THE INFLUENCE OF DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

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Abstract: This research aims to determine the influence of discipline and work motivation on employees of PT Sejahtera PrimaPersada, South Jakarta. The population in this study were all employees of PT Sejahtera PrimaPersada South Jakarta, while the sample of all employees of PT Sejahtera PrimaPersada South Jakarta was 56. The sampling technique is saturated. The analytical tool used in this research is multiple linear regression. The partial research results show that discipline has a significant effect on the performance of employees of PT Sejahtera PrimaPersada South Jakarta, while work motivation has no significant effect on employee performance. Simultaneously, discipline and work motivation significantly affect the employees performance of PT Sejahtera PrimaPersada South Jakarta.

Keywords: Discipline, Work Motivation, Employee Performance.

INTRODUCTION

An organization not only expects capable and skilled employees but also, most importantly, willing to work hard and desire to achieve maximum work results. An essential factor in the success of an organization is the presence of employees who are capable and skilled and have high work enthusiasm so that satisfactory work results can be expected. Not all employees have the abilities, skills, and enthusiasm to meet expectations. An employee with abilities to meet the organization's expectations sometimes needs high work enthusiasm, so his performance does not meet expectations. In the development of globalization, many companies are required to compete and survive competitively and to face very tight competition, so companies have to improve their companies, especially in the human resources department, to face tight competition. Human resource issues are a very important concern for developer companies today.

PT Sejahtera Prima Persada South Jakarta is a company engaged in developing exclusive shophouse properties with a minimalist Mediterranean building concept, which has facilities such as a mall, namely very spacious basement parking and is free from flooding. Currently, PT Sejahtera PrimaPersada South Jakarta still wants to improve the quality of performance of all its employees due to competitive demands from other shophouses in the surrounding area. If employees have sufficient individual abilities, they are expected to perform well, which is also supported by the employee's level of effort for the company, namely work ethics and presence to complete the job well.

In research conducted by Harahap and Tirtayasa (2020), there was a similar case with PT Sejahtera PrimaPersada, South Jakarta, namely regarding discipline, it was found that several employees were unable to complete work efficiently, and there were also several employees who used their time less effectively at work. Meanwhile, regarding motivation, it was found that there was a marked tendency for employee loyalty to decrease. If someone is motivated, he will try as hard as he can to achieve the goal. In general, high performance is associated with high motivation. Conversely, low motivation is associated with low performance. Therefore, employee performance is considered an essential part of PT Sejahtera PrimaPersada South Jakarta because this is directly related to the results of the abilities and skills of all human resources, which are the central brain of the company to help achieve the company's main goals. There are several performance problems at PT Sejahtera PrimaPersada South Jakarta, starting from poor work results, which have experienced a decline in standards, and the lack of job knowledge of workers, which results in ineffective and inefficient work time and results in very low-quality work. Moreover, employees must take more initiative or problems arising in their duties.

Based on performance evaluation data at PT Sejahtera PrimaPersada, South Jakarta, employee performance is still significantly less than the expected standards, such as the highest work results in 2016 amounting to 90% and the lowest in 2020 amounting to 75%. According to the data above, each year's work results have decreased by an overall average of 84%. The highest initiative was in 2016, at 80%, and the lowest was in 2022, at 76%. From the above data, initiatives in 2020 experienced a decrease from previous years, with an overall average of 78%. The highest timeliness in 2016 was 85%, and the lowest in 2020 was 75%. According to the data above, timeliness in 2020 decreased from previous years with an overall average of 82%. According to Mahsun (2016), performance is a description of the level of achievement of an activity, program, or policy in realizing an organization's goals, objectives, mission, and vision, as stated in an organization's strategic planning. An organization or company must have standards of behaviour that must be carried out about the company, whether written or not, and to encourage employees to comply to create good performance, it is necessary to have discipline and work motivation.

Apart from performance factors, the factor that influences employee performance is work discipline. At PT Sejahtera PrimaPersada, South Jakarta itself, the main problem is the need for more discipline among employees, so they underestimate the number of people who are late, absent without explanation, sick and leave, which increases yearly. Many employees still need to comply with the work regulations and guidelines made by the company. Employees need to be able to use their time effectively to save time, which should be used as well as possible for work; there is a lack of responsibility at work, and much work is neglected.

Based on the company's internal table, the employee attendance data above shows that many employees are still absent due to illness, permission or negligence. In 2016, there were 34 absences; in 2017, there was an increase of 37 absences; in 2018, there was another increase of 40 absences; in 2019, there was another increase to 48 absences; and in 2020, the absence of absent employees increased further, namely, to These 67 conditions are an increase from the previous four years. This is caused by employees' need for more awareness to be disciplined and follow applicable regulations. The attendance data from 2016 to 2020 shows that the number of employees absent due to illness, permission, and negligence continues to increase. This can certainly reduce the performance of PT Sejahtera PrimaPersada South Jakarta employees. This should be the focus of PT Sejahtera PrimaPersada South Jakarta to increase the value of employee work discipline because if this is allowed, employee morale will decline and will result in a decline in the performance of PT Sejahtera PrimaPersada South Jakarta employees in the future.

Rivai (2015) stated that work discipline is a tool used by company management to communicate with employees so that they are willing to change their behaviour and to increase awareness and a person's willingness to comply with all regulations and social norms that apply in a company. Apart from work discipline, work motivation is another factor that influences employee performance. The failure of a company to achieve its targets threatens to reduce work productivity due to a lack of employee motivation in carrying out their duties. PT Sejahtera PrimaPersada South Jakarta itself still has many shortcomings in motivating employees, one of which is the lack of encouragement and enthusiasm from superiors to their subordinates, so employees find it challenging to explore expertise and skills, there is a lack of willingness to carry out tasks among employees so that work overload often occurs.

Based on the results of the pre-survey regarding work motivation, it can be concluded that only 26 employees have low motivation to achieve. Likewise, motivation to affiliate is also low at only 19 employees. Moreover, the motivation to rule is only 11 employees. One of the attributes of work motivation can consciously or unconsciously influence the level of employee work motivation. If there is no employee motivation when carrying out their work, it can be detrimental to the company by reducing the performance of PT Sejahtera PrimaPersada South Jakarta employees.

According to Hasibuan (2017), motivation is about encouraging subordinates' enthusiasm for work so they are willing to work hard by providing all their abilities and skills to realize the company's goals. This needs to be a serious concern from the leadership because there are still problems in terms of employee performance, namely that there are still many employees who arrive late, they are still found to be absent without explanation, and there are still many employees who do not comply with the work regulations and guidelines made by the company, by looking at These two factors, namely discipline and work motivation, are essential aspects in generating employee performance. It will create a conducive work climate to synergize with increasing employee work enthusiasm or enthusiasm to achieve organizational goals, especially at PT Sejahtera PrimaPersada South Jakarta.

RESEARCH METHODS

This research type is associative quantitative research, which asks about the relationship between two or more variables (Sugiyono, 2013). The place of research was carried out at PT Sejahtera PrimaPersadaSouth Jakarta, Jalan Warung Buncit Raya No.301 Mampang Prapatan, Duren Tiga Village, Pancoran District, South Jakarta City. This research will be carried out for 6 months, from January 2022 to June 2022.

In this research, the population is all PT Sejahtera PrimaPersadaSouth Jakartatotaling employees, 56 people. The sampling method used in this research is the saturated sample method. The saturated sampling method is a technique in which all population members are used as samples. Of the entire population, the sample used in this research was 56 employees. Data collection used a Likert scale questionnaire, while data processing used multiple linear regression analysis with SPSS version 26.00.

RESEARCH RESULTS AND DISCUSSION
Data Description
Based on survey data, it is known that the gender percentage of employees is male with a percentage of 67.9% or 38 employees, while the number of female gender is less with a percentage of 32.1% or 18 employees. Furthermore, based on the data, it is known that the most respondents were those aged 18-30 years, with a total of 25 respondents or 44.6%, than those aged 31-40 years, with a total of 18 respondents or 32.1%, and the lowest were aged > 40 years with a total of 13 people or 23.2%.

Validity and Reliability Test

Table 1. Summary of Validity Test Results

Discipline (X1)			
Statement items	**r count**	**r table**	**Information**
X1.1	0.379	0.2632	Valid
X1.2	0.800	0.2632	Valid
X1.3	0.705	0.2632	Valid
X1.4	0.671	0.2632	Valid
X1.5	0.264	0.2632	Valid
X1.6	0.739	0.2632	Valid
X1.7	0.435	0.2632	Valid
X1.8	0.563	0.2632	Valid
X1.9	0.488	0.2632	Valid
X1.10	0.366	0.2632	Valid
Work Motivation (X2)			
X2.1	0.759	0.2632	Valid
X2.2	0.698	0.2632	Valid
X2.3	0.781	0.2632	Valid
X2.4	0.666	0.2632	Valid
X2.5	0.739	0.2632	Valid
X2.6	0.769	0.2632	Valid
X2.7	0.718	0.2632	Valid
X2.8	0.469	0.2632	Valid
X2.9	0.459	0.2632	Valid
X2.10	0.355	0.2632	Valid
Employee Performance (Y)			
Y1.1	0574	0.2632	Valid
Y1.2	0.557	0.2632	Valid
Y1.3	0.688	0.2632	Valid
Y1.4	0.589	0.2632	Valid
Y1.5	0.813	0.2632	Valid
Y1.6	0.729	0.2632	Valid
Y1.7	0.607	0.2632	Valid
Y1.8	0.588	0.2632	Valid
Y1.9	0.519	0.2632	Valid
Y1.10	0.632	0.2632	Valid

Source: Processed data (2022)

Based on the three tables above, it can be seen that the value of r_{count} in variable validity > rtable value (0.2632) this means that the data processed using the SPSS computer program is declared valid.

Table 2. Summary of Reliability Test Results

Reliability Statistics			
Variable	**Cronbach's Alpha**	**N of Items**	**Information**
Discipline	0.760	10	Reliable
Work motivation	0.851	10	Reliable
Employee performance	0.823	10	Reliable

Source: Processed data(2022)

Based on Cronbach's test data*'ₛAlpha*It was obtained that all variable items were declared reliable because of the Cronbach value*'ₛAlpha*obtained > 0.60, thus all variables are reliable.

Classic assumption test
Normality test
   Table 3. Normality Test Results

   One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		56
Normal Parameters, b	Mean	.0000000
	Std. Deviation	3.83273949
Most Extreme Differences	Absolute	,048
	Positive	,047
	Negative	-.048
Statistical Tests		,048
Asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Based on the Kolmogorov normality test table, the Asymp value is obtained. Sig is 0.200 > 0.05 so it can be concluded that the data meets the assumption of normal distribution.

Multicollinearity Test
   Multicollinearity Test Results can be seen in the following table:
   **Table 3. Multicollinearity Test Results**

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Discipline	,628	1,593
	Work motivation	,628	1,593

Source: Processed data(2022)

Based on the results of the multicollinearity test in the table above, it shows that all independent variables have a Tolerance value > 0.1 and a VIF value < 10 or (0.628 > 0.1 and 1.593 < 10). Thus, it can be concluded that all independent variables in this study do not have multicollinearity.

Heteroscedasticity Test
   The results of the Heteroscedasticity Test can be seen in the following image:
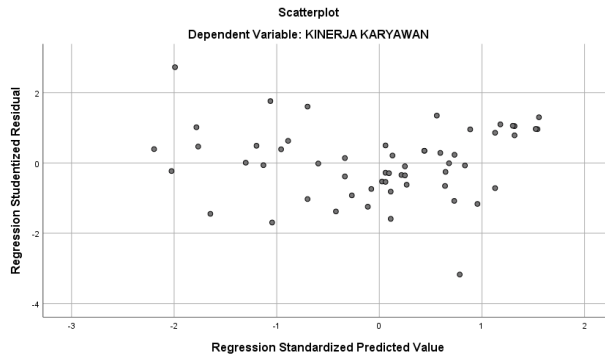
Source: Processed data (2022)

Figure 1. Heteroscedasticity Test Results

Based on the image above, the pattern of dots in the regression scatterplot spreads in an unclear pattern above and below the number 0 on the Y axis. So in this regression model there is no heteroscedasticity problem.

Autocorrelation Test
Autocorrelation Test Results can be seen in the following table:
Table 4. Autocorrelation Test Results
Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.680a	,462	,435	2,320	1,967

a. Predictors: (Constant), Work Motivation, Discipline
b. Dependent Variable: Employee Performance
Source: Processed data (2022)

Based on the results of the autocorrelation test above, the Durbin-Watson value is 1.967. This value will be compared using a sample size of 56 (n) and the number of independent variables is two and the dependent variable is one. After looking at the Durbin-Watson table, the dL value is 1.4954 and dU is 1.6430. So the autocorrelation measurement is as follows: du < dw < 4 – du: 1.6430 < 1.967 < 2.357. It can be concluded that there is no autocorrelation.

Multiple Linear Regression Analysis
Multiple Liner Regression Test Results can be seen in the following table:
Table 5. Multiple Linear Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31,925	4,250		7,512	,000
	Discipline	,292	,119	,395	2,456	.017
	Work motivation	.026	.114	,037	,229	,820

Dependent Variable: Employee Performance
Source: Processed data (2022)

From the table above the multiple linear regression equation, the multiple linear regression equation can be expressed as follows:
Y = 31.925 + 0.292X1 + 0.026X2
The interpretation of the regression equation above is:
a. The constant value shows that if discipline and work motivation are 0 (zero), employee performance will be 31,925.
b. The discipline coefficient value has a positive value of 0.292, indicating that every increase of 1 score in discipline will be followed by an increase in employee performance of 0.292. The Sig value of

0.017 is smaller than 0.05 (0.017 < 0.05) indicating that work discipline has a significant effect on employee performance

c. The work motivation coefficient value has a positive value of 0.026, indicating that every 1 increase in work motivation score will be followed by an increase in employee performance of 0.026. The Sig value of 0.820 is greater than 0.05 (0.820 > 0.05) indicating that work motivation has no significant effect on employee performance

Table 6. F Test Results

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131,038	2	65,519	4,298	.019b
	Residual	807944	53	15,244		
	Total	938,982	55			
A. Dependent Variable: Employee Performance						
B. Predictors: (Constant), Work Motivation, Discipline						

Source: Processed data (2022)

Based on the table above, it is obtained that Fcount > Ftable or (4.298 > 3.17). This is also reinforced by the probability significance value of 0.019 < 0.050. Thus Ho is rejected and Ha is accepted. It can be concluded that Discipline (X1) and Work Motivation (X2) simultaneously have a significant effect on Employee Performance (Y) at PT Sejahtera PrimaPersada South Jakarta.

Test resultsCoefficientDeetermination can be seen in the following table:

Table . Coefficient of Determination Test Results

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.680a	,462	,435	2,320	1,967
A. Predictors: (Constant), Work Motivation, Discipline					
B. Dependent Variable: Employee Performance					

Source: Processed data (2022)

Based on the table above, the R² value is 0.462. This shows that employee performance is influenced by discipline and work motivation by 46.2% while the remaining 53.8% is influenced by other factors outside this research.

DISCUSSION

Discipline significantly affects the performance of PT Sejahtera PrimaPersada South Jakarta employees. This is in line with research conducted by Rasminto et al. (2020), Hasibuan & Silvya (2019), Tanjung & Manalu (2019), Larasati & Suhermi (2021), Harahap & Tirtayasa (2020) that discipline has a significant effect on employee performance. Consistency in employee performance is a solid foundation for the success of company operations. Thus, employees who uphold discipline tend to carry out their daily tasks consistently, arrive on time, comply with work deadlines, and strictly follow company procedures. With this consistency, companies can count on stable and reliable results, providing a solid foundation for long-term growth and sustainability. By prioritizing discipline, employees maintain high standards of personal performance and encourage their coworkers to follow the same example. This reduces disruptions and delays in work processes, speeds up workflow, and increases overall productivity; these efficiencies are a vital foundation for a company's progress in a competitive market. Punctuality in completing tasks is an essential aspect of the discipline that employees apply. Disciplined employees will ensure they complete their tasks according to the set deadlines. This is important in managing projects and planning business strategies, as delays can disrupt schedules and affect the team's overall performance. Apart from these direct benefits, discipline also creates a positive work culture in the workplace; when discipline is appreciated and encouraged, employees feel more involved and committed to their work and the company's overall goals.

Work motivation does not significantly affect the performance of PT Sejahtera PrimaPersada South Jakarta employees, so the second hypothesis is rejected. This aligns with research conducted by Adha et al. (2019), who found that work motivation does not significantly affect employee performance. Although motivation is considered a catalyst for productivity, reality shows that responses to motivation vary among individuals, creating challenges in establishing a consistent relationship between motivation and performance. Furthermore, differences in personality and individual characteristics complicate linking motivation to performance. Every employee has different preferences, values, and needs, so a motivation strategy that works for one individual may not have the same impact on another. Apart from that, external factors also play an essential role in determining employee performance. Even though an employee may have a high level of motivation, external obstacles such as unsupportive company policies, unstable economic conditions, or lack of direction from management can limit their ability to achieve their potential. Full of them. Variability in working conditions can also reduce the effect of motivation on employee performance. Lack of recognition for achievements, lack of support from superiors, or interpersonal conflict within the team can interfere with acquired motivation, resulting in less-than-optimal performance despite high motivation levels. Lastly, the importance of skills and abilities in achieving desired results should be noticed. High motivation may not overcome a lack of skills or knowledge necessary to complete a task effectively. Even though employees are motivated to achieve goals, these deficiencies may need improved performance.

Discipline and work motivation simultaneously significantly affect the performance of PT Sejahtera PrimaPersada Jakarta employees. The results of simultaneous hypothesis testing (F test) obtained an account value of 4.298 and a significant value of 0.019, while the table value at the confidence level was 33.18. The third hypothesis is accepted because count> table or 4.298 > 3.17 and the significant value < 0.05. The R Square value is 0.462; this shows that employee performance is influenced by discipline and work motivation by 46.2%, while other factors outside this research influence the remaining 53.8%. This aligns with research conducted by Hasibuan and Silvya (2019), who found that discipline and work motivation significantly affect employee performance.

CONCLUSION

Based on the research results, it can be concluded that discipline significantly affects the performance of PT Sejahtera PrimaPersada South Jakarta employees. This finding is consistent with several previous studies showing that discipline is essential in achieving stable and reliable performance. Furthermore, work motivation has little effect on the performance of PT Sejahtera PrimaPersada South Jakarta employees. This is in line with findings from research that state that responses to motivation vary between individuals, as well as the complexity of external and internal factors that influence employee performance.

Discipline and work motivation simultaneously significantly affect the performance of PT Sejahtera PrimaPersada South Jakarta employees. The F-test results show that these two factors significantly impact employee performance together, with an R Square value of 46.2%, indicating that almost half of the variation in employee performance can be explained by discipline and work motivation. Thus, management should continue to encourage a culture of discipline and motivate employees to improve their performance effectively. Although other factors outside of this research still influence employee performance, understanding the role of discipline and work motivation can be a strong foundation in efforts to increase productivity and organizational success.

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