

Effect of Work Motivation and Discipline on Employee Performance of PT. Pos Indonesia Lubuk Pakam

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ABSTRACT

Motivation and discipline are directly related to employee performance. Motivation and discipline that are felt directly by employees can reduce performance or improve employee performance. Employees who feel motivated and disciplined about the work obtained will have an impact on improving the performance of an agency as a whole. This study aims to determine the effect of work motivation and work discipline on the performance of 30 PT Pos Lubuk Pakam employees. The analytical method used is multiple linear regression analysis, simultaneous test (F-Test), partial test (t-test). The results of the analysis that motivation and work discipline simultaneously have a significant positive effect on employee performance at PT Pos Indonesia Lubuk Pakam. Partially motivation and work discipline have a significant positive effect on the performance of employees of PT. Pos Indonesia Lubuk Pakam.

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1. Introduction

Human resources are the factors that determine the successful implementation of company activities. The demands of companies to obtain, develop and maintain quality human resources are increasingly pressing in accordance with the dynamics of an ever-changing environment. Change needs to get top management support as an important first step to improve performance in achieving company goals.

Human resource management is very important for companies in managing, managing and utilizing employees so that they can function productively for the achievement of company goals. Manpower or employees are very important human resources in a company, because without employees the company will not run well.

Employees are the main capital for a company. As capital, employees need to be managed so that they remain productive. But in its management is not easy, because employees have different thoughts, status, and backgrounds. Therefore, company leaders must be able to encourage them to remain productive in carrying out their respective tasks by improving their performance. So the company can retain employees as key partners in supporting the success of a company.

PT. Pos Indonesia (Persero) is a company engaged in the field of courier services, logistics and financial transactions with national and international coverage. Has quite a lot of employees almost all over Indonesia. For this reason, it is needed and competent employees are needed in various fields. This is due to the postal service duties and other service products provided by PT. Pos Indonesia (Persero) is very complex.

Of course, every employee is guided to be able to work according to their main duties and functions well so that they can face increasingly fierce business competition with the emergence of competitors in the same field. On the other hand the company must also pay attention to the abilities and skills possessed by employees by continuously trying to direct, foster and develop employees in work. One way companies can do by continuing to improve employee performance is through motivation and discipline in order to work optimally.

Performance is the quality of work achieved by an employee in carrying out their duties in accordance with the responsibilities given Riani (2011). Performance is the result of work related to organizational goals such as quality, efficiency and other criteria of Gibson's effectiveness (2012). Rivai (2012) that the performance is the result or the whole person or whole during a certain period in carrying out the task, such as targets or targets that have been set.

Providing motivation is very important in every company. Employees who have high work motivation will be able to encourage these employees to work more enthusiastically and can make a positive contribution to the work for which they are responsible. Anwar Prabu Mangkunegara (2014) motivation is a condition or energy that drives employees who are directed or aimed at achieving the goals of the company's organization. Wibowo (2017) argues that motivation is a series of processes that direct human behavior towards achieving goals. Edy Sutrisno (2016) states that motivation is something that gives rise to work motivation.

Without motivation, an employee cannot fulfill his work according to standards or exceed standards because what is motivated in working is not fulfilled. Even if an employee has high work ability but does not have the motivation to complete the task, the final result in his work will not be satisfactory.

To create employee performance so that it runs effectively, it is not only driven by motivation but by having high work discipline. According to Rivai (2013) work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and to raise awareness as well as someone's willingness to obey all the rules and social norms that apply in a company. Sintaasih (2013), work discipline is a management action to encourage awareness and willingness of its members to obey all regulations that have been determined by the organization or company and social norms that apply voluntarily.

With employees obeying the rules set by the company and having high discipline, it will create a more conducive company atmosphere that will have a positive impact on company activities. Therefore, every company has a hope that the company's employees can comply with established regulations. The following is the attendance data of PT. Pos Indonesia Lubuk Pakam in 2018.

Table 1
Employee Attendance Data PT. Pos Indonesia Lubuk Pakam in 2017

Month	Number of employees	Sick	Permission	Alpha	Total
Januari	30 the employee	1	1	1	3 person
Februari	30 the employee	1	1	0	2 person
Maret	30 the employee	0	1	2	3 person
April	30 the employee	1	2	1	4 person
Mei	30 the employee	2	1	3	5 person
Juni	30 the employee	2	2	3	7 person
Juli	30 the employee	0	0	2	2 person
Agustus	30 the employee	1	1	2	4 person
September	30 the employee	1	2	3	4 person
Oktober	30 the employee	2	2	3	7 person
November	30 the employee	1	1	2	4 person
Desember	30 the employee	1	3	4	7 person

Source: PT. Pos Indonesia Lubuk Pakam Year 2017

In the absenteeism data above can be seen the increase and decrease of employees fluctuating every month. Overall level of absence of employees of PT. Pos Indonesia Lubuk Pakam is quite high especially in September to December which tends to increase. In September there were 6 absentees and an increase in October to 7. In November, although the absence of employees had dropped to 4 people, but in December the number of absences of employees returned to 7 people.

2. Research Methods

The research method is basically a scientific way to get data with specific purposes and uses. To achieve these objectives requires a method that is relevant to the objectives to be achieved. The research method used by the writer is quantitative methods. According to Sugiyono (2017) what is meant by quantitative methods is "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine populations or specific samples, sampling techniques are

generally carried out randomly, data collection using research instruments, analysis quantitative data with the aim of testing the hypothesis that has been set. "

The purpose of this study is to make a systematic, factual and accurate description or description of the facts and events under investigation. The instrument used in this study was to use a questionnaire. The indicators for the three variables are then translated by the author into a number of statements in order to obtain primary data. This data will be analyzed using relevant statistical tests to test hypotheses. While the measurement technique used is the Likert Scale technique.

3. Hypothesis Testing Results

To prove the hypothesis formulated in this study, multiple linear regression analysis will be carried out, namely a regression that has a dependent variable and more than one independent variable. In this study, F test and t test ($\alpha = 0.05$) will also be conducted.

a. Test Results t

This t test is used to find out whether the regression variable independent variables (X1 and X2) partially significantly influence the dependent variable (Y). T test results from the following data X1 of.

Table 2
Partial Hypothesis Test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	45.625	8.813		5.177	.000
Motivasi	.266	.110	.360	2.421	.022
Disiplin	.354	.111	.474	3.189	.004

Sumber : Data primer yang diolah 2017

Based on table 2 the following results are obtained:

- Table of distribution of t at $\alpha = 5\%$ with degrees of freedom with a significance level of 0.05 and degrees of freedom (DK) with the terms of $DK = n - 2$, or $30 - 2 = 28$, a t table of 1.701 is obtained
- From the results of SPSS output, the result of t-count variable (X1) is 2,421 and X2 is 3,189
- Based on the calculation results obtained t count X1 study of $2,421 > t$ table 1,701 so that H_0 is rejected and H_1 is accepted.

This means that there is an influence between motivation and employee performance of PT. Pos Indonesia Lubuk Pakam.

- Based on the calculation results obtained t count X2 research of $3,189 > t$ table 1,701 so that H_0 is rejected and H_1 is accepted. This means that there is an influence between Work Discipline with the performance of the employees of PT. Pos Indonesia Lubuk Pakam.

b. Test Results F

This f test is used to determine whether the independent variables (X1 and X2) together or simultaneously significantly influence the dependent variable (Y) to find out whether the regression model can be used to predict the dependent variable or not as can be seen in table 3.

Table 3
Simultaneous Hypothesis Test
ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	54.358	2	27.179	11.477	.000 ^b
Residual	63.941	27	2.368		
Total	118.300	29			

a. Dependent Variable: Performance

b. Predictors: (Constant), Discipline, Motivation

Source: Primary data processed 2017

From Table 3 it can be seen that the Fcount value is 11,477 while the Ft value = 3.35. Because the

value of $F_{count} > F_{table}$ (11.477 > 3.35), then H_0 is rejected and H_1 is accepted. This means that the hypothesis is accepted, namely: There is a positive and significant effect simultaneously or jointly between Motivation (X1) and Work Discipline (X2) on the Performance of Employees of PT. Pos Indonesia Lubuk Pakam (Y).

c. Multiple Linear Regression Analysis

Based on the results of data processing in Table 4.5 in the second column (Unstandardized Coefficients) β section in the first row obtained by the multiple regression equation model. The resulting regression equation functions only include groups of independent variables (X1 and X2) that affect the dependent variable (Y) positively and significantly based on the results of the partial test (t-test) conducted, namely the independent variables (X1 and X2) together the same and significant effect on the dependent variable (Y). The resulting regression equation is as follows:

$$Y = 45.625 + 0.266 X_1 + 0.354 X_2$$

Based on the above equation can show that:

- A constant of 45,625 means that if the motivation and work discipline variables are 0 or absent, then the magnitude of the employee performance variable is 45,625%.
- The Work Motivation Regression Coefficient (X1) of 0.266 with Sig. smaller than 0.05 (0.22 < 0.05) means that if other independent variables have a fixed value while motivation has an increase of 1%, then employee performance will increase by 0.266.
- The Work Discipline regression coefficient (X2) of 0.354 with the Sig. smaller than 0.05 (0.00 < 0.05) means that if other independent variables have a fixed value while work discipline has increased 1% then employee performance will increase by 0.354.

d. Coefficient of Determination and Correlation Coefficient

Analysis of determination in multiple linear regression is used to determine the percentage contribution of the influence of independent variables (X1, X2, ... Xn) simultaneously to the dependent variable (Y). This coefficient shows how much the percentage variation of the independent variables used in the model is able to explain the variation of the dependent variable. R^2 value equal to 0 means that there is no influence of the independent variable on the dependent variable. Conversely the value of R^2 is equal to 1, then the effect of the independent variable on the dependent variable is Priyatno (2010) perfect. The results of the regression analysis of the determination analysis can be seen from the Summary Model in table 4.

Table 4
Determination Coefficient and Correlation Coefficient values
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.678 ^a	.460	.419	1.53889

a. Predictors: (Constant), Discipline, Motivation

b. Dependent Variable: Performance

Source: Primary data processed 2017

From table 4 it can be concluded that the Determination Coefficient (R Square) value is 0.460, meaning that Employee Performance is influenced by Work Motivation and Work Discipline, by calculating the Coefficient of Determination (KD). Here is the formula for the coefficient of determination (KD):

$$KD = r^2 \times 100\%$$

$$KD = 0.460 \times 100\%$$

$$KD = 0.46\%$$

This figure has the intention that Work Motivation (X1), and Work Discipline (X2), affect the Employee Performance (Y) simultaneously by 0.46%. While the remaining 0.54% is influenced by other factors not examined in the study.

Correlation Coefficient (R) of 0.678 indicates there is a strong relationship between Work Motivation and Discipline on Employee Performance at PT. Pos Indonesia Lubuk Pakam.

4. Conclusion

Based on the results of the analysis and discussion carried out in the previous chapter, the authors draw the following conclusions:

- a. This study shows that there is a significant influence between motivation and work discipline on the performance of employees of PT. Pos Indonesia Lubuk Pakam partially amounted to 0.266. The results also showed a significant effect between work discipline on employee performance of 0.354. The most dominant variable affecting employee performance is discipline while the smallest variable influencing employee performance is work motivation.
- b. From the results of the study indicate that there is a significant influence between work motivation and work discipline on the performance of employees of PT. Pos Indonesia Lubuk Pakam of 0.46% simultaneously or simultaneously. This is consistent with the results of the analysis of 30 employees as a research sample obtained coefficient of determination (R square) of 0.460 while the remaining 54% is influenced by other factors not examined in this study.
- c. The results of the Correlation Coefficient (R) of 0.678 indicate a strong relationship occurs between Work Motivation and Discipline on Employee Performance of PT. Pos Indonesia Lubuk Pakam.

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