



Effect of work motivation and work discipline on the performance of personnel division employees at PT. Beton Perkasa Wijaksana

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ABSTRACT

Human resources are a driving factor in the running of the organization's operations, the success of the organization is determined by the existence of its human resources. So that human resources or organizational employees are the main concern for achieving organizational success. The achievement of these goals is influenced by several factors, namely work motivation and work discipline. This research approach uses an associative approach, with the aim of analyzing the problem of the relationship between a variable and other variables. Total sampling is taken from the whole in the study. So that the sample used in this study was as many as 35 employees of the personnel division at PT. Beton Perkasa Wijaksana. Methods of analysis, Quantitative Analysis, Classical Assumption Test, t test, and F test. The results of multiple linear regression equations $Y = 9,569 + 0,39X_1 + 0,390X_2$

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1. INTRODUCTION

Human resources are a driving factor in the running of the organization's operations, the success of the organization is determined by the existence of its human resources. So that human resources or organizational employees are the main concern for achieving organizational success.

Labor is a very valuable asset and has an important role for success in companies and institutions. Humans are the driving force and determinant of the direction of an institution. Individual as a dynamic asset and has the potential to continue to grow so it needs to get attention from the company. In research it is necessary to increase effectiveness in carrying out activities so that companies will always interact with available resources. That way, human resource development must be the main focus in a company. Performance is a very important and interesting part, because it is proven to have very important benefits. Agencies want employees to work seriously according to their abilities to achieve good work results. Without good performance from all employees, success in achieving goals is difficult to achieve (Mangkunegara, 2019). "Work motivation is a very important thing that must be considered by management if every employee wants to make a positive contribution to achieving company goals" (K & Sudibya, 2019). "Suggested that work discipline affects employee performance. That discipline is the implementation of a series of jobs according to disciplinary procedures is the company's effort to control work behavior and how employees work in order to achieve goals" (Harahap & S, 2020).

PT. Beton Perkasa Wijaksana, which was established on March 31, 1983, is the first company in Indonesia with a special business in formwork, scaffolding and engineering. Currently PT. Beton Perkasa Wijaksana is a market leader in formwork, scaffolding and engineering for building, civil and industrial construction projects. Can be trusted by contractors and multinationals, as well as their joint operations. There are negative factors that can affect employee performance at PT. Beton Perkasa Wijaksana. These include, among others, the lack of execution of tasks, employee delays that do not receive special attention from superiors, and the lack of strict rules for implementing employee performance. All these are the reasons behind the decline in employee performance. Performance enhancing factors are work motivation and work discipline.

Based on the results of temporary observations of researchers in the field, there are several problems related to employee performance. In terms of work motivation, namely lack of enthusiasm from the company such as incentives and bonuses for employees. In terms of work discipline, namely the lack of compliance with regulations such as arriving not according to working hours and not adhering to work procedures. If this is left unchecked and does not get attention, it will have an impact on employee performance. Based on the description above, the researcher is interested in conducting research on "The Influence of Work Motivation and Work Discipline on Employee Performance in the Personnel Division at PT. Beton Perkasa Wijaksana"

2. RESEARCH METHOD

Motivation comes from the word motive which means encouragement. Motivation refers to a state that encourages or causes a person to carry out a conscious action or activity. Motivation is a state or energy that moves employees to be directed or directed to achieve the goals of a business organization (Patra & A, 2020).

Work motivation can provide energy that directs all existing potential, generates high and noble desires and increases the tension of a sense of belonging. Both parties act according to the rules or norms that have been set with mutual respect, mutual need, mutual understanding and respect for each other's rights and obligations in the overall operational work process (Patra Pertiwi & Saputra, 2020).

"Work motivation is their desire or effort related to their willingness to make great efforts to achieve common goals" (Suryani ; Kadek, Ni;, 2020). Motivation is important because with the help of motivation, every employee can work hard and be enthusiastic to achieve high productivity. Human behavior is influenced and stimulated by desire, fulfillment of needs and goals and satisfaction. Stimulus comes from inside and outside. Motivation is simply a factor that stimulates a person to behave in a certain way towards a desired goal. Motivation is also a mental state and a person's attitude that energizes, encourages action or movement, and directs or channels behavior to meet needs that bring satisfaction or reduce imbalances.

"Work discipline is a tool used by managers to communicate with employees so that they are ready to change their behavior, make efforts to raise awareness, are ready to comply with all rules and social norms that apply in the company" (M, Lesmana T; Damanik, F A;, 2022). "Work discipline is a tool used by managers to communicate with employees so that they are ready to change their behavior and make efforts to increase awareness and be ready to comply with all company rules and standards, applicable social norms"(E, Sutrisno;, 2020). From the various definitions above, it can be concluded that work discipline is the attitude of complying with the rules and standards that apply in the company in order to increase employee consistency in achieving company/organizational goals.

"Performance, namely employees who carry out tasks in accordance with the responsibilities given and are successful both quantitatively and qualitatively"(Chusnah & H, 2020). "Employee performance is the result of hard work or a measure of employee success because employees have the right skills such as productivity, they can achieve excellent results or fulfill their roles and responsibilities"(E Sutrisno, 2020). "Employee performance is the ability to fulfill the demands of the task, and the task objectives can be completed on time or within the maximum specified time. So that these goals are in accordance with the ethics and morals of the company"(Sitinjak , 2021). "Performance is a very difficult and very important skill for a leader"(M, Enny;, 2019).

Performance comes from performance, which is where we usually know that achievement is the result of work or work done by us. However, in reality performance has a broader meaning, not only the result of work or execution of work, but also the way the work process takes place. Both employers and employees expect better performance.

Based on the various definitions above, it can be concluded that employee performance is performance and work results that are assessed quantitatively and qualitatively by individuals in carrying out each task and obligation in accordance with work standards that have been set to achieve organizational goals.

3. RESULTS AND DISCUSSIONS

Multiple Linear Regression Analysis Test

Multiple linear regression analysis is an analysis used for research purposes to determine the relationship between the effect of the independent variables on the dependent variable. Based on the data processing that has been done, it can be seen that the relationship model from multiple linear regression analysis can be seen in the following table:

Tabel. 1 Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 9.569 | 5.419 | | 1.766 | .087 |
| | Work Motivation | .329 | .136 | .363 | 2.417 | .022 |
| | Work Discipline | .390 | .124 | .473 | 3.150 | .004 |

a. Dependent Variable: Employee performance

Correlation Coefficient

The correlation coefficient of Work Motivation and Work Discipline on Employee Performance is 0.758, the relationship between the two variables is in the "Strong" category because it is at the interval (0.60 - 0.799) and the direction of the correlation (+) means that Work Motivation and Work Discipline must be increased so that improve Employee Performance. So vice versa if work motivation and work discipline are not increased, it will reduce employee performance.

Tabel. 2 Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .758 ^a | .574 | .548 | 3.51894 |

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

T test

Work Motivation $t_{count} = 2.417$, so $t_{count} > t_{table}$ or $2.417 > 1.6938$, then a significant value of $0.022 < 0.05$ means H_0 is rejected and H_a is accepted which means that the Work Motivation variable (X_1) partially has a positive and significant effect on employee performance.

Work Discipline $t_{count} = 3.150$, then $t_{count} > t_{table}$ or $3.150 > 1.6938$, then significant $0.004 < 0.05$, then H_0 is rejected and H_a is accepted, which means that the variable Work Discipline (X_2) partially has a positive and significant effect on employee performance.

Tabel. 4 Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 9.569 | 5.419 | | 1.766 | .087 |
| | Work Motivation | .329 | .136 | .363 | 2.417 | .022 |
| | Work Discipline | .390 | .124 | .473 | 3.150 | .004 |

a. Dependent Variable: Employee Performance

Test F

Based on these results indicate that there is a positive and significant effect simultaneously between Work Motivation and Work Discipline on Employee Performance in the Personnel Division at PT. Beton Perkasa Wijaksana.

Tabel. 5 ANOVA^a

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 534.489 | 2 | 267.244 | 21.582 | .000 ^b |
| | Residual | 396.254 | 32 | 12.383 | | |
| | Total | 930.743 | 34 | | | |

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Work Motivation

4. CONCLUSION

Work motivation affects the performance of personnel division employees at PT. Beton Perkasa Wijaksana. This can be shown by the tcount value of 2.417 and ttable of 1.6938. This means that tcount > ttable with a significant value of 0.002 < 0.05. The results of this study indicate that work motivation has a positive and significant effect on the performance of personnel division employees at PT. Beton Perkasa Wijaksana. This means that if the work motivation given in the company goes well, it can improve the performance of the personnel division employees at PT. Beton Perkasa Wijaksana. The results of this study have similarities with previous research conducted by Felix Agytama (Kerja & Kerja, 2022), who examined the effect of work motivation, work discipline and work environment on employee performance in the Klaten Class II Bapas Office and that conducted by Addi Azis (Addi, Azis, 2021), The effect of work discipline and work motivation on employee performance at the Forestry Agency Sumatra Regional Social and Environmental Partnership. Work discipline affects the performance of personnel division employees at PT. Beton Perkasa Wijaksana. This can be shown by the tcount value of 3.150 and ttable 1.6938. This means that tcount > ttable with a significant value of 0.004 < 0.05. The results of this study indicate that work discipline has a positive and significant effect on the performance of personnel division employees at PT. Beton Perkasa Wijaksana. This means indicating that if the work discipline given in the company goes well, it can improve the performance of employees in the personnel division of PT. Beton Perkasa Wijaksana. The results of this study have similarities with previous research conducted by Meri Indriyani (Indriyani et al., 2021), who examined the Effect of Work Discipline and Work Motivation on Employee Performance at Songket Silungkang Aina MSME in Sawahlunto City and conducted by Ilham Jufri Sitorus (Sitorus, Jufri Ilham, 2021), The Effect of Work Discipline and Work Motivation on Employee Performance at Bulog Public Housing Agency, Medan. Work motivation and work discipline affect the performance of personnel division employees at PT. Perkasa Wijaksana Concrete, this can be shown by the Fcount value of 21.582 and Ftable of 3.29. This means that Fcount > Ftable with a significant value of 0.000 < 0.005. The results of this study indicate that work motivation and work discipline simultaneously have a positive and significant effect on the performance of personnel division employees at PT. Wijaksana Mighty Concrete. This indicates that work motivation and work discipline have an important role in influencing employee performance. Thus, this study provides strong empirical evidence regarding the positive influence of work motivation and work discipline on employee performance. The results of this study are also the same as the researchers namely (Oki, Agustian, 2019) (Dimas, Rari Hidayat, 2019) (Nazhar & Vera, 2022) (Dessy Puspita dan Sri Widodo, 2020) (Dulia Destafiani, Agus Sutardjo dan Meri Dwi Anggraeni, 2022). Companies can pay attention to how leaders in the company can motivate employees to work and can provide good work discipline behavior for employees. So that leaders can improve employee performance in the future. Future research can modify the research model by adding other variables as independent variables or intervening variables that correlate with employee performance. Future researchers may also consider using other data analysis techniques such as regression analysis or trying a qualitative approach in investigating work motivation, work discipline, and employee performance.

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