



Determining Factors in Improving Employee Performance at PT. Rubber Hock Lie Sunggal Medan

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ABSTRACT

The purpose of this study was to examine and analyze the effect of motivation, satisfaction, and work discipline on employee performance at PT Rubber Hock Lie Sunggal Medan. This research is descriptive and explanatory. The population in this study was employees who found 166 people, and the sample found 117 respondents. The method in this study is quantitative. Data collection techniques used are interviews, questionnaires, and documentation studies. The data used are primary data and secondary data. Then the data is processed using the IBM SPSS Statistics application. The results of this study prove that motivation, satisfaction, and work discipline simultaneously have a positive and significant effect on employee performance at PT Rubber Hock Lie Sunggal Medan and partial motivation have no significant effect on employee performance, while job satisfaction and discipline have a positive and significant effect on employee performance at PT Rubber Hock Lie Sunggal Medan.

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1. INTRODUCTION

Resources owned by the company such as capital, methods, and machines cannot provide optimal results if they are not supported by human resources that have optimal performance (A. F. Nasib, 2020). With the support of the company in improving organizational culture and an adequate work environment, it can provide a better performance boost for employees, so that the company can achieve the expected goals (Pebri, 2020). In this case, the role of the organization is needed in improve organizational culture and create a conducive work environment to encourage the creation of professional attitudes and actions in completing work in their respective fields and responsibilities (Amelia, 2018). To support organizational change, individual changes are needed. The process of aligning organizational change with individual change is not easy. Leaders as role models in the organization, so change must start from the top-level, namely the leader himself (Martin, 2018)

PT Rubber Hock Lie Sunggal Medan is a part of Halcyon Agri based in Singapore with assets in Malaysia, Thailand, Indonesia, China & Africa as well as sales offices in Europe, Southeast Asia, and the United States, China, and South Africa. PT Rubber Hock Lie Sunggal Medan is required to continue to maximally improve the performance of its employees in carrying out their duties and responsibilities. In general, employee performance can be interpreted as concrete behavior shown by everyone as work performance created by employees according to their part in the company (V.

Rivai, 2014). The results show that maximum employee performance can accelerate the achievement of company goals (H. A. H. R. Nasib, 2022). Measurement of employee performance must of course be carried out by the leadership so that the company's targets can be achieved as expected. According to (Mangkunegara, 2013) employee performance can be assessed from the quality of work, quantity of work, responsibility, cooperation, and initiative.

Motivation is a factor that is considered to have a major influence in improving employee performance (S. C. S. A. Y. Nasib, 2019). Motivation is something that causes, distributes, and supports human behavior so that they are willing to work tenaciously and enthusiastically for optimal output. Motivation is a requirement or energy in moving employees who are directed or aimed at achieving the company's organizational goals (Malayu Hasibuhan, 2014). Furthermore, motivation is a factor that encourages someone to do a certain activity, therefore motivation is often interpreted as a factor driving a person's behavior (Sutrisno, 2016). The motivation of employees who work at PT Rubber Hock Lie Sunggal Medan is still considered not good due to the lack of attention to employees who work, thus triggering a lack of enthusiasm to carry out the work contained in the company. There are differences in the provision of monthly incentives in several positions in the company. This resulted in employee sentiment towards the company is not good.

The problem of job satisfaction that exists in employees is indeed very difficult to ascertain. Because satisfaction tends to change from time to time. Apart from employees, it is difficult to accept true satisfaction. Employees who work for income, employees often move from one company to another (A. F. Nasib, 2020). Then job satisfaction will have an important meaning for an organization where when an employee is satisfied with his work, it has an impact on performance compared to other employees, the level of absenteeism is low, there is no desire to move to another company, the age of the employee towards his job, the opportunity to get a higher level of position. higher than other employees (Siagian, 2015). In working, job satisfaction will build employee performance, for that building a good work culture is to put a sense of comfort in the environment and have a good quality of work-life to be able to carry out their duties by the goals set by the organization. The satisfaction of employees working at PT Rubber Hock Lie Sunggal Medan is still not good, due to the lack of appreciation for good performing employees and few overtime hours as a result employees are not satisfied with the results they get. If employees are not satisfied generally have low motivation. As a result, even at work, employees will be lazy, less enthusiastic, and slow.

Work discipline is the third factor that can decrease or increase employee performance (A. Rivai, 2021). While work discipline is an attitude, behavior that is carried out voluntarily and with full awareness and circumstances to follow the rules that have been set by the agency, both written and unwritten (Nitisusastro, 2012). The discipline of employees who work at PT Rubber Hock Lie Sunggal Medan is still not very good, because there are still many employees who are often late. It can be seen from the warning letters given by the company to employees who are often late. Sometimes some employees receive three warning letters. Not only that, employees who work at PT Rubber Hock Lie Sunggal Medan also often pile up work, resulting in work being ineffective and not completed on time.

2. RESEARCH METHOD

The quantitative research method is a research strategy that is positivistic (concrete data), research data in the form of numbers to be measured using statistics as a calculation test tool, associated with the problem under study to achieve the goal (Sugiono, 2012). The population studied was the workers of PT Rubber Hock Lie Sunggal Medan, totaling 166 workers. The sampling technique used is the Simple Random Sampling technique, where each member of the population is selected at random to be used as a sample. Determination of the number of samples using the loving formula with a general level of 5%, so that the number of samples in this study amounted to 117 workers. Data collection techniques used are interviews, questionnaires (questionnaires), and study documentation. The data analysis technique used multiple linear regression analysis.

3. RESULTS AND DISCUSSIONS

3.1 The Effect of Motivation on Performance

The motivation variable has a *t*count value of 1.943 and a significance value of 0.055, while *t*-table is worth 1.981 at a significance level of 0.05, so that *t*count (1.943) < *t*table(1.981) and a significance of 0.055 > 0.05, and it can be concluded that *H*₀ is accepted and *H*_a rejected. So, partially the motivation variable has no significant effect on employee performance at PT Rubber Hock Lie Sunggal Medan. The results of this study are not in line with the results of previous studies which state that motivation has a significant effect on employee performance (Mulia, 2020)(TurahRaharjo, 2020)(Kuswati, 2020). It can be stated that when motivation is increased, it does not have an impact on increasing employee performance.

3.2 The Effect of Job Satisfaction on Performance

The satisfaction variable has a *t*count value of 4.374 and the significance is 0.000 and *t*table is 1.9811 with a significance level of 0.05 so that *t*count (4.374) > *t*table (1.9811) and a significance of 0.000 < 0.05. So, it can be concluded that *H*₀ and *H*_a are accepted. Partially, the satisfaction variable has a positive and significant effect on employee performance at PT Rubber Hock Lie Sunggal Medan. The results of this study are in line with the results of previous studies which state that job satisfaction has a significant effect on employee performance (Ballian, 2020)(Pebri, 2020)(Hou, 2022). This shows that when job satisfaction increases or gets better, it will have an impact on increasing employee performance

3.3 The Effect of Work Discipline on Performance

The work discipline variable has a *t*count value of 2,071 and a significance value of 0.041, while *t*table has 1,981 with a significance level of 0.05, so that *t*count (2.071) > *t*table (1.9811) and a significance of 0.041 < 0.05. Conclusion *H*₀ is rejected and *H*_a is accepted. So, partially the work discipline variable has a positive and significant effect on employee performance at PT Rubber Hock Lie Sunggal Medan. The results of this study are in line with the results of research conducted by (Wachyudi, 2020)(Subagja, 2020)(Martin, 2020) which states that work discipline has a significant effect on employee performance. This is in line with the fact that when this discipline is getting better, it will have an impact on employee performance.

4. CONCLUSION

The conclusion that researchers can get is that only motivation does not affect employee performance at PT Rubber Hock Lie Sunggal Medan. Meanwhile, job satisfaction and work discipline have a significant effect on employee performance at PT Rubber Hock Lie Sunggal Medan. Furthermore, for the company, the overall performance of employees is strongly influenced by motivation, satisfaction, and work discipline. Therefore, the company plays an important role in increasing the motivation, satisfaction, and application of work discipline to create employee passion to achieve job satisfaction and compliance with applicable regulations. So that by increasing and improving motivation, satisfaction, and work discipline will greatly help the achievement of company goals.

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