

The Effect of Work Discipline and Work Motivation on Employee Performance in PT. Struktur Pracetak Nasional Jakarta

Lia Asmalah^{1*} & Iis Noviyanti²

Universitas Pamulang
e-mail: Dosen01644@unpam.ac.id

Abstract

The purpose of this study was to determine the effect of work discipline and work motivation on the performance of employees of PT. Struktur Pracetak Nasional Jakarta, knowing work discipline and work motivation together on the performance of employees of PT. Struktur Pracetak Nasional Jakarta. The type of research used in this research is descriptive quantitative research. This study took a population of employees of the Project Manager of PT. Struktur Pracetak Nasional Jakarta consists of 54 people. The methods used are observation, interviews, and questionnaires. There are two sources of data used, namely primary data and secondary data. Primary data is data collected by researchers from respondents obtained online using google form. While secondary data is data collected by researchers obtained through literature and literature that will be discussed in research problems, reports and lecture materials. The research variables consist of independent variables or independent variables (X) namely work discipline (X1) and work motivation (X2) while the dependent variable or dependent variable (Y) is employee performance. The number of statement items is 18 consisting of a list of statements related to work discipline variables (X1), work motivation (X2) and employee performance (Y). The measurement scale used is a scale of 1 – 5 with 5 categories. The data analysis technique used in this study is through the SPSS calculation stages using IBM SPSS version 25, namely validity test, reliability test, classical assumption test (normality test, multicollinearity test, heteroscedasticity test, autocorrelation test), multiple linear regression test, hypothesis test (partial t test and simultaneous f) test and coefficient of determination test. Work Discipline variables have a significant effect on Employee Performance. In the results of the t test, the results of the $t_{count} > t_{table}$ are $5.842 > 2.008$ and the significant value is $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. The variable of work motivation has a significant effect on employee performance. On the results of the t test, the results of the $t_{count} > t_{table}$ are $5.807 > 2.008$ and the significant value is $0.000 < 0.05$, so H_0 is rejected and H_a is accepted. Variables of Work Discipline and Work Motivation have a significant effect on Employee Performance. In the results of the f test, the results of $f_{count} > f_{table}$ are $127,004 > 3.18$ and significant results are $0.000 < 0.05$ then H_0 is rejected and H_a is accepted, meaning that simultaneously or simultaneously the variables of Work Discipline and Work Motivation have a positive and significant effect on Employee Performance at PT. Struktur Pracetak Nasional Jakarta.

Keywords: Work Discipline, Work Motivation, and Employee Performance.

1. Introduction

Human Resources (HR) is the only resource that has reason, feeling, desire, ability, skill, knowledge, drive, power and work. The only resource that has the ratio, taste and intention. All of these potential human resources affect the company's efforts to achieve goals. In achieving this company's goals, work discipline and work motivation are very necessary because they will affect employee performance in producing productivity. Life in a company will really need the obedience of its employees to the rules and regulations that apply valid and motivated employees in the company. In other words, work discipline and work motivation for employees are needed, because the company's goals will be difficult to achieve if there is no work discipline and motivation.

The most frequently encountered problems regarding discipline are influenced by violations of break hours and work schedules, employees who cannot cooperate with other employees, and employee dissatisfaction with the remuneration they have. In the case of PT. Struktur Pracetak Nasional Jakarta has many employees who are absent or absent. More work discipline is needed to encourage employees to work harder and also to provide motivation to employees so that they are motivated and employee morale increases. As well as improving employee performance in order to create quality human resources and to achieve the goals to be achieved by PT. Struktur Pracetak Nasional.

Performance is the result of work produced by an employee in accordance with his role in the company. Good employee performance is one of the most important factors in an effort to increase productivity. Employee performance is not only more than awareness and presence for the company, but employee performance must have a policy to actively engage employees with the company. Employees who show high performance have a desire to provide more energy and responsibility in achieving the welfare and success of the company where they work. If employees have discipline, motivation, and high productivity, it will result in good performance and achievement for the company. Otherwise, it will reduce the company's performance, therefore it must be balanced by providing good motivation.

Based on the results of observations that the authors did at the research location of PT. Struktur Pracetak Nasional has an important role in improving the quality and quality. To achieve this, all can not be separated from the problem of work discipline and work motivation related to employee performance. The running of this company certainly does not escape the hard work of the employees. However, based on the data obtained, the performance of employees at PT. Struktur Pracetak Nasional is still not very satisfactory. This is because work discipline is still not effective. Lack of effective supervision from leaders makes many employees absent. Leader of PT. The Jakarta National Precast structure is less strict in giving sanctions to employees who violate it.

Indicators of the success of the performance of employees of PT. Struktur Pracetak Nasional can be measured by;

- 1) 100% construction quality is accepted without notes, namely the suitability of the work results with technical specifications and other requirements from service users within the specified cost and time scope,
- 2) Corrective action in the target, namely action to eliminate the cause of a problem and must be able to prevent the same incident from happening again.
- 3) Lead time for precast concrete is a maximum of 6 working days, i.e. the amount of time between initiation and completion of the process is a maximum of 6 working days, and 4) an environmentally friendly house site plan, which is a concept picture or map of the plan for the division of buildings or plots including land use and road planning along with its supporting facilities within the scale of certain land area limits with the aim of being environmentally friendly houses.

Table 1. KPI assessment of PT. Jakarta National Precast Structure 2020

No.	Key Performance Indicator (KPI)	Target	Realization at the end of the month				
			Jan	Feb	Mar	Apr	May
1	Construction quality; 100% accepted without note	98%	96%	97%	95%	93%	93%
2	<i>Corrective action in target</i>	20 hours	22 hours	22 hours	24 hours	24 hours	25 hours
3	<i>Lead Time of precast concrete maximum 6 working days</i>	6 Days	7 Days	7 Days	8 Days	8 Days	8 Days
4	2020 Eco-Friendly House Site Plan	93%	90%	90%	89%	89%	87%

From the performance appraisal table above, it shows that the realization of all has not reached the target set by the company. It can be said from the KPI above that the results of work quality and timeliness have not been maximized and tend to fluctuate. This result is based on the lack of cooperation ability and the level of employee attendance. If the realization is not in accordance with the target, problems will arise such as lack of employee discipline, lack of motivated employees and have a bad impact on employee performance. Therefore PT. Jakarta National Prefabricated Structures continues to improve quality and distribution as a construction service with a focus on residential buildings, high-rise buildings, and wide-span buildings. Based on the background of the problems stated above, the authors are interested in conducting research with the title The Effect of Work Discipline and Work Motivation on Employee Performance in PT. Struktur Pracetak Nasional Jakarta.

2. Literature Review

Work Discipline

According to Zainal (2011: 825) says that "Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to improve the prevailing social norms". Then according to Sinambela (2016: 334) suggests that "Work discipline is a process used to deal with performance problems, this process involves managers in identifying and communicating performance problems to employees". Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. The indicators of work discipline according to Hasibuan (2014: 194), namely: 1. Goals and Abilities 2. Exemplary Leader ,3. Salary and Welfare, 4. Justice, 5. Waskat (Inherent Control), 6. Penalty Sanctions, 7. Firmness, 8. Human Relations.

Work Motivation

According to Mangkunegara (2015: 61) states that, "Motivation is a condition or an energy that moves employees to be directed or directed to achieve a company or company goal. Meanwhile, according to Widodo (2015: 187) states that, "Motivation is the power that exists within a person that drives his behavior to take action. The magnitude of the intensity of the power from within a person to do a task or achieve a goal shows the extent of his motivation. Indicators of work motivation according to Maslow (1943, in Hasibuan, 2013:149) consist of:

- a. Physical needs, indicated by the provision of a decent salary to employees, giving bonuses, food allowance, transport money, housing facilities and so on.
- b. The need for a sense of security and safety is indicated by security and work safety facilities, including the existence of social security for workers, pension funds, health benefits, accident insurance, and other safety equipment.
- c. Social needs, indicated by interacting with other people, including by establishing harmonious working relationships, the need to be accepted in a group and the need to love and be loved.
- d. The need for appreciation, indicated by recognition and appreciation based on their abilities, namely the need to be respected and appreciated by other employees and leaders for their work performance.
- e. The need for self-realization, indicated by the nature of the work that is interesting and challenging, where the employee will mobilize his skills, abilities, skills, and potential. The company can fulfill this need by providing education and training.

Employee Performance

According to Bangun (2012:231) said that "Performance (performance) is the result of work achieved by a person based on job requirements (job recruitment)". Then according to Mangkunegara (2013: 67), "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". According to Bangun (2012:233) said that the standard of work can be determined from the content of a job, it can be used as an assessment of each job. To facilitate employee performance appraisal, work standards must be measurable and understandable through:

- a. The number of workers :This dimension shows the amount of work produced by individuals or groups as requirements that become job standards.
- b. Worker Quality: Every job has certain quality standards that must be adjusted by employees to be able to do it according to the provisions.
- c. Punctuality: A job must be completed on time due to the time limit of customer orders and the use of production results.
- d. Presence: A certain type of work requires the presence of employees in doing it according to the specified time.
- e. Cooperation Ability : Not all jobs can be completed by one employee alone. Employee performance can be assessed from their ability to work together with other co-workers.

Framework

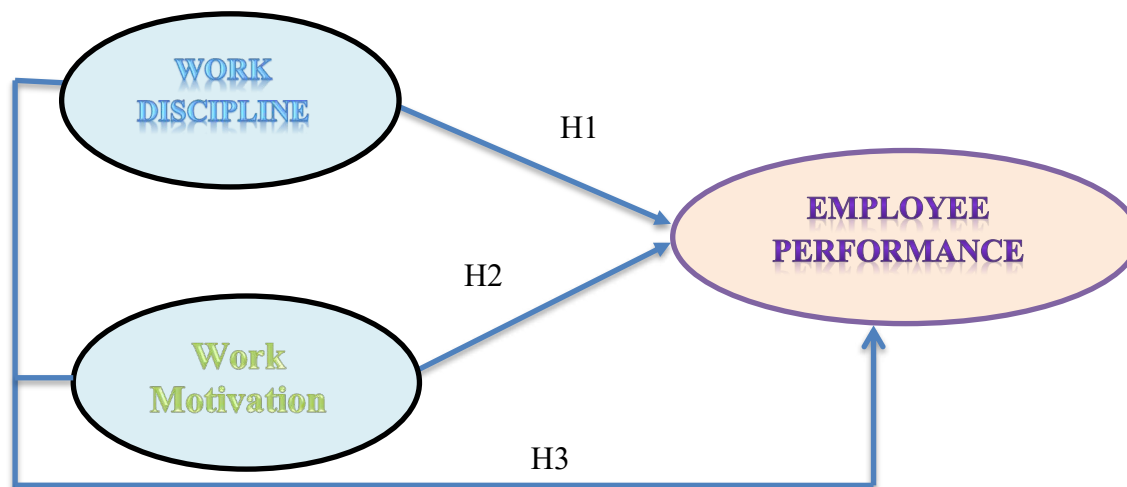


Figure 1. Research Framework

Hypothesis:

H1: Work Discipline has a positive and significant effect on Employee performance

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

H3: Work Discipline and Work Motivation have a positive and significant effect on Employee performance.

3. Methods

The type of research used in this research is descriptive quantitative research, according to Sugiyono (2012:11) According to Sugiyono (2016), the population is a generalization area consisting of: objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. As for this research, the population is the employees of the Project Manager of PT. Struktur Pracetak Nasional Jakarta, which consists of 54 people. Determination of the sample in this study with a population of 54 employees, the authors determined that this study was a saturated/census sample because the population in this study was less than 100. There are two sources of data used, namely primary data and secondary data. Primary data is data collected by researchers from respondents obtained online using google form. While secondary data is data collected by researchers obtained through literature and literature. The data analysis technique used by the author in measuring the results of this study is by using validity and reliability tests, classical assumption tests (normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test) and multiple linear regression analysis and hypothesis testing with t statistical test. (partial test) and statistical test f (simultaneous and joint test).

4. Results and Discussion

Validity Test

The validity test is to determine the level of validity of the questionnaire instrument used in data collection, to find out whether the items presented in the questionnaire are really able to reveal what will be studied. To declare a valid or invalid item, the Corrected Item-Total Correlation (CITC)

or called r (coefficient and correlation) is used with the provisions, if $r_{count} > r_{table}$, then it is declared valid, whereas if $r_{count} < r_{table}$, then it is declared invalid and for significance level 5% degree of freedom ($df = n-2$), in this case n is the number of samples.

Table 2. Validity Test

Variable	No. Item	r_{hitung}	r_{tabel}	Information
Work Discipline	X1.1	0,676	0,268	VALID
	X1.2	0,692	0,268	VALID
	X1.3	0,672	0,268	VALID
	X1.4	0,808	0,268	VALID
	X1.5	0,655	0,268	VALID
	X1.6	0,820	0,268	VALID
	X1.7	0,845	0,268	VALID
	X1.8	0,706	0,268	VALID
	X1.9	0,777	0,268	VALID
	X1.10	0,829	0,268	VALID
Work Motivation	X2.1	0,687	0,268	VALID
	X2.2	0,726	0,268	VALID
	X2.3	0,850	0,268	VALID
	X2.4	0,722	0,268	VALID
	X2.5	0,766	0,268	VALID
	X2.6	0,747	0,268	VALID
	X2.7	0,830	0,268	VALID
	X2.8	0,862	0,268	VALID
	X2.9	0,824	0,268	VALID
	X2.10	0,730	0,268	VALID
Employee Performance	Y1	0,858	0,268	VALID
	Y2	0,883	0,268	VALID
	Y3	0,841	0,268	VALID
	Y4	0,882	0,268	VALID
	Y5	0,822	0,268	VALID
	Y6	0,829	0,268	VALID
	Y7	0,865	0,268	VALID
	Y8	0,855	0,268	VALID
	Y9	0,882	0,268	VALID
	Y10	0,749	0,268	VALID

Based on the test results from table 1, that the Work Discipline variable is 10 statements, Work Motivation is 10 statements, and Employee 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 0.268 which means valid.

Reliability Test

The reliability test is intended to determine the consistency, trustworthiness, or reliability of the measuring instrument in its use. The following table shows the results of reliability testing for the Work Discipline variable (X1) which was processed with the SPSS version 25 program:

Table 3. Reliability Work Discipline Test

Reliability Statistics	
Cronbach's Alpha	N of Items
,906	10

From the table above, it can be seen that Cronbach's Alpha has a value of 0.906, this indicates that the work discipline variable has reliable data, it can be proven that $0.906 > 0.60$. The following table shows the results of reliability testing for the Work Motivation variable (X2) which was processed with the SPSS version 25 program:

Table 4. Reliability Work Motivation Test

Reliability Statistics	
Cronbach's Alpha	N of Items
,924	10

From the table above, it can be seen that Cronbach's Alpha has a value of 0.924, this indicates that the work discipline variable has reliable data, it can be proven that $0.924 > 0.60$. The following table shows the results of reliability testing for the Employee Performance variable (Y) which was processed with the SPSS version 25 program:

Table 5. Reliability Employee PerformanceTest

Reliability Statistics	
Cronbach's Alpha	N of Items
,954	10

From the table above, it can be seen that Cronbach's Alpha has a value of 0.954, this indicates that the work discipline variable has reliable data, it can be proven that $0.954 > 0.60$.

Multiple Linier Regression

Multiple linear regression test is used to find out how much influence the independent variables (Work Discipline and Work Motivation) have together on the dependent variable (Employee Performance), so whether it can be seen that the independent variable has a positive or negative effect

on employee performance in the company. Based on the results of multiple linear regression calculations using the SPSS version 25 program, it can be seen in the following table:

Table 6. Coefficients

Unstandardized Coefficients				Standardized Coefficients	t	Sig.
				Beta		
Model	B	Std. Error				
1	(Constant)	1,804	2,805		643	,523
	Work Discipline	,539	,092	,492	5,842	,000
	Work Motivation	,452	,078	,489	5,807	,000

From table 6 above can be obtained multiple linear regression equation model as follows:

$$Y = 1,804 + 0,539X_1 + 0,452X_2$$

- The constant value shows a value of 1.804, meaning that if all independent variables are constant, then the dependent variable (Y) decreases by 1.804.
- The regression coefficient value of the discipline of 0.539 means that if the value of work discipline increases by 1 unit, then the value of (Y) increases by 0.539 units, assuming the other independent variables are constant.
- The regression coefficient value of work motivation of 0.452 means that if the value of work motivation increases by 1 unit, then the value (Y) increases by 0.452 units, assuming the other independent variables are constant.

Partial Test

This t test is used to determine whether in the regression model the independent variable (free) partially has a significant effect on the dependent variable (bound). The decision-making methods are: 1. If probability/significance > 0.05, Ho is accepted and 2. If probability/significant < 0.05, Ho is rejected Or by looking at table t: 1. If tcount < ttable, Ho is accepted and 2. If tcount > ttable, Ho is rejected. To calculate the t table, the provisions of $df = n - k - 1 = 54 - 3 - 1 = 50$ (2.008) are used at the level of significance (α) of 5% (error rate 5% or 0.05) or 95% or 0.95 confidence level, so if the error rate of a variable is more than 5%, it means that the variable is not significant.

Table 7. Hypothesis Test

Unstandardized Coefficients				Standardized Coefficients	t	Sig.
Model	B	Std. Error		Beta		
1	(Constant)	1,804	2,805		643	,523
	Work Discipline	,539	,092	,492	5,842	,000
	Work Motivation	,452	,078	,489	5,807	,000

From the test results above, it can be seen that:

- 1) The Effect of Work Discipline on Employee Performance has a tcount of 5.842 and a significant value of 0.000 so it can be concluded that Work Discipline has a positive and significant effect on Employee Performance, as evidenced with a tcount value of $5.842 > t_{table} 2.008$ and a significant value of $0.000 < 0.05$. So it can be taken a decision that H_0 is rejected and H_a is accepted.
- 2) The effect of work motivation on employee performance has a tcount value of 5.807 and a significant value of 0.000 so it can be concluded that work motivation has a positive and significant effect on employee performance, as evidenced by the tcount value of $5.807 > t_{table} 2.008$ and a significant value of $0.000 < 0.05$. So it can be taken a decision that H_0 is rejected and H_a is accepted.

Goodness of Fit

This f test is used to determine whether the independent (free) variables together have a significant effect on the dependent (bound) variable. The decision-making methods are: 1. If probability/significance > 0.05 , H_0 is accepted and 2. If probability/significant < 0.05 , H_0 is rejected, Or by looking at F count with F table: 1. If fcount $< f_{table}$, then H_0 is accepted and 2. If fcount $> f_{table}$, then H_0 is rejected. The formula for finding f_{table} is as follows: $df_1 = k - 1 = 3 - 1 = 2$ $df_2 = n - k = 54 - 3 = 51$ If the test is carried out at $\alpha = 5\%$, then the f_{table} value is 3.18.

The results of the data obtained are as follows:

Table 8. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1916,097	2	958,049	127,004	,000 ^b
	Residual	384,717	51	7,543		
	Total	2300,815	53			

Based on the results of the table above, it is found that fcount. From the results of the table above, the fcount value is 127,004 and a significance of 0,000 so that it can be concluded that work discipline and work motivation simultaneously have a significant effect on employee performance as evidenced by the fcount value of $127,004 > f_{table} 3,18$ and the value significant $0.000 < 0.05$, it can be concluded that H_0 is rejected and H_a is accepted.

Coefficient of Determination (R^2)

The R^2 test or determination test is an important measure in regression, because it can inform whether or not the estimated regression model is good, or in other words the number can measure how close the estimated regression line is to the actual data. The value of the coefficient of determination (R^2) reflects how much variation in the dependent variable Y can be explained by the independent variable X. If this is the coefficient of determination equal to 0 ($R^2 = 0$), it means that the variation of Y cannot be explained by the variable X.

To find out the contribution of information on the magnitude of the influence of work discipline and work motivation variables on employee performance at PT. T Struktur Pracetak Nasional Jakarta can be explained as follows:

Table 9. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,913 ^a	,833	,826	2,747	2,355

The table above aims to determine how big the ability of the dependent variable is, and the results obtained show the value of R² (coefficient of determination that has been adjusted) 0.913, meaning that 91.3% of the Employee Performance variable can be explained by the variables of Work Discipline and Work Motivation and the remaining 8.7%. explained by other variables outside the variables used.

Discussion

Based on the research of test results, there are several things that can be discussed and explained in this study, namely as follows:

The Effect of Work Discipline on Employee Performance

Based on the research results, it is proven that the work discipline variable has a significant effect on employee performance. On the results of the t test The results obtained that the value of $t_{count} > t_{table}$ is $5.842 > 2.008$ and a significant value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, meaning that partially the Work Discipline variable has a significant effect on Employee Performance.

The Effect of Work Motivation on Employee Performance

Based on the research results, it is proven that the work motivation variable has a significant effect on employee performance. The results of the t-test showed that the value of $t_{count} > t_{table}$ was $5.807 > 2.008$ and a significant value of $0.000 < 0.05$, so H_0 was rejected and H_a was accepted, meaning that partially the work motivation variable had a significant effect on employee performance.

The Influence of Work Discipline and Work Motivation on Employee Performance

Based on the results of the study, it was proven that the variables of Work Discipline and Work Motivation had a significant effect on employee performance. In the results of the f test, the results of $f_{count} > f_{table}$ are $127.004 > 3.18$ and significant results are $0.000 < 0.05$, so H_0 is rejected and H_a is accepted, meaning that simultaneously or simultaneously the variables of Work Discipline and Work Motivation have a positive and significant effect on Employee Performance

5. Conclusion

Based on the results of research and data analysis conducted in this study, the author can draw several conclusions as follows:

1. The work discipline that exists in PT. Struktur Pracetak Nasional Jakarta currently it is quite good seen from the majority of respondents who answered strongly agree (SS) of 299 or 55.37%, who answered agree (S) of 177 or 32.77%. The work discipline has a significant

- effect on employee performance as evidenced by the value of $t_{count} > t_{table}$, namely $5.842 > 2.008$ and a significant value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted.
2. Work motivation that exists in PT. Struktur Pracetak Nasional Jakarta currently it is quite good seen from the majority of respondents who answered strongly agree (SS) of 286 or 52.96%, who answered agree (S) of 159 or 29.44%. The work motivation has a significant effect on employee performance as evidenced by the results of the value of $t_{count} > t_{table}$, namely $5.807 > 2.008$ and a significant value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted.
 3. Employee Performance PT. Struktur Pracetak Nasional Jakarta currently it is quite good seen from the majority of respondents who answered strongly agree (SS) of 340 or 62.96%, who answered agree (S) of 139 or 25.74%. The influence of work discipline and work motivation simultaneously affect employee performance at PT. National Prefabricated Structure, as evidenced by the value of $f_{count} > f_{table}$, which is $127,004 > 3.18$ and a significant result of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted.

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