

THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE WORK PRODUCTIVITY AT TOMPOBULU DISTRICT OFFICE, GOWA DISTRICT

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Abstract

The aim of this research is to determine the influence of work discipline and employee work motivation at the Tompobulu sub-district office, Gowa Regency. The sample in this study was the entire population at the Tompobulu Subdistrict Office, Gowa Regency, 31 employees with a quantitative research type. The data used is primary and secondary data which was obtained using questionnaire distribution techniques. The results of the research after the data were processed with SPSS.13 show that there is a positive influence between the variables Work Discipline (X1) and Work Motivation (X2) on work productivity (Y) which can be shown through the multiple linear regression equation, namely $Y = 4.087 + 0.733 X1 + 0.133 X2 + e$ and has a significant effect with The calculated t value for each variable is $14.786 > t \text{ table } (x1)$ and $2.134 > t \text{ table } (X2)$, with the tarefsignifiction $0.000 < 0.05 (x1)$ and $0.042 < 0.05 (x2)$. Then the R square value is 0.885, this figure shows that the work discipline and work motivation variables contribute 88.5% and 21.5% are influenced by factor others not discussed in this study.

Keywords: Work discipline, Work Motivation, Work Productivity

1. INTRODUCTION

Government agencies are organizations that are groups of people specially selected to carry out state duties as a form of service to the community. Government agencies as organizations that are oriented towards community service are of course expected to improve their services from time to time. Improving service does not only depend on modern equipment, but also depends on the role of human resources. The goals of government agencies can be achieved if they are able to manage, mobilize and use their human resources effectively and efficiently.

The development of human resources greatly influences the success and balance of government organizations, therefore government organizations must always treat each employee as well as possible. Government organizations must try to increase the potential resources possessed by employees in order to improve the quality of these employee resources because the more qualified and responsible an employee is for the organization, the more it will influence the existence of the organization in the future.

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The success of an agency is influenced by the work productivity of its employees, because all activities in the organization will always involve employees, where employees are planners, perpetrators and determinants of the realization of organizational goals. To achieve this goal, organizations certainly need employees who are able to work with high productivity. Good productivity is how employees are able to provide good service to the community which leads to achieving the agency's targets and goals. Apart from the quality of service, employee work productivity can be said to be good if they can complete the work within the specified time period.

Maximum employee productivity is an invaluable asset for an agency, therefore every agency must strive to increase and encourage employee work productivity in the hope that the organization's goals will be achieved effectively and efficiently. Therefore, in agencies employee productivity must be considered in order to achieve optimal agency goals. As for things that influence work productivity according to (Sutrisno, 2015) Work productivity is influenced by many factors including motivation and discipline.

The application of work discipline for employees aims to encourage various standards and regulations that apply to the agency, so that work irregularities can be overcome. According to (Hasibuan, 2009) Good work discipline reflects the extent of a person's responsibility for the tasks assigned to him. This encourages passion for work, morale, and the realization of company, employee and community goals.

Discipline is the key to achieving organizational goals, therefore work discipline must be considered by the organization. Work discipline shows the extent to which an employee can carry out the rules set by the organization. Good work discipline reflects the magnitude of an employee's responsibility in carrying out the employee's duties and authority in the organization. An employee who has high work discipline will have higher work performance and this will help the company to achieve optimal goals and vice versa. The better the employee's work discipline, the higher the productivity achieved by the employee.

Apart from work discipline, another thing that also influences employee productivity is motivation. Work motivation is a process where needs encourage a person to carry out a series of activities that lead to achieving certain goals. Where if the goal is successfully achieved it will satisfy and fulfill these needs. The more precise the government agency's method of providing motivation, the higher the influence it will have on employee work productivity, resulting in benefits for both parties, both the organization and the employees. On the other hand, if an employee's work motivation is not fulfilled, it will result in a decrease in employee work productivity, therefore organizations or agencies must pay attention to employee motivation.

Based on the Employee Work Target Achievement Value (SKP), if we look at the Quality/Quality target, employee productivity should reach 100, but in reality, the Quality/Quality score for employees at the Tompobulu Subdistrict Office, Gowa Regency, on average is still around 80-85, in other words employee work productivity does not reach

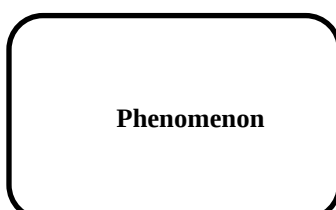
the maximum target. Apart from that, from the results of the SKP Achievement assessment above, the figure was 86.28, where this figure decreased compared to 2021 with the figure 86.36. So it can be concluded that employees have carried out tasks and activities that have almost reached the target but are not yet optimal. This can be influenced by several factors including service orientation, integrity, commitment, cooperation,

Based on employee absenteeism data from the Tompobulu Subdistrict Office in 2022, it can be seen that the level of discipline based on employee attendance is quite high because the total monthly employee absenteeism rate is below 1%, with the effectiveness of working days determined by 5 working days per week, adjusted for the number of days holidays/red days in that month.

Based on the author's observations during the week regarding employee discipline based on attendance hours, it is known that the work entry time set by the agency is 07.30, while the average arrival time for Tompobulu Subdistrict Office Employees is 07.30-08.00. This shows that there are still many subdistrict office employees who lack discipline. during office hours. Based on this, researchers were able to identify that late arrival of employees was a disciplinary problem experienced by Tompobulu District Head Office Employees.

Based on an interview with Mr. Darmawansyah (Secretary of the Subdistrict Head) regarding motivation, he said that leaders usually provide motivation in the form of advice and appreciation to employees during roll calls on Mondays, apart from motivation in the form of advice and appreciation from leaders, they also have motivation that comes from within themselves. who feel responsible for their duties in the agency. From the results of these interviews it can be seen that employee motivation needs already exist but have not been fully met.

2. RESEARCH METHOD



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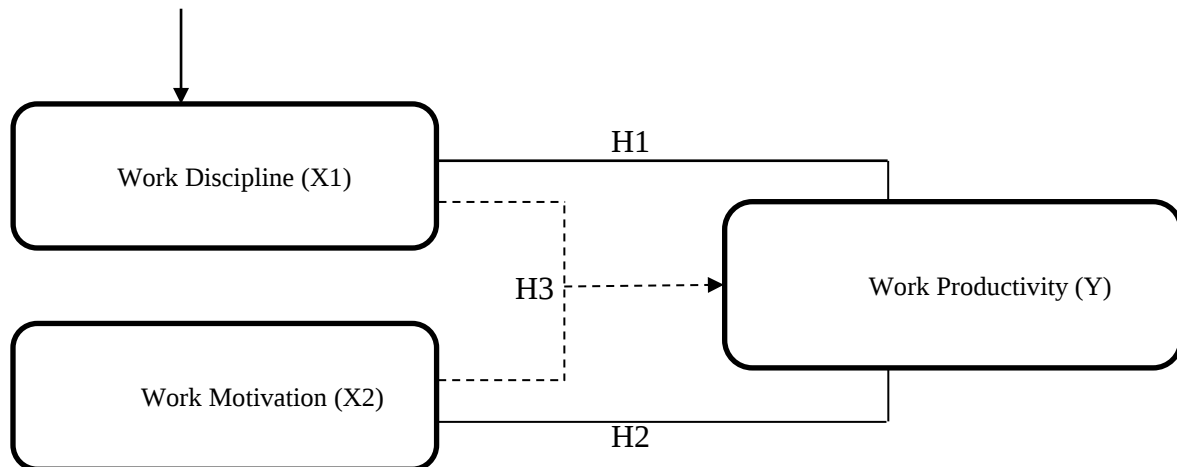


Figure 1: Framework of Thought

Based on the framework of thought and problem formulation that has been stated previously, the hypothesis of this research is:

H0: Work discipline and work motivation have no effect on employee work productivity at the Tompobulu District Head Office, Gowa Regency.

Ha1: Work discipline partially influences employee work productivity at the Tompobulu District Head Office, Gowa Regency.

Ha2: Work motivation partially influences employee work productivity at the Tompobulu District Head Office, Gowa Regency.

Ha3: Work discipline and work motivation simultaneously influence employee work productivity at the Tompobulu District Head Office, Gowa Regency.

This type of research is quantitative research, according to (Sugiyono, 2015) quantitative research methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations or samples, with sampling techniques generally carried out randomly, data collection using instruments research, quantitative/statistical data analysis with the aim of testing predetermined hypotheses.

The variables in this research are independent variables consisting of Work Discipline (X1) and Work Motivation (X2), and the dependent variable Work Productivity (Y). The author uses multiple linear regression to determine the quantitative relationship and influence between work discipline and work motivation on employee work productivity. The multiple linear regression formula is:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information:

Y = Work Productivity
X1 = Work Discipline
X2 = Work Motivation
a = Constant
b1b2 = Variable Coefficient
e = Error

3. RESULTS AND DISCUSSION

3.1 Validity Test

Validity Test is a test used to determine the suitability of question items in defining variables. The validity test in this research was carried out by calculating the correlation between each question and the total score using the product moment correlation technique formula. The basis for making decisions in validity testing is compared with , if $>$ then the instrument is said to be valid, but conversely if $<$ then the research instrument is said to be invalid. $r_{hitung} r_{tabel} r_{hitung} r_{tabel} r_{hitung} r_{tabel}$

Table 1. Validity Test Results for Work Discipline Variables (X1)

Indicator	r_{count}	r_{tabel}	Sig value.	Information
X1.1	0.701	0.344	0.045	Valid
X1.2	0.506	0.344	0,000	Valid
X1.3	0.434	0.344	0,000	Valid
X1.4	0.610	0.344	0.006	Valid
X1.5	0.701	0.344	0,000	Valid
X1.6	0.610	0.344	0.015	Valid
X1.7	0.701	0.344	0,000	Valid
X1.8	0.437	0.344	0.032	Valid
X1.9	0.701	0.344	0,000	Valid
X1.10	0.506	0.344	0.004	Valid
X1.11	0.385	0.344	0.014	Valid
X1.12	0.529	0.344	0.017	Valid
X1.13	0.569	0.344	0.028	Valid
X1.14	0.529	0.344	0,000	Valid
X1.15	0.486	0.344	0.001	Valid
X1.16	0.486	0.344	0.001	Valid

Table 2. Validity Test Results for Work Motivation Variables (X2)

Indicator	r_{count}	r_{tabel}	Sig value.	Information
X2.1	0.563	0.344	0,000	Valid

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X2.2	0.588	0.344	0,000	Valid
X2.3	0.691	0.344	0.013	Valid
X2.4	0.831	0.344	0.001	Valid
X2.5	0.588	0.344	0.007	Valid
X2.6	0.421	0.344	0.001	Valid
X2.7	0.776	0.344	0,000	Valid
X2.8	0.400	0.344	0.001	Valid
X2.9	0.663	0.344	0.012	Valid
X2.10	0.831	0.344	0.005	Valid

Table 3. Validity Test Results of Work Productivity Variables (Y)

Indicator	r_{count}	r_{tabel}	Sig value.	Information
Y.1	0.512	0.344	0.004	Valid
Y.2	0.528	0.344	0.006	Valid
Y.3	0.484	0.344	0.002	Valid
Y.4	0.741	0.344	0.010	Valid
Y.5	0.529	0.344	0.004	Valid
Y.6	0.741	0.344	0,000	Valid
Y.7	0.528	0.344	0,000	Valid
Y.8	0.457	0.344	0,000	Valid
Y.9	0.741	0.344	0.001	Valid
Y.10	0.541	0.344	0,000	Valid
Y.11	0.654	0.344	0,000	Valid
Y.12	0.741	0.344	0,000	Valid

The results of the validity test show that all question items from the variables Work Discipline (X1), Work Motivation (X2), and Work Productivity (Y) studied are valid, it can be seen from all question items the value is greater than 0.344 and the significance value is less than 0.05 so that all questions in the instrument are said to be valid.

3.2 Reliability Test

Reliability testing is used to measure the stability and consistency of respondents in answering questions in the questionnaire. The reliability test in this study used Cronbach's alpha with an alpha value of 0.6. If the output value is greater than 0.6 then it is said to be reliable.

Table 4. Reliability Test Results

No	Variable	Cronbach's Alpha	Reliability
1.	Work Discipline	0.851	Reliable
2.	Work motivation	0.835	Reliable
3.	Work productivity	0.841	Reliable

Based on the reliability test results in the table above, it shows that the Cronbach's alpha value for all variables is greater than 0.6, so it can be concluded that from the

questionnaire used to describe the variables of work discipline, work motivation and work productivity can be said to be reliable and can be used as a measuring tool. variable.

3.3 Multiple Linear Regression Test

Multiple linear regression analysis is used to prove the hypothesis that has been expressed. The author uses multiple linear regression to determine the relationship and quantitative influence between variable X (Work Discipline and Work Motivation) on variable Y (Employee Work Productivity). The following are the results of the multiple liner regression test in this research:

Table 4.19 Multiple Linear Regression Test Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	4,087	4,251		,961
	Disiplin Kerja	,733	,050	,920	14,786
	Motivasi Kerja	,133	,062	,133	2,134
					Sig.
					,345
					,000
					,042

a. Dependent Variable: produktivitas kerja

Based on this table, the multiple regression equation in this research is as follows:

$$Y = 4,087 + 0,733X_1 + 0,133X_2 + e$$

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

- The results of the multiple linear regression test in table 4.19 show that the constant value of the coefficient α is 4.087, with this it can be interpreted that the consistent value of Work Productivity (Y) is 4.087.
- The regression coefficient value for the Work Discipline variable (X_1) is $0,733 > 0$, which indicates a positive value. This can show that the Work Discipline variable (X_1) has a positive effect on the Work Productivity variable (Y), meaning that the higher the Work Discipline, the Work Productivity will increase. It can also be interpreted that for every increase in Work Discipline in one unit, Work Productivity increases by $0,733$ (73.3%) assuming that other variables are constant.
- The regression coefficient for the Work Motivation variable (X_2) is $0,133 > 0$, which shows that it is positive. This shows that Work Motivation (X_2) has a positive effect on the Work Productivity variable (Y), meaning that the higher the Work Motivation, the Work Productivity will increase. It can also be interpreted that for every increase in Work Motivation in one unit, Work Productivity increases by $0,133$ (13.3%) assuming that other variables are constant.

3.4 Discussion

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a. The Influence of Work Discipline on Employee Work Productivity

Based on the research results, it shows that work discipline has a positive coefficient of 0.733 and $3.711 > 2.004$ () and a Sig. equal to $0.000 < 0.05$. Based on the research results, it can be concluded that partially work discipline (X1) has a positive effect on employee work productivity (Y). This means that the higher the work discipline experienced by Tompobulu District Head Office employees, the work productivity will also increase significantly and vice versa.

Work discipline has a dominant role in overall efforts to increase employee work productivity. Employee work discipline is very important and must be instilled in each employee because this concerns the employee's moral responsibility for their work duties and obligations. Work discipline can also be used by leaders to shape behavior into employee habits. Therefore, it is best to hope that the leadership of the Tompobulu Subdistrict Office can apply work discipline to employees consistently and with supervision so that employee work discipline can increase employee productivity.

b. The Influence of Work Motivation on Work Productivity

Based on the research results, it shows that work discipline has a positive coefficient of 0.133 and $2.134 > 2.004$ () and a Sig. equal to $0.042 < 0.05$. Based on the research results, it can be concluded that partially work motivation (X2) has a positive effect on work productivity (Y). This means that the higher the work motivation experienced by Tompobulu District Head Office employees, the work productivity will also increase significantly and vice versa.

Providing motivation at work has an important influence on the high and low productivity of employees and agencies. Without motivation from within the employee or from the leader, it will affect the level of employee productivity. So if the motivation given/owned is high it will increase employee productivity, and vice versa if the given/owned productivity is low it will result in decreased employee productivity.

c. The Influence of Work Discipline and Work Motivation on Work Productivity

Based on the research results, it shows that work discipline (X1) and work motivation (X2) simultaneously influence work productivity (Y). show value f_{hitung} as big as 116,877. This value is greater than (f_{tabel} 116,877 > 3.32). The significant value in the F test is 0.000, which indicates that the value is smaller than 0.05 ($0.000 < 0.05$). The value is greater than and the significance value is smaller than 0.05, so it can be concluded that Work Discipline and Work Motivation simultaneously influence Employee Work Productivity.

Based on the research results, it also shows that employee work productivity Tompobulu Subdistrict Office Employee Work cannot be separated from the variables of work discipline and work motivation. Therefore, the leadership of the Tompobulu Subdistrict Office must pay attention to employee work discipline by implementing regulations with consistent supervision to obtain the expected productivity. Apart from paying attention to work discipline, the leadership must also fulfill the motivational needs of employees so that the two work in balance so that employees are increasingly motivated to carry out their duties and increase productivity. It works through rules and motivation.

4. CONCLUSION

- 1) Work Discipline and Work Motivation Partially Have a Positive and Significant Influence on the Work Productivity of Tompobulu Subdistrict Office Employees.
- 2) Work Discipline and Work Motivation Simultaneously Have a Positive and Significant Influence on the Work Productivity of Tompobulu Subdistrict Office Employees.

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