

THE INFLUENCE OF WORK MOTIVATION AND WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN THE OFFICE KARANG BAHAGIA SUBDISTRICT, BEKASI

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ABSTRACT

The right human resource are a very important requirement to create a competitive advantage for a company. The success or failure of a company cannot be separated from the performance of employees. There are several factors that affect employee performance, one of which is Work Motivation and Work Discipline. This study aims to determine whether there is an effect of work motivation and discipline on employee performance at the Karang Bahagia sub-district office, kab. Bekasi. The data collection of this research used observation and questionnaires which were distributed to 37 employees at the happy sub-district office. This study uses a *nonprobability* sampling technique, this research is a quantitative study with the statistical assistance program SPSS version 28, the analytical method used is multiple Linear Regression to prove the hypothesis of this study has met the validity test, reliability test, multicollinearity test and then processed to get regression equation. Based on the result of the discussion in this study, it can be ascertained that work motivation has a positive and significant effect on employee performance, discipline has a positive and significant effect on employee performance, and there is a positive and significant influence on employee work discipline.

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1. INTRODUCTION

In essence, human resources are one of the capitals and play an important role in the success of the company. Man is the driving force and determinant of the course of an organization. Because of the importance of the human element in carrying out a job, it is necessary to get the attention of the leader. Employees are an important factor in any organization whether in achieving organizational or company goals effectively and efficiently. An organization not only expects employees who are able to work well and skillfully, but most importantly they are willing to work hard and want to achieve maximum work results. An important factor in the success of an organization is the presence of employees who are capable and skilled and have a high morale, so that a satisfactory work result can be expected, in fact not all employees have the ability and skills and morale with organizational expectations.

Employee performance is the level of achievement or results of a person's work from the goals that must be achieved which must be carried out in accordance with the responsibilities of each person within a certain period of time. Improving the performance of employees in an organization is very necessary so that the goals desired by the organization can be achieved properly. The performance of an organization will improve if there is good cooperation and relationship between leaders and their employees. By improving employee performance, it will improve company performance. For this reason, employees should be treated as work partners and not as workers alone. Among the factors affecting performance are motivation and work discipline.

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Work motivation is the provision of driving force that creates a person's morale so that they are willing to work together, and encourage each other, complement each other, work effectively, and efficiently with all the efforts to achieve satisfaction. Motivation is what causes, channels, and supports behavior, in order to work hard and skillfully to achieve optimal results.

In a company there are many factors that can affect the success of a process and the achievement of goals, in terms of motivation, employees who can develop themselves and be creative in work can motivate other employees to develop the potential of each individual, when each employee is motivated to develop themselves, it will greatly help the company to achieve the main goals of the company. Especially to motivate employees to be able to discipline themselves in carrying out good work. In addition, discipline is useful in educating employees to comply with existing regulations, procedures, and policies, so as to produce good performance.

Good labor discipline can reflect a person's sense of responsibility to his duties assigned to him. With high work discipline, employees will be able to achieve maximum work effectiveness, be it time discipline, discipline or regulations that have been set by the organization. Regulations are very necessary to provide guidance and distribution for employees in creating good rules of order in companies or agencies where with good order, morale, work morale, efficiency and effectiveness of employees' work will increase. Seeing the importance of motivation and work discipline for improving employee performance in the Karang Bahagia sub-district office.

According to Singodimedjo, discipline is an attitude of a person's willingness and willingness to obey and obey the norms of the regulations that apply around him. Good employee discipline will accelerate the company's goals, while declining discipline will become a hindrance and slow down the achievement of company goals. So it can be concluded that when work discipline is high, employee performance will also be high and vice versa if work discipline is low, employee performance will be low as well.

Employees who have high motivation and good discipline can only be obtained by applying the right human resource management concepts and techniques. Therefore, firm and wise leadership is needed, because leadership is an important element in a company, with the encouragement of motivation and good work discipline, Karang Bahagia sub-district office employees can work optimally.

Based on the phenomenon that occurred in Karang Bahagia sub-district related to the achievement of performance that has not gone well, it is proven by the existence of several performance recapitulations in 2021 that do not reach the targets that have been set. As in the table below:

Table 1. Performance Assessment Data for Karang Bahagia Subdistrict Employees

Month	Employee performance achievement targets	Real	Result
January	100%	45%	not achieved
February	100%	48%	not achieved
March	100%	39%	not achieved
April	100%	40%	not achieved

Source : Report on the Recapitulation of The Performance of Karang Bahagia District Employees in 2021.

Based on the table above, it shows that there are still some performance achievements whose implementation is not in accordance with the target every month, the increase and decrease in performance problems in the sub-district is an important factor in the lack of leader supervision of employees, so that many employees violate the rules for the enactment of existing regulations in the Karang Bahagia sub-district office. This can be seen where it is said that the decline in employee

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performance is the result of many employees who do not comply with the regulations, such as drowsiness, chatting, joking and so on while working. due to the lack of motivation level which results in poor employee performance and low level of discipline of employee performance that does not comply with applicable regulations has not been fully obeyed by employees of the Karang Bahagia sub-district office.

2. METHOD

The research method used is quantitative which is associative. The research instrument was carried out using observation, interviews, and documentation. The informants are determined and determined based on the number needed, but based on consideration of the function and role of information according to the focus of the research problem. So that the informants in the research were 37 people who were employees of Karang Bahagia District. While the data analysis technique used is IBM SPSS statistic.

3. RESULT AND DISCUSSION

3.1 Normality test

In this research, the normality test with IBM SPSS Statistics was carried out using a graph method, namely by looking at the distribution of data on the fit line on the normal p-p plot of Regression Standardized Residual graph. The chart method can be seen in the figure below:

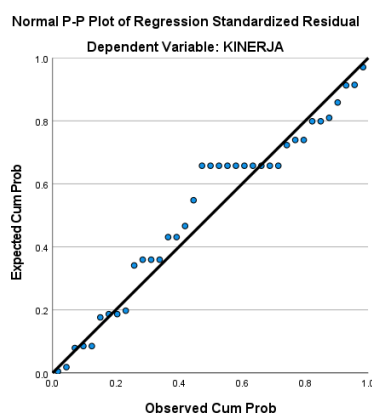


Figure 1. Normal Curve P-P Plot Normality Test Results

The results of the normal curve of the probability plot show that the regression model used is normally distributed. This can be seen from the points in the figure, the normal curve of the P-P plot spreads close to the diagonal line. Thus the regression model was declared feasible for use in this research.

3.2 Multicollinearity test

To test multicollinearity by looking at the VIF (Variance Inflation Factor) value of each independent variable, if the VIF value < 10 and tolerance is more than 0.1 then it can be concluded that the data is free of symptoms of multicollinearity.

Table 2. Multicollinearity test

		Coefficients ^a				Collinearity Statistics		
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Tolerance	VIF
Model		B	Std. Error	Beta				
1	(Constant)	1.998	1.896		1.054	.299		
	WORK MOTIVATION	.803	.182	.476	4.413	<.001	.782	1.278
	WORK DISCIPLINE	.386	.084	.495	4.587	<.001	.782	1.278

3.3 Hypothesis test

The partial test (t test) aims to test the influence of each independent variable (X) on the dependent variable (Y) assuming the other variable is a constant.

Table 3. T test result

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	1.998	1.896		1.054	.299
	WORK MOTIVATION	.803	.182	.476	4.413	<.001
	WORK DISCIPLINE	.386	.084	.495	4.587	<.001

Based on Table 1, it can be seen that:

1. Work Motivation Variables

The value of the t count variable Work motivation is greater than the table t ($4.413 > 2.032$) with a significant value below 0.05 which is 0.001. Therefore, H_0 is accepted, meaning that the work motivation variable (X1) partially has a significant effect on the performance variable (Y).

2. Work Discipline Variables

The value of t counting the work discipline variable (X2) which is 4.587 is greater than the table t ($4.587 > 2.032$) with a significant value below 0.05 which is 0.001. Therefore, H_0 is accepted, meaning that the work discipline variable (X2) partially has a significant effect on the performance variable (Y).

3.4 Discussion

The effect of work motivation on employee performance

Based on the results of tests that have been carried out on work motivation on the performance of the test results on the t test, namely t counting $4.413 > t$ table 2.032 with a significant level (sig) of $0.001 < 0.05$. This means that the first hypothesis proposed by the author is accepted, namely that there is a positive and significant influence between work motivation variables on employee performance at the

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Karang Bahagia Bekasi sub-district office. This means that the greater the work motivation given to employees of the Karang Bahagia sub-district office, the more performance obtained from employees will also increase.

Motivation is an important variable where motivation needs to get great attention for the organization in improving employee performance. Motivation is a desire within a person that causes that person to perform actions. A person often performs actions for a thing to achieve the goal. Motivation questions how to encourage the passion of subordinates, so that they are willing to work hard by giving all their abilities and skills to realize the goals of the sub-district office.

The results of this study support the previous research conducted by Totong Endang S, Elliana Sari, in an article entitled "The Effect of Motivation and Discipline on Employee Performance at the Ministry of Transportation's Directorate of Ports" Vol. 1 No. 1 October 2019. The results of the analysis concluded that work motivation had a significant positive effect on employee performance at the Karang Bahagia District Office.

The effect of work discipline on employee performance

Based on the results of tests that have been carried out on work discipline on the performance of the test results on the t test, namely t count of 4.587 > t table 2.032 with a significant level (sig) of 0.001 < 0.05. This means that the second hypothesis proposed by the author is accepted, namely that there is a positive and significant influence between work discipline variables on employee performance at the Karang Bahagia Bekasi sub-district office. This means that the higher the level of work discipline, the better the quality of work of employees at the Karang Bahagia sub-district office.

Discipline is defined as if employees always come and go home on time. Doing all their work well, complying with all existing regulations in the office and social norms that apply in employee discipline requires regulations and penalties because regulations are needed to provide guidance and counseling for employees in creating good rules for the sub-district office.

The results of this study support previous research conducted by Yunia Sulastri, Faizal Mulia, Nor norsianti, in an article entitled The Effect of Work Discipline on Employee Performance at BANK OCBC NISP Cibadak-Sukabumi Branch Vol. 3 no. 3 September 2020. It is suspected that work discipline has a significant effect on employee performance at BANK OCBC NISP Cibadak-Sukabumi Branch.

4. CONCLUSION

Based on the results of previously explained research and discussions, work motivation has a positive and significant effect on performance. Leaders who apply good motivation and care about the work of their employees can influence employee performance to be more active in carrying out the tasks for which they are responsible. Work discipline also has a significant positive influence on employee performance.

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