
THE INFLUENCE OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE PT. ARTDECO INTI KREASI

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Abstract

This study aims to determine the effect of work motivation and work discipline on the performance of PT. Artdeco Inti Kreasi employees. This type of research is quantitative. The population of this study are employees of PT. Artdeco Core Creations. The analysis used is a quantitative technique using a saturated sampling technique with a total population of 40 respondents. The research instrument is a questionnaire. The results of the research instrument test used multiple regression analysis tests, t tests, f tests. The results of the analysis show that work motivation has no significant effect and work discipline has a significant effect on employee performance with the results of multiple regression analysis tests. The results of the t test of work motivation obtained the results of the t test $>$ t table ($-0.230 < 2.026$) meaning that H_01 is accepted H_{a1} is rejected, work discipline t test results obtained ($3.765 > 2.026$) meaning that H_02 is rejected and H_{a2} is accepted, and the results of the f test are ($152,396 > 3.252$) meaning that H_03 is rejected H_{a3} is accepted. Based on the results of these data it can be concluded that work motivation and work discipline affect the performance of employees of PT. Artdeco Core Creations

Keyword: Work Motivation, Work Discipline and Employee Performance

Introduction

Given the importance of human resources, many people work in certain companies in a serious capacity, but not many people work under close supervision, which may cause people to work as unreliable or unethical behavior. It is possible that improving human quality can also improve the ability of workers to do their jobs. Every business will continue to strive to improve the performance of its employees to achieve its goals. According to Alfian Rizki Munggaran, Syahrums Agung, M. Azis Firdaus, (Oktaviani et al., 2020), "Everyone's motivation consists of realizing their own self-concept, living life according to their most preferred role, being treated in the most preferred way, and being rewarded in a way that shows appreciation for one's abilities.". According to Afandi (2018: 12) "discipline is a tool used by managers to change a behavior and as an effort to increase a person's awareness and willingness to obey all company regulations and applicable social norms. With the existence of work motivation and work discipline, it is hoped that there will be an increase in employee performance in accordance with the standards so that the goals of the agency or company can be achieved more efficiently and effectively.

Research Formulation

Based on what is described in the background of the problem, the problem formulations in this study are as follows:

- 1. Can work motivation affect the performance of employees of PT. Artdeco Inti Kreasi?**
- 2. Can work discipline affect the performance of employees of PT. Artdeco Inti Kreasi?**
- 3. Can work motivation and work discipline affect the performance of employees of PT. Artdeco Inti Kreasi?**

Research Objectives

Based on what is described in the background above, the objectives of this study are as follows:

1. To determine the effect of work motivation on employee performance at PT. Artdeco Inti Kreasi.
2. To determine the effect of work discipline on employee performance at PT. Artdeco Inti Kreasi.
3. To determine the effect of work motivation and work discipline on employee performance at PT. Artdeco Inti Kreasi

1. Theoretical Foundation

Human Resource Management

According to (Hasibuan, 2019: 10) "Human resource management is the art and science of managing the roles and relationships of workers so that they are efficient and effective in realizing company goals".

Work Motivation

According to Hasibuan, Malayu S.P. (2014: 95) "Motivation is the provision of driving force that creates the work enthusiasm of every human resource, which aims so that they can work together, work effectively with all their efforts and abilities to achieve satisfaction.". The indicators of work motivation according to Afandi (2018: 29) are. (1). Merit pay, (2). Working conditions, (3). Work facilities, (4). Work achievement, (5) Recognition from superiors.

Work Discipline

According to Hasibuan (2018: 193) "discipline is the sixth operative function of human resource management (HRM). Discipline is a very important operative function because the better the discipline of employees, the higher the work performance they can achieve". The indicators of work discipline according to Soekidjo (2020) are: (1). Punctuality, (2). Using office equipment properly, (3). High responsibility, (4). Obedience to office rules.

Employee Performance

Mangkunegara (2016: 67) states that "the term performance is the origin of the word job performance (work performance), the definition of performance is a quality and quantity of work achieved by an employee in carrying out his duties according to the responsibilities that have been given to him by his superiors".The indicators of employee performance according to Mangkunegara (2017: 75) are. (1). Quality of work, (2). Work quantity, (3). Work constraints, (4). Work attitude.

Research Methods

This research uses quantitative methods by using primary data in its research. Quantitative data is a type of data that can be calculated in a direct way, the data is in the form of an explanation of any information

expressed in the form of formulas or numbers obtained from PT. Artdeco Inti Kreasi. according to Sugiono (2018: 13) suggests that "quantitative data is a research method based on concrete data, this research data is in the form of numbers measured using statistics which become a calculation test tool, which connects to the problem to be studied in order to produce a conclusion".

Data Source

In this study, between primary data and secondary data, the authors used primary data sources in conducting research. Primary data according to Sugiono (2018: 456) is information data obtained first-hand that is collected directly from the source. This primary data is the most original data in character and does not undergo any statistical treatment. To obtain primary data, researchers must collect directly through observation techniques, interviews, focused discussions, and distributing questionnaires. The data sources used by researchers are primary data sources, primary data obtained through questionnaires as research In this study, the sources used in data collection include primary data.

Population and Sample

According to Sugiono (2017). "Population is all data that has become the center of attention of researchers in a predetermined time and scope. Population is related to data, so the number of populations will be the same as the number of people ". The sampling technique used is saturated sampling technique. According to Sugiyono (2014: 118) Saturated sampling technique is a sampling technique where all members of the population are used as samples. Therefore, the authors chose a sample using a saturated sampling technique because the population was relatively small. It can be concluded from the above understanding that in a place that has characteristics and characteristics that are in accordance with everything that you want to study can be called a population. Therefore, this research will focus on the population of employees at PT Artdeco Inti Kreasi with a total of 40 employees and at the same time make the 40 employees a sample.

Results and Discussion

Results

Table 1: Partial Test (t-test)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	.990	3.709		.267	.791
	Motivasi Kerja	-.059	.255	-.061	-.230	.820
	Disiplin Kerja	1.063	.282	1.004	3.765	<.001

Source: Spss data processing results, 2023

T-test

From the results of the table above, the testing of independent variables is explained as follows:

1. The t-test results show that the significant value of work motivation has no effect t-count $-0.230 < 2.026$ t-table, so H0 is accepted and H1 is rejected.

2. The t-test results show that the significant value of work discipline has a t-count of $3.765 > 2.026$ t-table, so H2 is accepted and H0 is rejected.

Table 2: Simultaneous Test (f-test)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2235.587	2	1117.794	152.396	<,001 ^b
Residual	271.388	37	7.335		
Total	2506.975	39			

Source: Spss data processing results, 2023

F-test

Based on the table above, it can be seen that the significant value proves $0.01 < 0.05$, and the calculation on the simultaneous testing of work motivation and work discipline is $152.396 > F$ table 3.252. That H0 is rejected and H3 is accepted, which means that there is an influence of work motivation (X1) and work discipline (X2) together (simultaneously) on employee performance (Y).

Table 3: Coefficient of Determination Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	,944 ^a	,892	,886	2.70828	

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

b. Dependent Variable: Kinerja Karyawan

Source: Spss data processing results, 2023

Coefficient of Determination Test

Based on the results of the table above, the adjusted R Square value (coefficient of determination) of 0.886 has been obtained, which means that the effect of work motivation variables (X1) and work discipline (X2) on employee performance (Y) is 88.6% and the remaining 11.4% is influenced by other factors outside of this discussion.

Discussion

Based on the statistical analysis tests that have been carried out above on the variables in this study, the researcher provides a discussion of a problem that has been discussed in this study, namely:

The Effect of Work Motivation on Employee Performance

Based on the persial hypothesis test, it is known that the results of the t-count of work motivation (X1) are smaller than the t-table ($-0.230 < 2.026$), thus the first hypothesis has no effect because the t-count value $<$ t-table, then H0 is accepted and Ha1 is rejected. And it can be concluded that work motivation has no significant effect on the performance of employees of PT Artdeco Inti Kreasi.

As has been explained in the definition of work motivation variables, namely, suggesting that "Motivation is used as a tool to find out someone for each thing to achieve certain goals, the quantity achieved by human resources or employees in carrying out their work duties in accordance with a responsibility given to them" (Syahrurum Agung, Alfian Rizki, and M. Aziz Firdaus, 2017; 569).

The Effect of Work Discipline on Employee Performance

Based on the persial hypothesis test, it can be seen that the results of the t-count value of work discipline (X2) are greater than the t-table ($3.765 > 2.026$), thus the variable (X2) can be confirmed to have an effect because the t-count value $>$ t-table, then H2 is accepted and H0 is rejected. And it can be concluded that work discipline has a significant effect on the performance of employees of PT Artdeco Inti Kreasi.

This is in accordance with the results of the statement in Priehadi Dhasa Eka's research (2014), namely that what affects employee performance is work discipline. Therefore, the important thing for employees is work discipline because with work discipline, it will get better and more organized every thing that will be targeted by the company.

The Effect of Work Motivation and Work Discipline on Employee Performance

The results of the hypothesis test together (simultaneously) can be seen that the probability value is 0.05, with the result that the sig value is $0.01 < 0.05$ with an F value of 152.396. So it can be concluded that the variables of work motivation (X1) and work discipline (X2) together (simultaneously) have a significant effect on employee performance (Y) PT. Artdeco Inti Kreasi.

This means that the variation in the value of employee performance at PT Artdeco Inti Kreasi by 88.6% is determined by factors of work motivation and work discipline.

The results of this study are in line with the results of the statement in the research of Chandra Andika, M. Djudi, and Yuniadi M. (2017), with the title "The Effect of Work Motivation and Work Discipline on Employee Performance of PT. Karoseri Tentrem Sejahtera Malang City" which explains that simultaneously work motivation, and work discipline have a significant effect on employee performance.

Conclusions and Suggestions

Conclusion

The Work Motivation variable (X1) has no effect on Employee Performance (Y) as evidenced by the calculated T value obtained $-0.230 < T$ table 2.026, with a significant value of $0.820 > 0.05$. Then Ho is accepted and H1 is rejected. With the meaning that there is no significant influence between work motivation variables on employee performance.

1. Work Discipline Variable (X2) has an effect on Employee Performance (Y) as evidenced by the calculated T value obtained $3.765 > T$ table 2.026, with a significant value of $0.01 < 0.05$. Then H2 is accepted and Ho is rejected. This means that there is a significant influence between work discipline variables on employee performance.

2. Based on the results of the simultaneous test (Test f), it can be seen that the significant value proves $0.01 < 0.05$, and the calculation on the simultaneous testing of work motivation and work discipline is $152.396 > F$ table 3.252. That H_0 is rejected and H_3 is accepted, which means that there is an influence of work motivation (X1) and work discipline (X2) together (simultaneously) on employee performance (Y).
3. Based on the results of the determination coefficient test. It has been obtained an adjusted R Square value (coefficient of determination) of 0.886 which means that the effect of work motivation variables (X1) and work discipline (X2) on employee performance (Y) with a magnitude of 88.6% and the remaining 11.4% is influenced by other factors outside of this discussion.

Suggestions

In a study, researchers must be able to provide something useful and beneficial for the development of science and companies. After the researcher completes the discussion in this thesis, in this chapter the researcher puts forward suggestions in accordance with the observations in the discussion of this thesis, as for the suggestions that the researcher gives after researching this problem are as follows

1. In an effort to apply work motivation, it should be done in a good way and not too complicated or convoluted, because if this work motivation is further improved, it will make the performance of the employees more enthusiastic and more active in carrying out the tasks that have been mandated to these employees.
2. In applying work discipline, PT Artdeco Inti Kreasi is quite good at implementing this work discipline, so with good work discipline it will have a positive impact on the performance of employees at PT Artdeco Inti Kreasi.
3. Based on the results of determination, the variables of Work Motivation and Work Discipline in combination have been able to explain changes in the Employee Performance variable of PT. Artdeco Inti Kreasi by 88.6% and the remaining 11.4% is influenced by other factors outside of this discussion. This means that there are other factors that affect the performance of employees of PT Artdeco Inti Kreasi that must be considered in addition to Work Motivation and Work Discipline.

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