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The Effect of Discipline and Motivation on Employee Performance in PT Samsung Elektronik Indonesia

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Abstract

This study aims to test and analyze the influence of discipline and motivation on PT Samsung Elektronik Indonesia. The data were collected by distributing questionnaires with a total sample of 92 respondents and using a quantitative descriptive approach. The data analysis used was statistical analysis in the form of multiple linear regression tests. The results of this study indicate that partially and simultaneously the discipline and motivation variables affect the performance of the employees of PT Samsung Elektronik Indonesia. This is evidenced by the results of the T test and the F test also shows the significant value of the two independent variables that support the hypothesis.

Keywords: Discipline, Motivation, Performance.

1. Introduction

In the era of globalization, companies are required to be more competitive. The company must have advantages and competitiveness, so that it can survive among other companies. The amount of competition that occurs in this globalization era, one of which occurs in the economic sector. Here a company must be able to face the challenges that occur so that a company can survive properly. One of the efforts that must be done is to increase its human resources.

In a company, employees will really need their words on the rules and regulations that apply to the company. In other words, work discipline for employees is needed, because what the company aims to achieve will be difficult to achieve if there is no work discipline. Employees should understand that having good work discipline means that a useful advantage will be achieved, both for the company and for the employees themselves. According to Dr. Malayu S.P. Hasibuan quoted by R. Supomo and Eti Nurhayati (2018: 133) explained that work discipline is the sixth operational function of human resource management, which is the most important because the better employee discipline, the higher the level of discipline so that employee work performance is better.

Employee work motivation is one of the elements that will determine the company's success in achieving its goals. Companies need to provide encouragement that is able to provide awareness and willingness for employees to work as desired by the company, this encouragement is called work motivation. However, providing motivation is not easy. Motivation represents the psychological processes that lead to action in the form of attitudes and behavior. In connection with work motivation, empowerment is a very related issue. Because empowerment will be able to provide a stimulus for employees to be motivated to work and employees who are properly empowered will be

able to produce optimal performance. According to Robbins, quoted by Doni juni priansa (2015: 201), motivation is a process that shows individual intensity, direction, and persistence in efforts to achieve goals.

Employee performance in English is called job performance or actual performance or level of performance, which is the level of success of the employee in completing his job. Performance is not an individual characteristic such as talent or ability but is a manifestation of the talent or ability itself. According to Rivai and Sagala, quoted by Doni juni priansa (2015: 269) states that performance is a real behavior that is displayed by everyone as work performance produced by employees according to their role in the organization.

The influence of discipline and work motivation on employee performance is one of the important things to support company productivity, because with the influence of discipline and work motivation on employee performance, the needs of employees, both directly and indirectly, can be met. Thus, employees will work passionately to produce quality goods and services. This can affect employee morale and motivation at work.

This company has been around for a long time in Indonesia and continues to grow until now, so it is very interesting to find out more information about this company. One of the concerns of the management of PT. Samsung Elektronik Indonesia, in formulating policies regarding employee performance, is to improve training and work methods that make employees enjoy the work that has been assigned to them. The quality of human resources is determined by the extent to which the system in the field of human resources is able to support and satisfy the desires of both employees and the company. Increased knowledge, skills, changes in attitudes and behavior are corrections to performance deficiencies needed to improve performance and productivity through discipline and motivation from the leadership or the company. Training will provide opportunities for employees to develop new skills and abilities at work so that what is known and mastered now and in the future can help employees understand what should be done.

This employee performance appraisal system is the work of employees within the scope of their responsibilities which of course refers to a formal and structured system that is used as an instrument to measure, assess and influence work-related traits, control employee behavior, including attendance levels, work results, make decisions regarding salary increases, bonuses, promotions and job placement of employees in suitable positions.

In line with the description above, PT Samsung Elektronik Indonesia, which is engaged in the electronics industry, must continuously and continuously carry out employee education and training, so that the skills, skills and attitudes of employees increase so that every job will be easier to complete on time and on target at ultimately will increase the productivity and profitability of the company. This study was designed to determine the effect of discipline and motivation on employee performance.

2. Literature Review

Performance

Employee performance according to Hasibuan (2012: 94) can be interpreted as a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and seriousness and time. Meanwhile, Abdullah (2014: 3) states that employee performance is the result of work or employee performance. According to Mangkunegara (2008) Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. As we know there are many factors that influence a person's performance both from within the person and factors from outside.

Discipline

According to Hasibuan (2012) discipline is the awareness or willingness of a person to obey all company regulations and applicable social norms. According to Sastrohadiwiryo Siswanto (2018) work discipline can be defined as an attitude of respect, respect, obedience, and obedience to the applicable written and unwritten regulations as well as being able to carry out and not dodge receiving sanctions if it violates duties and authorities. given to him. According to Sutrisno (2018) explaining that work discipline is the behavior of a person who is in accordance with the regulations, existing work procedures or work discipline is an attitude of behavior and actions in accordance with organizational regulations both written and unwritten

Motivation

According to Hasibuan (2017), motivation is an incentive to desire and a driving force for a person's will to work because every motivation has a specific goal to be achieved. According to Siagian (2017) says that motivation is a psychological state that encourages, activates, or moves and that motivation directs and channels one's behavior, attitudes, and actions which are always associated with achieving goals, both organizational goals and personal goals of each member. personal. According to Robbins in Wibowo's research (2016) states motivation as a process that causes intensity, direction, and individual persistence towards achieving goals.

Framework

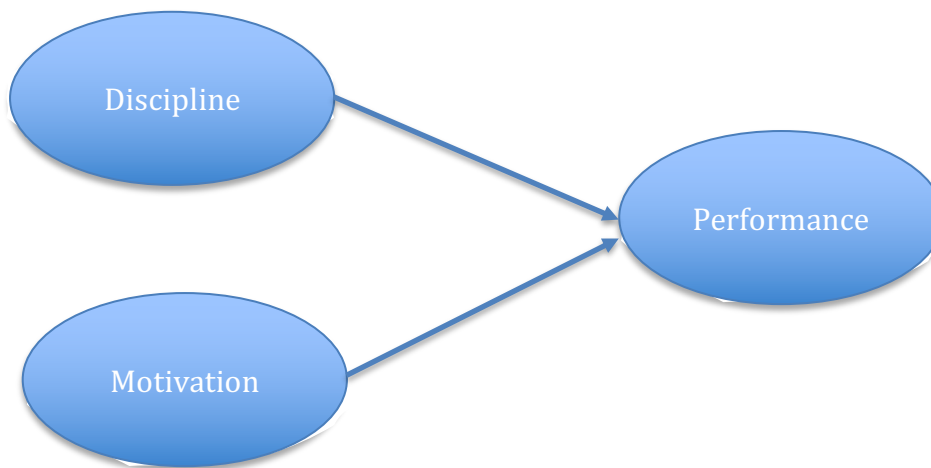


Figure 1. Research Framework

Hypothesis:

H1: Discipline has a positive and significant effect on employee performance

H2: Motivation has a positive and significant effect on employee performance.

3. Methods

This type of research is a quantitative research, namely research used to answer problems through careful measurement techniques for certain variables, resulting in generalizable conclusions,

regardless of the context of time and situation and the type of data collected, especially quantitative data (Surya Bintarti, 2015). The population and sample in this study amounted to 92 employees. In this study using multiple linear regression method, to test the effect of the independent variable on the dependent variable. Testing the data used in this study includes validity, reliability, classic assumption tests (normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, t test to test and prove the research hypothesis, simultaneous, and the coefficient of determination.

4. Results and Discussion

Validity Test

Is a problem related to the question of the extent of measuring instruments to measure what should be measured (Soewadji, 2012). The validity test is also a test tool used to measure whether a questionnaire is valid or not (Ghozali, 2016). Valid items are indicated by the existence of a significant correlation between items and the item value score. To determine whether an item is feasible or not to be used, namely by testing the significance of the correlation coefficient at the 0.05 significance level, which means that an item is considered valid if it has a significant correlation to the total item score (Ghozali, 2013).

Based on the results of data processing, here are the results of the validity test in this study.

Table 1. Validity Test

Variables	Item	Validity
Discipline	10	Valid
Motivation	10	Valid
Performance	10	Valid

Based on the test results from table 1, that the Discipline variable is 10 statements, Motivation is 10 statements, and Performance is 10 statements. Of the three variables, all statements are declared valid because all of them have a calculated r number greater than the r-table number of 0.2423 which means valid.

Reliability Test

Reliability test is used to determine the consistency of measuring instruments, whether the measuring instruments used are reliable and remain consistent if the measurement is repeated. The reliability test method that is often used is Cronbach's Alpha. A variable is said to be reliable using a limit of 0.6. Priyatno (2016: 60).

Table 2. Reliability Test

Variables	Alpha Cronbach	Validity
Discipline	0,688	Reliable
Motivation	0,688	Reliable
Performance	0,703	Reliable

Based on table 2, it can be seen that the Cronbach Alpha is greater than 0.6. This shows that all statements in this study are said to be reliable or have a good level of reliability so that they can be used in subsequent research analyzes.

Multiple Linier Regression

Multiple linear regression analysis is used in this study in order to determine whether there is an influence of the independent variable on the dependent variable. Statistical calculations in multiple linear regression analysis used in this study were to use SPSS software. The results of multiple linear regression are as follows:

Table 3. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	5.996	2.251		2.664	.009
Discipline	.339	.094	.314	3.616	.000
Motivation	.556	.087	.558	6.424	.000

Based on the SPSS output above, the regression equation is obtained as follows:

$$Y = -5.996 + 0.339 X1 + 0.556 X2$$

The model shows that: Constant = 5.996 If the variables of Work Discipline and Motivation are assumed to be constant, then employee performance will increase by 5.996. Discipline Coefficient X1 Discipline coefficient value of 0.339, stating that every increase of 1 score for Discipline will be followed by an increase in employee performance of 0.339. Work Motivation Coefficient X2 the coefficient of Work Motivation shows a number of 0.556, which states that if there is an increase of 1 score for Work Motivation it will be followed by an increase in Employee Performance of 0.556.

Partial Test

Tests to determine the effect of discipline (X1) and work motivation (X2), partially on the variable performance of employees of PT. Samsung Electronics Indonesia used the T test. From the analysis using the error rate (α) 10% and degrees of freedom (df) = n-k-1.

Table 4. Hypothesis Test

No.	Variables	t-value	Sig	t-table
1.	Discipline	3,616	0,000	1,986
2.	Motivation	6,424	0,000	1,986

Based on the results of the trial test for the Discipline variable, it was found that t-value = 3.616 with a significance value of $0.000 > 0.05$, then Ha1 was accepted. This shows that partially Ha1 which states that there is an influence of discipline on employee performance is accepted. As well as a partial test for the Work Motivation variable obtained t-value = 6.424 with a significant value of $0.005 < 0.05$, then Ha2 is accepted. This shows that partially Ha2 which states that there is an influence of work motivation on employee performance is accepted.

Goodness of Fit

Priyatno (2016: 63) F test is used to test the effect of independent variables together on the independent variable. The level of significance uses 0.05 $df_1 = k-1 = 2$ and to determine F table, namely $df_2 = n-k-1$ or $92-2-1 = 89$. Obtained Ftable is 3.097. The results of the data obtained are as follows:

Table 5. ANOVA

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1199.195	2	599.597	83.379	.000 ^b
	Residual	640.023	89	7.191		
	Total	1839.217	91			

It can be seen that $F\text{-value} > F\text{-table}$ or $83.379 > 3.097$. This concludes that discipline and work motivation together have an effect on performance.

Coefficient of Determination (R2)

Priyatno (2016) explains that the coefficient of determination is used to determine how much the percentage of the contribution of the influence of the independent variables together on the dependent variable. The coefficient of determination can be seen in the following table:

Table 6. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,807 ^a	,652	,644	2.682

The results from the table above can be seen that the coefficient of determination (adjusted R2) obtained is 0.652. This shows that the influence of the independent variable is 65%, while the rest, namely 35%, the employee's performance is influenced by other variables not examined in this study.

Discussion

Based on the results of statistical testing, it can be seen that simultaneously the Discipline and Work Motivation variables have a positive and significant effect on the Performance variable. Furthermore, for partial testing it can be seen that the Discipline variable has a positive and significant effect on the performance variable, while the Work Motivation variable has a positive and significant effect on the performance variable. The explanation of each variable effect is explained as follows:

The Effect of Discipline on Performance

Hypothesis testing (H1) shows that the hypothesis can be accepted, it can be seen that there is an influence between discipline on performance. And based on the statistical test of Discipline, it shows the t value of 3,616 with a significance of 0,000, which means that the discipline variable has a positive effect on performance. Because $t_{count} > t_{table}$ or $3,616 > 1,986$. This shows that discipline can affect the performance of employees of PT. Samsung Elektronik Indonesia.

The Effect of Work Motivation on Performance

Hypothesis testing (H2) shows that the hypothesis is acceptable, it can be seen that there is an influence between Work Motivation on Performance. And based on the statistical test on work

motivation, it shows the t value of 6.424 with a significance of 0.000, which means that the work motivation variable has a positive influence on performance. Because $t_{count} > t_{table}$ or $6.424 > 1.986$. This shows that work motivation can affect the performance of employees of PT. Samsung Elektronik Indonesia

5. Conclusion

Based on the description of the research results starting from theoretical exposure to data collection and data presentation as well as analysis and discussion, it can be concluded that partially the Discipline variable has a positive and significant effect on the Performance variable. The results of the regression analysis show that H_0 is rejected and H_1 is accepted. Therefore, the first hypothesis is accepted. Partially the work motivation variable has a positive and significant effect on the performance variable. The results of the regression analysis show that H_0 is rejected and H_1 is accepted. Hence, the second hypothesis is accepted. Simultaneously all independent variables, namely Work Discipline and Motivation, have a positive and significant effect simultaneously or together on the dependent variable, specifically employee performance.

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