The Influence of Work Motivation and Work Discipline on Employee Performance

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ABSTRACT

This study aims to determine the motivation variables have a significant effect on performance and work discipline has a significant effect on performance. the sample in this study was 30 respondents and used multiple linear regression analysis with the following regression equation $YY = 4.604 + 0.476X_1 + 0.336X_2 + e$. From the regression equation it can be seen that the work motivation variables are stated to have a significant influence on employee performance. It can also be said that more work motivation will affect employee performance. Work discipline variables have an influence on employee's performance (Y). this means, every time there is an increase in work discipline will improve employee performance.

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1. INTRODUCTION

The rapid development of science and technology today is very influential to progress business. Advance effort business the proper management is required. Various ways are taken by the company in order to survive and develop in its operations. Intense competition causes companies to be required to be able to increase competitiveness in maintaining continuity life company. Wrong one the anticipation is with development of more skilled and qualified human resources. Work motivation is Thing which urgent in increase something effectiveness work, because of people which own motivation work which tall will attempted with strong energy so that the work can be successful as well as possible.

The results of previous research conducted by Sandhira with (2013) entitled The Influence of Motivation on Employee Performance says that there is a significant influence between motivation on employee performance. Discipline is also an important thing in the company, because in carrying out every activity or activity daily, discipline work very need so that para employee could comply with the rules set by the company. Efforts to provide discipline are basically an effort to improve employee performance at the company. This study will examine and try to determine the effect of work motivation and work discipline on performance employee.

2. LITERATURE REVIEW

2.1 Work motivation

According to [1] motivation is related to effort and encouragement that arises from within a person which is carried out to fulfill all the goals desired by someone so that they reach the intended goal. Employees who are motivated at work will help performance results from employee them. [2] mention that motivation Work is an encouragement to

direct subordinates to want to work productively to realize the goals that have been set. The ERG theory in [3] states that there are three categories of individual needs, namely existence, relatedness, and growth. This theory posits human needs into three groups, namely: (1) these existential needs for survival needs, physical needs; (2) the need for relatedness is the need to relate to the need to interact with other people; (3) growth needs is a need related to self-development to be productive and creative. The conclusion of a person's motivation can be seen from the needs of life that starts looking for higher needs. Strong desire to satisfy higher needs when lower needs have been fulfilled satisfied.

2.2 Work Discipline

According to [4], discipline is something that has a different function urgent in management source power man, because the better employee discipline, the higher the performance results achieved. There are several opinions of experts regarding the notion of work discipline as according to [5] that discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Meanwhile, according to [6] work discipline is a tool used para managers to communicate with employees so they are willing to change something behavior as well as as something effort for increase one's awareness and willingness to comply with all applicable company regulations and social norms.

2.3 Performance

[7] performance is something results work which achieved by somebody in carrying out the tasks assigned to him based on skill, experience, and sincerity as well as time. [8] put forward the word performance, if you look at the origin of the word it is a translation of the word performance which originate from root say to perform which means carry out or complete responsibilities. According to [2] performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities such as work standards, targets or goals or criteria that have been determined in advance and agreed upon. together.

2.4 Previous Research

This research was carried out inseparable from previous studies that had been carried out as material for comparison and study. The basis or reference in the form of theories or findings through the results of various studies is very necessary and can be used as supporting data. One of the supporting data which, according to researchers, needs to be made into a separate section is previous research that is relevant to the problem being discussed in study this. In Thing this, focus study earlier which used as a reference is the influence of motivation and discipline on employee performance. Therefore, researchers carried out a study step of several research results in the form of theses and journals via the internet. As material for consideration in this study, several previous studies that have been conducted by other researchers will be included. Research from [9] stated that discipline, competence, and work motivation have an influence on employee performance. Study [6] state exists role motivation work, organizational commitment and organizational culture to the formation of satisfaction Teacher work. [6], [10] states that leadership and work environment affect employee performance. Another [6] study states that there is a negative relationship between work stress and lecturer performance. Research by [10] stated that work discipline and communication have an influence on employee performance. Study [6] state exists influence which significant from the variables of education, work ability and work experience to employee performance. Study [11] mention that environment work and motivation influences work discipline and teacher performance. [6]) states that planning and human resource development affect employee performance.
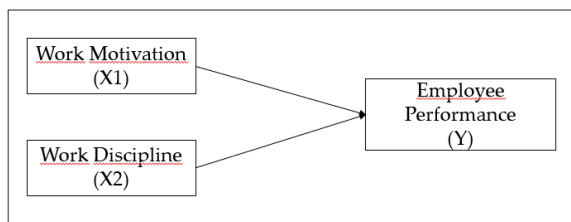
2.5 Conceptual framework

Figure 1 Conceptual Framework

Hypothesis

H1: Work Motivation (X1), has a significant effect on Employee Performance (Y)

H2: Work Discipline (X2), has a significant effect on Employee Performance (Y)

3. METHODS

This type of research is verification research, namely research that requires testing, to determine the effect of one variable on another variable which is the subject of research, namely work motivation is a variable (X1), discipline work variable (X2), and performance employee is variable (Y), using relevant statistical tools. According to [6] data is everything that is known or considered to have the nature of giving bias description about something circumstances or problem. Data which used in this study include: Primary data is data obtained directly from source original. Data primary which there is in study this is questionnaire data distributed to employees, and secondary data is research data obtained indirectly through intermediary media (obtained and recorded by other parties) such as reference books, articles from the mass media, journals and data from the relevant agencies. As for the collection method that data used in this research are: a) Questionnaire is a data collection method that is carried out by giving questions to respondents with a questionnaire guide so that data can be obtained about employee motivation and work discipline. b) Observation is a research method where researcher do observation in a manner live on object study, and c) Library Studies, is a data collection method that is done by reading books, literature, journals, references related to research this and study earlier which related with study which on going. Before conducting data analysis, it is necessary to carry out the following stages of data processing techniques: Editing is a checking process and the adjustments obtained to the research data to facilitate the process of coding and data processing with statistical techniques. Coding is the activity of marking the answers in the form of numbers in the questionnaire to then group them into the same category. The aim is to simplify the answers, Scoring is to change qualitative data into quantitative form, and Tabulating is to present the data obtained in tables, so that it is hoped that the reader can see the results of the research clearly. After the tabulating process is complete, it is then processed with the SPSS computer program 25.

This research involved 30 respondents from a company in Bandung that cannot be named. The sampling technique is total sampling. The questionnaire uses a Likert scale and the data collected will be processed using multiple linear regression analysis.

4. RESULTS AND DISCUSSION

Reliability Test

A questionnaire is said to be reliable or reliable if one's answers to the questions are consistent or stable from time to time and a construct is said reliable if give score Cronbach Alpha > 0.600 [6].

Table 1 Reliability Test

No	Variables	Crobach Alpha	Limitation	Ket.
1	Motivation	0.882	0.6	Reliable
2	Discipline	0.745	0.6	Reliable
3	Performance	0.823	0.6	Reliable

Source: SPSS Outputs

Based on Table 1, could is known that all variable own score Cronbach Alpha > 0.600 so it can be concluded that all the variables used in this study are reliable. Thus, the items (indicators) on each of these variables are appropriate to use as a tool measuring.

Validity test

Validity test is used to measure whether or not a questionnaire is valid [6]. Something questionnaire stated valid if question on the questionnaire is able to reveal something that will be measured by the questionnaire the.

Table 2 Validity Test

Variable	Indicator	r value	Ket
Motivation	X1.1	0.805	Valid
	X1.2	0.834	Valid
	X1.3	0.798	Valid
	X1.4	0811	Valid
	X1.5	0.732	Valid
Discipline	X2.1	0.677	Valid
	X2.2	0897	Valid
	X2.3	0.773	Valid
Performance	Y. 1	0.877	Valid
	Y.2	0.791	Valid
	Y.3	0.765	Valid
	Y.4	0.802	Valid
	Y.5	0.689	Valid
	Y.6	0.884	Valid

Source: SPSS output

Multicollinearity Test

Test multicollinearity aim for test is model regression found there is a correlation between variable independent. Model regression which good should know there is a correlation between the independent variables [6]

Table 3. **Multicollinearity Test**

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	.844	1.185
	X2	.844	1.185

a. Dependent Variable: Y

Source: SPSS output

Determination Coefficient Test (R $^{2)}$

Coefficient determination used for measure how much far ability model in explaining the variation of the dependent variable. The coefficient of determination is $0<R^2<1$. A coefficient of determination close to one means that the independent variables provide almost all the information needed to predict variable dependent [6]. Score coefficient determination can be seen in Table 4 as following

Table 4 **Summary models**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.680 ^{a}	.463	.423	.79615

a. Predictors: (Constant), X2, X1

Source: SPSS output

Simultaneous Significance Test (F Statistical Test)

The F test is used to show whether all the independent variables included in the model simultaneously or together have an influence on the dependent variable [6].

Table 5 Simultaneous Significance Test (F Statistical Test)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.752	2	7.376	11.637	.000^a
	Residual	17.114	27	.634		
	Total	31.867	29			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: SPSS output

Based on Table 5, it shows that the F count is 11.637 with a significance level 0.000. With level significance 0.000 < 0.05 so model regression can be used to predict Employee Performance (Y) or it is said that all independent variables, namely Motivation (X1) and Work Discipline (X2), jointly affect the dependent variable, namely Performance Employee.

Significance Test (t test)

The t test is used to determine the significance of the effect of the independent variables partially or individually on the dependent variable. Decision making can be done based on probability (significance). If the probability is greater than α (0.05), then the independent variables individually do not affect the dependent variable, namely performance. And if the probability is smaller than α (0.05), then the independent variables individually affect the dependent variable, namely performance. The results of individual statistical tests can be seen in Table 6 below.

Table 6 Test t

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.604	4.244		1.085	.288
	X1	.476	.160	.456	2.968	.006
	X2	.336	.145	.356	2.319	.028

a. Dependent Variable: Y

Source: SPSS output

Based on the t test results table above, in column t it can be read as proof of the hypothesis as follows: The effect of motivation on employee performance is partially 0.476 with a significance of 0.006 which is smaller than 0.05, so H0 is rejected and H1 is accepted. The effect of work discipline on employee performance is partially equal to 0.336 with significance 0.028 which bigger from 0.05. So, H0 rejected and H1 be accepted.

Regression models

From table 6 it is known that the regression equation obtained is as follows: Y = 4.604 + 0.476X1 + 0.336X2 + e

5. CONCLUSION AND SUGGESTION

Conclusion

The following are the findings obtained from the analysis of research data to answer the predetermined hypotheses

1. Work motivation variable states that there is a significant influence on employee performance. It can also be said that the more work motivation it will affect performance Employee.

2. The work discipline variable is stated to have an influence on employee performance (Y). This means, every time there is an increase in work discipline will increase performance employee.

Suggestion

1. It is hoped that the company can maintain and increase work motivation. If necessary, the motivation of employees is given more attention so that employee performance increases over the period previously.

2. It is hoped that there will be more attention to the rights of employees in an effort to improve work discipline and the company is expected to be more time efficient in completing work according to existing standards

It is suggested to be able to use other variables to be studied apart from motivation, work discipline on employee performance, namely career development variables described in research conducted by [12] and there are other variables supported by theory and journals latest.

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