

THE INFLUENCE OF MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF PT. PARAMETRIK PRESISI TANGERANG

Desi Prasetyani¹, Ratna Sari², Edang Kustini³
Pamulang University

Article History

Received : April

Revised : April

Accepted : May

Published : May

Corresponding author*:

dosen02242@unpam.ac.id

No. Contact:

Cite This Article:

DOI:

<https://doi.org/10.56127/ijml.v3i2.1298>

Abstract: This research aims to investigate the influence of motivation and discipline on employee performance partially and simultaneously at PT. Parametrik Presisi Tangerang. The method used is a quantitative method with multiple linear regression analysis methods. The population in this study were employees of PT. Parametrik Presisi Tangerang, with a sampling technique using a saturated sample of 65 respondents. The research results show that motivation and discipline have a significant influence on the performance of PT. Parametrik Presisi Tangerang employees. Motivation and discipline together contribute 49.8% to employee performance. Based on these findings, it is recommended for companies to ensure that motivation is met and provide good discipline to improve employee performance.

Keywords: Motivation, Work Discipline, Employee Performance

INTRODUCTION

Every company needs quality human resources to achieve planned company goals. In order to achieve these goals, a company needs a leader who can manage human resources within the company, namely to improve employee performance efficiently and effectively at work within the company. To achieve company goals, the leader or manager will assign a task to each employee according to their respective functions and positions in the company. The tasks given by leaders or managers to employees are responsibilities that must be carried out sincerely and earnestly to achieve the company goals that have been determined.

In the current era of globalization, characterized by rapid changes, an organization or institutional institution must adjust all aspects of the organization. The potential of human resources is essentially a form of capital and plays the most crucial role in achieving company goals. Therefore, companies need to manage human resources as best as possible. The key to the success of a law company is not only technological excellence and available funds, but the human factor is also the most important. Good performance can help the company gain profits.

On the other hand, if performance decreases, it can be detrimental to the company. According to Wibowo (2016:70), performance is how work takes place to achieve results. However, the results of the work itself show performance. Meanwhile, according to Kasmir (2017: 183), performance is the value of a set of employee behaviors that contribute, either positively or negatively, to organizational goals.

Performance can influence the ongoing activities of a company or organization; the better the performance shown by employees, the more helpful it will be in the company's development. According to Anwar Prabu Mangkunegara (2013:67), performance is the quality and quantity of work results achieved by an employee in carrying out his duties according to his responsibilities. One way to motivate employees to improve performance is by providing motivation or appropriate remuneration to employees. This will create a good relationship between employees and the company, where employees will think that their workplace can understand and fulfill the life needs that are the triggers for why they work.

Motivation has a very close relationship with a person's attitudes and behavior. The attitudes of each individual interact with values, emotions, roles, social structures, and new events, which, together with emotions, can be influenced and changed by behavior. This change in attitude is possible because the human mind is a complex force that can adapt, learn, and process any new information and changes it receives.

Motivation can be interpreted as a condition within a person's personality that encourages the person to carry out an activity. Therefore, motivation has characteristics that cannot be separated from human nature itself, where individual humans have different qualities of self-existence from one another. Each individual has a different background and attitude towards existing stimuli, so the motivation that appears in each individual is different. Leaders can use several methods to motivate their subordinates positively, such as appreciation for the work done, special personal awards, competition, participation, pride or satisfaction, and material things. To get superior and professional human resources, these human resources must also have good performance.

PT. Parametrik Presisi Tangerang is a company in the construction manufacturing sector that was founded in 2008 on Jalan Telesonic No.10, Suryakadu Sentraniaga Area Block C10, Jatake Tangerang Banten. which has a vision of becoming a construction company that can compete in the Asian market. PT. Parametrik Presisi Tangerang also provides services with the best service and product quality—a pre-survey of 50 employees at PT. Parametrik Presisi Tangerang shows that they have yet to achieve maximum results, so HRM must provide high motivation and discipline to improve employee performance, as shown by a survey of 50 PT. Parametrik Presisi Tangerang employees. Tangerang Precision Parametric, seen from 2021, still has an average value of 76.5%, and there has been a decrease in the average value for 2022 to 66%. Therefore, HR Management must evaluate further to increase employee value and performance in the company.

Motivational factors have a direct relationship with individual employee performance. Motivation is a driving force that encourages employees to want to work as hard as possible, different from one employee to another. This difference is caused by differences in motivation, goals, and needs of each employee to work and because of differences in time and place. Motivation can come from motivation within the employee (intrinsic), and motivation can come from outside the employee (extrinsic). This can affect employee performance within the company. Regarding performance, motivation has a vital role in increasing employee work productivity. If an employee is motivated, he will consistently achieve high work enthusiasm, later influencing his work performance.

Pre-survey data on motivation levels at PT. Parametrik Presisi Tangerang shows that from September 2021 to June 2022, there is a variation in incentive allowance income. Starting from September 2021 to December 2021, incentive allowances are received typically. However, from January 2022 to March 2022, there will be a decrease in incentives for all employees. Furthermore, from April 2022 until now, the company has needed to provide incentive allowances because it has been hampered by the PPKM policy, resulting in less effective company operations. This lack of incentives is one of the factors that influences employee motivation levels, which in turn affects their performance and discipline. High motivation is associated with high productivity, while discipline can be improved through establishing clear rules and simple work procedures. Disciplined employees tend to be more orderly in attendance, comply with company rules, and build good relationships with coworkers, all of which contribute to increased performance.

Based on conclusions from research on discipline at PT. Parametrik Presisi Tangerang, it can be concluded that in 2021, the level of discipline, especially in terms of absenteeism, still needs to be higher, with many employees absent without explanation or on leave. The difference in absenteeism figures between 2021 and 2022 shows a decrease in discipline, which impacts employee performance. Therefore, research at PT. Parametrik Presisi Tangerang regarding discipline is important because this discipline has a direct influence on achieving company goals.

RESEARCH METHODS

The research method used in this research is quantitative, which aims to examine the causal relationship between certain variables. According to Sugiyono (2018), quantitative methods are based on the philosophy of positivism, used to research specific populations or samples, collect data with research instruments, and analyze data statistically to test hypotheses. This research uses an associative method or research based on the relationship between two or more variables. According to Sugiyono (2014), there are three quantitative research types: descriptive, causal comparative, and associative. This research is included in the comparative causal category because it aims to identify the influence of the independent variable on the dependent variable.

The population of this research is all employees of PT. Parametrik Presisi Tangerang, totaling 65 employees. The research sample uses a saturated sampling technique, where all population members are used as samples. Data will be collected from September 2023 until data needs are met. Data analysis used a Likert scale to measure respondents' attitudes, opinions, and perceptions. Data analysis techniques include observation, data processing, and statistical analysis.

RESULTS AND DISCUSSION

A. Respondent Characteristics

Respondent characteristics data shows the profile of PT. Parametrik Presisi Tangerang employees in terms of gender, the majority of respondents are men, with a proportion reaching 98%, while women only account for 2% of the total respondents. Based on age, most respondents were between 26 and 30 years old, accounting for 52% of the total respondents. Regarding education, most respondents had a high school/vocational school equivalent educational background, with the proportion reaching 88%, followed by respondents with a bachelor's degree (S1) at 10% and a diploma at 2%. Regarding the length of work, the majority of respondents have worked for more than five years, with a proportion of 42%, followed by respondents who have worked for 2-3 years (26%), less than one year (16%), and 4-5 years (16%). This information provides a relatively clear picture of PT. Parametrik Presisi Tangerang employee profile, which can be the basis for further analysis regarding the influence of motivation and work discipline on employee performance.

B. Validity and Reliability

Table 1. Validity Test of Motivational Variables

No	Questionnaire	r count	r table	Decision
1	Do relationships between employees run well?	0.562	0.265	Valid
2	I feel that employees at this company respect each other with their colleagues	0.545	0.265	Valid
3	I feel comfortable working with adequate/good facilities and work areas	0.607	0.265	Valid
4	The machines and work equipment provided by the company are well maintained so they help me in my work	0.367	0.265	Valid
5	The company always gives prizes for employee achievements	0.793	0.265	Valid
6	Prizes given to employees who excel will motivate employees' work	0.629	0.265	Valid
7	The company praises employee creativity and innovation.	0.702	0.265	Valid
8	Awards do not make employees enthusiastic.	0.702	0.265	Valid
9	The opportunity to do creative work or develop original ideas.	0.474	0.265	Valid
10	The company does not provide opportunities for employees to develop their potential	0.614	0.265	Valid

Source: Data processed with SPSS 26

Table 2. Validity Test of Discipline Variables

No	Questionnaire	r count	r table	Decision
1	Employees always come to work on time	0.368	0.265	Valid
2	Employees come to work before work hours start	0.271	0.265	Valid
3	I always do the tasks that have become my responsibility quickly and on time.	0.425	0.265	Valid
4	I always try to create a new atmosphere at work so that I don't feel bored.	0.507	0.265	Valid
5	Always comply with the working hours determined by the company.	0.439	0.265	Valid

6	I never procrastinate on the work that has been given to me.	0.276	0.265	Valid
7	I have experience to complete the tasks that have become my responsibility.	0.436	0.265	Valid
8	In our work we always respect each other between employees.	0.454	0.265	Valid
9	I always use my time as best as possible so that my work is completed on time	0.272	0.265	Valid
10	I always do my assignments on time and in accordance with existing regulations.	0.462	0.265	Valid

Source: Data processed with SPSS 26

Table 3. Validity Test of Performance Variables

No	Questionnaire	r count	r table	Decision
1	There is cooperation at work to support work success.	0.640	0.265	Valid
2	I do not have the ability to collaborate with fellow colleagues.	0.541	0.265	Valid
3	Work is always guided by targets that must be met or completed	0.676	0.265	Valid
4	Meet the quantity produced.	0.692	0.265	Valid
5	Produce according to established standards.	0.641	0.265	Valid
6	To achieve good quality, always work based on existing procedures.	0.527	0.265	Valid
7	I come to work on time.	0.598	0.265	Valid
8	I often No enter inWork.	0.637	0.265	Valid
9	When completing work, always be on time.	0.616	0.265	Valid
10	Completion of work on time is important and must be achieved.	0.618	0.265	Valid

Source: Data processed with SPSS 26

Based on the table data above, all variables obtained a calculated r value $>$ r table (0.265), so all questionnaire items are said to be valid, so

Table 4. Reliability Test

Variable	Cronbach Alpha	Standard Cronbach Alpha	Decision
Motivation (X1)	0.869	0.600	Reliable
Discipline (X2)	0.723	0.600	Reliable
Employee Performance (Y)	0.879	0.600	Reliable

Source: Data processed with SPSS 26 (2023)

Based on the test results in the table above, it shows that the variables motivation (X1), discipline (X2) and employee performance (Y) are declared reliable, this is proven by each variable having a Cronbach Alpha value greater than 0.600.

C. Classic Assumption Test
1. Data Normality Test

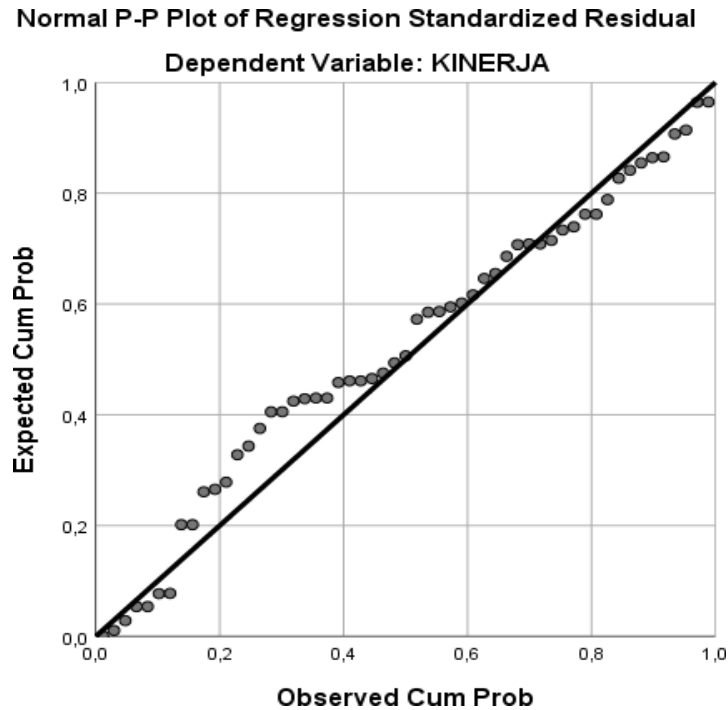


Figure 1. Normality Test

In the figure above, it can be seen that the normal probability plot graph shows a normal graphic pattern. This can be seen from the points that are spread around the diagonal line and the distribution follows the diagonal line. Therefore, it can be concluded that the regression model meets the normality assumption.

2. Multicollinearity Test

Table 6. Multicollinearity Test

Variable	Collinearity Statistics	
	Tolerance	VIF
Motivation (X1)	0.886	1,129
Discipline (X2)	0.886	1,129

a. Dependent Variable: Purchase Decision
 Source: SPSS 26 Data Processing Results (2023)

Based on the results of the multicollinearity test, the tolerance value for the motivation variable was 0.886 and the discipline variable was 0.886, where both values were less than 1, and the Variance Inflation Factor (VIF) value for the motivation variable was 1.129 and the discipline variable was 1.129, where the value was less than 10. Thus This regression model is stated to have no multicollinearity interference.

3. Heteroscedasticity Test

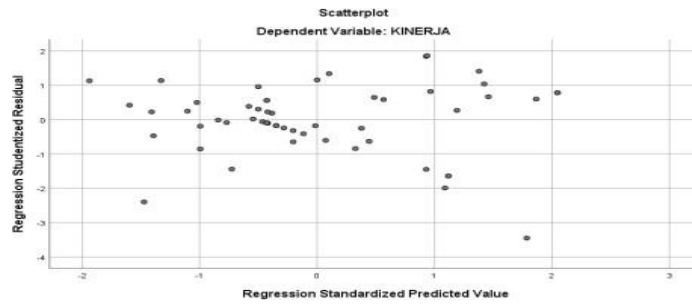


Figure 2. Heteroscedasticity Test

Based on the results of the image above, the points on the scatterplot graph do not have a clear distribution pattern or do not form certain patterns. Thus, it is concluded that there is no heteroscedasticity interference in the regression model so that this regression model is suitable for use.

4. Autocorrelation Test

Table 7. Autocorrelation Test Results

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,706 ^a	,498	,479	3,096	1,938
a. Predictors: (Constant), Discipline, Motivation					
b. Dependent Variable: Performance					

Based on the test results in the table above, this regression model does not have autocorrelation, this is proven by the Durbi-Watson value of 1.938 which is between the interval 1.550-2.460.

D. Multiple Linear Regression

Table 9. Multiple Linear Regression

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13,738	4,331		3,172	,003		
	Motivation	,571	,091	,658	6,307	,000	,886	1,129
	Discipline	,110	,099	,116	1,113	,271	,886	1,129
a. Dependent Variable: Performance								

Based on the table above, the results of the multiple regression test calculations show that the regression equation formed is $Y = 13.738 + 0.571 (X1) + 0.110 (X2)$. Based on the multiple linear regression equation above, it can be interpreted as follows:

1. A constant value of 13.738 means that if the variables of motivation (X1) and discipline (X2) are not taken into consideration, then employee performance (Y) will only be worth 13.738 points.
2. A motivation value (X1) of 0.571 means that if the constant remains no change in the discipline variable (X2), then every 1 unit change in the motivation variable (X1) will result in a change in employee performance (Y) of 0.571 points. Based on the results of the analysis, it was found that the calculated t value was 6.307, while the t table value for a sample size of 53 was 2.005. Because

the calculated t value is greater than the t table value and the significance level (α) value of 0.000 is less than 0.05, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_1) is accepted. Therefore, it can be concluded that there is a significant influence between the level of motivation and employee performance at PT. Parametrik Presisi Tangerang.

3. A discipline value (X_2) of 0.110 means that if the constant remains no change in the motivation variable (X_1), then every 1 unit change in the discipline variable (X_2) will result in a change in employee performance (Y) of 0.110 points. Based on the analysis results, it was found that the calculated t value was 1.113, while the t table value for a sample size of 53 was 2.005. Because the calculated t value is smaller than the t table value and the significance level (α) value of 0.271 is more significant than 0.05, the alternative hypothesis (H_2) is rejected, and the null hypothesis (H_0) is accepted. Thus, it can be concluded that there is no significant influence between the level of discipline and employee performance at PT. Parametrik Presisi Tangerang.

Table 10. Simultaneous Test

ANOVAa						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	494,890	2	247,445	25,822	,000 ^b
	Residual	498,310	52	9,583		
	Total	993,200	54			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Discipline, Motivation						

Based on the test results in the table above, the calculated F value $>$ F table or ($25.822 > 3.18$) is obtained. This can be strengthened by the p value $<$ sig.0.05 or ($0.00 < 0.05$). Thus, H_0 is rejected and H_3 is accepted, this shows that there is a significant simultaneous influence between motivation and work discipline on the performance of PT. Parametrik Presisi Tangerang employees.

Table 11. Coefficient of Determination

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,706 ^a	,498	,479	3,096
a. Predictors: (Constant), Motivation, Discipline				
b. Dependent Variable: Performance				

Based on the test results in the table above, a correlation coefficient value of 0.706 is obtained, where this value is in the interval 0.600-0.799, meaning that the two variables have a strong level of relationship. The coefficient of determination value is 0.498. It can be concluded that the motivation (X_1) and discipline (X_2) variables influence the employee performance variable (Y) by 49.8% while the remaining 50.2% is influenced by other factors.

E. Discussion

The research results show a significant influence between motivation and employee performance, as shown by the calculated t value of 6.307, which exceeds the t table value, with a shallow significance level ($0.000 < 0.05$). Therefore, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_1) is accepted, confirming a significant relationship between motivation and employee performance. On the other hand, in terms of work discipline, even though there is a seemingly positive influence, the results of the analysis show that there is no significant influence between work discipline and employee performance, as indicated by the calculated t value, which is smaller than the t table value, with a higher significance level value. More significant than 0.05 ($0.271 < 0.05$). This means there is an insignificance between work discipline and employee performance at PT. Parametrik Presisi Tangerang.

Furthermore, when considering the simultaneous influence of these two variables on employee performance, the F test results show a statistically significant calculated F value ($25.822 > 3.18$), with a significance level of 0.000, much lower than the previously determined alpha. This indicates that motivation and work discipline contribute positively and significantly to employee performance at PT. Parametric Precision Tangerang. Thus, the null hypothesis (H_0), which states that there is no simultaneous influence of

motivation and work discipline on employee performance, is rejected. In contrast, the alternative hypothesis (Ha), which states that there is a simultaneous influence, is accepted.

From the findings of this research, it can be concluded that to improve employee performance, companies must pay attention to and encourage motivation and work discipline together. Although work discipline does not show a significant influence individually, in combination with motivation, both have a solid and positive impact on employee performance at PT. Parametrik Presisi Tangerang. Therefore, companies must develop strategies that can simultaneously strengthen employee motivation and work discipline to achieve optimal performance.

CONCLUSION

The findings from this research indicate that motivation significantly influences employee performance at PT. Parametrik Presisi Tangerang. However, on the contrary, there is no significant influence between work discipline and employee performance, even though the analysis results show an influence that appears to be positive. Simultaneously, the F test results show that motivation and work discipline contribute positively and significantly to employee performance. This shows the importance of holistically paying attention to these two factors to improve employee performance at PT. Parametrik Presisi Tangerang. Thus, the strategic recommendation for companies is to develop strategies to strengthen employee motivation and work discipline. However, individual work discipline may not significantly impact performance, but both have a solid and positive impact in combination with motivation. Therefore, companies need to consider a holistic approach to managing human resources to achieve optimal and sustainable performance.

REFERENCES

- [1] Afandi, P. (2018). *Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator)*. Riau: Zanafa Publishing.
- [2] Amirulloh. (2015). *Pengantar Manajemen*. Jakarta: Mitra Wacana Media.
- [3] Bersihanta Tarigan, & Aria Aji Priyanto. (2021). Pengaruh motivasi dan disiplin terhadap kinerja karyawan pada PT Bank DBS Tangerang Selatan. *Ejournal Warmadewa*, ISSN 2655-9943.
- [4] Chandra Andika Hadi Purnomo, M, Djudi, Yuniadi Mayowan. (2017). Pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan Tetap PT Karoseri Tentrem Sejahtera Kota Malang. *Jurnal Administrasi Bisnis (JAB)*, ISSN 3374-5733.
- [5] Debby Endayani Safitri, & Gandhi Sutjajo. (2020). Pengaruh Motivasi dan Disiplin kerja terhadap Kinerja karyawan Negeri sipil. *Jurnal Dimensi*, ISSN 2085-9996.
- [6] Dessler. (2015). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- [7] Edy Sutrisno. (2016). *Manajemen Sumber Daya Manusia*. Jilid 2 ed 13. PT. Erlangga.
- [8] Fahmi. (2017). *Analisis Laporan Keuangan*. Bandung: Alfabeta.
- [9] Ferryal Abadi, & Ferdina Teo Dwi Mavi. (2017). Pengaruh motivasi dan kediplisanan kerja terhadap kinerja kerja karyawan pada PT. Bank rakyat Indonesia cabang fatmawati. *Jurnal Bisnis dan Ekonomi*, ISSN 2356-4385.
- [10] Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Progam IBM SPSS 25*. Semarrang: Badan Penerbit Universitas Diponogoro.
- [11] Hasibuan, E. S. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- [12] Hasibuan, E. S., & Malayu, S. P. (2013). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- [13] Jepry, Nanda Harry Mardika. (2020). Pengaruh motivasi dan disiplin terhadap kinerja karyawan pada PT. Pana Lantas Sindo Ekspres. *Jurnal EMBA*, ISSN 2303-1174.
- [14] Kasmir. (2017). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Jakarta: PT. RajaGrafindo Persada.
- [15] Kenny Astria. (2018). Pengaruh disiplin kerja dan motivasi terhadap kinerja karyawan pada PT. Bank rakyat Indonesia cabang Pamulang. *Jurnal Mandiri*, ISSN 2580-3220.
- [16] Mahsun, M. (2013). *Pengukuran Kinerja Sektor Publik*. Yogyakarta: BPFPE.
- [17] Mangkunegara, A. A. Anwar Prabu. (2013). *Manajemen Sumber Daya Perusahaan*. Bandung: CV Rosda.
- [18] Manullang, M. (2006). *Manajemen Personalialia*. Yogyakarta: Universitas Gajah Mada.
- [19] Mardiyah Tusholihah. (2019). Pengaruh Moivasi dan Disiplin Kerja Terhadap Kinerja Karyawan Outsourcing. *E-Journal Equilibrium Manajemen*, ISSN 2460-2299.
- [20] Marpaung. (2013). *Manajemen Sumber Daya Manusia*.
- [21] Muhammad Deni. (2018). Kedisiplinan dan Motivasi Terhadap Kinerja Pegawai Pelayanan Publik. *Jurnal Manajemen dan Bisnis Sriwijaya (JMBS)*, ISSN 1412-4521.

- [22] Rukhayati. (2018). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Di Puskesmas Talise. *Jurnal Sinar Manajemen*, 2337-8743.
- [23] Slamet Efliasih. (2017). Pengaruh Motivasi Terhadap Kinerja Karyawan Pada Bagian Convertingpt. Tangerang: Indah Kiat & Paper Tbk.
- [24] Sondang Siagian, P. (2011). *Manajemen Sumber Daya Manusia*. Jakarta.
- [25] Sugiyono. (2012). *Memahami Penelitian Kualitatif*. Bandung: Alfabeta.
- [26] Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D*. Bandung: PT. Alfabeta.
- [27] Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif, dan R & D*. Bandung: Cetakan ke - 23 Bandung, Alfabeta Bandung.
- [28] Sugiyono. (2018). *Memahami Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: PT. Alfabeta.
- [29] Supardi, U. S. (2012). Peran Berfikir Kreatif dalam Proses Pembelajaran Matematika. *Jurnal Formatif*.
- [30] Wahyudi. (2019). Pengaruh Disiplin dan Motivasi Terhadap Kinerja karyawan. *Scientific Journal Of Reflection*, ISSN 2621-3389.