


## The Effect of Motivation, Discipline and Job Satisfaction on Employee Performance at Ud. Mha Frozen Food

Feri Prastiawan<sup>1</sup>, Evi Fitrotun Najiah<sup>2</sup>, Mohammad Yaskun<sup>3</sup>

Master of Management Study Program, Postgraduate, Lamongan Islamic University

Email: feriprastiawan@unisla.ac. evifitrotun@unisla.ac.id m.yaskun@unisla.ac.id

Article Info	ABSTRACT
<p><b>Keywords:</b> Motivation, Discipline, Job Satisfaction, Employee Performance.</p>	<p>This study aims to determine the influence of motivation, discipline and job satisfaction on the performance of UD employees. MHA Frozen food, both partially and simultaneously, as well as to find out which variables are the most dominant affecting employee performance. The population in this study is all employees at UD. MHA Frozen food in 2023 which totals 152 employees. The method of sample selection is simple random sampling. The sample of this study amounted to 110 UD employees. MHA Frozen food. This research is in the type of quantitative descriptive research. Data analysis used multiple linear regression test analysis tools, data validity and reliability test and classical assumption test consisting of normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test. Hypothesis testing was carried out with partial testing (t), simultaneous testing (f), and determination (R<sup>2</sup>). Data were processed using the Statistical Package for the Social Sciences (SPSS) version 27. The results of the study formulated the variables of motivation, discipline and job satisfaction simultaneously and partially had a positive and significant effect on the performance of UD employees. MHA Frozen food. Job satisfaction has a dominant influence on employee performance.</p>
<p>This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license</p> 	<p><b>Corresponding Author:</b> Feri Prastiawan Master of Management Study Program, Postgraduate, Lamongan Islamic University feriprastiawan@unisla.ac</p>

### INTRODUCTION

In the current era of globalization, every company is required to have high effectiveness and efficiency because it provides an advantage to be able to survive in an increasingly competitive environment. In a competitive business world, companies that are able to produce high-quality goods and services can enter the global market Rambe, Alim Khoiruddin (2020). Due to the pressure to form a highly competitive company, there are several factors that must be met by UD. MHA *Frozen food* in order to be able to balance the rapid external changes in the current era of globalization. One of them is that the management pays attention to good motivation, discipline and job satisfaction and is applied in the company so that employees feel satisfied at work and improve the performance of employees at UD. MHA *Frozen food*.

According to Laksmiari, Ni Putu Pradita (2019) Work motivation is the provision of a driving force that causes a person's work spirit, so that the person is willing to cooperate, work effectively, and integrate in all efforts to achieve satisfaction.

According to Harahap, Sandhi Fialy, *et al* (2020) Work discipline is an employee attitude that reflects respect and obedience to the laws and regulations of an organization or company, and is established among employees to voluntarily follow the rules and regulations of the organization or company. According to Husni, said al fayet (2020) Job satisfaction is an emotional attitude that is fun and loves the job. This attitude is reflected in work ethic, discipline, and work achievement.

## RESEARCH METHODS

This type of research uses descriptive research using quantitative analysis techniques. According to Larasati, Princess Maulidyah Ayu, *et al* (2021) states that quantitative research methods are research methods that are related to phenomena or realities that are occurring, or can be useful for studying populations or samples. Data analysis used multiple linear regression test analysis tools, data validity and reliability test and classical assumption test consisting of normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test. Hypothesis testing was carried out with partial testing (t), simultaneous testing (f), and determination (R<sup>2</sup>). Data is processed using *Statistical Package for the Social Sciences* (SPSS) version 27.

## RESULTS AND DISCUSSION

The following are the results of the research using the results of the analysis above:

### Validity Test

The results of the validity test showed that all statements obtained the value of  $r$  calculated  $> r$  table. This means that all variables in this study consist of motivation (X1), discipline (X2), job satisfaction (X3), and employee performance (Y) are declared valid.

### Reliability Test

The results showed that the entire *value of Cronbach's Alpha*  $> 0.60$  means that all variables in this study consisted of motivation (X1), discipline (X2), job satisfaction (X3), and employee performance (Y) were declared reliable in the reliability test.

### Normality Test

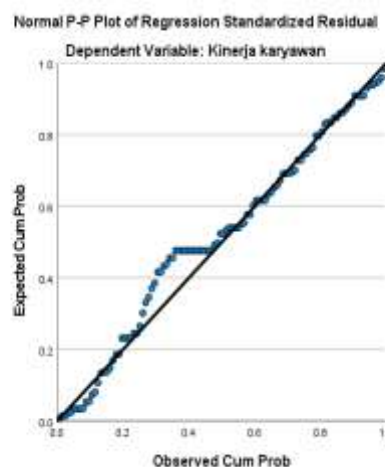


Figure 1. Normality Test

Based on the output of the "Chart" above, we can see that the plotting points contained in the "Normal P-P Plot of Regression Standardized Residual" image always follow and approach the diagonal line. Therefore, as the basis or guideline for decision-making in the normality test of the probability plot technique, it can be concluded that the residual value is normally distributed. Thus, the normalial assumption for residual values in simple linear regression analysis in this study can be fulfilled."

### Multicollinearity Test

Based on the output table "Coefficients" in the "Collinearity Statistics" section, it is known that the Tolerance value for the Motivation variable (X1) is 0.203, the Discipline Indicator or Variable (X2) is 0.281, and the Indicator or Job Satisfaction Variable (X3) is 0.184, greater than 0.1. Meanwhile, the VIF value for the Motivation variable (X1) is  $4.919 < 10$ , the Indicator/Discipline Variable (X2) is  $3.564 < 10$  and the Indicator/Employee Performance Variable (X3) is  $5.432 < 10$ . Therefore, referring to the basis of decision-making in the multicollinearity test, it can be concluded that the data does not occur multicollinearity.

**Table 1.** Multicollinearity Test

Model	Unstandardize d Coefficients		Standardize d Coefficients	t	Say.	Collinearity Statistics	
	B	Std. Error	Beta			Toleranc e	LIVE
1 (Constant)	.991	.886		1.11 9	.26 6		
Motivation	.318	.070	.420	4.55 7	.00 0	.203	4.91 9
Discipline	-.14 1	.060	-.183	- 2.33 4	.02 1	.281	3.56 4
Job satisfactio n	.459	.067	.665	6.86 2	.00 0	.184	5.43 2

### Heteroscedasticity Test

Based on the output of the "Scatterplot" below, it can be seen that the dots are scattered among the zeros. Therefore, referring to the basis of decision-making in the heteroscedasticity test, it can be concluded that the data does not occur heteroscedasticity.

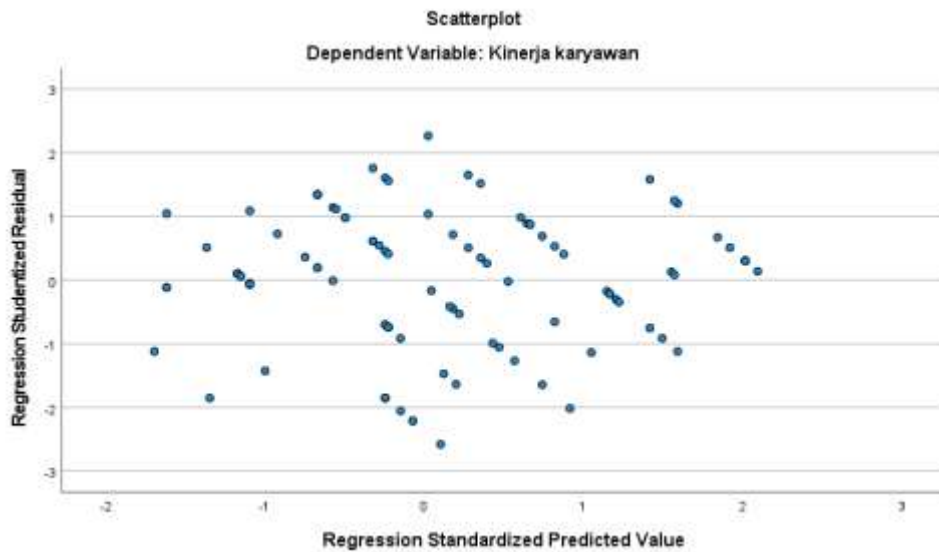


Figure 2. Multicollinearity Test

### Autocorrelation Test

Table 2. Autocorrelation Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.904a	.817	.812	.877	1.825

Based on the output of the "Model Summary" above, it can be seen that the value of d is 1.1825, so the result is  $1.7455 < 1.825 < 2.2545$ , meaning that  $dU < d < 4-dU$ . Therefore, referring to the basis of decision-making in the autocorrelation test, it can be concluded that the null hypothesis is accepted, meaning that there is no autocorrelation.

### Multiple Linear Regression Test

From the results of multiple linear regression analysis, multiple linear regression model equations can be formed, namely:

$$Y = b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 0.991 + 0.318 + (-0.141) + 0.459$$

The above equation can be explained as follows:

- A value of 0.991 is a constant or state when the variable Employee Performance has not been influenced by other variables, namely Motivation (X1), Discipline (X2), Job Satisfaction (X3) if independent variables do not exist, then the Employee Performance variable has not changed,
- B1 (regression coefficient value X1) of 0.318, shows that the Motivation variable has a significant influence on employee performance which means that every increase of 1 unit of the Motivation variable will affect employee performance by 0.318, assuming that other variables are not studied in this study.
- B2 (regression coefficient value X2) shows that the Discipline variable has a negative influence on employee performance means that every increase of 1 unit of the Discipline

variable will affect the employee performance variable by -0.141, assuming that other variables are not studied in this study.

- d. B3 (regression coefficient value x3) shows that the Job satisfaction variable has a positive influence on employee performance means that any increase in the Job Satisfaction variable will affect the employee Performance variable by 0.459, assuming that other variables are not studied in this study.

**T test (partial test)**

It is known that all variables, namely motivation, discipline and job satisfaction, each have a t value calculated > t table so that it can be concluded that these three variables can affect visitor satisfaction.

**Table 3. T test**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error			
1 (Constant)	2.623	1.012		2.591	.011
Motivation	.650	.038	.857	17.301	.000

Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error			
1 (Constant)	7.299	1.223		5.970	.000
Discipline	.547	.052	.711	10.499	.000

Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error			
1 (Constant)	1.721	.943		1.825	.071
Job satisfaction	.609	.031	.883	19.524	.000

**F test (simultaneous test)**

The value of f calculated > f of the table was 157.599 > 3.08 which means that the variables free of motivation, discipline and job satisfaction have a simultaneous effect on employee performance.

**Table 4. F test**

Model	Sum of Squares	df	Mean Square	F	Say.
1 Regression	364.053	3	121.351	157.599	.000b
Residual	81.620	106	.770		
Total	445.673	109			

**Coefficient of Determination R2**

This test shows that the relationship between the free and bound variables is determined by the value of R2, which can be seen in the R Square table which is 0.817,

meaning that the strength of the relationship between independent and dependent variables in the regression model is 81.7% and the remaining 18.3% is explained by other factors.

## CONCLUSION

Based on the results of research and discussion on the influence of motivation, discipline and job satisfaction on employee performance at UD. MHA *Frozen food*, then conclusions can be drawn as follows:

- a. The motivation variable (X1) partially shows that there is a positive and significant influence on the employee performance variable (Y).
- b. The discipline variable (X2) partially shows that there is a positive and significant influence on the employee performance variable (Y).
- c. The variable of job satisfaction (X3) partially shows that there is a positive and significant influence on the variable of employee performance (Y).
- d. The three independent variables, namely motivation (X1), discipline (X2), and job satisfaction (X3) together (simultaneously) have a significant effect on dependents, namely employee performance (Y).
- e. Job satisfaction dominantly, affects performance compared to motivation and discipline variables.

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