



# **Icon-LBG** 2016

## **The Third International Conference on Law, Business and Governance**

# **PROCEEDINGS**

Hosted by  
Faculty of Law, Faculty of Economics and Faculty of Social Science  
Bandar Lampung University (UBL)



# Icon-LBG 2016

THE THIRD INTERNATIONAL CONFERENCE  
ON LAW, BUSINESS AND GOVERNANCE 2016

20, 21 May 2016  
Bandar Lampung University (UBL)  
Lampung, Indonesia

## PROCEEDINGS

Organized by:



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## **PREFACE**

The Activities of the International Conference are in line and very appropriate with the vision and mission of Bandar Lampung University (UBL) to promote training and education as well as research in these areas.

On behalf of the Third International Conference on Law, Business and Governance (3<sup>th</sup> Icon-LBG 2016) organizing committee, we are very pleased with the very good response especially from the keynote speaker and from the participants. It is noteworthy to point out that about 46 technical papers were received for this conference.

The participants of the conference come from many well known universities, among others : International Islamic University Malaysia, Unika ATMA JAYA, Shinawatra University, Universitas Sebelas Maret, Universitas Timbul Nusantara, Universitas Pelita Harapan, Universitas Bandar Lampung, Universitas Lampung.

I would like to express my deepest gratitude to the International Advisory Board members, sponsor and also to all keynote speakers and all participants. I am also grateful to all organizing committee and all of the reviewers who contribute to the high standard of the conference. Also I would like to express my deepest gratitude to the Rector of Bandar Lampung University (UBL) who give us endless support to these activities, so that the conference can be administrated on time

Bandar Lampung, 21 May 2016

**Mustofa Usman, Ph.D**  
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# **INFLUENCE OF WORK MOTIVATION AND WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN REGIONAL GENERAL HOSPITAL IN THE DISTRICT DEMANG SEPULAU RAYA CENTRAL LAMPUNG**

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## **Abstract**

This study aims to determine Influence Of Work Motivation And Work Discipline On The Performance Of Employees In Regional General Hospital District Demang Sepulau Raya Central Lampung. Data collected through questionnaires and conducted on 40 employees of the General Hospital of Demang Sepulau Raya. Analysis of the data in this study using SPSS version 18. Mechanical testing of the data used in this study include tests of validity by factor analysis, reliability test with Cronbach's Alpha, multiple linear regression analysis, to test and prove the hypothesis of the study, T test to determine the effect of partial and F test to determine the effect simultaneously or whole. The results showed that working motivation has positive influence on employee performance and discipline of work has positive influence on employee performance. In simultaneous F test or test work showed that motivation and work Discipline positive effect simultaneously on Employee Performance.

Keywords: Work Motivation, Work Discipline and Employee Performance

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## **1. INTRODUCTION**

Labor discipline can be seen from most of the benefits, both for the benefit of the company and for the employee. For companies their work discipline will ensure the maintenance of order and the smooth implementation of the tasks, in order to obtain optimal results. As for employees will obtain a pleasant working atmosphere that will add to the spirit of work in carrying out the work. Thus, employees can perform their duties with full awareness and funds to develop mind power as possible in order to realize the company's goals. Lack of traction leader in giving sanction to employees who do not discipline led to the high number of employee absences that affect the decline in the quality, quantity and production time target that has been set by the company. This is evidenced from the recognition of some employees who often feel embarrassed and uncomfortable when they are guarded and accompanied by their leader while working. Not strictly speaking a leader in giving sanction to employees who do not discipline also made some of the employees felt jealous of his undisciplined but not given strict sanctions by the leaders of causing other employees also chimed for undisciplined in this case is absent from work without obvious reasons. The average rate of absenteeism period January 2014 - December 2014 amounted to 4.8%. This figure is still higher than the limit tolerated by the company, namely by 3.0%. According to the regulations, for the employee to leave his job without any explanation it is considered absent. Attendance in the enterprise is a major problem because of absenteeism means losses due to delays in the completion of work and a reduction in employee performance. It is also an indication of declining employee motivation that hurt the company. In connection with the above description, it is made the object of this research is the General Hospital Demang Sepulau Raya, that employee performance is still considered low, a factor that led to the employee's performance is low because their employees who lack discipline and motivation to work in the completion of the work.

## **IDENTIFICATION OF PROBLEMS**

From the background research that has been described above, it can be identified problems are as follows: Low work ethic aimed at causing results that do not fit. 2). Low employee discipline average

absentee rate of 4.8%, while the limit tolerated by the company by 3.0%. 3). Employee performance is still low yet to reach the target set by the hospital.

## **FORMULATION OF THE PROBLEM**

Is the work motivation influence on the performance of employees at the General Hospital of Demang Sepulau Raya? 2). Is the work discipline affect the performance of employees at the General Hospital of Demang Sepulau Raya? 3). What was the motivation and discipline of work jointly on the performance of employees at the General Hospital of Demang Sepulau Raya?

## **2. LITERATURE REVIEW**

According Panggabean (2008: 13), management is a process that consists of the functions of planning, organizing, leadership and control of the activities of human resources and other resources to achieve the stated goals efficiently. [1]

Bangun Wilson (2012: 5), explains that for mendefinisikan human resource management, is necessary to understand the two functions, among other things, managerial functions (managerial functions) and operational (operational functions). Based on the resources-resources that exist in the organization, the management can be divided into human resources management, finance, operations / production, and marketing. [2]Management functions will be related to any field of management. Human resource management activities of planning, organizing, preparation of personnel, mobilization and supervision of operational functions, to achieve organizational goals. Similarly, the management in other areas to do the same in different directions, but has been linked with one another to achieve overall organizational goals. Of course, the operational functions at each of the different management areas. Operational functions of human resource management related to people management in organizations, such as procurement, development, compensation administration, integration, maintenance, and division of labor. Similarly, financial management, operations / production, and marketing, which is carrying out the activities of the management of the operational functions of each to achieve organizational goals. The understanding of Human Resource Management by Hasibuan (2013: 10), is: "the science and art of regulating the relations and the role of labor in order to effectively and efficiently assist the realization of objectives of the company, employees and communities". [3]According Herdjachman and Husnan (2003: 197), the motivation is the process of trying to influence someone to do something that we want. To build productivity and motivation there are two things to do: First, look for a person's individual work payment; and second, to help them reach a payment for any additional tasks given to both the needs of institutions and individuals reached. [4]According Mangkuprawira and Hubeis (2007: 153), motivation is the impulse that makes the employee to do something in a way to achieve certain goals. There is no success doing something, such as managing employees, regardless of their motivation from both managers and employees. Importance of motivation because it can cause, distributes, and supports human behavior so enthusiastically willing to work diligently to achieve optimal results. To motivate employees managers must know the motives and motivation of employees want. [5]Sutrisno (2013: 85), states: "In everyday life, wherever humans are, required regulations and provisions that will regulate and restrict every activity and behavior. However, those regulations would be meaningless if not accompanied by sanctions for the offenders ". [6]Furthermore, Hasibuan (2013: 193), states: "Discipline is the sixth operative functions of human resource management. Discipline is the operative functions of human resource management is important because the better discipline of employees, the higher the performance that has been able to accomplish. Without the discipline of good employees, it is difficult for enterprise organizations achieve optimal results. "

Bangun Wilson (2012: 230), explaining that the improved performance is desired by both the employers and the workers. Employers want their employees' performance both for the increased interest in the work and profits. On the other hand, the workers concerned to develop themselves and the promotion of employment. [2]In general, it can be said that the good performance of employees aimed to increase productivity. Therefore, the system improvement work carried out by each component contained within the company. For that purpose it will take a good performance management system. Bangun Wilson (2012: 231), defines: "The performance (performance) was the work of someone who achieved based on the requirements of the job (job requirement). A job has certain requirements to be made in achieving the objectives referred to also as a standard job (job standard) ". [2]

### **3. RESEARCH METHODS**

#### **TYPES OF RESEARCH**

This type of research in making the data contained in this paper by: 1). Research Library, is a Research conducted through a variety of literature, scientific petulisan, brochures, articles srta reading materials related to the research. 2). Field Research is a research by reviewing the direct object of research to find a specific and realistic about something that is happening at a time in the community.

#### **RESEARCH VARIABLE**

A variable is called discrete if the count value is finite or values could be registered. When the count value is not finite or values not listed makavariabel dapay is called continuous. This study uses two variables: 1). Dependent variables, In this researcher that the dependent variable is employee performance (Y). 2). Independent variables, The independent variables in this study are: work motivation (X1) and the Discipline of Work (X2)

#### **OPERATIONAL VARIABLES**

Operational variables according Sugiyono (2012: 58), ie everything that shaped what has been established by researchers to be studied in order to obtain information about them and then drawn conclusions. [7]

#### **POPULATION AND SAMPLE**

Population: is the whole of the amount to be observed and studied. The population is not just the (human), but also bias the other living beings or natural objects to another. Some researchers discount different notions about the population. However, all of them referring to the final result of the withdrawal kesimpulan in a study. Population is the generalization region consisting of objects or subjects that become tetentu quantity and characteristics defined by the researchers to be learned will then be drawn in the conclusions. Population is the result of a characteristic or unit of measurement which is the object of research. The samples are part of the population that represents the nature and character of the same. By taking samples intended to simplify the number of subjects to be studied, but the results of a study of the samples will be generalized to the population. In this study, the research sample. The number of samples are obtained at the population took 20%, ie the number of population in times of 20%. The total number of employees at the General Hospital of Demang Sepulau Raya 202 people, so the sample size of  $202 \times 20\% = 40$  people.

#### **TYPES AND SOURCES OF DATA**

Classification of data used in this study based on the types and sources, among others: 1). Primary Data Data obtained directly from the respondent (the object of study) that employees of the General Hospital of Demang Sepulau Raya in Central Lampung through interviews, questionnaires, and documentation. 2). Secondary Data According to Husein Umar (2005), is the primary data that has been processed further and presented either by the primary data collectors or by other parties. [8] Secondary data in this study was obtained from the General Hospital of Demang Sepulau Raya in Central Lampung. Secondary data in this study a brief historic General Hospital Demang Sepulau Raya, the leadership structure, location, number of patients, and info number of employees in 2014.

#### **DATA COLLECTION TECHNIQUE**

Research Library, Library research done by studying material from the books, literature or other materials or scientific papers related to the issues to be studied. 2). Field Research, The field research is research conducted directly to the object of study, as for the techniques used in obtaining the data include:

#### **OBSERVATION**

Direct observation at the General Hospital of Demang Sepulau Raya with observation data and information in the form of employee attitudes, patterns of communication between employees and the observation of the work atmosphere. b). b. Interview, Data collection techniques performed by holding a question and answer directly to the respondent and the parties in connection with the matter to be

investigated. c). Questionnaires, A primary data collection techniques, such as ask some questions seacara written with alternative answers submitted to the respondent.

#### Validity test

An instrument is valid or invalid possessed high validity. Instead, the instrument that is less valid or not, then  $r$  obtained ( $r_{\text{value}}$ ) in consultation with the ( $r_{\text{table}}$ ) then the instrument is said to be valid, and if  $r_{\text{value}} > r_{\text{table}}$  the instrument dikatakan valid, if  $r_{\text{value}} < r_{\text{table}}$  instrument is said to be invalid. Test validity can be obtained with the help of SPSS.

#### Reliability Test

In this research the items or questions on the questionnaire that has been valid, tested with Cronbach alpha formula. Basis for decision making is reliable if  $\alpha > r_{\text{table}}$  (0.6) (Hastono, 2001) [9]. Reliability test in this research is done by using SPSS.

#### Analysis method

##### Qualitative analysis

Qualitative analysis is an analysis that is expressed in the description and is based on existing data. Qualitative data is data in the form of information which is then linked to other data that led to a truth. This analysis is useful to explain about the various issues or important matters stated in sentence form.

##### Quantitative analysis

Processing of statistical data in this study using a computer program or software application Statistical Product and Service Solution (SPSS) for Windows.

##### Multiple Regression Analysis

To determine the influence of work motivation (X1) and discipline (X2) on the performance (Y), the data obtained are processed by using SPSS

##### t Test

T test was used to test the significance of each independent variable constants, This testing is done with a 95% confidence level and 5% error rate with  $df = (n-k-1)$ . Basis for a decision, namely: a). If the 0.05 so  $H_a$  is received. B). If the significance  $\geq 0,05$  then  $H_0$  is accepted. hypothesis:  $H_0: \beta = 0$  No significant influence anantara independent variable (work motivation X1), (X2 work discipline) on the dependent variable (Y performance).  $H_a: \beta \neq 0$  Against a significant influence anantara independent variable (work motivation X1), (X2 work discipline) on the dependent variable (Y performance).

##### F test

F test used to determine whether the independent variables jointly affect the dependent variable. Basis for decision-making, namely: a). If the significance of the  $H_a$  received  $\leq 0,05$ . b). If the significance of  $> 0.05$  then  $H_0$  is accepted. Hypothesis:  $H_0: \beta = 0$  No significant influence anantara independent variable (work motivation X1), (X2 work discipline) on the dependent variable (Y performance).  $H_a: \beta \neq 0$  Against a significant influence anantara independent variable (work motivation X1), (X2 work discipline) on the dependent variable (Y performance).

##### coefficient of Determination

The coefficient of determination ( $R^2$ ) reflects how large the variation of the dependent variable Y can be explained by the independent variable X. When deterimasi coefficient equal to 0 ( $R^2 = 0$ ), meaning that the variation of Y can not be explained by X altogether. Meanwhile, when  $R^2 = 1$ , meaning that Y overall variation can be explained by X. In other words, when  $R^2 = 1$ , then all the observation point is exactly on the regression line. Thus good or bad is determined by a regression equation  $R^2$  that has a value between zero and one.

## **4. ANALYSIS RESULTS AND DISCUSSION**

### **QUALITATIVE ANALYSIS**

Analysis of qualitative data in the form of description of the data obtained from field research, will then be presented in tabular form and its completion. The data collected will then be classified and presented in tabular form and its parsing and completion. Respondents on variable work motivation (X1). Of the 40 survey respondents, stating Work Motivation at Regional General Hospital demang Sepulau Raya "Very Good" any 0 votes (0%), which states "Good" there are 5 people (12.5%) stating "Pretty Good" there are 26 people (65%) stating "No Good" any 7 (17.5%) and stating "It's No Good" any 2 man

(5%). Respondents on Variable Work Discipline (X2). Of the 40 survey respondents, who stated Discipline Work at the General Hospital of Demang Sepulau Raya "Very Good" any 0 votes (0%), which states "Good" there are 19 people (47.5%) stating "Pretty Good" 17 people (42.5%), which states "No Good" any 4 (10%) and stating "It's No Good" nobody 0 (0%).

Respondents on variable Performance (Y)

Of the 40 survey respondents, who stated Employee Performance in the General Hospital of Demang Sepulau Raya "Very Good" No 0 votes (0%), which states "Good" No 9 (22.5%) stating "Pretty Good" 25 people (62.5%), which states "No Good" any 6 (15%) and stating "It's No Good" nobody 0 (0%).

Multiple Linear Regression Analysis

Multiple regression model in this study was to test the effect of independent variables work motivation (X1) and the Discipline of Work (X2) on the dependent variable Performance (Y). The following is a description of the test results and regression testing output table by using SPSS version 18.0:

Table 1  
 Results and regression testing

Model	Coefficients <sup>a</sup>					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	7,981	5,625		1,419	,164
	WorkMotivation	,311	,115	,373	2,711	,010
	WorkDiscipline	,266	,100	,365	2,648	,012

a. Dependent Variable: Performance

Based on the above results, then put in the form of multiple linear regression equation, so that it becomes the following equation:  $Y = 7.981 + 0.311X_1 + 0.286X_2 + e$ . Here is an explanation based on a multiple regression equation is formed:  $a = 7.981$  which is a constant value, meaning that if the work motivation (X1), Work Discipline (X2), the Employee Performance (Y) 7.981.  $b_1 = 0.311$  which shows the regression coefficient variable work motivation (X1), meaning that if the motivation to work increased by 1% while X2 still considered the effect on the performance of employees will increase by 3.11%.  $b_2 = 0.286$  which is the work discipline variable regression coefficient (X2), meaning that if the working discipline is increased by 1%, assuming X1 is considered fixed it will affect the improvement of employee performance (Y) employees by 2.86%.

Hypothesis testing

Partial Test (Test T) Hypothesis 1 and 2 in this study are confirmed using partial test. Testing is done by looking at the significance level.  $H_0$ : The independent variables (motivation and discipline of work) had no significant effect on the dependent variable (performance of employees).  $H_a$ : The independent variables (motivation and work discipline) has a significant influence on the dependent variable (performance of employees). a). If the significance of  $> 0.05$ , then  $H_0$  is accepted and  $H_a$  rejected. b). If significance  $< 0.05$ , then  $H_0$  is rejected and  $H_a$  accepted. Hypothesis formulation (1):  $H_0: \beta_1 = 0$  no significant influence between work motivation with employee performance.  $H_a: \beta_1 > 0$  there is significant influence between work motivation with employee performance. From the table shows that the hypothesis testing results show Work Motivation  $t_{\text{value}}$  of  $2.711 > t_{\text{table}}$  that is equal to 1,684 with significance level of 0.010. The significance level of less than 0.050, which means that the hypothesis in this study reject  $H_0$  and accept  $H_a$ . Therefore, it can mean that the hypothesis 1 "Work motivation positively influences employee performance" acceptable. Hypothesis formulation (2):  $H_0: \beta_1 = 0$  no positive influence between Discipline Working with Employee Performance.  $H_a: \beta_1 > 0$  there are positive influence between Discipline Working with Employee Performance. From the table shows that the hypothesis testing results show Work Discipline  $t_{\text{value}}$  of  $2.648 > t_{\text{table}}$  that is equal to 1,684 with significance level of 0.012. The significance level of less than 0.050, which means that the hypothesis in this study reject  $H_0$  and accept  $H_a$ . Therefore, it can mean that the hypothesis 2 "Work Discipline has a significant influence on employee performance" acceptable.



Simultaneous Test (Test F) To test the effect of independent variables simultaneously tested using F test simultaneous regression calculation result is obtained as follows:

Table 2  
 F test simultaneous regression calculation result

ANOVA <sup>b</sup>		Sum	of	Mean		
Model		Squares	Df	Square	F	Sig.
1	Regression	274,073	2	137,037	9,153	,001 <sup>a</sup>
	Residual	553,927	37	14,971		
	Total	828,000	39			

a. Predictors: (Constant), WorkDiscipline, WorkMotivation  
 b. Dependent Variable: Performance

From the table above that the results of statistical calculations show the calculated F value (9.153) > F table (3.26). By using a 0.05 significance limit, then the significance value 0.001 < 0.050. This means that the hypothesis which states that: "Variable Work Motivation and Discipline Working together has significant influence on employee performance" acceptable. Coefficient of Determination.

Table 3  
 Coefficient of Determination

Model Summary <sup>b</sup>		R	Adjusted R	Std. Error of the
Model		Square	Square	Estimate
dimension0	1	,575 <sup>a</sup>	,331	,295

a. Predictors: (Constant), WorkDiscipline, WorkMotivation  
 b. Dependent Variable: Performance

Based on the model output display summary in the table above, the magnitude of R<sup>2</sup> is 0.331. This value indicates that 33.1% coefficient of determination, giving the sense that the magnitude of change in the variable 33.1% Performance influenced by Motivation and Discipline of work, while the remaining 66.9% is influenced by other factors not authors carefully. The estimate of other factors such as performance variables; 1. Compensation, 2. Work Productivity 3. Leadership Style. Standard Error of Estimate (SEE) 3869. This indicates that independent variables better predict the performance dependent variation of the average of the performance itself.

## 5. DISCUSSION

Results of testing the first hypothesis (1) which states that the work motivation confirmed a significant effect on performance in Table 2. Table 3 shows that the value of the regression coefficient variable work motivation (X1) is 0,311 and 2,711 t value. The regression coefficient is significant at the 0.05 significant level with p value of 0.010. Results of testing the second hypothesis (2) which states that the Work Discipline significant effect on performance in Table 4:14. Indicated that the regression coefficient Work Discipline (X2) is the t value of 0.256 and 2.648. The regression coefficient value signifikan at the 0.05 level of significance with p value 0.012. This result explains that the regression coefficients Work Discipline variable (X2) has positive influence on performance (Y). Testing the influence of the independent variables together against the dependent variable is done by using the F test results from the statistical calculations 4:15 table shows the calculated F value of 9.153 > F table (3.23) Using the 0.050 borderline significance, the significance value 0.001 < 0.050, which means that the hypothesis in this study reject Ho and accept Ha. This test is statistically proven that together motivation and discipline of work has significant influence on performance. This means that there is the influence of variables Work Motivation and Discipline Working together on Employee Performance at the General Hospital Demang Sepulau Raya in Central Lampung regency.

## **6. CONCLUSION**

The conclusion that can convey the author after research and discussion on the Effect of Work Motivation and Work Discipline Against Employee Performance at the General Hospital of Demang Sepulau Raya, it can be concluded as follows: 1). The higher the motivation and discipline of work it will be able to improve the performance of employees insurance it self.2). Motivation significant effect on employee performance at the General Hospital of Demang Sepulau Raya This means, with a good motivation to be able to improve the performance to get the achievement of the desired target company. 3). The better the motivation and discipline of work which is owned by the employee in performing the work, then it will be better the performance of the employees and vice versa. If the motivation and discipline of work which is owned by the employee in performing the work is not good, then the performance will decrease.

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