

# **The Effect of Work Discipline and Work Motivation on the Performance of Abab Subdistrict Office Employees, PALI Regency**

**Suci Ulan Dari**

*Universitas Indo Global Mandiri, Indonesia*

*Email : suciulandari64@gmail.com*

## **Abstract**

This study aims to examine the effect of work discipline and work motivation on the performance of the Abab District Office employees. The data used in this study came from questionnaires, interviews and literature study. Multiple linear regression analysis method is applied in this research. The results prove that work discipline has a significant positive effect on employee performance. Motivation is also proven to have a significant positive effect on employee performance. The results of this study are expected to help companies improve employee performance through discipline and work motivation

**Keywords:** work discipline, work motivation, employee performance

## **1. Introduction**

Human resources are the main element in an institution that has a very large role in achieving the goals that have been set. The role of human resources is then developed following the development of the organization, science and technology. Human resources play a very decisive role because no matter how great and sophisticated the technology used without being supported by humans as operational servants, it will not be able to produce an output that is in accordance with a high level of efficiency. Therefore the development of human resources in an organization becomes very important, it all starts from discipline, discipline itself is part of the performance contained in all employees (Suwanto, 2013).

Employee performance is the result or work performance of employees who are assessed in terms of quality and quantity based on work standards determined by the organization. Good performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. A good organization is an organization that seeks to improve the ability of its human resources, because this is a key factor to improve employee performance. The performance of the Abab District Office employees is still many who cannot complete the work quickly and on time (Setiawan, 2013).

In the performance of employees, there are several factors that are quite influential in influencing the performance of employees in carrying out their duties, one of which is discipline and motivation in doing work (Rivei, 2010). 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 awareness of prevailing social norms. Discipline is a person's awareness and willingness to obey the rules that exist in the organization and applicable social norms (Hasibuan, 2010).

Another factor that also affects employee performance is work motivation. Motivation is an attitude or encouragement that comes from within a person to perform a certain activity (Sutrisno, 2012). The importance of work motivation is conveyed as a driving force that can realize a behavior in order to achieve goals and self-satisfaction (Handoko, 2015).

In the performance of the Abab District Office employees, it is necessary to pay attention to the problem of work discipline and work motivation. Therefore, it must be correct and selective in matters of employee discipline. Abab District Office employees come and go to work not on time, sometimes District Office employees use working hours for personal matters. So that employees can not work optimally. One of the efforts of the Abab District Office in improving employee performance is work discipline and work motivation in the form of optimal performance appraisal. Therefore, the title of this research is "The Influence of Work Discipline and Work Motivation on the Performance of Employees of the Abab District Office PALI.

## **2. Literature Review**

### *2.1 Work Discipline*

Work discipline is a measuring 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 obey all company regulations and applicable social norms. According to Anwar Prabu Mangkunegara, "Discipline is management action to enforce organization standards". Based on this understanding, work discipline is defined as a means of implementing management to strengthen organizational guidelines (Wijayanti et al., 2019). Discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees so that these employees voluntarily try to work cooperatively with other employees and improve work performance (Siagian, 2013).

According to Sutrisno (2010) states that there are 4 (four) indicators of work discipline, namely:

1. Obey the rules of time.

Obedience to the rules of this time is seen from the hours of work, hours of going home, and hours of rest on time in accordance with the rules that apply in the company/organization

2. Obey company/organizational regulations

Basic rules about how to dress and behave at work.

3. Obey the rules of conduct at work

Shown by doing work in accordance with the position, duties, and responsibilities as well as how to relate to other work units.

4. Obey other regulations in the company/organization

Rules about what employees can and cannot do in the organization.

### *2.2 Work Motivation*

According to Anoraga Panji (2014) work motivation is something that creates enthusiasm or

encouragement to work. Motivation comes from the basic word motive which means an impulse in human nature to act and act. According to Hasibuan (2010) motivation questions how to encourage subordinates' work passion, so that they are willing to work hard by giving all their abilities and skills to realize company goals. Motivation is defined as something that can encourage someone to do something. Work motivation can come from outside the employee or from within the employee himself. According to Greenberg and Baroon in Wibowo, (2014), "Motivation is a series of processes to arouse, direct and maintain human behavior towards achieving goals". McClelland's theory of need in (Robbins, 2011) (McClelland's theory of need) was developed by David McClelland and his colleagues. It is said that achievement (power), and affiliation (affiliation) is a strong motivation in each individual. The indicators to measure work motivation are:

1. The drive to reach the goal

Someone who has high work motivation has a strong drive to achieve maximum performance, which will affect the goals of a company/organization.

2. Spirit at work

Morale is a good psychological state if the work spirit creates pleasure that encourages to work harder and better

3. Initiative and creativity

Initiative is defined as the strength or ability of an employee or employee to start or continue a job with full energy without any encouragement from others or his own will. While creativity is the ability of an employee to find new relationships so that it can be something that has not been known before.

4. Responsibility

The attitude of individual employees who have good work motivation must have a sense of responsibility for the work they do so that the work can be completed in a timely manner (Syahyuti, 2010).

### *2.3 Employee Performance*

Performance in general is a description of the achievements achieved by the organization/company in its operations (Fahmi, 2012). An organization requires humans as the main supporting resource to achieve the goals that have been set. Quality human resources will contribute to advancing the organization as a forum for increasing work productivity. Mangkunegara in (Laksmi Riani, 2011). defines performance is the quality of work achieved by an employee in carrying out their duties in accordance with the responsibilities given. (Mangkunegara, 2011). Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is the result of work in quality and quantity achieved by an employee in carrying out his functions in accordance with the responsibilities given to him (Bintaro and Daryanto, 2017). Indicators to measure employee performance individually are:

1. The quality of work is measured by the employee's perception of the quality of work resulting from the perfection of the task on the skills and abilities of employees.
2. Quantity The resulting quantity is expressed in terms such as number of units, number of completed activity cycles.

3. **Timeliness** The level of activity completed at the beginning of the stated time in terms of coordination with the output results as well as maximizing the time available for other activities.
4. **Independence** The level of an employee who will carry out the work function of work commitment. A level where employees have a commitment to work with the agency and employee responsibilities to the office (Robbins, Stephen P. and Coulter, 2010)

## 2.4 Framework

According to Uma Sekaran in Sugiyono (2016) suggests that the framework is a conceptual model of how theory relates to various factors identified as important.

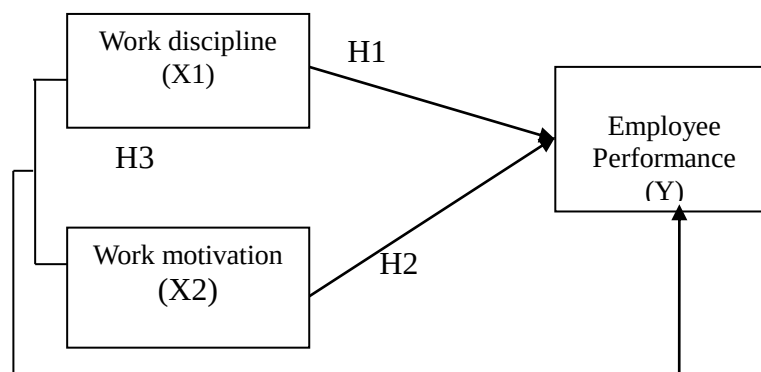


Figure 1. Framework

Source: data processed by researchers

## 2.5 Research hypothesis

According to Sugiyono (2013) states that the hypothesis is a temporary answer to the research problem formulation, where the problem formulation is stated in the form of a question sentence. So the hypothesis can also be stated as a theoretical answer to the research problem formulation and there is no empirical answer yet. Based on the theoretical basis above, the research hypotheses can be formulated as follows:

- H1 : Work Discipline has an effect on Employee Performance.
- H2 : Work Motivation has an effect on Employee Performance.
- H3 : Work discipline and work motivation affect employee performance.

## 3. Research Method

### 3.1 Scope and Object of Research

In this study, we will discuss the problem of the influence of work discipline and work motivation on the performance of the employees of the Abab District Office, Pali Regency, South Sumatra. In the research process, the object of this research is the employees who work in the Abab District Office, PALI Regency which are taken thoroughly.

### 3.2 Population and Sample

Population according to Sugiyono (2017) population is a generalization area consisting of objects and subjects that have certain qualities and characteristics determined by research to be studied and then drawn conclusions. The population in this study were all employees who worked at the Abab District Office, amounting to 64 people. The sampling technique in this study used non-probability sampling where the entire sample was taken from a population of 64 people.

### 3.3 Sources and Data Collection Techniques

Sources of data used in this study are primary data and secondary data. Primary data is data that is directly taken from the first data source in the object or place of the research location and secondary data used in the form of research data obtained by researchers indirectly through intermediary media in the form of books, websites and journals. Data collection techniques in this study were carried out by distributing questionnaires and literature studies.

### 3.4 Data Analysis Techniques

The data analysis technique in this study used SPSS v24. The data in the study were tested for validity and reliability. Normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. As it is known that the t and F tests assume that the residual value follows a normal distribution. There are two ways to detect whether the residuals are normally distributed or not, namely by graph analysis and statistical test (Ghozali, 2016)

## 4. Findings and Discussions

Based on the results of the validity test, the work discipline variable has a Cronbach Alpha value of 647 with 6 question items, work motivation variable has a Cronbach Alpha value of 715 with 4 question items, employee performance variable has a Cronbach Alpha value of 695 with 6 question items. based on these results, all of these variables are declared valid. The results of the reliability test, both from the results of the reliability test of the independent variables, namely the work discipline variable (X1), work motivation (X2) and the results of the reliability test of the dependent variable, namely the employee performance variable (Y) indicating that Cronbach's Alpha coefficient value as a whole is above r table ( 0.60).

### 4.1 Partial Test Results (t-Test)

Table 1. Results of t Test

| Coefficients <sup>a</sup> |                             |            |                           |       |      |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. |
|                           | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)              | 13,923                      | 3,155      |                           | 4,413 | ,000 |

|                 |      |      |      |       |      |
|-----------------|------|------|------|-------|------|
| work discipline | ,416 | ,126 | ,387 | 3,308 | ,002 |
| work motivation | ,624 | ,136 | ,503 | 4,580 | ,000 |

a. Dependent variable: employee performance

Based on the table above, it is known that the sig value for the effect of work discipline (X1) on employee performance (Y) is  $0.002 < 0.05$  and the t value is  $3.308 > 2.00030$ , so it can be concluded that H1 is accepted which means work discipline (X1) has an effect significant to the performance of employees (Y) Abab District Office. As for the work motivation variable, the sig value for the effect of work motivation (X2) on employee performance (Y) is  $0.000 < 0.05$  and the t value is  $4,580 > 2,00030$ , so it can be said that H2 is accepted which means work motivation (X2 ) has a significant effect on employee performance (Y) Abab District Office.

#### 4.2 F Test Results

##### ANOVA<sup>a</sup>

| Model        | Sum Squares | of Df | Mean Square | F      | Sig.              |
|--------------|-------------|-------|-------------|--------|-------------------|
| 1 Regression | 205,433     | 2     | 102,716     | 13,289 | ,000 <sup>b</sup> |
| Residual     | 471,505     | 61    | 7,730       |        |                   |
| Total        | 676,938     | 63    |             |        |                   |

a. Dependent Variable: employee performance

b. Predictors: (Constant), work motivation, work discipline

Based on the value of F arithmetic =  $(13.289) > \text{value of f table } (3.15)$  and significant value of f  $(0.000) < \text{error rate } (\alpha = 0.05)$ , then H3 is accepted, so it can be concluded that discipline and motivation have a significant effect on the performance of the Abab District Office employees.

#### References

- Anoraga, P. (2009). *Psikologi kerja*. Jakarta: PT. Rineka Cipta.
- Handoko, T.H (2015). *Manajemn*. Yogyakarta : BPEF.
- Hasibua. (2014). *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.
- Laksmi, R. A. (2011). *Budaya Organisasi*. Yogyakarta : Graha Ilmu

- Mangkunegara, A. A. P. (2011). *Manajemen sumber daya manusia perusahaan*. Bandung: PT Remaja
- Robbins, Stephen P. dan Coulter, M. (2010). *Manajemen Kinerja Sektor Publik*. Jakarta : Erlangga.
- Setiawan, A. (2013). Pengaruh disiplin kerja dan motivasi terhadap kinerja karyawan pada rumah sakit umum daerah kanjuruhan malang. *Jurnal Ilmu Manajemen*, 1(4), 1245-1253.
- Siagian, S. P. (2003). *Manajemen Sumber Daya Manusia*. Jakarta : Bumi Aksara
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung:Alfabeta.
- Sugiyono. (2016) *Metode Penelitian Administrasi*. Jakarta : Bumi Aksara.
- Sutrisno, H. (2009). *Manajemen Keuangan Teori, Konsep Dan Aplikasi*. Yogyakarta: Ekonosia.
- Suwatno, H., & Priansa, D. J. (2014). *Manajemen SDM dalam organisasi Publik dan Bisnis*. Bandung : Alfabeta
- Veithzal, R., & Sagala, E. J. (2004). *Manajemen Sumber Daya Manusia untuk perusahaan dari teori ke praktik*. Jakarta: PT. Raja Grafindo Persada.
- Wijayanti, K. (2019). Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus pada Bank BTN Syariah Yogyakarta). Doctoral dissertation, IAIN Salatiga