by employees Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City.

Work discipline towards employee performance

Discipline Work influential to performance Employee (Y) in Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City, good in a way simultaneous and also in a way partial, where in a way partial mark Tcount = 4.916 Sig Fhit = 0.000 based on results calculation the so that Ho is rejected and H2b is accepted. There is influence discipline to performance employee in a way significant matter This due to among others, appointed from:

- a. There is sincerity employee in every do work
- b. Employee try come to place Work more beginning from specified time
- c. Always to finish work in accordance with time or the hours that have been determined
- d. In every implementation work, employee always notice procedure work that has been done set
- e. Employee No Once leave place Work during working hours without permission

Research result This in line with results research conducted by Liyas (2017) that discipline Work influential significant on Employee Performance. While That according to Tyas (2018) that variable discipline Work in a way simultaneous have influence significant to performance employees and discipline Work in a way partial influential in a way significant to performance employees, both study the in line with results research that has been done that discipline good in a way simultaneous and also partial influential to performance employee at Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City.

Apart from being influential in a way simultaneous and partial, discipline is also variables that have influence dominant to performance employee because of that, the importance emphasis discipline to employee at Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City, so in the future capable increase performance government.

Infrastructure and Facilities on Apparatus Performance

Infrastructure influential to performance Employee (Y) in Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City, good in a way simultaneous and also in a way partial, where in a way partial mark Tcount = 2.719 Sig Fhit = 0.004 based on results calculation the so that Ho is rejected and H2c is accepted. There is influence means infrastructure to performance employee in a way significant matter This due to among others, appointed from :

- a. Availability equipment and supplies Work ;
- b. Availability means machine advanced in accordance with demands work ;
- c. Availability means communication and internet;
- d. Facility office and presence furniture office ;
- e. Supportive interior design in service for public.

Research result This support and in line with results research conducted by Tombokan (2017) about Infrastructure Facilities own strong and significant relationship to improvement performance employees at Regional Office XI of the Manado State Civil Service Agency. Research results This also strengthens to results research conducted by Sesunan & Basit (2013) that facilities and infrastructure support work at the Bandar Lampung Tax Service Office in category well, compensation received employee in category good and performance employee in category good. Facilities and infrastructure support Work more influential

to performance employee. This is happen Because facilities and infrastructure is important factors in support employee For Work in a way effective and efficient.

4. CONCLUSION

Based on results research and analysis discussion can withdrawn conclusion as following: There is influence in a way simultaneous between variable motivation, discipline and means infrastructure to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City. There is influence in a way partial between variable motivation, discipline and means infrastructure to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City. Discipline influential dominant to to performance Employee Government with Agreement Government Work (P3K) Barito Kuala Regency in Marabahan City.

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