

The Influence of Work Motivation and Discipline on Employee Performance at PT. Kereta Api Property Manajemen Palembang

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Abstract

This study aims to determine the effect of motivation and work discipline on employee performance at PT. Kereta Api Property Manajemen Palembang. The type of research used in this study is associative. Population in this research all employees of PT. Kereta Api Property Manajemen Palembang. Base Hall which amounted to 110 and the sample used in this study as many as 86 respondents with sampling technique proportionate stratified random sampling. The data analysis technique used in this research is multiple linear regression analysis, F test and t test. The test result using multiple linear regression analysis simultaneously shows positive and significant influence between motivation and work discipline with $F_{count} 89.105 > F_{table} 3.11$. While the partial motivation has a positive and significant effect on employee performance with the value of $t 3.947 > t_{table} 1.66365$ and work discipline has a positive and significant impact on employee performance with the value of $t 7.832 > t_{table} 1.66365$.

Keywords: motivation, work discipline, employee performance

1. Introduction

Human resources are the most important asset in a business organization or company, because of their role as implementing subjects for company policies and operational activities. The resources owned by the company such as capital, methods and machines cannot provide optimal results if they are not supported by human resources who have optimal performance. To get optimal performance results, human resources must be managed and managed as well as possible, so that human resources in a company feel comfortable in carrying out their duties and get maximum results. Human resources management is the utilization, development, assessment, provision of services and management of individual members of an organization or group of employees (Simamora, 2006).

Based on the results of temporary observations, one of the problems faced by the company PT. Kereta Api Property Manajemen Palembang is motivation. In carrying out their duties, employees are less motivated, this can be seen from employees not being enthusiastic about working due to a lack of encouragement from the leadership, such as no appreciation from superiors for employees who excel, communication between superiors and subordinates is limited and the work environment is less comfortable, this can be seen from the workplace distance between employees is too close and not neatly arranged.

Apart from motivation problems, it is suspected that employee work discipline is still low, many employees still violate the rules and regulations set by PT. Kereta Api Property Manajemen Palembang, this can be seen from the fact that there are still employees who often come to work late. Even though working hours start at 08.00 WIB and during working hours there are still employees chatting with co-workers and playing with cellphones, employees often even extend their break hours. Employee indiscipline occurs due to a lack of supervision from company leadership when employees work. Employee performance can decrease or be

unstable, which is influenced by employee motivation and discipline. Based on the description above, the author is interested in conducting research .

2. Literature Review

2.1 Work Motivation

According to Edy Sutrisno (2015: 109) motivation is a factor that encourages a person to carry out certain activities, therefore motivation is often interpreted as a factor that drives a person's behavior. Meanwhile, Edwin B Flippo in Hasibuan (2011: 143) states that motivation is a skill in directing employees and organizations to work successfully, so that the desires of employees and organizational goals are simultaneously achieved. Motivation is a desire that exists within an individual that stimulates him to take actions (GR Terry, in Malayu Hasibuan 2011: 145. According to Malayu SP Hasibuan (2011: 146) the goals of motivation include the following: increasing employee morale and job satisfaction.

- a. Increase employee work productivity.
- b. Maintaining the stability of company employees.
- c. Increase employee discipline.
- d. Make employee procurement effective.
- e. Creating a good working atmosphere and relationships.
- f. Increase employee loyalty, creativity and participation.
- g. Improving employee welfare.
- h. Increase employees' sense of responsibility for their duties.
- i. Increase the efficiency of using tools and raw materials.

2.2 Discipline

Work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Without good employee discipline, it is difficult for a company organization to achieve its goals (Malayu Hasibuan, 2011: 193).

Discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with company regulations and applicable social norms. Good employee discipline will accelerate the achievement of company goals, while decreased discipline will become a barrier and slow down the achievement of company goals (Vethzal Rivai and Sagala, 2013: 825).

Work discipline is an attitude of respect for company rules and regulations, which exists within an employee, which can cause him to adapt voluntarily to company rules and regulations (Edy Sutrisno, 2015: 87) . According to Malayu Hasibuan (2011:195) indicators of work discipline are as follows;

a. Goals and abilities

The work objectives assigned to employees must be in accordance with the abilities of the employee concerned, so that he or she works seriously and is disciplined in doing so.

b. Leadership example

The leader's example plays a very important role in determining employee discipline because the leader is used as an example and role model by his subordinates. Leaders must set a good example, be well disciplined, honest, fair, and be consistent in words and deeds.

c. remuneration

Remuneration (salary and welfare) also influences employee discipline because remuneration

will give employees satisfaction and love for the company/work.

d. Justice

Justice contributes to the realization of employee discipline, because the ego and human nature always feel that they are important and ask to be treated the same as other humans.

e. Waskat

Waskat (attached supervision) is the real and most effective action in showing employee discipline. Waskat means that superiors must actively and directly supervise the behavior, morals, attitudes, passion for work and work performance of their subordinates.

f. Punishment sanctions

Punishment sanctions play an important role in maintaining employee discipline. With increasingly severe penalties, employees will be increasingly afraid of breaking company regulations, employee attitudes and disciplinary behavior will decrease.

g. Firmness

Leadership's firmness in taking action will affect the discipline of company employees. Leaders must be brave and firm, acting to punish every employee who is disciplinary in accordance with the legal sanctions that have been determined.

h. Human relations

Harmonious human relations between employees help create good discipline in a company. Managers must try to create an atmosphere of harmonious and binding human relations.

2.3 Employee Performance

According to Wibowo (2014:84) performance is a process of doing work and the results achieved from that work. Performance is real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the organization (Rivai and Sagala, 2013: 269) . According to Wibowo (2014:85) employee performance indicators are as follows; are as follows:

a. Objective

Goals are distinct states of affairs that an individual or organization actively seeks to achieve.

b. Working Standards

Standards are a measure of whether goals can be achieved because standards cannot be known when a goal is achieved.

c. Feedback

Feedback is input that is used to measure performance progress, performance standards, and goal achievement.

d. Competence

Competency is the main requirement in performance, the ability possessed by a person to carry out the work assigned to him well.

e. Tools or Means

Tools or means are resources used to help complete successful goals.

f. Motive

Motive is a reason or driving force for someone to do something.

g. Opportunity

Workers need to get the opportunity to show their work performance.

According to Gibson (2010:190) factors that influence performance are,

- a. Individual Factors, which include a person's abilities, skills, family background, work experience, social level and demographics.
- b. Psychological factors, which include perceptions, roles, attitudes, personality, motivation and job satisfaction.
- c. Organizational Factors, which include organizational structure, job design, leadership, reward systems.

2.4 Hypothesis

It is suspected that motivation and work discipline influence the performance of PT. Kereta Api Property Manajemen Palembang

H1: It is suspected that shared motivation influences employee performance at PT. Kereta Api Property Manajemen Palembang

H2: It is suspected that joint work discipline has an influence on employee performance at PT. Kereta Api Property Manajemen Palembang

H3: It is suspected that motivation and work discipline jointly influence employee performance at PT. Kereta Api Property Manajemen Palembang

3. Research Method

3.1 Data Types and Sources

This research uses a quantitative approach. Quantitative methods are methods based on the philosophy of positivism aimed at describing and testing hypotheses made by researchers. Quantitative research contains a lot of numbers starting from collection, processing, and results which are dominated by numbers (Sugiyono 2018:15). The data required in this research is primary data and secondary data. Primary data in the form of questionnaire results filled in by respondents, and secondary data in the form of number of employees, company history and organizational structure at PT. Kereta Api Property Manajemen Palembang (Sugiyono, 2019:213).

3.2 Population and Sample

Population is a generalized area consisting of objects and subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono 2019: 130). The population in this study were all employees of PT. Kereta Api Property Manajemen Palembang, totaling 110 employees.

The sample is part of the number and characteristics of the population. There is no particular limit regarding how many samples are taken from the population because the validity of the sample does not lie in the size or number of samples taken but lies in the nature and characteristics of the sample which is close to the population or not (Sugiyono, 2019: 131).

The sampling technique used is Simple Random Sampling (Sugiyono 2019: 134). Because sampling members from the population is carried out randomly without paying attention to the strata in the population. Based on Slovin formula, 86 samples were obtained.

4. Findings and Discussions

4.1 Validity and Reliability Test Results

Validity tests are carried out to measure whether the indicators or questionnaires for each variable are valid or not. The test was carried out by comparing the calculated r using the SPSS version 17 program. Using a significance level of 5%, and to see the r_{table} using $df = n-2$. If r

$r_{\text{count}} > r_{\text{table}}$ then the data can be said to be valid but conversely if $r_{\text{count}} \leq r_{\text{table}}$ then the data is invalid. The complete validity test results can be seen in the following table

Table 1 . Research validity test results

Variable	Question	r_{count}	r_{table}	Information
Employee performance	Question 1	0.699	0.3610	Valid
	Question 2	0.882	0.3610	Valid
	Question 3	0.629	0.3610	Valid
	Question 4	0.430	0.3610	Valid
	Question 5	0.459	0.3610	Valid
	Question 6	0.759	0.3610	Valid
Motivation	Question 1	0.624	0.3610	Valid
	Question 2	0.728	0.3610	Valid
	Question 3	0.615	0.3610	Valid
	Question 4	0.476	0.3610	Valid
	Question 5	0.816	0.3610	Valid
	Question 6	0.526	0.3610	Valid
Work Discipline	Question 1	0.687	0.3610	Valid
	Question 2	0.545	0.3610	Valid
	Question 3	0.377	0.3610	Valid
	Question 4	0.667	0.3610	Valid
	Question 5	0.704	0.3610	Valid
	Question 6	0.789	0.3610	Valid

From table 1, the results of the validity test show that the calculated r value for each indicator of the motivation, work discipline and performance variables is greater than the r_{table} value. Thus, the indicators or questionnaires used by each variable of motivation, work discipline and performance are declared valid to be used as a variable measuring tool.

The reliability test is to find out whether the instrument can be used to measure the same objects and will produce the same data. The results of the reliability test show that the measuring instrument used is reliable if the *Cronbach's alpha value* is ≥ 0.60 . If r_{alpha} is positive and r_{alpha} is greater than or equal to 0.60, it means that the details of the variable statement are reliable (can be trusted).

Table 2 Reliability test results

Variable l	Cronbach's Alpha	Reliability Standards	Information
Employee performance	0.713	0.60	Reliable
Motivation	0.701	0.60	Reliable
Work Discipline	0.627	0.60	Reliable

Based on table 2 above, all *Cronbach's Alpha values* exceed reliability standards. Because the entire *Cronbach's Alpha value* is greater than 0.60, it can be concluded that the entire instrument is declared reliable.

4. 2 Normality Test Results

The normality test is used to test whether the distribution of the dependent variable for each value of a particular independent variable is normally distributed or not. In the linear regression model, this assumption is indicated by the error value (ϵ) which is normally distributed. A good regression model is a regression model that has a normal or close to normal distribution, so it is feasible to carry out statistical testing. Data normality testing uses the Kolmogorov-Smirnov Test of Normality in the SPSS program. 99 The basis for decision making can be based on probability (Asymtotic Significance), namely: - If the probability is > 0.05 then the distribution of the regression model is normal. - If the probability < 0.05 then the distribution of the regression model is not normal.

Table 3. Normality test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		86
Normal Parameters, b	Mean	.0000000
	Std. Deviation	3.41719276
Most Extreme Differences	Absolute	,147
	Positive	,060
	Negative	-.147
Statistical Tests		,147
Asymp. Sig. (2-tailed)		,000c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

4.3 Hypothesis Testing

Simultaneous Test Results (F Test)

Table 4 Simultaneous Test Results (F Test)

ANOVA ^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	597,375	2	298,687	89.105	,000 ^a
	Residual	271,518	83	3,352		
	Total	868,893	86			

a. Predictors: (Constant), Employee Discipline, Employee Motivation

b. Dependent Variable: Employee Performance

Anova table 4 above, it can be seen that F is calculated for variable Motivation (X_1) and work discipline (X_2) on employee performance (Y) is 89.105 with a significant value of 0.000. Whereas F_{table} with real level (α) = 5% with degrees of freedom, the number of independent variables $df_2 = nk-1$, $df_2 = 86-2-1 = 83$ is $F_{table} 3.11$. In this study $F_{count} (89.105) > F_{table} (3.11)$ and the significant value is $0.000 < 0.05$. Then H_0 is rejected and H_1 is accepted. This means that simultaneously there is a significant influence between motivation (X_1) and work discipline (X_2) on employee performance (Y). This means that the hypothesis is simultaneously proven.

Partial Test Results (t-test)

The t test results in this research are shown in Table 4.26 as follows:

Table 5. Partial test results (t test)

Coefficients^a

Model	t	Sig.
		,015
Employee Motivation	3,947	,000
Employee Discipline	7,832	,000

a. Dependent Variable: Employee Performance

The t_{table} value with a real level (α) = 5% and $df (n-2) = (86-2) = 84$ is $t_{table} 1.66365$. It can be explained below:

1) Effect of Motivation (X_1) on employee performance (Y)

Based on the Coefficients table above, it can be seen that the calculated t for the motivation variable (X_1) on employee performance (Y) is 3.947. This means $t_{count} (3.947) > t_{table} (1.66365)$, so H_0 is rejected and H_1 is accepted. This means that there is an influence between motivation (X_1) on employee performance (Y).

2) Influence of Discipline (X_2) on employee performance (Y)

Based on the Coefficients table above, it can be seen that the t_{count} for the discipline variable (X_2) on employee performance (Y) is 7.832. This means that t_{count} is $7.832 > t_{table} (1.66365)$, so H_0 is rejected and H_1 is accepted. This means that there is an influence between discipline (X_2) on employee performance (Y). Thus, the hypothesis is partially proven.

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