

THE INFLUENCE OF WORK DISCIPLINE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. PELABUHAN CILEGON MANDIRI

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Abstract

The study of Work Discipline and Motivation has a positive and significant effect on employee performance. The method in this research is quantitative descriptive method processed with multiple linear analysis which is used to test work discipline and motivation whether or not it affects employee performance. The number of samples in this study amounted to 52 people. At a significance level of 61.3%, it can be concluded that the independent variables (Performance Discipline and Motivation) used in the model affect the dependent variable (Employee Performance).

Keyword :

Work Discipline, Motivation, and Employee Performance

1. INTRODUCTION

An organization in carrying out activities to achieve its goals has several aspects that are one after another bound and affect. One of these factors that is very meaningful to be used to drive other aspects is human resources. Therefore, organizations are required to manage and maximize human resources. Employee performance is an essential factor in the success of the company. Good performance is an output that can build employee behavior in supporting the achievement of organizational goals so that an organization can operate adequately. If work decisions can be made perfectly as one of the factors affecting performance, then the quality of human resources can be fully met. The company certainly wants outstanding employees because the implementation can indirectly provide the best benefits for the company. In addition, by having high-performing employees, the company can also improve employee performance.

Discipline is a force that develops within the body of employees and causes employees to be able to adjust voluntarily to the decisions, regulations, and values of work and behavior. Labor discipline is adjusting the attitudes and behavior of the company for which there are rules and norms for achieving the company's goals and punishing when employees commit violations of the rules that the company has agreed upon.

Motivation is a condition or energy that moves employees who are directed or directed to achieve

the company's organizational goals. Motivation is a series of attitudes and values that influence the individual to achieve a specific thing according to the individual's goals. Motivation is formed from employees' attitude (attitude) is facing the company's work situation. A positive employee attitude to the work situation strengthens his work motivation to achieve maximum performance.

To obtain good work discipline, employees must obey the provisions of assertiveness, company regulations, attitudes at work, and other company provisions. Moreover, the most supportive thing is to provide motivation and guidance to employees who deviate from realizing what should not be done, give positive feedback and motivate employees who are willing to work hard by their duties and obligations. Then motivated employees thoroughly understand their goals and actions and believe those goals will be achieved according to plan.

The author's problem at the research site when making observations was in PT. The Port of Cilegon Mandiri is as follows: in terms of Work Discipline, there are still employees who are not by company regulations, there are still employees who come and go home not on time, and there are still employees who often fail to work for various reasons. In addition, the author also found problems in terms of motivation, namely the lack of employee morale, for example, leaders who are less professional in fostering employees so that employees are less eager to improve their performance, lack of employee

confidence in work, for example, employees are not sure that they can complete tasks with the time set by the leadership and employees are depressed about the accumulated work. Indirectly affecting employee performance include: Employees are slow in solving work problems, the ability to innovate is lacking, employees work not optimally, and the problem must be improved for PT. The Port of Cilegon Mandiri can be more advanced.

According to Sinambela (2016:480), it is stated that employee performance is defined as the ability of employees to perform a particular skill. According to Bangun Dalam Marbawi (2016: 91), *performance* is the result of work achieved by a person based on job requirements. According to Afandi (2018:84), performance is the result achieved by a person according to the measures applicable to the work in question.

According to Sedarmayanti (2020), that performance is a set of practices relevant to the goals of the organization or organizational unit where people work. According to Mangkunegara, employee performance results from work in quality and quantity achieved by a person in carrying out tasks according to the responsibilities given.

Bernadin & Russell in Marbawi (2016:97) proposed six employee performance indicators, namely:

1. Quality
2. Quantity
3. Time
4. Cost Effectiveness
5. Supervisory Supervision
6. Interpersonal Impact

According to Hasibuan (2019), discipline is a person's awareness and willingness to obey all company regulations and social norms. According to Setiyawan and Waridin (2018), a discipline is a form of observance of rules, both written and unwritten, that have been established.

Veithzal Rivai and Ella Jauvani (2018) suggest that work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and increase their awareness and willingness to obey all company regulations and applicable norms.

According to Siagian (2018), it is stated that employee discipline in human resource management departs from the view that no human being is perfect, free from mistakes and oversights. According to Davis (2016:334), that discipline is the application of management to strengthen and implement organizational guidelines.

According to Edy Sutrisno (2017:94), there are several indicators of labor discipline, namely:

1. Obey the terms of time.
2. Comply with company regulations.

3. Adherence to the provisions of attitude in work.

4. Obey other regulations in the industry.

According to Robbins and Judge (2018), motivation is the impetus to act on a series of processes of human behavior, taking into account the direction, intensity, and perseverance in achieving goals. According to Donni (2019), motivation is a process that shows the intensity of the individual, direction, and perseverance of efforts towards achieving goals. According to Yuli (2020), motivation is a form of behavior characterized by forms of activity or activity through psychological processes. According to Samsuddin, motivation is the process of influencing from the outside a person or workgroup so that they are willing to carry out something that has been determined. According to Widodo, motivation is the force within a person that encourages his behavior to take action.

According to Robbin (2011:211), extrinsic motivation variables are measured by indicators, namely:

1. Supervision of Supervision
2. Salary
3. Status
4. Working Conditions

2. METHOD

According to Sugiyono (2015:80), a population is a generalization area consisting of objects or subjects with specific qualities and characteristics set by the researcher to be studied and then drawn conclusions. The population in this study was all permanent employees at PT. Cilegon Mandiri Port which is 52 employees.

The sample is part of the population to be studied; Sugiyono (2015:81) suggests that the sample is part of the number and character possessed by the population. Suppose it is known that the population of permanent employees at PT. Port of Cilegon Mandiri 52 people. So the sample feasibility measure uses the saturated sample method where the entire population is sampled, so the number of samples in this study is 52 employees.

3. RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

Testing is carried out to determine the direction of the relationship of the independent variable to the dependent variable. To find out the regression model of safety and health to productivity satisfaction, the SPSS program assistance is used, which produces the following outputs:

Table 1 Multiple Linear Regression

Based on the table above, the regression equation can be written as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 6.395 + (0.801 X_1) + 0.584 X_2$$

Information:

Y: dependent/employee performance variables

a: constant

b₁: labor discipline regression coefficient

b₂: motivational regression coefficient

X₁: independent variables/labor discipline

X₂: independent/motivational variables

By the equation of the obtained regression line, the regression model is as follows:

The constant of 6,395 means that if the value of work discipline (X₁) and motivation (X₂) is 0, then the employee performance is 6,395.

a. The regression coefficient value of the work discipline variable (X₁) is positively valued at 0.801, meaning that if the motivation variable (X₂) the value is fixed and the motivation variable (X₂) has increased by one time or 100%, then the employee performance (Y) has increased by 0.801 or 80.1%.

b. The value of the regression coefficient of the motivation variable (X₂) is positively valued at 0.584, meaning that if the work discipline variable (X₁) is of fixed value and motivation (X₂) has increased one time or 100%, then employee performance (Y) has increased by 0.5 84 or 58.4%.

1. Coefesien Determination

1. Test the coefficient of determination between the variables of labor discipline (X₁) to employee performance (Y).

Table 2 Results of the Work Discipline Determination Test (X1)

Model Summary				
Type	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	,622 ^a	,387	,375	3,577
a. Predictors: (Constant), Work Discipline b. Dependent Variable: Employee Performance				

Based on the table above, the coefficient of determination (R²) is 0.387. Furthermore, the calculation of the coefficient of determination (KD) is used to determine the magnitude of the influence of work discipline on employee performance.

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

$$KD = (0.387) \times 100\% = 38.7\%$$

It can be concluded that work discipline (X₁) contributes 38.7% to employee performance (Y), while other factors influence the remaining 61.3%.

Coefficients						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,395	5,562		1,150	,256
	Work Discipline	,801	,144	,510	5,581	,000
	Motivation	,584	,109	,488	5,341	,000
a. Dependent Variable: Employee Performance						

2. Test the coefficient of determination of motivation variables (X₂) to employee performance (Y).

Table 3 Motivational Determination Test Results (X2)

Model Summary				
Type	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	,605 ^a	,366	,354	3,637
a. Predictors: (Constant), Motivation b. Dependent Variable: Employee Performance				

Based on the table above, it can be seen that the coefficient of determination (R²) of 0.366 is then used to calculate the coefficient of determination (KD) to determine the magnitude of the influence of motivation variables on employee performance.

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

$$KD = (0.366) \times 100\% = 36.6\%$$

It can be concluded that motivation (X₂) contributes 36.6% to employee performance (Y), while other factors influence the remaining 63.4%.

3. Coefesien test of the determination of the variables of work discipline (X₁) and motivation (X₂) to employee performance (Y).

Table 4 Coefficients of Determination of Work Discipline and Motivation towards Employee Performance

Model Summary				
Type	R	R Square	Adjusted R Square	Std. An error in the Estimate
1	,783 ^a	,613	,597	2,872
a. Predictors: (Constant), Motivation, Work Discipline b. Dependent Variable: Employee Performance				

Based on the table above, it is known that the value of R^2 is 0.613. From this value, it can be seen that employee performance is influenced by work discipline and motivation of 0.613. This means that employee performance is influenced by work discipline and motivation by 61.3%, and other factors influence the remaining 38.7%.

3. T-test

The t-test is how far the individual variables explain the variations of independent variables. Decision-making with significant (α) = 0.05 and comparing the calculated t value with the table is determined as follows:

1. If the significant rate < 0.05 and the calculated t value $>$ of the table, then H_0 denied H_a is accepted.
2. If the significant rate > 0.05 and the calculated t value $<$ of the table, then H_0 rejected H_a is rejected.

Based on the analysis using SPSS, it produces the following output:

Table 5 t Test Results

Coefficients						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,395	5,562		1,150	,256
	Work Discipline	,801	,144	,510	5,581	,000
	Motivation	,584	,109	,488	5,341	,000

a. Dependent Variable: Employee Performance

$$DK = n - k = 52 - 2 = 50$$

If the DK value is 50, the table t value is 2.0085. Where:

DK: degrees of freedom

n: number of sample observations

k: number of variables

1. I am testing the influence of labor discipline on employee performance.

$H_0 : P = 0$, meaning that work discipline (X_1) has no significant influence on employee performance (Y).

$H_a : P \neq 0$, meaning that \neq work discipline (X_1) has a significant influence on employee performance (Y).

2. Testing the influence of motivation on employee performance.

$H_0 : P = 0$, meaning there is no significant influence of motivation (X_2) on employee performance (Y).

$H_a : P \neq 0$, meaning that \neq motivation (X_2) significantly influences employee performance (Y).

Then it can be known that the table's t value is 2.0085. Based on the table above, it can be seen that the

results of the calculation of the regression coefficient with test t are as follows:

1. The calculated t-value on the labor discipline variable (X_1) is 5.581, with a significance of 0.000. Since $t_{\text{counts}} 5.581 > t_{\text{table}} 2.0085$ with a significant rate of $0.000 < 0.05$, H_0 is rejected, and H_a is accepted.
2. The calculated value of t on the motivation variable (X_2) is 5.341 with a significance of 0.000. Since $t_{\text{counts}} 5.341 > t_{\text{table}} 2.0085$ with a significant rate of $0.000 < 0.05$, H_0 is rejected, and H_a is accepted.

4. Test F

Test F aims to see the influence of free variables, namely work discipline and motivation, simultaneously or together on employee performance, as shown in the table below:

Table 6 F Test Results

ANOVA						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	639,348	2	319,674	38,732	,000 ^b
	Residual	404,422	49	8,254		
	Total	1043,769	51			

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

1. The influence of labor discipline and motivation on employee performance.

To test the variables of work discipline and motivation towards employee performance is carried out with the following steps:

a. $H_0 : \beta_{1,\beta 2} = 0$, there is no simultaneous influence of work discipline (X_1) and motivation (X_2) on employee performance (Y).

b. $H_a : \beta_{1,\beta 2} \neq 0$, there is an influence of work discipline (X_1) and motivation (X_2) simultaneously on employee performance (Y).

2. Specifies f_{table} .

Determining the level of belief (α), which is = 0.05 Degrees of freedom (df),

$$df1 = k - 1 = 3 - 1 = 2$$

$$df2 = n - k = 52 - 2 = 50$$

Then the f value of the table is 3.183

3. Determining the magnitude of f_{count} .

The calculated f value can be seen in the SPSS result, which is 38.732

4. Test criteria.

H_0 is accepted if $f_{\text{counts}} < f_{\text{table}}$

H_0 is rejected if $f_{\text{counts}} > f_{\text{table}}$

Since the value of $f_{\text{counts}} > f_{\text{of the table}}$ (38.732 > 3.183), then H_0 is rejected, and H_a is accepted.

Based on the significance test, it was obtained that there is an influence between work discipline

and motivation on employee performance at PT. Independent Cilegon Port.

4. CONCLUSIONS

Based on the results of research and discussion and answering the formulation of the problem, the author concludes as follows:

- a. Partial hypothesis testing influences work discipline and employee performance at PT. Independent Cilegon Port.
- b. Hypothesis testing partially influences motivation and employee performance at PT. Independent Cilegon Port.
- c. In simultaneous hypothesis testing, there is an influence between work discipline and motivation on employee performance at PT. Independent Cilegon Port.

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