



The influence of work discipline and work motivation on the performance of employees of disduk capil of disduk capil Tangerang Regency

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ABSTRACT

Based on the results of temporary observations in the field, it appears that there are several problems related to employee performance. In terms of Work Discipline and in terms of work motivation. If this is left unchecked and does not get attention, it will have an impact on the performance of the Tangerang Regency Population and Civil Registration Office employees. This study aims to determine whether work discipline and work motivation simultaneously or partially affect the performance of employees of the Tangerang Regency Population and Civil Registration Office. The sample of this research is 38 respondents. The data analysis technique used is the multiple linear regression equation. The results of the study show that work discipline and work motivation have a significant simultaneous effect on employee performance at the Department of Population and Civil Registration of Tangerang Regency. calculated F value of 19,487 > F table 3.27, with a sig value of 0.00 < 0.05. Work Discipline partially has a significant effect on employee performance at the Department of Population and Civil Registration of Tangerang Regency. with a calculated t value of 2.139 > t table of 2.0301, with a sig value of 0.039 < 0.05 and work motivation partially has a significant effect on the performance of the Tangerang Regency Population and Civil Registration Service Employees. with a calculated t value of 3.475 > t table of 2.0301, with a sig value of 0.001 < 0.05.

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1. INTRODUCTION

Performance success has significant importance and appeal because it is proven to provide important benefits. An institution expects employees to work earnestly in accordance with their ability to achieve good work results. Without good performance from all employees, achieving goals will be difficult. Performance in principle includes mental attitudes and behaviors that always view that the work being done today must be of higher quality than before, for a quality future. An employee or employee will feel proud and satisfied with the achievements achieved based on the performance they provide for the company (Aini, 2019). The success of a government agency is influenced by the performance of individual employees in it. Government agencies will try to improve the performance of their employees in the hope of achieving the goals set by the government. Basically, performance is what employees do or don't do. By complying with the regulations set by government agencies

and maintaining high discipline, the working atmosphere within government agencies will become more conducive, and this will have a positive impact on government activities (Pitriyani & Halim, 2020).

In Government Regulation (PP) No. 94/2021 concerning the Discipline of Civil Servants (PNS), it is affirmed that civil servants must comply with obligations and not violate the prohibitions contained in the regulation. Work discipline is an effort to improve employee performance in an agency. Discipline can make a positive contribution to employee performance. Work discipline is an important foundation in achieving the goals of an organization. The purpose of implementing work discipline in an organization is for all employees to voluntarily obey and obey every applicable order, without any coercion (Nasrih, 2019)

Work motivation is one of the important aspects needed by human resources in carrying out their duties so that enthusiasm arises at work. Each employee has different work motivations, some want appreciation from the agency where they work, and some feel satisfaction in completing tasks personally. Although an employee has high work ability, if he does not have the motivation to complete his task, the final result of his work will not be satisfactory. With work motivation, it is expected that employee performance can increase so that agency goals can be achieved (Syafrina, 2019).

Work discipline is a support that affects employee performance. Lack of work discipline can result in poor performance and failure to meet desired expectations. The goal may not be fulfilled and may affect the company's activities (Wirawan, 2022). Discipline is a sense of obedience and adherence to trustworthy and responsible values. In other words, discipline means following rules under supervision and control. On the contrary, discipline is an effort that results in the result of a collection of values or forces the subject to obey a rule (Jayasaputra et al., 2022). According to (Siswanto et al., 2023), there are five factors that can affect work discipline, which are as follows: 1) Frequency of attendance 2) level of vigilance 3) Adherence to work standards 4) Adherence to work regulations 5) Work ethics. The indicators of work discipline according to (Setiawan et al., 2023) include: 1) Be present on time 2) Prioritize the percentage of attendance 3) Comply with the provisions of efficient and effective working hours 4) Have work skills in their field of duty 5) Have high morale 6) Have a good attitude 7) Always be creative, innovative at work.

Motivation is a factor that affects the enthusiasm and enthusiasm of employees to participate actively in the work process (Kurniawati, 2021). Arisanti et al., (2019) suggests that work motivation is what causes, channels, and supports human behavior, in order to work hard and enthusiastically achieve optimal results. Motivation is an ongoing process carried out by employees to achieve goals and success both for personal interests and for the benefit of the desired agency. Each individual employee has different needs and desires, so the motivation needed is also diverse. Factors that influence work motivation, according to (Lesmana & Farisi, 2022), include: 1) Basic needs 2) Future needs 3) The need for self-esteem 4) The need for recognition of work performance. According to (Nurjaya, 2021) explained several factors that are indicators of motivation, as follows: 1) Awards 2) Work environment 3) Work facilities 4) Work performance 5) Recognition from superiors 6) Work itself.

Performance comes from English performance which means performance. The concept of performance stands for work energy kinetics. Performance is the output produced by the functions or indicators of indicators of a job or a profession in a certain time (M. Effendi, 2019). Performance is the implementation of the plan that has been prepared. Performance implementation is carried out by human resources who have the ability, competence, motivation and importance. Performance is the implementation of employee responsibilities with the achievement of work results in accordance with the quality and quantity in the company. That performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Hustia, 2020). According to Damayanti & Sandra, (2021) there are eight characteristics that make a performance standard effective, namely: 1) Standards are based on work, 2) Standards can be achieved, 3) Standards can be understood, 4) Standards are agreed, 5) Standards are specific and as measurable as possible, 6) Standards are time-oriented, 7) Standards must be written, 8) Standards can change.

Meanwhile, according to Kasino et al., (2020) said employee work performance is a function of the results of work or activities in the company that are influenced by internal and external factors of the organization in achieving the goals set during a certain period of time. Performance Indicators According to Mangkunegara, (2019) mentions the indicators of employee performance are as follows: 1) Quality of work 2) Quantity of work 3) Implementation of duties 4) Responsibility.

Based on the author's observations while at the Population and Civil Registration Office of Tangerang Regency, it was found that there were employees who came and went home not in accordance with the predetermined rules. And often when the break has ended, employees are not in the room. This can illustrate that the level of discipline in Tangerang Regency Disdukcapil office employees is still low. Service to the community is still not optimal, it can be seen from several problems in it, namely, employees are still far from being professional or lack accuracy in providing services to the community, so that in the process of implementing poor performance greatly affects the service products carried out by employees to the community, for example, in making eKTP there are still errors in writing names, date of birth and year of birth

2. RESEARCH METHOD

Researchers use survey methods to collect information from a portion of the population that is considered representative of a particular population. The survey research method was chosen because it is easier, faster, and produces accurate and timely information. Questionnaires were used as data collection instruments, involving a number of people as research samples.

Population in the context of research refers to all individuals, objects or units to be studied or studied. In this case, the population refers to all male and female civil servants of the Population and Civil Registration Office of Tangerang Regency. In research, the population is often the larger group from which the research sample is taken to produce generalizations or conclusions about the population (Prof. Dr. Sugiyono, 2019). In this study, the population is all civil servants working at the Population and Civil Registration Office of Tangerang Regency.

The sample is part of the total number and characteristics contained in the population (Wahyuni, 2022). The method applied in this research is random sampling.

a. Multiple Linear Regression

Multiple linear regression analysis is a method employed to model the relationship between a dependent variable (Y) and two or more independent variables (X1, X2, X3). The primary objective of this analysis is to understand how changes in the independent variables can influence the dependent variable. In multiple linear regression, the dependent variable is explained as a linear function of the linear combination of related independent variables (Sugiyono, 2018).

b. Coefficient Of Determination

The coefficient of determination, R^2 , is used to measure the extent to which independent (predictor) variables can explain the variation in the dependent (response) variable. The value of the coefficient of determination ranges from 0 to 1. When the R^2 value approaches 1, it indicates that the independent variables can strongly and significantly explain the variation in the dependent variable, leading to a closer relationship between them. However, if the R^2 value approaches 0, it signifies that the independent variables have limited ability to explain the variation in the dependent variable, resulting in a weaker relationship between them (Irfan, 2019).

c. Partial Test (T-test)

The T-test is utilized to examine partial or partial significance. In the T-test, each individual regression coefficient is tested to ascertain if an independent variable significantly influences the dependent variable. The initial step involves determining the t-value using the following formula (Harahap, 2020).

d. Simultaneous Test (F-test)

The F-test or regression coefficient test is used to evaluate whether independent variables have a significant impact on the dependent variable. This test involves using a significance level of 0.05, meaning the threshold for significance is 0.05. If the obtained F-test value is smaller than 0.05, it can be concluded that there is a significant influence between the independent and dependent variables. However, if the obtained value is larger than 0.05, there is no significant influence between the independent and dependent variables (Imam Ghozali, 2019).

3. RESULTS AND DISCUSSIONS

The statistical method called descriptive data is used to provide a brief and clear description or explanation of the data, with the aim of increasing understanding of the attributes, patterns, and variations that exist in the data. Research data is collected and given directly to respondents.

The technique used in sampling uses the quota sample method. That is, sampling is based on a predetermined amount, so that the data collection is easy and the fulfillment of the predetermined amount (quotum), then the number of samples obtained is 38 samples. With this, the data processing requirements with the SPSS sample analysis tool can be met.

a. Multiple Linear Regression

Table 1. Multiple Linear Regression Equation Test Results

Model	Coefficients ^a						
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	27.726	5.985		4.633	.000		
Work Discipline(X1)	.354	.165	.308	2.139	.039	.652	1.533
Work Motivation(X2)	.481	.138	.500	3.475	.001	.652	1.533

a. Dependent Variable: Employee Performance(Y)

Source: Primary data processed by SPSS 2023

$$(Y) \hat{=} a + b_1X_1 + b_2X_2 + e$$

$$Y=27.726+0.354 X_1+0,481 X_2+e$$

The value of the constant is 27.726, meaning that if the work discipline (X1) and work motivation (X2) have a value equal to zero (0), then the value of Y is equal to the value of the constant 27.726. Work discipline has a value of 0.354 which indicates that when work discipline increases by one unit, employee performance will increase by 0.354 units. Work motivation has a value of 0.481 which indicates that when work motivation increases by one unit, employee performance will increase by 0.481 units.

b. Coefficient of Determination (R²)

This coefficient of determination (R²) is used to determine how much influence the independent variable has on the dependent variable. The coefficient of determination is determined by the Adjusted R square value.

Table 2 Test Results of Coefficient of Determination (R²)

Model	Model Summary ^b				
	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.726 ^a	.527	.500	2.351	1.777

a. Predictors: (Constant), of Test Results Coefficient of Determination (R²)

b. Dependent Variable: EMPLOYEE PERFORMANCE(Y)

Source: Primary data processed by SPSS 2023

The calculation results in table 2 obtained a coefficient of determination (adjusted R square) of 0.527. This shows that 52.7% of employee performance of the Population and Civil Registration Office of Tangerang Regency is influenced by variables (x) consisting of work discipline (X1) Work motivation (X2), while the remaining 47.3% of employee performance is influenced by other variables that were not studied in this study.

c. F Test (Simultaneous)

The F test is used to determine whether or not there is an influence of the independent variable on the dependent variable. If the probability of significance > 0.05 , the effect is not significant, H_0 is accepted, and H_a is rejected. if the probability of significance < 0.05 , there is a significant effect H_0 is rejected and H_a is accepted. Table 3 Hasil Uji Secara Simultan (Uji F).

Table 3 Simultaneous Test Results (Test F)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	215.403	2	107.701	19.487	.000 ^b
	Residual	193.439	35	5.527		
	Total	408.842	37			

a. Predictors: (Constant), of Test Results Coefficient of Determination (R²)

b. Dependent Variable: Employee Performance(Y)

Source: Primary data processed by SPSS 2023

Known F table on this test is 3.27. Based on the table of simultaneous test results above, a calculated F value of 19.487 was obtained, meaning that F was calculated $> F$ table with a significance value of $0.000 < 0.05$. So that it shows that the independent variable, namely work discipline and work motivation, simultaneously affects the dependent variable, namely employee performance. It can be concluded that the third hypothesis in this study H_0 was rejected and H_a was accepted.

This Partial T Test is carried out with the aim of testing the influence between the independent variable (independent) and the dependent variable (dependent). The decision is taken if the significance value > 0.05 or the t-count value $< t$ -table, then H_a is rejected and H_0 is accepted. Conversely, if the significance value < 0.05 or the t-count value $> t$ -table, then H_a is accepted and H_0 is rejected, can be seen in the table below as follows:

Table 4 Partial Test Results (Test t)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.726	5.985		4.633	.000
	Work Discipline(X1)	.354	.165	.308	2.139	.039
	Work Motivation(X2)	.481	.138	.500	3.475	.001

a. Dependent Variable: Employee Performance(Y)

Sumber: Data primer diolah SPSS 2023

Based on the table above describes the results of the t test, as follows. First hypothesis (H_1), It is known that the table T on this variable is 2.030 and the calculated T on the X1 variabel is 2.139 with a sig value. 0.39. It can be concluded in the variable X1 T table $> T$ calculate and the sig value $0.039 < 0.05$, meaning that the first hypothesis on the variable of work discipline has a positive and significant effect on employee performance. So the results show that H_a was accepted and H_0 was rejected. Second hypothesis (H_2), It is known that the table T on this variable is 2.030 and the calculated T on the X2 variabel is 3.475 with a sig value. 0.39. It can be concluded on the variable X2 T table $> T$ calculate and the sig value $0.001 < 0.05$, meaning that the second hypothesis on the

variable of work motivation has a positive and significant effect on employee performance. So the results show that H_a was accepted and H_o was rejected.

4. CONCLUSION

Based on the results of research that has been conducted at the Population and Civil Registration Office of Tangerang Regency regarding the Effect of Motivation and Practical Work on Employee Performance. Therefore, from this study, the following conclusions are drawn. That work discipline (X1) has a positive effect on the performance of employees of the Population and Civil Registration Office of Tangerang Regency. Based on the results of the analysis, this study used a partial multiple analysis technique which showed a significant level of $0.039 < 0.05$ at a calculated t value of 2.139 greater than t table 2.030 So that the results showed that H_a was accepted and H_o was rejected. This means that work discipline has a positive effect on the performance of employees of the Population and Civil Registration Office of Tangerang Regency. That work motivation (X2) has a positive effect on the performance of employees of the Population and Civil Registration Office of Tangerang Regency. Based on the results of the analysis, this study used a partial multiple analysis technique which showed a significant level of $0.001 < 0.005$ at a calculated t value of 3.475 greater than t table 2.030 So that the results showed that H_a was accepted and H_o was rejected. This means that work discipline has a positive effect on the performance of employees of the Population and Civil Registration Office of Tangerang Regency. That work discipline (X1) and work motivation (X2) have a positive effect on the performance of employees of the Population and Civil Registration Office of Tangerang Regency. Based on the results of analysis using several analysis techniques simultaneously which showed a significant level of $0.00 < 0.05$ at a calculated f value of 19.487 greater than in f table 3.27, H_a was accepted and H_o was rejected. This means that work discipline and work motivation have a positive effect on the performance of employees of the Population and Civil Registration Office of Tangerang Regency. The conclusion of this study is that the influence of work motivation and work discipline has a positive and significant relationship with employee performance. This factor is to encourage higher levels of work motivation and work discipline to employees. This study has a very close relationship between work motivation, work discipline and employee performance. This study used t-test and f-test analysis which provided a strong statistical basis to support the conclusions in this study. Research implications: this research provides insight for companies in developing strategies and supports high levels of work motivation and work discipline to employees. Overall, the study only provides new information about how work motivation and work discipline can affect employee performance and also provides a more in-depth look at these factors. Although this study gave good results, there are still some suggestions that can be considered for future research to increase understanding and deeper insight into work motivation, work discipline and employee performance. The next researcher wants to include other variables that can affect employee performance such as employee training and work environment. With this suggestion, future research can contribute further to improving employee performance.

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