THE INFLUENCE OF MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT SPARTAN SEJAHTERA PERKASA

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ABSTRACT

The purpose of this study was to determine the effect of motivation and work discipline on employee performance at PT Spartan Sejahtera Perkasa. The research method used in this research is descriptive with a quantitative approach. The population was 47 people. The sampling technique using saturated samples so that the number of samples in this study was 47 respondents. Data analysis techniques using multiple regression.

The results showed that: (1) There is a positive and significant effect of motivation variables on the performance of employees of PT Spartan Sejahtera Perkasa with a $t_{count} > t_{table}$ value, namely $5.063 > 2.015$ and a significance value $= 0.000$ which is below 0.05. (2) There is a positive and significant effect of work discipline variables on the performance of employees of PT Spartan Sejahtera Perkasa with a $t_{count} > t_{table}$ value, namely $8.283 > 2.015$ and a significance value $= 0.000$, which is below 0.05. (3) There is a positive and significant influence of motivation and work discipline variables on the performance of employees of PT Spartan Sejahtera Perkasa with the value of $F_{count} > F_{table}$ value, namely $33.549 > 3.21$ and significance value $= 0.000$ which is below 0.05.

Keyword: motivation, discipline, and performance.

I. INTRODUCTION
A. Research Background

One of the most difficult aspects facing management in all organizations today is how to make their employees work efficiently. In essence, human resources are one of the capitals and play an important role in the success of a company or agency. Humans are the driving force and determine the course of an organization or agency. Because of the importance of the human element in carrying out a job, it is necessary to get attention from the leadership.

Employees are an important factor in every organization both in achieving organizational or company goals effectively and efficiently. An organization not only expects capable, capable, and skilled employees, but most importantly they want to work hard and want to achieve maximum work results. An important factor in the success of an organization is the presence of employees who are capable and skilled and have a high work spirit, so that satisfactory work results can be expected.

In reality, not all employees have the abilities and skills and work enthusiasm in accordance with organizational expectations. An employee who has the ability in accordance with organizational expectations, sometimes does not have a high morale so that his performance is not as expected. Employee performance is the result or achievement of employee work which is assessed in terms of quality and quantity based on work standards determined by the organization or agency. Good performance is optimal performance, namely performance that meets organizational standards and supports the achievement of organizational goals. Motivation is one of the factors that can support the achievement of maximum performance, because motivation is an internal state of a person that activates and directs his behavior towards certain goals.

According to Kultsum (2023) in general, high performance is associated with high motivation. Conversely, low motivation is associated with low performance. A person's performance is sometimes not related to their competence, because there are personal and work environment factors that affect performance. The availability of human resources and motivation is not a guarantee that the organization can be managed properly.

There is a very close relationship between high work motivation and discipline. If employees feel happy in their work, then they generally have discipline. Conversely, if their morale is low, they may adapt to bad habits. They may not even be polite to the boss. In general, they just agree to orders, but with a less happy feeling.

Good discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him. With high employee discipline, it will be able to achieve maximum work effectiveness, be it time discipline, discipline or regulations that have been set by the organization. Regulations are needed to provide guidance and counseling for employees in creating good order in the company/ agency where with good order, the morale, work morale, efficiency and effectiveness of employee work will increase. The success of an office can also be seen from its ability to improve office performance which can be achieved depending on employee performance. Seeing the importance of motivation and work discipline for improving the performance of employees, in

this case PT Spartan Sejahtera Indonesia needs to pay attention to this in order to improve the performance of its employees.

This needs to be a serious concern from the leadership, because there are still problems in terms of employee performance, namely the number of employees who arrive not on time, employees who are not found in their place during working hours, still slow service, and many other complaints from the community. These descriptions certainly cannot be separated from the influence of factors such as: motivation, discipline, satisfaction, welfare of leadership patterns and so on. However, in this study, the authors only focus on two main factors, namely: related to motivation and work discipline in relation to employee performance. By looking at these two factors, namely motivation and work discipline are important aspects in generating employee performance. Will create a conducive work climate so that it can synergize with increasing the enthusiasm or work enthusiasm of employees to achieve organizational goals, especially at PT Spartan Sejahtera Indonesia.

Based on the results of the first observations made at PT Spartan Sejahtera Perkasa, things that affect employee performance at work are motivation as it happens to employees, employee responsibility in completing work seen from some employees negligent in completing their work so as to make the clients complain a lot to the company. Awards that cannot be fully felt by employees, namely when employees are required to be loyal to the company, but the leadership does not give awards for the performance achieved by several employees such as promotion awards and praise or other rewards. This causes low motivation given by the leadership.

Table 1
Employee Attendance Data of PT Spartan Sejahtera Perkasa
Period January-December 2022

No	Month	Late	Without Permit	Leave
1	January	14	9	8
2	February	12	6	8
3	March	12	7	7
4	April	9	7	9
5	May	15	8	9
6	June	10	8	6
7	July	10	8	-
8	August	17	9	8
9	September	8	10	9
10	October	14	7	7
11	November	12	7	7
12	December	16	8	9

Source: Personalia PT Spartan Sejahtera Perkasa

Based on the table above, it can be seen that the level of discipline of PT Spartan Sejahtera Perkasa employees is not good. As seen by the lack of assertiveness of the leadership towards employees, so that there are still

employees who arrive late every month, the fact that the discipline of PT Spartan Sejahtera Perkasa still lacks leadership supervision of employees, so that many employees violate the rules of the applicable regulations, for example skipping work during working hours, taking breaks early, leaving the workspace without a letter of assignment is not in accordance with applicable regulations. This is because there are many things that affect the level of employee discipline, namely leadership, justice, waskat (inherent supervision), punitive sanctions, firmness, and human relations. All of this is because the level of discipline that can result in poor employee performance and the low level of employee motivation to obey the applicable regulations has not been fully obeyed by employees of PT Spartan Sejahtera Perkasa.

Then the thought arises how all these factors are mutually sustainable so that they affect employee performance. With this background, the authors are interested in wanting to find out more by conducting research entitled "**The Effect of Motivation and Work Discipline on Employee Performance of PT Spartan Sejahtera Perkasa**".

B. Problem Formulation

Based on the background of the problem, the problem formulations in this study are:
1. Is there an influence of motivation on the performance of employees of PT Spartan Sejahtera Perkasa?
2. Is there an influence of work discipline on the performance of employees of PT Spartan Sejahtera Perkasa?
3. Is there an influence of motivation and work discipline together on the performance of employees of PT Spartan Sejahtera Perkasa?

C. Research Objectives

In accordance with the formulation of the problem above, the objectives of this study are:
1. To determine the effect of motivation on employee performance of PT Spartan Sejahtera Perkasa.
2. To determine the effect of work discipline on the performance of employees of PT Spartan Sejahtera Perkasa.
3. To determine the effect of motivation and work discipline together on the performance of employees of PT Spartan Sejahtera Perkasa.

II. LITERATURE REVIEW
A. Performance

According to Hasibuan & Rahayu (2014) performance is a result of the work achieved by a person in carrying out the tasks assigned to him which is based on skills, experience and seriousness and time. Performance is a record of the results of the ability to carry out work related to the achievement of expectations (Damayanti, 2024).

Furthermore, Mangkunegara & Prabu (2019) explains employee performance as the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

From some of the above definitions, it can be concluded that the

definition of performance is the result of employee work both in quality and quantity achieved by employees in a certain period in accordance with the responsibilities given.

B. Motivation

According to Uno (2023), work motivation is the power within people that influences the direction, intensity and persistence of a person's voluntary behavior to do work.

According to Wibowo & Phil (2007), work motivation is a psychological process that arouses, directs and perseveres in carrying out voluntary actions directed at achieving goals.

Motivation is a supporting factor in increasing employee performance levels. Providing job satisfaction and motivating employees is just part of human resource management (Ramdhan, 2021).

C. Work Discipline

According to Sastrohadiwiryo & Syuhada (2021), work discipline is an attitude of respect, appreciation, obedience and obedience to applicable regulations, both written and unwritten and willing to carry them out and not avoid receiving sanctions if he violates the duties and authority given to him.

According to Rivai (2013), work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase the awareness and willingness of a person to comply with all company regulations.

Discipline is the key to the success of a company in achieving its goals. work discipline is the behavior of a person by the regulations, existing work procedures or attitudes and behavior and actions that are by the regulations of the organization both written and unwritten

From the various opinions regarding the definition of motivation and the definition of work above, it can be concluded that work motivation is an encouragement that grows within a person, both from within and outside himself to do a job with high enthusiasm using all the abilities and skills he has which aims to get work results so as to achieve satisfaction according to his wishes.

III. Research Methodology
A. Research Scope

The object and locus of research are employees of PT Spartan Sejahtera Perkasa. This research was conducted from January 2023 to June 2023. What will be discussed in this study focuses on issues regarding work motivation, work discipline, and their influence on the performance of employees of PT Spartan Sejahtera Perkasa.

B. Population and Sample

According to Ramdhan (2021) population is like an organism, while the sample is an integral organ of the population. The sample must be able to represent the characteristics of the entire population. In other words, population and sample are two hails that are interrelated and inseparable. The sampling

technique in this study is a saturated sample technique or a census, namely if the population is below 100, all of them are sampled. So, the sample used in the study amounted to 47 people.

C. Research Type

This research was conducted using quantitative descriptive statistical research methods. This research is shown to describe or describe existing phenomena, both natural and human-made. Quantitative Descriptive Research describes its study using a measure of number, or frequency (Nana, 2019: 72).

This research consists of many forms, both surveys, experiments, correlations, and regressions. This research is intended to test to test hypotheses using statistical calculations, this research is used to test the effect of work motivation variables (X_1) and work discipline (X_2) on the performance (Y) under study. By using this research method, it will be known the significant influence between the variables studied so as to produce conclusions that will clarify the description of the research object.

IV. RESEARCH RESULTS
A. The Influence of Motivation on Performance
1. Corelation Coefficient Test

Table 2
Corelation Coefficient X_1

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.602[a]	.363	.349	4.622

a. Predictors: (Constant), Motivation
b. Dependent Variable: Performance

Source: SPSS Data Processing version 24, 2024.

The interpretation of r_{xy} from the calculations in table 2 above shows that the correlation number between variable X and variable Y is not negative; meaning that between the two variables there is a positive correlation or correlation that runs in the same direction. By paying attention to the amount of r_{xy}, namely 0.602 which ranges from 0.60-0.799, it means that between the motivation variable and the employee performance variable there is a correlation at a strong or high level.

2. Determination Cofficient Test

Table 3
Determination Coefficient X_1

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.602[a]	.363	.349	4.622

a. Predictors: (Constant), Motivation
b. Dependent Variable: Performance

Source: SPSS Data Processing version 24, 2024.

Based on the test results in table 3, it shows that the R square value is 0.363 which means that motivation has an influence contribution of 36.3% to employee performance.

3. **T Test**

Table 4
T Test X₁

Coefficientsᵃ

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.485	3.335		6.442	.000
Motivation	.445	.088	.602	5.063	.000

a. Dependent Variable: Performance
Source: SPSS Data Processing version 24, 2024.

Based on the statistical values in table 4 above, the t_{count} value is 5.063, while the t_{table} value for n = 47 is 2.015. So because the t_{count} > t_{table} value, namely 5.063 > 2.015, the probability value (significance) = 0.000 which is below 0.05. This shows that partially there is a significant effect of motivation on the performance of employees of PT Spartan Sejahtera Perkasa.

B. The Influence of Discipline on Performance

  1. Corelation Coefficient Test

Table 5
Corelation Coefficient X₂

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777ᵃ	.604	.595	3.644

a. Predictors: (Constant), Discipline
b. Dependent Variable: Performance
Source: SPSS Data Processing version 24, 2024.

Interpretation of r_{xy} from the calculations in table 5 above, it turns out that the correlation number between variable X and variable Y is not negative; meaning that between the two variables there is a positive correlation or correlation that runs in the same direction. By paying attention to the amount of r_{xy}, namely 0.777, which ranges from 0.600-0.799, it means that between the work discipline variable and the performance variable there is a correlation at a strong or high level.

  2. Determination Coefficient Test

Table 6
Determination Coefficient X₂

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777ᵃ	.604	.595	3.644

a. Predictors: (Constant), Discipline
b. Dependent Variable: Performance
Source: SPSS Data Processing version 24, 2024.

Based on the test results in table 6, it shows that the R square value is 0.604, which means that work discipline has an influence contribution of 60.4% to performance.

3. T Test

Table 7
T Test X$_2$
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.344	2.789		5.502	.000
	Discipline	.619	.075	.777	8.283	.000

a. Dependent Variable: Performance

Source: SPSS Data Processing version 24, 2024.

Based on the statistical values in table 7 above, the t$_{count}$ value is 8.283, while the t$_{table}$ value for n = 47 is 2.015. So because the t$_{count}$> t$_{table}$ value, namely 8.283> 2.015, the probability value (significance) = 0.000, which is below 0.05. This shows that partially there is a significant influence of work discipline on the performance of employees of PT Spartan Sejahtera Perkasa.

C. The Effect of Motivation and Discipline on Performance
1. Multiple Linear Regresion Test

Table 8
Multiple Regression Test of Variables X$_1$, X$_2$, on Y
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	15.301	2.915	
	Motivasi	.006	.110	.009
	Discipline	.614	.119	.770

a. Dependent Variable: Performance

Source: SPSS Data Processing version 24, 2024.

Based on table 8 above, the multiple linear regression equation is as follows:

$$\hat{Y} = 15.301 + 0.006\ X_1 + 0.614\ X_2$$

Can be explained as follows:
a) The intercept constant value of 15.301 is the constant value (a)
b) The regression coefficient value of the motivation variable on performance is 0.006. This means that if the motivation variable increases by 1 unit, it will increase the performance variable by 0.006, assuming that the work discipline variable is considered constant.
c) The regression coefficient value of the work discipline variable on performance is 0.614. This means that if the work discipline variable increases by 1 unit, it will increase the performance variable by 0.614, assuming the motivation variable is considered constant.

2. Correlation Coefficient Test

Table 9
Correlation Coefficient Test X_1 and X_2 on Y
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777[a]	.604	.586	3.685

a. Predictors: (Constant), Discipline, Motivation
b. Dependent Variable: Performance
Source: SPSS Data Processing version 24, 2024.

Interpretation of r_{xy} from the calculations in table 9 above, it turns out that the correlation number between variable X and variable Y is not negative; meaning that between the two variables there is a positive correlation or correlation that runs in the same direction. By paying attention to the magnitude of the r_{xy}, namely 0.777, which ranges from 0.60-0.799, it means that between the motivation variable and the work discipline variable with the performance variable there is a correlation at a strong or high level.

3. Determination Coefficient Test

Tabel 10
Determination Coefficient Test X_1 and X_2 on Y
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777[a]	.604	.586	3.685

a. Predictors: (Constant), Discipline, Motivation
b. Dependent Variable: Performance
Source: SPSS Data Processing version 24, 2024.

Based on the test results in table 10, it shows that the magnitude of the R square value is 0.604 which means that motivation and work discipline have an influence contribution of 60.4% to employee performance.

4. F Test

Table 11
F Test
ANOVA[a]

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	911.348	2	455.674	33.549	.000[b]
Residual	597.631	44	13.583		
Total	1508.979	46			

a. Dependent Variable: Performance
b. Predictors: (Constant), Discipline and Motivation
Source: SPSS Data Processing version 24, 2024.

Based on the results of table 11 above, it can be explained that the influence between motivation and work discipline with performance is positive and significant because the $F_{count} > F_{table}$ value is 33.549 > 3.21, the probability value (significance) = 0.000 which is below 0.05 so it can be concluded that there is a positive and significant influence of motivation and work discipline variables on the performance of

employees of PT Spartan Sejahtera Perkasa.

V. CLOSURE
A. Conclution
1. There is a positive and significant influence of the motivation variable (X_1) on Performance (Y), the value of R2 (R Square) is 36.3%, and the number R (correlation coefficient) is 0.602 which means that there is a relationship between motivation (X_1) and Performance (Y) at a strong or high level.
2. There is a positive and significant effect of the work discipline variable (X_2) on performance (Y), the value of R^2 (R Square) is 60.4%, and the obtained R number (correlation coefficient) is 0.777, which means that there is a relationship between work discipline (X_2) and performance (Y) at a strong or high level.
3. There is a positive and significant influence of motivation (X_1) and work discipline (X_2) variables together on Performance (Y). The R^2 (R Square) value is 60.4%, while the remaining 39.6% is influenced by other variables not examined in this study. Obtained the number R (correlation coefficient) of 0.777 which means that there is a relationship between motivation (X_1) and work discipline (X_2) on performance (Y) at a strong or high level.

B. Suggestion
Based on the conclusions and implications above, the researchers submit suggestions that can be used as useful input for the company, including:
1. The company should provide more motivation, both internal and external to employees so that employees' contribution to the company is maximized, so that employees will feel that they are maximizing their efforts in order to achieve common goals.
2. The company must implement stricter discipline related to employee awareness of their duties, such as carrying out tasks in accordance with the job description, work planning, thoroughness at work and carrying out work procedures. This will have a positive impact on the performance of employees so as to minimize things that can harm the company, so as to maintain the life of the company.
3. Companies, especially leaders, should be able to make their employees more responsible for the tasks assigned to these employees so that the performance of the employees is in accordance with what is expected by the company.
   For further research, especially those related to motivation and work discipline, it is hoped that it can improve the results of this study by adding research subjects and other variables that may affect employee performance. Thus, further research can be more varied and diverse, so that the conclusions obtained can be broader.

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