The Effect Of Work Motivation And Discipline On Employee Performance At Pt. Arshyndo Nusantara Technique, Tangerang City

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Abstract

This research aims to determine the effect of work motivation and discipline on employee performance at PT. Arshyndo Teknik Nusantara, Tangerang City. The research method used in this research is the Quantitative Method with an associative approach. The sampling technique used is saturated sampling with 53 respondents. Data collection used a questionnaire while data analysis was carried out using analysis of Validity Test, Reliability Test, Classical Assumption Test (Normality Test, Multicollinearity Test, Heteroscedasticity Test, Autocorrelation Test) Correlation Coefficient, Determination Coefficient, Simple Linear Regression Test, Multiple Linear Regression Test, Test Hypothesis (T test and F test). The results of research on employee performance are shown by the multiple linear regression equation $Y = 10.908 + 0.443 X_1 + 0.292 X_2$. where the value of the beta coefficient is positive, which means that if motivation and work discipline increase, employee performance will also increase. This is evidenced by the simultaneous hypothesis testing results obtained by the value of $F_{count} > F_{table}$ (39.895 > 3.18) and reinforced by a significance value of <0.05 (0.000<0.05). The test results of the coefficient of determination of the motivation variable (X_1) and work discipline (X_2) have an effect of 61.5% on employee performance at PT. Arshyndo Teknik Nusantara. Thus Ho is rejected and H_3 is accepted. This means that it is proven that there is a significant effect simultaneously between motivation (X_1) and work discipline (X_2) on employee performance (Y).

Keywords
Motivation, Work Discipline and Employee Performance.

1. Introduction

Reliable human resources is one that is needed in the era of globalization. Every organization always expects resources that are able to work effectively and efficiently so that company goals can be achieved. So, humans are a strategic factor in all organizational activities.

One of the influential factors in employee performance is work motivation. For this reason, it is very necessary to motivate employees so that this motivation can run optimally so that it can increase employee performance so that the company can achieve the desired goals.

PT. Arshyndo Teknik Nusantara has been established since 2018 having its address at Jl. Gatot Subroto KM. 4 No. 74 Ex. Jatiuwung Kec. Cibodas Tangerang, Banten - 15134. PT. Arshyndo Teknik Nusantara is engaged in engineering heating. As a heater company that is trusted with the Arshy Heating Brand and consistently pursues the field of Electrical Heater Elements, Ovens and Furnance has a responsibility and commitment to provide excellent service and quality. As a leading and trusted heater company that is always committed to providing total solutions to customers, guaranteeing timely delivery and post-sales service for domestic companies.

Based on observations, it shows that there are several aspects that have not been fully achieved by employees of PT. Arshyndo Teknik Nusantara Tangerang City can be seen from the decline in achievement, this can be seen in the following table :

Table 1. 1
Data on Facilities and Supporting Employee Motivation of
PT. Archipelago Engineering Arshyndo

Year Period (2019-2021)

No	Indicator	Sub Indicator	2019	2020	2021
1	Physiological Needs	Residential facilities	None	None	None
2	The Need for Security	Meal allowances	None	None	None
		Pensiun/ Pesangon	None	None	None
		Retirement/ severance pay	There is	There is	There is
3	Social Needs	Family Gathering	None	None	There is
		Employee Gathering	There is	There is	There is
4	The Need for Appreciation	Work Achievement Award	There is	There is	There is
		Giving Work Rewards	There is	There is	There is
5	Self-Actualization Needs	Employee Career Development	None	None	None
		Potential Development	None	None	None

Upholding a discipline is important for the company, because discipline contains rules that must be obeyed by employees. With discipline it is expected to make work as efficient as possible. The following is employee attendance data:

Table 1. 2
Employee Attendance Data PT. Archipelago Engineering Arshyndo
Year Period (2019-2021)

Year	Number of employees	Number of working days	Absent			Total Cases	Percentage
			Sick	Late	No work permit		
2019	42	312	29	25	22	76	24,4%
2020	47	312	26	32	29	87	27,9%
2021	53	312	30	43	32	105	33,7%
Rata-Rata			27,2%	32,1%	26,6%	85,9%	28,7%

Improving employee performance will bring progress for the company to be able to survive in an unstable competitive business environment. Therefore efforts to improve employee performance are the most serious management challenge because success in achieving goals and the survival of the company depends on the quality of the performance of the human resources in it. The following is the employee performance appraisal data in the table:

Table 1.3
Employee Performance Assessment Data PT. Archipelago Engineering Arshyndo
Year Period (2019-2021)

No.	Indicator	Description	Rating			Assessment Status
			2019	2020	2021	
1.	Work quality	There are still errors / inaccuracy of employees in completing work.	77%	72%	75%	Good enough

2.	Working Quantity	Lack of awareness of employees doing something without assignment for the smooth running of tasks according to assignments.	73%	75%	78%	Good enough
3.	Responsibility	There are still employees who have not carried out their responsibilities properly.	75%	73%	71%	Good enough
4.	Implementation of Tasks	Employees have not been able to fully utilize their time to the fullest.	72%	70%	75%	Good enough

1.1 Objectives

1. To determine the effect of motivation on employee performance at PT. Arshyndo Nusantara Engineering, Tangerang City.
2. To determine the effect of work discipline on employee performance at PT. Arshyndo Nusantara Engineering, Tangerang City.
3. To determine the effect of work motivation and discipline on employee performance at PT. Arshyndo Nusantara Engineering, Tangerang City.

2. Literature Review

According to Hasibuan (2016: 129) Motivation is something that causes, distributes and supports human behavior so that they want to work hard and enthusiastically achieve optimal results.

According to Sutrisno (2020: 89) Discipline is someone's behavior that is in accordance with regulations, existing work procedures or attitudes and behavior and actions that are in accordance with organizational regulations, both written and unwritten.

According to Mangkunegara (2017: 67) Employee Performance (work achievement) 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.

Research conducted by Sudjatmoko and Umi Rusilowati with the title The Influence of Motivation on Employee Performance at PT. Bank Mandiri Bintaro Branch South Tangerang, Journal of Effective Economics Management Study Program, Pamulang University, Vol. 4, No. 2, January 2022, ISSN: 2622-8882, E-ISSN: 2622-9935, the results show that there is a positive and significant influence between motivation on employee performance with a t count > ttable or (9.776> 1.991) with sig. 0.000 < 0.05. The correlation value is 0.742 which means it has a strong relationship level, the coefficient of determination is 0.551 which means that motivation has an influence contribution of 55.1%.

Research conducted by Ade Muslimat and Hariyaty Ab Wahid with the title Effect of Work Discipline on Employee Performance at PT. Pos Indonesia Cipondoh Office, Jenius Scientific Journal, Vol. 4, No. 2, January 2021 ISSN: 2581-2769 e-ISSN: 2598-9502 shows results. There is a positive and significant influence between work discipline on employee performance with a t count > t table (10.707 > 1.993) with sig. 0.000 < 0.05. The correlation value is 0.781 which means it has a strong relationship level, the coefficient of determination is 0.611 which means it has an influence contribution of 61.1%.

Research conducted by Jasmani, Journal of Business Disruption, Pamulang University, Vol. 4, No.1, January 2021, ISSN 2621-797X with the Influence of Work Motivation and Discipline on Employee Productivity at PT. Beringin Life in Jakarta shows the results. There is a positive and significant influence between motivation on employee productivity with tcount> ttable (2.625> 1.997) with sig. 0.000 < 0.05. There is a positive and significant influence between work discipline on employee performance with tcount > ttable (12.483 > 1.997) with sig. 0.000 < 0.05. There is a positive and significant influence simultaneously between motivation and work discipline on employee performance with a value of Fcount> Ftable (84.769> 3.14) with sig. 0.000 < 0.05. The correlation value is 0.833 which means it has a strong relationship level, the coefficient of determination is 0.714 which means it has an influence contribution of 71.4%.

3. Methods

In this research the authors used quantitative research methods with associative research types. According to Sugiyono (2019: 16) The quantitative research method is a research method based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instruments, data analysis is quantitative/statistical, with the aim of testing the established hypotheses.

This type of asociative research according to Sugiyono (2019:65) "Associative research is research that asks the relationship between two or more variables". Thus this associative research can build a theory that functions to explain, predict and control a phenomenon.

In this reseach, the population is all employees of PT. Arshyndo Teknik Nusantara with a total of 53 employees.

The sampling technique used is the Nonprobability Sampling or Saturated Sampling technique, namely all employees of PT. Archipelago Engineering Arshyndo.

4. Data Collection

Method of collecting data :

1. Observation

    Observations made in this study are by direct observation of employees of PT. Arshyndo Nusantara Engineering, Tangerang City.
2. Questionnaire

    This questionnaire was answered by employees of PT. Arshyndo Nusantara Engineering, Tangerang City.
3. Study of literature

    According to Creswell in Sugiyono (2019: 84) "Literature Study is a written summary of journals, articles, books and other documents that contain descriptions of past or present information relevant to the research title".

5. Results and Discussion

5.1 Numerical Results

Based on the results of the validity test, it was found that for each statement on each variable in all items it was proven valid, because the value of rcount > rtable.

Based on the results of the reliability test of each research variable, it shows that the value of Cronbach Alpha > Cronbach Alpha Standard (0.60). So it can be concluded that all variables in the study are declared "Reliable".

Multiple Linear Regression Test is used to determine the relationship and how much influence the independent (independent) variables have on the dependent (dependent) variable. Following are the results of the Multiple Linear Regression Test in the following table:

Table 5.1

Multiple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.908	3.176		3.434	.001		
	Motivation	.443	.116	.501	3.820	.000	.448	2.232
	Work Discipline	.292	.114	.337	2.566	.013	.448	2.232

Dependent Variable: Employee performance

Based on the results of multiple linear regression calculations in the table above, the regression equation Y = 10.908 + 0.443 X1 + 0.292 X2 is obtained. From the equation above, it can be concluded as follows:

a) The value of Y = 10.908 which indicates a positive value. It means that there is a unidirectional change, where if Motivation (X1) and Work Discipline (X2) do not change or are fixed or the value is 0 (zero) then the Employee Performance (Y) value will be constant and positive.

b) The value of X1 = 0.443 which indicates a positive value. This means that there is a unidirectional change, where if Motivation (X1) increases by one unit, Employee Performance (Y) will also increase with a regression coefficient of 0.443 and if Motivation (X1) decreases by one unit, Employee Performance (Y) will also decrease with a coefficient the same regression.

c) The value of X2 = 0.292 which indicates a positive value. This means that there is a unidirectional change, where if Work Discipline (X2) increases by one unit, Employee Performance (Y) will also increase with a regression coefficient of 0.292 and if Work Discipline (X2) decreases by one unit, Employee Performance (Y) will also decrease with the same regression coefficient.

Correlation Coefficient Test aims to determine the level of the strength of the relationship between the independent variables on the dependent variable. Decision making in the correlation coefficient test is to look at the R value. The results of data processing are as follows :

Table 5.2
Employee Performance Correlation Coefficient Test Results (Y)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.784ᵃ	.615	.599	3.64427

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

Based on the results of the Correlation Coefficient Test on the variables Motivation (X1) and Work Discipline (X2) on Employee Performance (Y) shows an R value of 0.784. This means that there is a "strong" relationship between the variables of motivation and work discipline on employee performance

The Coefficient of Determination test is a value that describes how much change or variation in the dependent variable can be explained by changes or variations in the independent variable. By knowing the value of the coefficient of determination we will be able to explain the goodness of the regression model in predicting the dependent variable. The results of data processing as follows :

Table 5.3
Employee Performance Determination Test Results (Y)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.784ᵃ	.615	.599	3.64427

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

Based on the results of the Determination Test on the variables Motivation (X1) and Work Discipline (X2) on Employee Performance (Y) it shows an R^2 (R Square) value of 0.615 or 61.5%. This means that the variables Motivation (X1) and Work Discipline (X2) are able to explain the magnitude of the influence on the Employee Performance variable (Y) of 61.5% while the remaining 38.5% is influenced by other variables.

5.2 Validation

Simultaneous test (F test) is used to determine the effect of each independent variable on the dependent variable together, as well as its significance. To test the influence of motivation and work discipline variables simultaneously on employee performance, F statistical tests (simultaneous tests) are carried out with a significance of 5%.

Table 5.4
Simultaneous Test Results (Test F)

ANOVAᵃ

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1059.662	2	529.831	39.895	.000ᵇ
	Residual	664.036	50	13.281		

	Total	1723.698	52			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Discipline, Motivation

Based on the test results in the table above, the value of Fcount > Ftable or 39.895 > 3.18 is obtained. This is also reinforced by the ρ value < Sig.0.05 or 0.000 < 0.05. Thus, Ho is rejected and Ha3 is accepted, this shows that there is a positive and significant effect simultaneously between work motivation and discipline on employee performance at PT. Arshyndo Nusantara Engineering, Tangerang City.

6. Conclusion

1. There is a positive and significant influence partially between motivational variables (X1) on employee performance (Y). shown by the simple linear regression equation Y = 13.330 + 0.664 X1. where the value of the beta coefficient is positive, which means that if motivation increases, employee performance will also increase. This is evidenced by the results of the hypothesis testing obtained by tcount > ttable or (3.820 > 2.009), and reinforced by the ρ value < Sig.0.05 or significance value < 0.05).
2. There is a positive and significant effect partially between work discipline variables (X2) on employee performance (Y). Shown by the simple linear regression equation Y = 15.879 + 0.615 X2. where the value of the beta coefficient is positive, which means that if work discipline increases, employee performance will also increase. This is evidenced by testing the hypothesis that the tcount > ttable (2.566 > 2.009) is obtained, and is reinforced by the ρ value < Sig.0.05 or a significance value <0.05).
3. There is a positive and significant effect partially between motivational variables (X1) and work discipline variables (X2) on employee performance (Y). Shown by the multiple linear regression equation Y = 10.908+ 0.443 X1 + 0.292 X2 .Where the value of the beta coefficient is positive, which means that if motivation and work discipline increase, employee performance will also increase. This is evidenced by the simultaneous hypothesis test results obtained by Fcount > Ftable or (39.895 > 3.18) and reinforced by the ρ value < Sig.0.05 or a significance value <0.05. The test results for the coefficient of determination or contribution to the variable Motivation (X1) and Work Discipline (X2) have an effect of 0.615 or 61.5% on Employee Performance at PT. Arshyndo Nusantara Engineering, Tangerang City. Thus, Ho is rejected and Ha3 is accepted, this indicates that there is a simultaneous positive and significant influence between motivation (X1) and work discipline (X2) on employee performance (Y).

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Biography
Jeni Andriani is a lecturer in the faculty of economics and business at Pamulang University, Indonesia. She teaches Human Resource Management and Entrepreneurship. Research conducted is related to Human Resource Management, Marketing Management, Entrepreneurship and MSMEs.

Risky Rahmawati graduated from the Management Study Program, Faculty of Economics and Business, Pamulang Indonesia University