

The Impact of Workplace Discipline and Motivation on Employee Performance at PT X in Batam

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Abstract

Performance is the term used to characterize workers who achieve both quantity and quality success. Over time, an organization's accomplishments in performing its responsibilities will lead to a rise in productive and successful work. The goal of this research is to look into empirically the connection between employment discipline and motivation, as well as the connection between work motivation and work discipline and employee output at PT X in Batam. 84 respondents made up the sample, whereas the total population in this study was 500. Multiple linear regression analysis is a quantitative research tool that is being employed. Multiple linear regression analysis's findings indicate: (1) Employee performance is positively impacted by motivation; (2) Employee performance is positively impacted by work discipline. (3) When motivation and work discipline are combined, employee performance is improved.

Keywords: Motivation, Work Discipline, Employee Performance

1. Introduction

Competition patterns have become more varied and erratic due to changes in the global environment. The impact is that competition is increasingly fierce, pushing companies to improve their business capacity innovatively. As a result, companies realize that human resources play a key role in overcoming these challenges. The quality of employee work will influence and optimize organizational performance, therefore prevention must be carried out from the beginning, starting from recruitment to termination of employment (Sari, 2023).

The outcomes of the researcher's preliminary investigation at PT X in Batam showed that the lack of employee motivation caused the company to face problems. Many employees have a lot of knowledge,

but they cannot apply it to their behavior at work. For instance, they are less innovative, less responsive when it comes to problem-solving, and less aware of their superiors, which results in a lack of support and morale. The company also faces problems with employee discipline. Many of them continue to violate company regulations, such as not returning home on time and being absent frequently for various reasons. The following table can be used to see the condition of employee absenteeism:

TABLE 1
EMPLOYEE ATTENDANCE DATA
SOURCE : PT X DATA, PROCESSED
JANUARY 2024

Attendance Period 2023

	Present	Sick	Permi ssion	Leave	Without Description
July	95,17%	1,29%	0,44%	3,03%	0,07%
August	95,55%	1,41%	0,43%	2,51%	0,12%
September	95,72%	1,34%	0,31%	2,54%	0,09%
October	96,43%	1,15%	0,16%	2,22%	0,04%
November	95,37%	1,47%	0,30%	2,83%	0,04%
December	93,64%	1,46%	0,30%	4,51%	0,09%

Based on table 1. the list of employee absences shows that from July to December there is an increase. This occurs in the condition of absence for reasons of leave, illness, permission and without explanation. In July out of 7,605 employees, 0.07% (141 people) were absent without explanation. In August out of 7,719 employees, 0.12% (231 people) were absent without explanation. In September out of 7,713 employees, 0.09% (179 people) were absent without explanation. In October out of 7,868 employees, 0.04% (90 employees) were absent without explanation. In November out of 8,318 employees, 0.04% (81 employees) were absent without explanation. In December out of 8,990 employees, 0.09% (200 employees) were absent without explanation.

2. Literature Review

2.1 Theory Review

1. HRM (Human Resource Management)

According to Palinggi (2008), HRM includes the planning, decision-making process, implementation, and control of HR. It involves tips, strategies, actions, and implementation of decisions that directly affect on employees in the company (cited in Darmadi, 2022, p.86). The term "HR management" has two components that mean working together. Sedarmayanti (2016) states that "management" and "human resources" refer to the comprehensive process of various actions such as planning, organizing, moving, controlling, and supervising, which are done using human resources (cited in Darsana & Sukaarnawa, 2023, p.7).

2. Motivation

Motivation according to McClelland's theory, a person can achieve motivation using three things namely motivation to achieve achievement, motivation to achieve connections and motivation to have power (cited in Efendi, Rifa'I, Bahrun, Milla, Suharmi, 2020, p.692).

3. Discipline

According to Afandi's theory (2018), "discipline is a tool used by managers to change behavior in an effort to increase a person's awareness and willingness to comply with applicable rules and standards." (cited in Farisi, Irnawati, Fahmi, 2020, p.16).

4. Performance

According to Mangkunegara's theory (2000) "performance" is used to describe employees who work with responsibility and succeed in quality and quantity. Basically, performance is how someone works in a part of the organization. According to Hidayat (2017), the outcomes that an organization achieves while doing its duties within a certain period of time will result in an increase in effective and efficient work if:

- 1) Output or output, is something that results from activities that the community is expected to feel directly.
- 2) Measured achievements, or results that occur as a result of services provided, are called outcomes.
- 3) The relationship between effort and what is achieved is a measure of effectiveness that links effort with service output (Fauzi & Nugroho, 2020).

2.2 Literature Review

In the study done with quantitative methods by "Whina Ratnawati, Rio Setiawan, Laila Irawati" (2022) it was found "motivation and discipline" impact on "employee performance".

Salman Farisi, Juli Irnawati, and Muhammad Fahmi (2020) on "the influence of motivation and discipline on employee found out that with quantitative methods". They discovered that work "motivation and discipline" possessed a constructive influence.

Siska Agustina Dewi and M. Trihudyatmanto" (2020) showed that field of work has a beneficial impact on the performance of sub-district (H1 approved). Moreover, motivation at Work has a beneficial effect on Sub-district employees' performance (H2 approved). Additionally, the work environment of Subdistrict personnel improves their performance (H3 approved).

The study conducted by Effendi and Muhammad Rifai found the following results:

- 1) "Employee performance" is positively and significantly impacted by work discipline.
- 2) Incentives positively and significantly affect "employee performance".
- 3) "Employee performance" is positively and significantly impacted by workplace motivation.

Based on the study of "Petrina Gabriella, Hendy Tannady" (2019) which examines "The Effect of Motivation and Work Discipline on Teacher Performance at SMAN 8 Bekasi with quantitative methods with multiple linear regression approaches" shows the results that "motivation and work discipline" possess a positive and noteworthy impact on SMA 8 instructors' performance.

The study conducted by "Totong Endang, Elliana Sari" related to "The Effect of Motivation and Discipline on Employee Performance at the Ministry of Transportation's Directorate of Ports" using quantitative methods shows the results that "Motivation and discipline" have a favorable and significant effect on workers' performance, the stronger the motivation and discipline, the better the employee output.

Hypothesis Development

H1: Motivation has a beneficial effect on PT X employees' performance

H2: Workplace discipline has a good effect on PT X employees' performance.

H3: Work discipline and motivation have an equal

impact on PT X employees' performance.

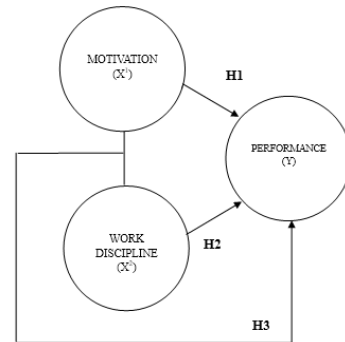


Figure 1. Framework

3. Research Method

Researchers employed a quantitative methodology which involves statistical calculations. The technique Non probability sampling is the method utilized.

3.1 Population and Sample

The population under examination includes every worker. Purposive sampling, a non-probability sampling technique, was used to collect samples from 84 employees.

3.2 Types and Sources of Data

This study used two different sorts and sources of data: secondary data, such as periodicals and reference books, and primary data from distributed questionnaires.

3.3 Data Analysis Technique

The data is analyzed using SPSS and multiple linear regression analysis.

4. Result and Discussion

Instrumen Test

Validity Test

The validity test results of all variables are valid, due to the fact that they fulfill the instrument validity test prerequisites. The following table displays the test's

outcomes:

**TABLE 2
VALIDITY TEST**

	Question Item	r-value	r-table	Decision
Motivation (X1)	X1.1	0,297	0,180	Valid
	X1.2	0,400	0,180	Valid
	X1.3	0,298	0,180	Valid
	X1.4	0,501	0,180	Valid
	X1.5	0,717	0,180	Valid
	X1.6	0,565	0,180	Valid
	X1.7	0,606	0,180	Valid
	X1.8	0,526	0,180	Valid
	X1.9	0,570	0,180	Valid
	X1.10	0,558	0,180	Valid
	X1.11	0,672	0,180	Valid
	X1.12	0,701	0,180	Valid
	X1.13	0,671	0,180	Valid
	X1.14	0,603	0,180	Valid
	X1.15	0,566	0,180	Valid
Work Discipline (X2)	X2.1	0,297	0,180	Valid
	X2.2	0,400	0,180	Valid
	X2.3	0,298	0,180	Valid
	X2.4	0,501	0,180	Valid
	X2.5	0,717	0,180	Valid
	X2.6	0,565	0,180	Valid
	X2.7	0,606	0,180	Valid
	X2.8	0,526	0,180	Valid
	X2.9	0,570	0,180	Valid
	X2.10	0,558	0,180	Valid
	X2.11	0,672	0,180	Valid
	X2.12	0,701	0,180	Valid
	X2.13	0,671	0,180	Valid
	X2.14	0,603	0,180	Valid
	X2.15	0,566	0,180	Valid
Work Performance (Y)	Y1	0,465	0,180	Valid
	Y2	0,676	0,180	Valid
	Y3	0,707	0,180	Valid
	Y4	0,803	0,180	Valid
	Y5	0,766	0,180	Valid
	Y6	0,728	0,180	Valid
	Y7	0,742	0,180	Valid
	Y8	0,752	0,180	Valid

Question Item	r-value	r-table	Decision
Y9	0,692	0,180	Valid
Y10	0,494	0,180	Valid
Y11	0,462	0,180	Valid
Y12	0,674	0,180	Valid
Y13	0,738	0,180	Valid
Y14	0,629	0,180	Valid
Y15	0,742	0,180	Valid

Reability Test

The study's findings are all dependable, as shown by the table below:

**TABLE 3
REABILITY TEST**

Reability			
Variable	Cronbach Alpha Value	Standard Value	Conclusion
Motivation (X1)	0,805	0,60	Reliable
Work Discipline (X2)	0,883	0,60	Reliable
Work Performance (Y)	0,961	0,60	Reliable

Test Classical Presumption

The traditional assumption test consists of three phases, specifically:

Normality Test

Figure 2. Histogram Chart

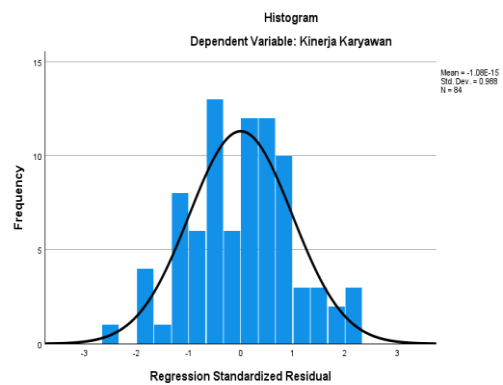
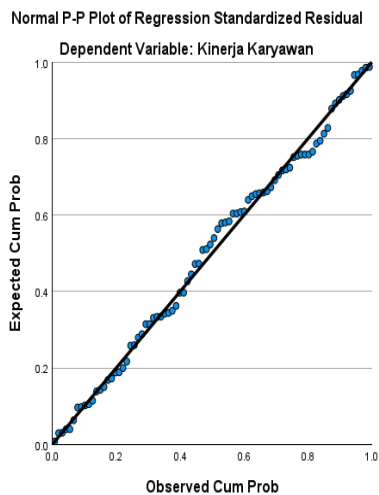


Figure 3. P-Plot



As represented by the P-Plot graph, and the normal distribution pattern is displayed in the histogram graph, as can be seen in figures 2 and 3 above. The normalcy assumption is thus satisfied by the regression.

TABLE 4
KOLMOGROV-SMIRNOV TEST
SOURCE : SPSS 29
One-Sample K-S Test

		Unstandardized Residual
N		84
Normal Parameters ^{a,b}	Mean	1.5965125
	Std. Deviation	6.98914031
Most Extreme Differences	Absolute	.080
	Positive	.080
	Negative	-.069
Test Statistic		.080
Asymp. Sig. (2-tailed) ^c		.200 ^d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Sig Correction.

d. This is a lower bound of the true sig.

The aforementioned indicates that importance is greater than 0.05 at 0.200. then it can be said that a normal distribution is already present in the regression model that was employed.

Multicollinearity Test

The following are the outcomes of the VIF and tolerance value calculations:

TABLE 5
MULTICOLLINEARITY TEST

Variabel	Tolerance	VIF	Description
Motivation (X1)	0.449	2.227	No Multicollinearity
Work Discipline (X2)	0.449	2.227	No Multicollinearity

The tolerance value of variable X1 is 0.449 and X2 0.449 of the 3 variables. This could mean that multicollinearity is not important at all.

Heteroscedasticity Test

The outcomes :

TABLE 6
GLEJSER HETEROS TEST
SOURCE : SPSS 29
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	-6.082	5.437		-1.119	.267
Motivasi	-.005	.126	-.007	-.041	.968
Disiplin Kerja	.154	.119	.210	1.291	.200

a. Dependent Variable: ABS_RES

Table 6 shows that there is no sign of heteroscedasticity in this study, because there is a significant value of >0.05 for the variables.

Coefficient of Determination

The outcome of R2 :

TABLE 7
R-SQUARE
SOURCE : SPSS 29

Model	R	Model Summary		Std. Error of the Estimate
		R Square	Adjusted R Square	
1	.854 ^a	.729	.723	3.969

a. Predictors: (Constant), Disiplin Kerja, Motivasi

Obtained a value of 72.9%. That is (X2) and (X1) variables have a simultaneous influence on (Y) worth 72.9%. However, variables not included in this regression equation or variables not researched have an impact on more than 27.1% of the data.

**Hypothesis Test Result
Partial T-Test**

Below are the results :

TABLE 8
T-TEST
SOURCE : SPSS 29

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	3.189	4.228		.754	.453
Motivasi	.402	.098	.353	4.095	.000
Disiplin Kerja	.600	.093	.558	6.473	.000

a. Dependent Variable: Kinerja Karyawan

The following results are obtained:

1) Effect of Motivation (X1) on Employee Performance (Y)

Considering the table and statements, As may be observed, the t value is 4.095 > 1.990 and the significance value is 0.000 < 0.05. Therefore, Considering that H1 is approved, it may be said that (X1) has a positive and noteworthy influence on (Y).

2) Effect of Work Discipline (X2) on Employee Performance (Y)

It said that the t value and significance value is 6.473 > 1.990. 0,000 < 0,05, H2 is deemed acceptable, indicating that (X2) significantly and favorably affects (Y).

F test

The outcomes are displayed :

TABLE 9
F-TEST

SOURCE : SPSS 29

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3438.046	2	1719.023	109.148	.000 ^b
Residual	1275.704	81	15.749		
Total	4713.750	83			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja, Motivasi

This demonstrates that the F count (109.148) > the F table (3.11), indicating the acceptance of H3, or that the combination of (X2) and (X1) has a notable impact on how well (Y) at the same time.

Multiple Linear Regression Analysis

TABLE 10
MULTIPLE LINEAR REGRESSION ANALYSIS
SOURCE : SPSS 29
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
	1 (Constant)	3,189	4,228		,754
Motivasi	,402	,098	,353	4,095	,000
Disiplin Kerja	,600	,093	,558	6,473	,000

a. Dependent Variable: Kinerja Karyawan

The equation that follows is derived from the regression analysis findings in Table 10: Y equals 3.189 + 0.600X2 + 0.402X1 + e. The comprehension is shown :

a. The constant value of 3.189 means that the value (Y) will be 3.189 if "motivation and work discipline" are disregarded.

b. The prize variable (X1) has a positive regression coefficient value of 0.402. This shows that (Y) will grow by 0.402 if the incentive value (X1) expands by a single unit while the other are assumed to stay constant.

c. The magnitude of the positive regression coefficient for the work discipline (X2) is 0.600. This demonstrates that (Y) will grow by 0.600 if the value of (X2) ups by one unit assuming that the other don't change.

5. Conclusion

The conclusion that can be drawn are :

1) Motivation (X1) has an indirect positive impact on worker performance (Y).

The test findings showed that the t-value for the Motivation (X1) had a significance value of 0.000 < 0.05 and a t-count value of = 4.095 > 1.990. Thus, it can be said that H1 is accepted, indicating that (X1) significantly and favorably affects (Y).

Factors that influence motivation include additional allowances, because with allowances there is no need to look for additional from outside, employees are more enthusiastic and the work is considered good praise from superiors. Some confounding factors include miscommunication between colleagues' pressure from superiors, rushing and weather factors. This investigation are in line with other investigations by Nopta Mandasari (2023) and Siska Agustina (2020), which demonstrate that motivation has a favorable effect on workers' performance.

2) Employee Performance (Y) is partially positively impacted by Work Discipline (X2).

The test findings indicate that 0,000 < 0,05 is the significant value and the computed t value is 6.473 > 1.990. It is possible to draw the conclusion that H2 is acceptable, demonstrating that (X2) significantly and favorably affects (Y).

Factors that influence the lack of work discipline are inappropriate time management, traffic jams during travel and changeable weather. The effect of discipline reprimands is that the employee becomes a better person and better at managing time.

This investigation are consistent with studies by Totong and Elliana (2019) and Whina Ratnawati, Rio

Setiawan, and Laila Irawati (2022) demonstrating that work Disciplinary practices have a favorable and substantial impact on worker performance.

3) Employee Performance (Y) is simultaneously influenced by Work Discipline (X2) and Motivation (X1).

Based on the F test findings, the count is 109.148 and the F table value, at the sig level of 0.05, is 3.11, as observed in the F table with $df_1 = k-1$ ($3-1 = 2$) and $df_2 = n-k$ ($84-3 = 81$). This demonstrates that F count (109.148) > F table (3.11), indicating the acceptance of H3 or the conclusion that (X1) and (X2) have a noteworthy effect on variable (Y) at the same time.

Factors that influence the decline in performance include miscommunication, technical constraints, urgent matters and work priorities. Helping colleagues at work is among the elements that affect performance. because of the nature of workteam.

This investigation are in line with those of studies by Nopta Manda Sari and Islamudin (2023) and Totong Endang and Elliana Sari (2019), which demonstrate that work The work environment has a positive and significant impact on employee performance.

6. Suggestions

There are several suggestions that ought to have the ability to contribute ideas or thoughts in order to advance the future, among others:

1. The company must Keep an eye out for the variables that affect how motivated employees are at work and when they are not in the hope that it can help increase employee performance to be even better and help the company progress.
2. The business needs to focus on its work discipline so that no more employees arrive late, so as to increase employee morale.
3. In order to maintain good performance, the business needs to always heed the following what matters to employees in terms of motivation, discipline or other factors that occur when employees work.
4. Because this study only discusses two factors that have an impact on worker performance, specifically

discipline and job motivation, researchers should be able to conduct studies with other variables such as leadership, creativity, as well as work quality.

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