




Analysis of the Effect of Work Motivation on Employee Work Discipline in the era of the covid-19 Pandemic

Siti Syahsudarmi

Sekolah Tinggi Ilmu Ekonomi Riau Pekanbaru Indonesia
Email : sitisyahsudarmi@gmail.com

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ABSTRACT

The purpose of this study was to determine the effect of work motivation on employee work discipline. The sample in this study were all employees, totaling 40 employees as the research sample. From the results of hypothesis testing, it is stated that work motivation has a significant effect on work discipline at PT Tunas Antar Nusa Muda (TAM) Cargo Pekanbaru Branch. The form of the relationship between work motivation and work discipline is positive, as evidenced by the results of the regression coefficient (b) of 0.627 and it can be interpreted that every increase in work motivation of one unit will increase the work discipline as many as 0.627 units. The value of R-square (Coefficient of Determinants) is 0.373.

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INTRODUCTION

Indonesia's increasingly rapid economic growth today causes market competition to become increasingly fierce. This intense market competition requires sales and marketing plans, products and the people involved. The management realizes that the participation of employees in a company must be considered, because employees as human resources play the most important and potential role for the success of a company considering that human resources are the determinants of company activities both planning, organizing, and making decisions. No matter how sophisticated the technology, without human resources who are able to handle it, then the technology will not mean anything. This proves that the achievement of company goals is highly dependent on the employees who drive it (Agusra et al., 2021; Ahmad et al., 2018; Alhempri et al., 2021; Ansori, 2021; Iskamto et al., 2021).

Humans as social beings have various needs, but at the same time have limited abilities so that they tend to interact with other humans. The interaction also has a place, including an organization which is a place to work together to carry out the process of interaction between people in meeting various kinds of needs, such as emotional, spiritual, intellectual, economic, political, psychological, socialist, cultural and so on. Through the organization, it is possible for the people who are members of it to work together to realize common goals effectively and efficiently (Lamin, 2022; Masyhuri, 2022; Sukriani, 2021).

Organization as a process is based on a rule and obedience from members of the organization, where in the organization there is a division of work to emphasize the rights and obligations of each

personnel in accordance with their respective positions. If the rights and obligations have been fulfilled, it will give birth to the ability to stimulate the willingness to work for all members in the organization. Willingness will arise if the organizational atmosphere is more humane, placed according to expertise and carried out democratically, it should have become a culture in an organization and every achievement gets a proper award from the efforts they make to the organization.(Chahal et al., 2021; Htet, 2021).

People who are in an organization will have a psychological relationship where members of the organization have a close relationship, this is because the interaction between them occurs at the same time. Their relationship is not only personal but also structural and hierarchical. Because there are leaders, those who are led, regulations, and so on, and there is a division of tasks to achieve goals that are of common interest.

To create such conditions, it is necessary to make efforts to improve the quality and discipline of work for each employee. This is possible if there is an optimal increase in employee motivation. Motivation as defined by Sherman in Edison (2016:174) is the willingness to use a high level of effort for organizational goals, which is conditioned by the ability of the effort to meet some individual needs. In this definition there are three (3) important elements, namely; Energy, Channels and sustain(Herwina, 2022; Iskamto, 2022; Karim, 2022; Soelaiman et al., 2022; Yulihardi et al., 2022).

Along with the fairly high economic growth and the rapid development of the economic sector, PT Tunas Antarnusa Muda (TAM) Cargo Pekanbaru Branch participated through the business of providing services, especially the delivery of goods to all regions in Indonesia. The company always prioritizes work motivation and customer trust, by ensuring that the services provided can meet the required quality, product delivery, on time and at competitive prices.

The phenomenon that occurs to employees of PT Tunas Antarnusa Muda (TAM) Cargo Pekanbaru Branch is the level of motivation given by the company is deemed insufficient by employees so that many employees have low levels of discipline. Low work motivation is one of the consequences of low compensation and will be seen when the work is not carried out properly, as in the Equity Theor which explains that after perceptions of injustice are formed, employees will try to regain justice by reducing the amount of their distribution and working less discipline, for example, employees may start arriving late or even absent altogether.

Discipline according to Siswanto (2011:291) is an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten and able to run them and do not avoid accepting the sanctions if he violates the duties and authorities assigned to him. given to him:

A person's awareness and willingness to obey all company regulations and applicable social norms. Discipline must be enforced in a company organization. Without the support of good employee discipline, it is difficult for the company to realize its goals. So, discipline is the key to the success of a company in achieving its goals.

LITERATURE REVIEW

Motivation

Motivation in management is shown in human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates, so that they are willing to work together productively and successfully achieve and realize the goals that have been determined. The importance of motivation because it causes, distributes, and supports human behavior, so that they are willing to work hard and enthusiastically to achieve optimal results. According to Hasibuan (2013: 141) the word motivation comes from the Latin word "movere" which means to encourage or move. The role of motivation is very necessary in the implementation of human activities because motivation is something that can cause, channel and support human behavior so that they want to work hard and enthusiastically to achieve optimal results.



Rivai (2011:837) states that motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are invisible which provide strength to encourage individuals to behave in achieving goals. Meanwhile, Manulang and Marihot (2011:166), stated that work motivation is something that causes

Motivation Indicator

Indicators of work motivation according to Maslow in Edison (2016:176):

1. Physiological needs Physiological needs are the needs needed to maintain a person's survival such as eating, drinking, air, housing and others. The desire to meet these physical needs stimulates a person to behave to work hard.
2. The need for security, the need for security and comfort is the need for security from threats, namely feeling safe from the threat of accidents and safety in doing work.
3. Social needs, Social needs are the need to feel belonging, the need to be accepted in a group, interact and the need to love and be loved.
4. The need for self-esteem, the need for self-esteem is the need for self-esteem, recognition and respect for prestige from employees and the community in their environment. The prestige ideal arises because of achievement, but this is not always the case.
5. Self-actualization needs Self-actualization is the need for self-actualization by using optimal skills, abilities, skills and potential to achieve very satisfying or extraordinary work performance that is difficult for others to achieve.

Work Discipline

The term Work Discipline comes from the word Job Performance or Actual Performance (Discipline according to Sjafrri Mangkuprawira (2011: 1) is the nature of an employee who consciously obeys certain organizational rules and regulations. This greatly affects the performance of employees and the company. Discipline should be seen as form of training for employees in implementing company rules.

According to Hasibuan (2013: 193), discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Discipline must be enforced in a company organization. Without the support of good employee discipline, it is difficult for the company to realize its goals. So, discipline is the key to the success of a company in achieving its goals."

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Work Discipline Indicator

Veithzal Rivai in Sinambela (2016: 355) explains that work discipline has several indicators such as:

1. Presence. It is a basic indicator to measure discipline because of the tendency of employees who have low work discipline to get used to being late for work.
2. Compliance with work regulations. Employees who obey the rules of discipline will not neglect working hours and will always follow the work guidelines set by the company.
3. Adherence to work standards. It can be seen based on the magnitude of the employee's responsibility for the tasks assigned to him.
4. High level of alertness. Employees with high vigilance will always be careful in their work and are also full of calculations and accuracy, and always use equipment effectively and efficiently.

5. Work ethically. Employees always act politely to customers or other employees involved in the employment relationship.

Influence of Motivation with Work Discipline

In general, it can be said that the purpose of motivation is to move or inspire someone so that the desire and willingness to do something arise so that they can obtain results or achieve certain goals. One of the motivational goals according to Hasibuan (2013:146) which says that the purpose of motivation is to increase employee discipline.

METHODOLOGY

This research was carried out at PT Tunas Antarnusa Muda (TAM) Cargo Pekanbaru Branch, which is located at Jl. SM Amin, New Simpang Ex., Kec. Handsome Pekanbaru City. Determination of the sample using the saturated sample method, that is, all the population is sampled, so the number of samples studied is 40 people.

RESULTS

Simple Linear Regression

Simple linear regression analysis is used to determine the direction of the linear relationship between the independent variables and the dependent variable.

Table .1: Simple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14,319	4.952		2.891	.006
Motivation	.627	.132	.611	4.759	.000

a. Dependent Variable: Discipline

Based on data from 40 respondents, after testing the regression equation is to use the application program SPSS.23, the value $a = 14,319$, $b = 0.627$, the simple linear regression equation is as follows: From the above equation can be described as follows: Constants (a) of 14,319, which means that when work motivation does not exist or is zero, then the work discipline of PT Tunas Antar Nusa Muda employees remains at 14,319 units. While the form of the relationship between work motivation and employee discipline is positive, as evidenced by the regression coefficient (b) of 0.627 and it can be interpreted that every increase in work motivation by one unit will increase employee discipline by 0.627 units.

Partial Test (t test)

From the results of the SPSS test, the t-count is 4.759 and also based on the significance test table, the t-table is 2.024. From the two tests, it can be concluded that $t \text{ count } 4,759 > t \text{ table } 2,024$. And also the significance level is obtained at $0.00 < 0.05$, thus the results of the hypothesis test state that work motivation has a significant effect on work discipline.

Coefficient of Determination Test (R2)

To find out the magnitude of the influence of motivation on employee work discipline, the coefficient of determination (R^2) is used, after processing the data can be seen in table 6 below:



Table 2.: Coefficient of Determination Value

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.611 a	.373	.357	3.39601

a. Predictors: (Constant), Motivation

b. Dependent Variable: Discipline

From table 2 above, the R-square value (Coefficient of Determinants) is 0.373. It can be concluded that work motivation affects employee work discipline by 37.30%. While the remaining 62.70% is influenced by other variables outside the work motivation variable.

CONCLUSION

From the results of the research discussion, the authors make the following conclusions. From the results of the SPSS test, the t-count is 4.759 and also based on the significance test table, the t-table is 2.024. From the two tests, it can be concluded that $t \text{ count } 4,759 > t \text{ table } 2,024$. And also the significance level obtained is $0.00 < 0.05$. Thus, the results of the hypothesis test state that work motivation has a significant effect on employee work discipline. The form of the relationship between work motivation and employee work discipline is positive, as evidenced by the regression coefficient (b) of 0.627 and it can be interpreted that every increase of one unit of work motivation will increase employee discipline of 0.627 units. The value of R-square (Coefficient of Determinants) is 0.373.

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