

Influence of Work Discipline and Work Motivation Analysis on Increasing Employee Performance

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Abstract

The purpose of this study was to analyze the influence of work discipline and work motivation on increasing employee performance in a fish canning company in East Java. The research design used in this study used quantitative associative methods. Based on the results of data analysis that has been carried out on the first hypothesis (H₁) which states that work discipline has a positive and significant effect on increasing employee performance, the t-count value is 12.303 which is greater than the t-table value of 1.692, testing the second hypothesis (H₂) which states that work motivation has a positive and significant effect on increasing employee performance, the t-count value is 9.919, which is greater than the t-table value of 1.692, which means that work discipline and work motivation have a positive and significant effect on increasing employee performance, while the R-square value obtained is 0.815 which states that the work discipline and work motivation variables affect increasing employee performance by 81.50% and the remaining 18.50% is influenced by other variables.

Keywords: Work Discipline; Work Motivation; Increasing Employee Performance.

1. Introduction

The existence of human resources in a company has a very important role, because human resources are planners, actors and determinants in achieving the goals set by the company (S. Ashari, 2016) and will affect the level of success of a company in developing its business units (Eftriana and Lie Liana, 2022) so that the existence of human resources in a company is very strong (Sulistiyani and Rosidah, 2003) and every company must be able to manage the quality of its human resources in a professional manner (Sabuhari and Irawanto, 2020).

Quality human resources are an important element in advancing a company (Pramana and Widiastini, 2020) so it needs to be explored and built in order to obtain quality human resources (Hestini and Haryanai, 2020) because it will affect the company's ability to achieve the targets that have been set (Sjahruddin et al., 2022), increase efficiency and effectiveness (Wahyudi, 2019) and increase productivity in the company (Pratami, 2022) and able to contribute high income to the company (Sutrisno, 2009).

The success of a company in achieving the targets that have been set is not only determined by the use of production equipment with sophisticated technology (Farhah et al., 2020). However, it is strongly influenced by employee performance (Fadillah and Juliana, 2022). High employee performance is one of the competitive advantages possessed by the company (Siswadi and Lestari, 2021) to be able to compete with competitors (Wahyudi, 2019) as well as to increase the profits earned by the company (JuliYanti and Onsardi, 2020) so that every company will always try to

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improve the performance of its employees (Arisanti et al., 2019) because improving employee performance is important for the company and for the employees themselves (Pudjiati and Fhajard, 2016).

Employee performance has several dimensions including task performance, adaptive performance and contextual performance (Pradhan and Jena, 2017) which is manifested in the form of tangible results in the form of achievements based on the tasks carried out by employees (Hasibuan and Beby, 2019) over a certain period compared to various possibilities (Sinambela, 2012) which has a strong relationship with the company's strategic goals, customer satisfaction and contributes to the economy (Hasibuan et al., 2017) which can be measured through the quantity of work, quality of work, loyalty to work, ability to work and work results achieved (Syahputra et al., 2020). Achieving maximum performance from each employee, the company will produce a complete performance (Suhasto and Tri, 2018).

Improvement in employee performance does not just happen, but is influenced by several factors, including through the attitude of work discipline and work motivation possessed by each employee (Bass et al., 2003; Mangkunegara, 2001). Improving employee performance can be achieved through the work discipline of each employee (Andriyani et al., 2021) which is illustrated through the obedience of employees in complying with all rules and norms that apply within the company (Yuningsih et al., 2021).

Work discipline has an influence on improving employee performance because discipline reflects the magnitude of an employee's sense of responsibility for the tasks assigned to him (Hasibuan, 2010) so as to create morale and employee work effectiveness will increase which will support the achievement of maximum employee performance (Yusnandar and Hasibuan, 2021).

Another factor that can improve employee performance is work motivation, where work motivation is a driving factor (Sari et al., 2022) strong both internally and externally in a person to be able to do something better (Syahputra et al., 2020), so that with work motivation, every employee will carry out the tasks that are his responsibility with more enthusiasm so that it will improve his performance (Wirawan, 2022).

A company that can improve the performance of its employees will get a lot of benefits, so in this study an analysis will be carried out on the influence of work discipline and work motivation on improving employee performance in a fish canning company in East Java.

2. Literature Review

2.1 Work Discipline

Work discipline is the behavior of employees who always try to do every job well and always obey every rule set by the company (Illanisa et al., 2019). There are two types of work discipline, namely preventive work discipline, which is an action taken to make employees obey and follow all forms of regulations set by the company and corrective work discipline, which is an action taken to make employees move, work and obey every set rule by company (Sinambela, 2012).

The dimensions used in assessing work discipline are attendance, obedience, punctuality and behavior (Handoko, 2001) while the aspects used in assessing work discipline are honesty in carrying out duties and responsibilities, timeliness in doing each job that has been determined, doing work according to a predetermined way of working, and accuracy in the use of materials and equipment (Udayanto et al., 2015).

Based on the results of research that has been conducted by (Illanisa et al., 2019) states that work discipline has a positive and significant effect on improving employee performance at the Binar Indonesia Bandung Islamic Elementary School, the same thing was stated by (Syafriana, 2017) which states that work discipline has a positive and significant effect on improving employee performance at PT. Suka Fajar Pekanbaru. Based on the results of some of these studies, the hypothesis in this study is:

Hypothesis 1: Work discipline has a positive and significant effect on increasing employee performance.

2.2 Work Motivation

Work motivation is the willingness of every employee to issue the highest level of effort (Farisi et al., 2020) in the form of expertise or skills, energy and time in carrying out various activities that are his responsibility (Siagian, 2012) which plays a role in determining the form, direction, intensity and duration (Tremblay et al., 2009) so that the end result is good and quality (Afandi, 2018) in order to achieve the goals set by the company. The amount of power intensity that comes from within an employee to be able to carry out a task or achieve a predetermined goal shows the extent to which the level of motivation possessed by the employee (Rayyan and Atik, 2021).

Work motivation is important because it is a driving force in improving employee performance, where employees who have high work motivation will try their best to do their job (Indriyani, 2021) so that an increase in employee performance will be achieved if there is a will from within the employee and get encouragement from other parties (Sari et al., 2022).

Dimensions of motivation according to (Tremblay et al., 2009) consists of intrinsic motivation and extrinsic motivation. Intrinsic motivation is the driving force that comes from within each employee without the need for external stimulation, while extrinsic motivation is the driving force that comes from outside the employee, especially from the organization or company where the employee works.

Based on the results of research that has been conducted by (Yuningsih et al., 2021) states that work motivation has a positive and significant effect on improving employee performance, the same thing was also stated by (Rayyan and Atik, 2021) which states that work motivation has a positive and significant effect on improving the performance of Gramedia Matraman Jakarta bookstore employees. Based on the results of some of these studies, the hypothesis in this study is:

Hypothesis 2: Work motivation has a positive and significant effect on increasing employee performance.

3. Methods

3.1 Research Design and Sample

The research design used in this study uses the quantitative associative method, namely research that aims to determine the influence or relationship between work discipline and work motivation variables on improving employee performance in a fish canning company in East Java.

The sample used in this study were production employees at a fish canning company in East Java with a total sample of 35 production employees and data collection techniques used in this study were interviews, questionnaires and observation (Sugiyono, 2017).

3.2 Instrument Test

3.2.1 Validity Test

Validity test is one of the procedures used to measure the research variables used are valid or not. The questionnaire can be said to be valid if the statements on the questionnaire are able to reveal something that is measured by the questionnaire. To be able to find out whether each question item is valid or not by looking at the corrected item total correlation value. If each question item has an r-count value greater than the r-table value, then the question item can be said to be valid (Suharsimi Arikanto, 2006).

3.2.2 Reliability Test

Reliability test is used to determine the consistency of the measuring instrument used and shows the extent to which the measuring instrument can be trusted and relied on in conducting research. Measurement of the level of reliability of a research variable can be seen from the statistical results of cronbach's alpha (α), a research variable used is said to be reliable if it gives cronbach's alpha value greater than 0.60 (Sanjaya and Tarigan, 2018).

3.3 Classic Assumption Test

3.3.1 Heteroscedasticity Test

Heteroscedasticity test is one of the tests to determine whether in a regression model there is an inequality of variance from the residuals from one observation to another observation (Priyatno, 2011). The heteroscedasticity test in this study uses the scatter plot method, namely by looking at the pattern of the regression scatter plot points, if the points on the scatter plot spread in an irregular pattern above and below zero on the Y axis, then there is no heteroscedasticity problem (Kalesaran et al, 2014).

3.4 Hypothesis Test

3.4.1 Coefficient of Determination Test (R^2)

The coefficient of determination test is carried out to measure the extent to which the ability of the independent variable to explain the dependent variable. The coefficient of determination test is expressed in percentages whose values range from $0 < R^2 < 1$, if the R^2 value obtained is close to 1, it shows a stronger influence (Mulyani and Saputri, 2019).

3.4.2 t-Test

The t-test is one of the individual partial regression coefficient tests used to determine the independent variables affect the dependent variable (Sujarweni, 2015). To find out the truth of the hypothesis, criteria are used if the t-count obtained is greater than t-table then reject H_0 and accept H_a , meaning that there is an influence between the dependent variable on the independent variable (Lussy, 2018).

4. Results and Discussions

4.1 Instrument Test Results

4.1.1 Validity Test Results

Validity test is one of the procedures used to measure the research variables used are valid or not. The questionnaire can be said to be valid if the statements on the questionnaire are able to reveal something that is measured by the questionnaire. To be able to find out whether each question item is valid or not by looking at the corrected item total correlation value. If each question item has an r-count value greater than the r-table value, then the question item can be said to be valid (Suharsimi Arikanto, 2006).

Table 1. Validity test results

Variable	Inquiry Code	Corrected Item-Total Correlation	r Table	Information
Work Discipline	X _{1.1}	0.829	0.334	Valid
	X _{1.2}	0.824	0.334	Valid
	X _{1.3}	0.765	0.334	Valid
Work Motivation	X _{2.1}	0.813	0.334	Valid
	X _{2.2}	0.817	0.334	Valid
	X _{2.3}	0.802	0.334	Valid
Increased Employee Performance	Y _{1.1}	0.798	0.334	Valid
	Y _{1.2}	0.865	0.334	Valid
	Y _{1.3}	0.828	0.334	Valid

Based on the table 1, it can be seen the results of the validity test of each variable, including the work discipline variable with 3 statements having an r-count value between 0.765 to 0.829 which is greater than the r-table value of 0.334, the work motivation variable with 3 statements has the r-count value between 0.802 to 0.817 is greater than the r-table value

which is equal to 0.334 and the increased employee performance variable with 3 statements has an r-count value between 0.798 to 0.865 which is greater than the r-table value which is equal to 0.334.

Based on these results, all statement items on this research variable can be said to be valid because they have an r-count value greater than the r-table value, so that all statement items on this research variable can be used. The way to get the r-table value is $df = n - 2$, where the number of respondents is 35 respondents, so $35 - 2 = 33$, then the r-table value obtained is 0.334.

4.1.2 Reliability Test Results

Reliability test is used to determine the consistency of the measuring instrument used and shows the extent to which the measuring instrument can be trusted and relied on in conducting research. Measurement of the level of reliability of a research variable can be seen from the statistical results of cronbach's alpha (α), a research variable used is said to be reliable if it gives cronbach's alpha value greater than 0.60 (Sanjaya and Tarigan, 2018)

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Cronbach's Alpha standard	Decision
Work Discipline	0.817	0.60	Reliable
Work Motivation	0.823	0.60	Reliable
Increasing Employee Performance	0.827	0.60	Reliable

Based on the table 2, it can be seen that the results of the reliability test obtained cronbach's alpha values for each variable, namely work discipline of 0.817, work motivation of 0.823 and increased employee performance of 0.827. The cronbach's alpha value obtained from each research variable is greater than the comparative cronbach's alpha value, so it can be concluded that all the variables used in this study are declared reliable and have good measurement consistency.

4.2 Classic Assumption Test Results

4.2.1 Heteroscedasticity Test Results

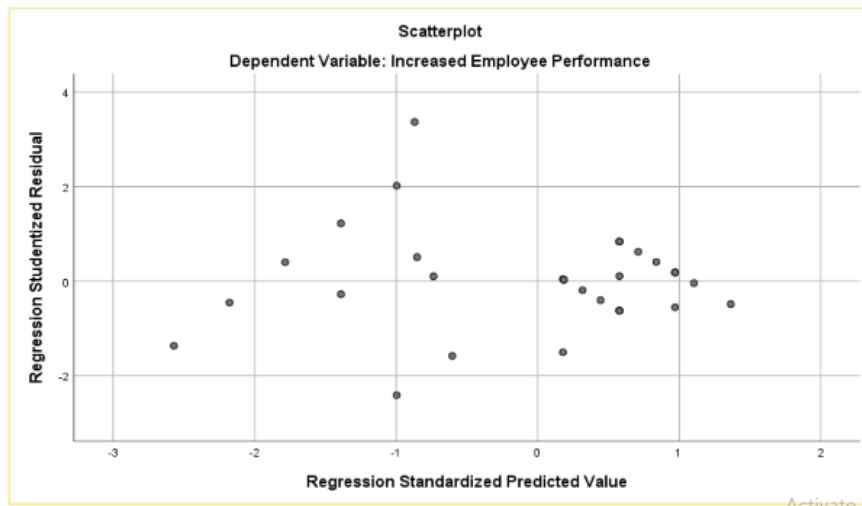


Figure 1. Heteroscedasticity results

Figure 1 shows that the points on the scatter plot graph spread in an irregular pattern above and below zero on the Y axis or do not form a certain pattern. This shows that there is no heteroscedasticity in the regression model.

4.3 Hypothesis Test Results

4.3.1 Coefficient of Determination Test Results (R^2)

The value of the coefficient of determination (R^2) ranges from $0 < R^2 < 1$. A small value of R^2 means that the ability of the independent variable to explain the variation of the dependent variable is very limited. Conversely, if the value is close to 1, it means that the independent variable provides all the information needed to predict the dependent variable.

Table 3. Coefficient of Determination Test Results

Model	R	R-Square	Adjusted R-Square	Std. Error of the Estimate
1	0.903 ^a	0.815	0.804	0.163

Based on the table 3, it can be seen that the results of the coefficient of determination test (R^2) obtained an R-square value of 0.815, which means that the variability of the independent variables can explain the dependent variable of 81.50% or this value states that the variables of work discipline and work motivation have an influence on increasing employee performance of 81.50% and the remaining 18.50% is influenced by other variables.

4.3.2 t-Test Results

Hypothesis testing with t test is used to determine which partial hypothesis is accepted. The first hypothesis (H_1) states that work discipline has a positive and significant effect on increasing employee performance.

Table 4. The Results of the Hypothesis Test of Work Discipline on the Increasing Employee Performance

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.417	.846		2.675	.000
	Work Discipline (X_1)	.891	.072	.906	12.303	.000

Based on the table 4, it can be seen that the results of the first hypothesis test (H_1) obtained the t-count value of 12.303 which is greater than the t-table value of 1.692. Thus, the first hypothesis proposed can be accepted, namely work discipline has a positive and significant effect on increasing employee performance. This is in accordance with the results of the coefficient of determination (R^2) test that has been carried out, where 81.50% increase in employee performance is influenced by work discipline and work motivation.

The second hypothesis (H_2) states that work motivation has a positive and significant effect on increasing employee performance.

Table 5. The Results of the Hypothesis Test of Work Motivation on the Increasing Employee Performance

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.402	.490		2.337	.000
	Work Motivation (X_2)	.868	.088	.865	9.919	.000

Based on the table 5, it can be seen that the results of the second hypothesis test (H_2) obtained the t-count value of 9.919 which is greater than the t-table value of 1.692. Thus, the second hypothesis proposed can be accepted, namely work motivation has a positive and significant effect on increasing employee performance. This is in accordance with the results of the coefficient of determination (R^2) test that has been carried out, where 81.50% increase in employee performance is influenced by work discipline and work motivation.

5. Conclusions

The research that has been done aims to analyze the influence of work discipline and work motivation on increasing employee performance. Based on the results of the research that has been done, the following conclusions can be drawn:

- 1) Based on the results of data analysis that has been carried out on the first hypothesis (H_1), the t-count value is 12.303 which is greater than the t-table value, which is 1.692 and in the second hypothesis (H_2), the t-count value is 9.919 which is greater than the t-table value, which is 1,692 which means that work discipline and work motivation have a positive and significant effect on increasing employee performance.
- 2) The R-square value obtained is 0.815 which states that the work discipline and work motivation variables affect increasing employee performance by 81.50% and the remaining 18.50% is influenced by other variables.

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