

The Influence of Motivation and Work Discipline on Employee Performance at The North Wara Sub-District Office, Palopo City

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ABSTRACT

This research aims to analyze the influence of motivation and work discipline on employee performance at the North Wara Subdistrict Office, Palopo City. The approach used is a survey method by collecting data through questionnaires distributed to office employees. Data analysis was carried out using descriptive methods, validity and reliability tests, and multiple linear regression. The research results show that motivation and work discipline have a significant positive effect on employee performance. Increasing work discipline has been proven to increase employee productivity and orderliness in completing their tasks.

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1. INTRODUCTION

Human Resources are the only resources that have feelings, desires, skills, knowledge, drive, power, and work (ratio, taste, and karsa). All of these human resource potentials affect the organisation's efforts to achieve its goals. Likewise, the advancement of technology, the development of information, the availability of capital and adequate materials, if without human resources it is difficult for the organisation to achieve its goals. Human Resources as the main key will determine the successful implementation of company activities.

Motivation is a condition that encourages employees to work more enthusiastically to achieve their goals, both from within the employee and from the employee's work environment, even though the employee has qualified skills but has no motivation to work, the skill will be useless and unsatisfactory. Without employee motivation, employee performance will not be achieved properly, employees who have high motivation and work discipline will be able to encourage these employees to work more enthusiastically and make a positive contribution to the work they have been given.

To create good employee performance in the company, it is not only driven by motivation but employees must also have high work discipline. Discipline is a situation where employees must obey a number of rules that exist within the scope of the company. Without good work discipline, work results will not be achieved properly and unsatisfactorily. Work discipline plays a very important role in the scope of work in order to regulate activities and make all activities more well directed.

Employee performance is the result of work that has been achieved by an employee in completing a job that has been given to him. Employee performance is one of the things that affects the performance and progress of a company or organisation. The better the employee's performance, the easier the organisation's goals will be to achieve, but if the employee's performance is low or not good, the more difficult the organisation's goals will be to achieve. In order to help maximise the achievement of good employee performance, there needs to be support from each management in

providing direction and support for facilities and infrastructure, facilities to facilitate the provision of assistance, guidance, training and development. With adequate advice, it will facilitate objective performance appraisal.

To create effective and efficient employee performance is not easy, not only creating high work motivation but the work discipline factor is also very influential. Self-discipline plays a very large role in achieving organisational goals. According to Anwar (2020) Work discipline is a form of compliance, behaviour, and this operation is the same as the rules or procedures that have been determined from the company.

The North Wara Sub-District Office is a government agency located in the city of Palopo, which still faces many challenges in improving employee performance, with so many challenges there are several good efforts or ways that can encourage, improve employee performance, one of the efforts made is to provide motivation and improve work discipline for employees.

Motivation indicators put forward by Wibowo (2014: 321) are:

1. The work itself is the type of work that is of interest and that is in accordance with capacity and ability.
2. Recognition or appreciation if completing work in accordance with applicable regulations.
3. Responsibility or trust given
4. Salary that can meet the needs and other needs.
5. Interpersonal relationships, both relationships with co-workers and with superiors, a harmonious work atmosphere between employees that exists in the workplace and there is always cooperation between subordinates and superiors and co-workers.
6. Working conditions there are adequate work support facilities in accordance with work needs and a work atmosphere that is in accordance with what is expected.

Indicators of work discipline according to (Guntur 2014), namely:

1. Discipline against time.
2. Discipline against targets
3. Discipline towards quality.
4. Discipline towards work priorities.
5. Discipline towards procedures.

According to Anwar Prabu Mangkunegara (2009: 75) performance indicators are

1. Quality
Quality of work is how well an employee does what should be done.
2. Quantity
Work quantity is how long an employee works in one day. This work quantity can be seen from the work speed of each employee.
3. Task execution
Task execution is how far employees are able to do their work accurately or without errors.
4. Responsibility
5. Responsibility for work is an awareness of the employee's obligation to carry out the work provided by the company.
6. Performance benefits

Employee performance is very necessary, because with this performance it can be seen how far the employee's ability to carry out the tasks assigned to him. For this reason, it is necessary to determine clear and measurable criteria and set them together as a reference.

2. RESEARCH METHOD

This type of research uses quantitative methods, with data collection techniques by means of interviews, observations, and distributing questionnaires. The sampling technique used in this study was saturated sampling technique, with all members of the population used as samples. And this research uses Multiple Linear Regression Analysis.

RESULTS AND DISCUSSIONS

Research Instrument Test

Validity Test

The validity test on this questionnaire was carried out using Software IBM SPSS Statistics Version 28 software, with the testing technique used, namely the Pearson correlation coefficient (product moment correlation coefficient) and the results will be compared with the value, namely 0.361, for an error rate of 5% or 0.05. The number of respondents in this validity test was 25 respondents with a total of 30 items, from the results of the SPSS validity test. After conducting the validity test, there was 1 invalid statement, namely in variable X, so that the remaining 29 items and statements were considered valid because the value was greater than the value so that all statements were included in the research questionnaire.

Reliability Test

The reliability test in this study used IBM SPSS Statistics Version 28 Software software, the reliability test was carried out on valid items that had gone through the validity test at the previous stage. The statement in the questionnaire can be said to be reliable if it is greater than 0.60. In this study, the calculated alpha value is 0.966, which means that the questionnaire distributed is reliable.

Multiple Linear Regression Test

F Test

Table 1. F test

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	467.859	2	233.929	38.994	.001 ^b
Residual	131.981	22	5.999		
Total	599.840	24			

Source : Data Processed (2024)

Based on Table 1 anova, it can be described that there is a significant influence between the independent variable and the dependent variable. This can be seen in the significant value in the anova table, showing the significant value in the table is 0.001. The basis used is that if the significant value is less than 0.05, where $\alpha = 5\%$ (0.05) then the independent variables together have a significant effect on the dependent variable. So that hypothesis 1 is accepted.

T Test

Table 2. T test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.103	4.250		.996	.345
Motivasi Kerja	.089	.158	.102	.561	.581
Disiplin Kerja	.610	.139	.796	4.376	.001

Source : Data Processed (2024)

1. Effect of Work Motivation (X1) on Performance (Y)
The results of the individual test (t test) between the work motivation variable on employee performance show a value of $0.581 > 0.05$. So it can be said that there is no significant effect of work motivation on employee performance at the North Wara Sub-District Office, Palopo City. Which means hypothesis 2 is rejected.
2. Effect of Work Discipline (X2) on Performance (Y)
The results of persial testing (t test) between the work discipline variable on employee performance show a value of $0.001 < 0.05$ so it can be said that there is a significant effect of work discipline on employee performance at the North Wara Sub-District Office, Palopo City. Which means hypothesis 3 is accepted.

Determination Coefficient

The coefficient of determination or used to measure how far the model's ability to explain the variation in the dependent variable (Y), namely the performance variable.

Table 3 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.883 ^a	.780	.760	2.449

Source : Data Processed (2024)

The results of the SPSS software calculation obtained the Adjusted R square value = 0.760 which means that 76% of employee performance at the North Wara Sub-District Office, Palopo City can be explained by the variables of motivation and work discipline. While the remaining 24% is influenced by other variables outside the model studied.

DISCUSSION

The Effect of Motivation and Work Discipline on Employee Performance at the North Wara Sub-District Office, Palopo City

The results of this study are that simultaneously the variables of motivation and work discipline together have a significant effect on employee performance at the North Wara Sub-District Office, Palopo City. Work discipline allows employees to be more productive and organised in the aspect of entering working hours on time, completing their respective tasks and responsibilities so that employee work does not accumulate. Employee discipline is very necessary to improve employee performance, without work discipline and the rules and regulations that exist in the organisation.

The Effect of Work Motivation on Employee Performance at the North Wara Sub-District Office, Palopo City

Based on the research conducted, it was found that work motivation did not have a significant effect on employee performance at the North Wara sub-district office in Palopo City. In this study, it shows that although work motivation on employee performance at the North Wara Sub-District Office of Palopo City is not significant in directly affecting it, superiors should further improve strategies to motivate their employees by communicating clearly about the expectations and goals of superiors or management, recognising achievements by giving recognition to employees' achievements and hard work, providing training and skill development so that employees feel more confident and capable in their work.

Based on respondents' perceptions of work motivation at the North Wara Sub-District Office, Palopo City shows that work motivation has a weak contribution to employees in carrying out the tasks and responsibilities given, which can result in a decrease in the performance produced by employees. This indicates that if the employee's work motivation is not good, it will affect the performance of the employee himself, and vice versa, if the employee has high work motivation, of course, his performance will be good too.

Where this is in line with research conducted by Aldyanto (2021) with the title The Effect of Work Motivation and Work Discipline on Employee Performance at PT.Tunas Dwipa Matra Palopo, Based on the results of this study, the F test obtained an F-count of (12,480) and F-table (3.40) using $\alpha = 5\%$ (0.05), this shows that the value of F count > F table with a significant level of 0.000. It can be concluded that the motivation variable (X1) and work discipline (X2) together affect the employee performance variable (Y). However, the motivation variable (X1) has a positive and insignificant effect on the performance variable (Y).

The effect of work discipline on employee performance at the North Wara sub-district office, Palopo city

Based on the research conducted, it is found that work discipline has a significant effect on employee performance at the North Wara sub-district office in Palopo city. This study shows that employees at the North Wara sub-district office in Palopo city need to improve good work discipline in carrying out work in order to achieve agency goals.

Based on respondents' perceptions of employee discipline at the North Wara sub-district office in Palopo city, it shows that employees have good work discipline to achieve agency goals. Work discipline is an attitude that shows obedience, compliance, loyalty, order, and order to the rules in carrying out duties and responsibilities as an effort made as much as possible to achieve agency goals, with the existence of good employee work discipline in the sub-district office of North Wara Palopo city will improve employee performance.

The results of this study are in line with research conducted by Ekshan (2019) on the effect of motivation and work discipline on employee performance. The results of this study indicate that partially and simultaneously the variables of motivation and discipline affect the performance of employees of PT Syncrum logistik.

CONCLUSION

Based on the research results, it can be concluded as follows: 1) Motivation and work discipline simultaneously have a significant effect on performance at the North Wara Sub-District Office, Palopo City. 2) Motivation partially has no significant effect on employee performance at the North Wara Sub-District Office, Palopo City. 3) Work discipline partially has a significant effect on employee performance at the North Wara Sub-District Office, Palopo City.

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