

THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GARANANGKEKE SUB-DISTRICT, BANTAENG DISTRICT

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Abstract

This study aims to (1) determine the effect of work motivation on employee performance, (2) determine the effect of work discipline on employee performance, (3) determine the influence of motivation and work discipline jointly on employee performance in the Gantarangkeke sub-district office, Gantarangkeke district, Bantaeng regency. The type of data used in this study is quantitative data obtained from questionnaires that are distributed and related to the problem under study with a sample size of 41 people. Data were analyzed using multiple linear regression analysis with the help of SPSS 23 data processing to prove the hypothesis. The results showed that the work motivation variable obtained t-count $2.552 > t\text{-table } 1.685$ and a significant value of $0.015 < 0.05$, then H_1 is accepted, which means that the work motivation variable has a positive and partially significant effect on the performance variable. While the work discipline variable obtained t-count $7.189 > t\text{-table } 1.685$ and a significant value of $0.000 < 0.05$, then H_2 is accepted which means the work discipline variable has a positive and partially significant effect on performance variables. Based on the research results it is known that the performance variable, obtained f-count 35.267, where the value is greater than f-table 3.24. And a significant value of 0.000 indicates that the variables of motivation and work discipline have a positive and significant effect on performance variables together. t-table 1.685 and a significant value of $0.000 < 0.05$, then H_2 is accepted, which means that the work discipline variable has a positive and partially significant effect on performance variables. Based on the research results it is known that the performance variable, obtained f-count 35.267, where the value is greater than f-table 3.24. And a significant value of 0.000 indicates that the variables of motivation and work discipline have a positive and significant effect on performance variables together. t-table 1.685 and a significant value of $0.000 < 0.05$, then H_2 is accepted, which means that the work discipline variable has a positive and partially significant effect on performance variables. Based on the research results it is known that the performance variable, obtained f-count 35.267, where the value is greater than f-table 3.24. And a significant value of 0.000 indicates that the variables of motivation and work discipline have a positive and significant effect on performance variables together.

Keywords: *Work Motivation, Work Discipline, Performance*

1. INTRODUCTION

In the current state government system, there are a number of government officials who assist in managing social matters. The government system in Indonesia is divided into central government and regional government. At this time, along with the development and progress of an organization, there is no escape from the existence of supporting human resources. Human resources is an aspect

THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GARANANGKEKE SUB-DISTRICT, BANTAENG DISTRICT

Putri Audina, Siti Hasbiah, Zainal Ruma, Agung Widhi Kurniawan, Uhud Darmawan Natsir

that is very influential on the running of a process in an organization. Human resources in an organization are an inseparable unit (Sari & Masrurroh, 2018).

One of the regional government agencies or organizations is an agency located in each district of an area that is given the authority to build, manage and serve the interests of the community in their respective regions. The success of the organization will be determined by how the performance of the employees in it. So in this case performance needs to be prioritized in order to achieve organizational goals properly and optimally. Effective performance is something that is needed by an organization. Therefore, an organization will always try to improve the performance of its employees, with the hope that the goals of the organization will be achieved effectively. According to Hasibuan,

According to Mathis & Jackson in Akbar, (2014) that a performance sought by a company is seen from the ability, motivation, and individual support received by that person. If someone can accept and be well motivated, the results will also greatly affect the results of the work achieved. So basically if an organization wants to achieve optimal performance in accordance with predetermined targets, the organization must provide motivation to employees so that employees are willing and willing to devote their energy and thoughts to work. The application and cultivation of the nature and behavior of work discipline is very important for employees to bring progress and good organizational quality.

Camat offices are scattered in every district in a region. The Gantarangkeke sub-district office is one of the regional government agencies located in Bantaeng district, precisely in Dampang, Gantarangkeke Village, Bantaeng Regency, South Sulawesi. One of the government agencies whose job is to help manage and serve the interests of the local community. Based on field observations, at the Gantarangkeke Sub-District Office there are still several employees who do work that is not in accordance with their abilities or expertise so that they complete a number of jobs not on time or not in accordance with the time limit given which results in a decrease in the employee's performance. In some of the sub-district office employees, it was found that there were still many who violated the rules that had been set at the sub-district office. There are still many employees who do not come on time or do not comply with the applicable working hours. Delay a number of tasks given by superiors. Leaving office duties or wandering around during working hours without clear explanation. Some of the gaps that occur are caused by a lack of motivation given by superiors to their employees. There is also a lack of rewards such as promotions or bonuses from superiors. Lack of attention or supervision by superiors to their employees. So that these employees lack discipline in doing their jobs which will certainly lead to poor or less than optimal performance results. There are still many employees who do not come on time or do not comply with the applicable working hours. Delay a number of tasks given by superiors. Leaving office duties or wandering around during working hours without clear explanation. Some of the gaps that occur are caused by a lack of motivation given by superiors to their employees. There is also a lack of rewards such as promotions or bonuses from superiors. Lack of attention or supervision by superiors to their employees. So that these employees lack discipline in doing their jobs which will certainly lead to poor or less than optimal performance results. Leaving office duties or wandering around during working hours without clear explanation. Some of the gaps that occur are caused by a lack of motivation given by superiors to their employees. There is also a lack of rewards such as promotions or bonuses from superiors. Lack of attention or supervision by superiors to their employees. So that

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Based on the above problems, the researchers tried to conduct research with the title "The Influence of Work Motivation and Discipline on the Performance of Employees in the Gantarangkeke Sub-district Office, Gantarangkeke District, Bantaeng Regency".

2. RESEARCH METHOD

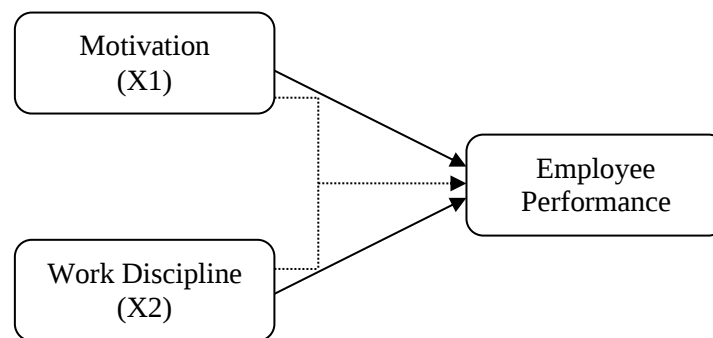


Figure 1. Framework of Mind

Based on the framework, in connection with the problems previously stated, the authors propose a hypothesis, namely:

- H1 :Motivation has a positive and significant effect partially on employee performance
- H2 :DWork discipline has a partially positive and significant effect on employee performance
- H3 :Motivation and work discipline have a positive and significant effect simultaneously on employee performance

The type of research used in this research is quantitative research, namely research that presents data in the form of numbers and uses statistical analysis which usually aims to show relationships between variables, test theories and look for generalizations that have predictive value. This research is intended to determine the causal effect of several variables. Namely the influence of the variables (X1) Motivation, (X2) Work Discipline and on (Y) Performance.

The population in this study were all employees of the Gantarangkeke sub-district office, Gantarangkeke Village, Bantaeng Regency, namely employees with a total of 41 employees. The sample used by the researcher is the entire population of employees who work in the Gantangkeke District Office, namely 41 people.

THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GARANANGKEKE SUB-DISTRICT, BANTAENG DISTRICT

Putri Audina, Siti Hasbiah, Zainal Ruma, Agung Widhi Kurniawan, Uhud Darmawan Natsir

3. RESULTS AND DISCUSSION

Research result

3.1 Characteristics of Respondents

Respondents in this study were 41 who were described based on several characteristics. Based on the age of the respondents, there was 1 respondent aged <20 years with a percentage of 2.4%. 20 respondents aged 21-30 years with a percentage of 48.8%. Then at the age of 31-40 years there were 12 respondents with a percentage of 29.3%. And at the age above 40 years there are 8 respondents with a percentage of 19.5%. Based on gender, 14 male respondents with a percentage of 34.1% and 27 female respondents with a percentage of 65.9%. Based on their last education, 27 respondents with the last education were high school, with a percentage of 65.9%. Then 11 respondents with the last Bachelor's degree with a percentage of 26.8%. And the last 3 respondents with other education percentage 7.3%. Based on length of work there were 3 respondents who worked less than 1 year with a percentage of 7.3%. Then there were 20 respondents who worked 1-5 years with a percentage of 48.8%. And there are 12 respondents who have worked 6-10 years with a percentage of 29.3%. Finally, there are 6 respondents who have worked for more than 10 years with a percentage of 14.6%.

3.2 Descriptive Analysis

Table 1. Qualification Level of Respondents

No.	Respondents Achievement Rate (%)	Criteria
1	90% - 100%	Very good
2	80% - 89%	Good
3	70% - 79%	Pretty good
4	60% - 69%	Not good
5	< 50%	Not good

To see the responses of respondents to the research variables and also the calculation of scores for the variables studied can be seen as follows:

a. Work Motivation (X1)

Work motivation variable (X1) obtained an average result of each indicator of 81.56% and the calculation index is in good criteria. It can be concluded that the results of the answers from 41 respondents to the 10 statements that have been submitted are at a good level.

b. Work Discipline (X2)

Work Discipline Variable (X2) obtained an average result of each indicator of 84.31% and the calculation index is in good criteria. It can be concluded that the results of the answers from 41 respondents to the 6 item statements that have been submitted are at a good level.

c. Performance (Y)

Performance Variable (Y) obtained an average result of each indicator of 82.44% and the calculation index is in good criteria. It can be concluded that the results of the answers from 41 respondents to the 8 statements that have been submitted are at a good level.

3.3 Instrument Test

a. Validity test

This study uses the provisions by looking at the significance value where if the significance level value is <0.05 then the statement item is valid, conversely if the significance level is > 0.05 then the statement item is invalid.

1) Work Motivation (X1)

The results of the validity test showed that all statement items from the Work Motivation variable (X1) studied were valid with the r-count value of all statement items being above 0.260 or r-count > r-table and a significance value of less than 0.05 or <0.05 so that all statement items in the instrument are said to be valid.

2) Work Discipline (X2)

The results of the validity test showed that all statement items from the Work Discipline variable (X2) studied were valid with the r-count value of all statement items being above 0.260 or r-count > r-table and a significance value of less than 0.05 or <0.05 so that all statement items in the instrument are said to be valid.

3) Performance (Y)

The results of the validity test show that all statement items from the Performance variable (Y) studied are valid with the r-count value of all statement items above 0.260 or r-count > r-table and a significance value of less than 0.05 or <0.05 so that all statement items in the instrument are said to be valid.

b. Reliability Test

The reliability test was carried out to see how consistent the results of a study were when it was done repeatedly.

Table 2. Reliability Test Results

No	Variable	Cronbach's Alpha	Reliability
1	Work motivation	0.748	Reliable
2	Work Discipline	0.715	Reliable
3	Performance	0.620	Reliable

Source: Primary data processed (2023)

Based on the calculation results in the table above, the reliability test shows that the Cronbach's alpha value for all variables is greater than 0.60. Where the work motivation variable (X1) has a cronbach's alpha value of $0.748 > 0.60$. Then for the work discipline variable (X2) it has a Cronbach's alpha value of $0.715 > 0.60$. And finally the performance variable has a cronbach's alpha value of $0.620 > 0.60$. So it can be concluded that from the questionnaire used to describe that the variables of work motivation, work discipline, and performance can be said to be reliable and reliable as a variable measuring tool.

3.4 Classic assumption test

a. Normality test

The normality test was carried out to see whether in the regression model the dependent variable and the independent variable both have a normal distribution or not. The normality test results in this study are as follows:

THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GARANANGKEKE SUB-DISTRICT, BANTAENG DISTRICT

Putri Audina, Siti Hasbiah, Zainal Ruma, Agung Widhi Kurniawan, Uhud Darmawan Natsir

Table 3. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		41
Normal Parameters, b	Means	.0000000
	std.	1.78734896
	Deviation	
MostExtreme Differences	absolute	096
	Positive	096
	Negative	-.070
Test Statistics		096
asympt. Sig. (2-tailed)		.200c,d

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: SPSS processed (2023)

Based on the results of the normality test in the table above, a sig value of $0.200 > 0.05$ is obtained, which means that it can be concluded that the data in this study are normally distributed.

b. Multicollinearity Test

The multicollinearity test is used to determine whether there is multicollinearity by investigating the magnitude of the intercorrelation between the independent variables. The results of the multicollinearity test in this study are as follows:

Table 4. Multicollinearity Test Results

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.869	3.919		.732	.469		
	Motivasi Kerja	.209	.082	.252	2.552	.015	.946	1.057
	Disiplin Kerja	.860	.120	.709	7.189	.000	.946	1.057

a. Dependent Variable: Kinerja

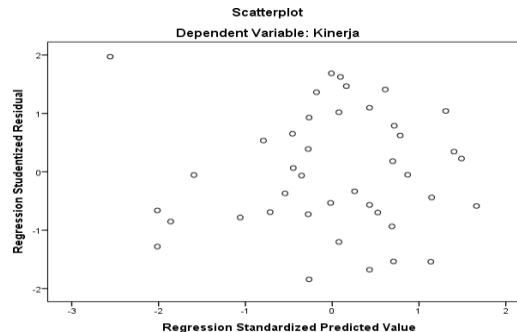
Source: SPSS processed (2023)

Based on the results of the multicollinearity test in the table above, a tolerance value of $0.946 > 0.10$ was obtained and a VIF (Variance Inflation Factor) value of $1.057 < 10$. It can be concluded that the independent variables, namely work motivation and work discipline, are not correlated with each other so that it can be stated multiple linear regression models are free from multicollinearity assumptions.

c. Heteroscedasticity Test

The heteroscedasticity test is used to determine whether in a regression model there is an inequality of variance from the residuals of one observation to another. The results of the heteroscedasticity test in this study are as follows:

Figure 2. Heteroscedasticity Test Results



Source: SPSS processed (2023)

Based on the results of the heteroscedasticity test in the table above, showing that the points are spread above and below the zero on the vertical axis and do not form a specific pattern or look random, it can be concluded that in this study there was no heteroscedasticity.

3.5 Multiple Linear Regression Analysis

Multiple linear regression analysis is used to overcome the problem of regression analysis which results in the relationship of two or more independent variables. The results of multiple linear regression analysis in this study are as follows:

Table 5. Multiple Linear Regression Analysis Results

Coefficients ^a					
Model		Unstandardized Coefficients		standardized Coefficients	Sig.
		B	std. Error	Betas	
1	(Constant)	2,869	3,919		.732
	Work motivation	.209	.082	.252	.015
	Disciplin eWork	.860	.120	.709	.000

a. Dependent Variable: Performance

Source: SPSS processed (2023)

Based on the results of the multiple linear regression analysis test in the table above, the multiple regression equations in this study are as follows:

$$Y = 2.869 - 0.209X_1 + 0.860X_2 + e$$

Based on the multiple linear regression equation, it can be concluded that:

- Based on the results of the multiple linear regression test in the table above, it can be seen that the constant value of the coefficient α is 2.869. The coefficient constant is positive. With this in mind, it can be interpreted that if all the independent variables in this study, including the variables of work motivation and workload are constant or have a zero value, then the performance level is 2.869.
- The regression coefficient of the work motivation variable is 0.209 which indicates that for every one unit increase in work motivation, performance will decrease by 0.209 assuming that the other variables are constant.

THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GARANANGKEKE SUB-DISTRICT, BANTAENG DISTRICT

Putri Audina, Siti Hasbiah, Zainal Ruma, Agung Widhi Kurniawan, Uhud Darmawan Natsir

- c. The regression coefficient of the work discipline variable is 0.860 which indicates that for every increase in work discipline by one unit, the performance will increase by 0.860 assuming that the other variables are constant.

3.6 Hypothesis testing

a. Partial Test (t-test)

The t statistical test was carried out to test the research hypothesis regarding how far the influence of each independent variable, namely work motivation and workload partially on the dependent variable, namely employee performance. The results of the partial test or t test in this study are as follows:

Table 6. Partial Test Results (T-Test)
Coefficients^a

Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	2,869	3,919		.732	.469
Work motivation	.209	.082	.252	2,552	.015
Work Discipline	.860	.120	.709	7,189	.000

a. Dependent Variable: Performance

Source: SPSS processed (2023)

Based on the results of the partial test or t-test in the table above, the results are as follows:

- 1) The work motivation variable (X1) has a t-value of 2.552 and a sig value of 0.015. This shows that $t\text{-count} > t\text{-table}$ ($2.552 > 1.685$) and a sig value of $0.015 < 0.05$. So it can be concluded that H1 is accepted, which means that the work motivation variable (X1) has a positive and partially significant effect on the performance variable (Y).
 - 2) The work discipline variable (X2) has a t-count value of 7.189 and a sig value of 0.000. This shows that $t\text{-count} > t\text{-table}$ ($7.189 > 1.685$) and a sig value of $0.000 < 0.05$. So it can be concluded that H2 is accepted, which means that the work discipline variable (X2) has a positive and partially significant effect on performance (Y).
- b. Simultaneous Test (f-test)

Statistical test f is carried out to determine whether or not there is a joint or simultaneous influence between the independent variables, namely work motivation and work discipline on the dependent variable, namely employee performance. The results of the simultaneous test or f test in this study are as follows:

Table 7. Simultaneous Test Results (F-Test)
ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	237,191	2	118,595	35,267	.000b
residual	127,785	38	3,363		
Total	364,976	40			

a. Dependent Variable: Performance

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

Source: SPSS processed (2023)

Based on the results of the simultaneous test or f-test in the table above, it shows that the f-count value is 35.267. This value is greater than the f-table ($35.267 > 3.24$). The significant value in the f test is 0.000 which indicates that the value is less than 0.05 ($0.000 < 0.05$). So it can be concluded that the variables of work motivation (X1) and work discipline (X2) have a positive and significant effect simultaneously on the performance variable (Y).

c. Coefficient of Determination

The coefficient of determination test is carried out to determine the proportion or percentage of the total variation in the dependent variable which is explained by the independent variable. The results of the calculation of the coefficient of determination in this study are as follows:

Table 8. Test Results for the Coefficient of Determination
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	.650	.631	1.834

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

Source: SPSS processed (2023)

Based on the test results of the coefficient of determination in the table above, it is known that the value of the coefficient of determination is 0.631 or 63.1%. This shows that performance is influenced by work motivation and work discipline by 63.1% while the remaining 36.9% is influenced by other variables not examined in this study.

Discussion

1. Work Motivation Has a Partial Positive and Significant Influence on Employee Performance at the Gantarangkeke Sub-District Office

Based on the results of the analysis and tests that have been carried out on whether motivation has a positive and significant effect partially on the performance of employees of the Gantarangkeke sub-district office, based on the results of the study it shows that the motivation variable (X1) has a coefficient value of 0.209 (positive value) and a t-count of $2.552 > 1.685$ (t-table) and a sig value of $0.015 < 0.05$. Based on the results of the study it can be concluded that motivation (X1) has a positive and significant effect partially, so that H1 is accepted. According to Hasibuan, (2017) motivation is an action or mover that generates enthusiasm for work in a person to be able to work together in bringing up a work idea to achieve the desired target.

2. Work Discipline Has a Partial Positive and Significant Influence on Employee Performance at the Gantarangkeke District Office

Based on the results of the analysis and testing that has been carried out on whether work discipline has a positive and significant partial effect on the performance of employees of the Gantarangkeke Sub-district Office, based on the results of the study it shows that the motivation variable (X1) has a coefficient value of 0.860 (positive value) and a t-count of $7.189 > 1.685$ (t-table) and a sig value of $0.000 < 0.05$. Based on the results of the study it can be concluded that work discipline (X2) has a positive and significant effect partially, so that H2 is accepted. According to Siagian, (2016) work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations,

3. Motivation and Work Discipline Have a Simultaneous Positive and Significant Influence on Employee Performance in the Gantarangkeke District Office

Based on the results of the analysis and tests that have been carried out on whether motivation and work discipline have a positive and significant simultaneous effect on the performance of

THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN GANTARANGKEKE SUB-DISTRICT, BANTAENG DISTRICT

Putri Audina, Siti Hasbiah, Zainal Ruma, Agung Widhi Kurniawan, Uhud Darmawan Natsir

employees at the Gantarangkeke sub-district office, based on the results of the study it shows that it has an f-count value of 35.267. This value is greater than the f-table value ($35.267 > 3.24$). While the significant value in the f test is 0.000 which indicates that the value is less than 0.05 ($0.000 < 0.05$). So based on the results of the study it can be concluded that motivation and workload have a positive and significant effect simultaneously on performance.

4. CONCLUSION

Based on the analysis of the previous discussion, the following conclusions can be drawn:

- 1) Based on the results of the partial test (t-test) it shows that the independent variable, namely work motivation (X1) has a positive and partially significant effect on the dependent variable, namely employee performance (Y) at the Gantarangkeke Sub-District Office, Gantarangkeke District, Bantaeng Regency.
- 2) Based on the results of the partial test (t-test) it shows that the independent variable, namely work discipline (X2) has a positive and partially significant effect on the dependent variable, namely employee performance (Y) at the Gantarangkeke Sub-District Office, Gantarangkeke District, Bantaeng Regency.
- 3) Work motivation (X1) and work discipline (X2) have a positive and significant effect simultaneously or jointly on employee performance (Y) at the Gantarangkeke District Office, Gantarangkeke District, Bantaeng Regency.

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