Analysis of the Impact of Work Discipline and Motivation on Employee Performance PT. Presisi Housing Development Cilegon

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Abstract: This study aims to analyze the effect of work discipline and work motivation on employee performance. The population in this study was 52 employees of PT company development Precision Cilegon. The sample used was 52 employees. Sampling method using saturated sampling. The data collection method uses a survey method, with the research instrument being a questionnaire. The data analysis method uses the Statistical Package for the Social Sciences. This study proves that work discipline has a positive and significant effect on employee performance. Motivation has a positive and significant effect on employee performance

Keywords: Work Discipline, Work Motivation, Employee Performance

INTRODUCTION

Human resources in the company are very important assets of the company to be maintained and managed properly to provide maximum contribution to the company. Although a company has all the complete facilities both in terms of technology and terms of large capital without good human resource management and good employee performance then all of that is useless for the company. Employee performance is one of the important factors in achieving the goals of a company. The potential of human resources who perform well determines the success of the company. To achieve the best performance, of course, the a need for directed human resource management through various policies that can adjust the mutual interests of employees and the company. In addition, employee performance will be good with the awareness and seriousness of employees as individuals in carrying out their duties and responsibilities.

PT Pembangunan Perumahan Presisi is a subsidiary of Pembangunan Perumahan that provides a wide range of construction support services. By the end of 2020, the company had 2,816 units of heavy equipment and a workshop in Bekasi. To empower its heavy equipment, the company also provides mining services. The company started its history on May 6, 2004, under the name "PT Prima Jasa Aldodua" and was in the business of renting heavy equipment. After being acquired by Pembangunan Perumahan, on June 6, 2014, the company's name was changed to "PT Pembangunan Perumahan Alat Konstruksi", and on September 19, 2014, the company's name was again changed to "PT PP Peralatan Konstruksi". In June 2015, the company started to provide formwork installation services, and in September 2015, the company started to provide batching plant operation services to produce concrete, asphalt, or rock required by a project. The phenomenon that occurs at PT Cilegon Precision housing development shows that employee performance is not maximized, so employee performance does not increase which makes employees not maximized to achieve the goals of a company.

The decline in performance certainly should not be left unchecked by PT Precision Housing Development Cilegon, because it will have a negative impact on PT Precision Housing Development Cilegon. To achieve organizational goals, good work discipline is needed from the personnel of the organization concerned. Increasing work discipline is an important part of human resource management because it can make employees maximize the performance of each job or task that has been given by PT. Cilegon Precision housing development.

According to Kumarawati, Suparta, & Yasa, (2017), discipline is a management action to encourage employees to meet the demands of various provisions in a company. Employee discipline is carried out to improve and shape employee knowledge, attitudes, and behavior so that employees can work cooperatively with other employees and improve their work performance. According to Setiawan (2015), motivation is defined as a psychological process that causes action, which has direction and continues to achieve goals. Motivation is important for employees. Lack of employee motivation can have a serious impact on employee morale, employees with low morale can affect their performance.

LITERATURE REVIEW
Employee Performance
The term performance is often heard and is very important for an organization or company to achieve its goals. In the context of human resource development, the performance of an employee in a company is needed to achieve performance for the employee himself and for the success of the company. According to Mangkunegara (2017), the term performance comes from the word job performance or Actual Performance (work performance or actual achievement achieved by a person). Performance is the quality and quantity of work achieved by an employee in carrying out his duties according to the responsibilities given to him.

According to Priansa (2018), performance is a manifestation of the work results achieved by employees in the development of tasks and jobs that come from the organization. According to Mulyadi (2015), performance is the result of work achieved by jobs or employees in quality and quantity by their duties and responsibilities.

According to the opinions of the experts above, it can be concluded that performance is the work achieved by employees in carrying out their duties by the responsibilities given to them to be completed according to the targets to be achieved, both in terms of quality and quantity of work.

Work Discipline

Work discipline is very important for a company or government agency to realize company goals. Without good work discipline, it is difficult for a company to achieve optimal results. According to Sutrisno (2017), work discipline is the attitude of a person's willingness and willingness to obey the norms of the rules that apply around him, good employee discipline will accelerate company goals while degenerate discipline will become a barrier and slow down the achievement of company goals.

According to Syarkani (2017), employee discipline in an agency or company plays a very important role in addition to the factors of quality and highly dedicated human resources to be able to develop an agency or company because resources will provide progress in determining the success or failure of the work plan that has been made or planned. According to Hasibuan (2017), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. According to the opinions of the experts above, it can be concluded that work discipline is an effort applied by the company to create quality and highly dedicated human resources to accelerate the achievement of company goals.

Work Motivation

Work motivation is an attitude or mentality that is created both within oneself and external factors that make a person enthusiastic, and taken, in doing a job to achieve organizational or company goals. a leader must be able to encourage and provide a motivating spirit to employees so that employees continue to be enthusiastic at work so that their performance and productivity run well. Mulyadi (2015) defines motivation as encouragement both from others and from oneself to do a job consciously and enthusiastically to achieve certain targets. According to Sutrisno (2016), work motivation is a stimulating desire and driving force for someone's willingness to work because each motivation has a certain goal to be achieved. In research by Widayati *et al*., (2017), work motivation is formed from the attitude of employees in facing work situations in the company (situation).

Motivation is a condition or energy that moves employees who are directed or directed towards achieving the company's organizational goals. Motivation is an encouragement of the needs within employees that need to be met so that employees can adapt to their environment. Motivation is a set of forces that cause people to engage in one behavior and not another (Marlapa, 2020). According to Sedarmayanti (2015), motivation is the willingness to expend high levels of effort toward organizational goals conditioned by the ability of efforts to meet individual needs. According to the opinions of the experts above, it can be concluded that motivation is an impetus that drives and directs employee behavior to work hard by providing all abilities and skills to realize organizational goals.

METHODS

This research method uses a type of quantitative research with a causal research method (cause-effect), so that in this study there are dependent variables and independent variables. This study uses a Likert scale. The Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about phenomena. Sampling in this study used saturated samples, with a total sample size of 52 respondents. The data collection method uses a survey method, with the research instrument used as a questionnaire. The data analysis method in this study uses SPSS version 25 software.

RESULTS AND DISCUSSION
Data Quality Test Results
a. Validity Test

Table 1. Results of the Work Discipline Variable Validity Test

Statement	*Pearson Correlation >* 0,2732	r tabel	Description
DK1	0,754	0.2732.	Valid
DK2	0,632	0.2732.	Valid
DK3	0,864	0.2732.	Valid
DK4	0,686	0.2732.	Valid
DK5	0,864	0.2732.	Valid
DK6	0,608	0.2732.	Valid
DK7	0,754	0.2732.	Valid
DK8	0,632	0.2732.	Valid
DK9	0,864	0.2732.	Valid
DK10	0,686	0.2732.	Valid

Source: Results of Data Processing with SPSS 25 Process

Table 2. Results of the Work Motivation Variable Validity Test

Statement	*Pearson Correlation >* 0,2732	r tabel	Description
MK1	0,821	0.2732.	Valid
MK2	0,689	0.2732.	Valid
MK3	0,855	0.2732.	Valid
MK4	0,649	0.2732.	Valid
MK5	0,855	0.2732.	Valid
MK6	0,620	0.2732.	Valid
MK7	0,821	0.2732.	Valid
MK8	0,689	0.2732.	Valid

Source: Results of Data Processing with SPSS 25 Process

Table 3. Employee Performance Variable Validity Test Results

Statement	*Pearson Correlation >* 0,2732	r tabel	Description
KK1	0,422	0.2732.	Valid
KK2	0,609	0.2732.	Valid
KK3	0,602	0.2732.	Valid
KK4	0,679	0.2732.	Valid
KK5	0,551	0.2732.	Valid
KK6	0,448	0.2732.	Valid
KK7	0,655	0.2732.	Valid
KK8	0,602	0.2732.	Valid
KK9	0,703	0.2732	Valid

Source: Results of Data Processing with SPSS 25 Process

Based on the results of the validity test, shows that each statement on each variable is declared valid because it has a Pearson Correlation value greater than the r table, which is 0.2732.

b. Reliability Test

Table 4. Reliability Test Results

Variables	Cronbach's Alpha	N of Items	Description
Work Discipline	0,903	10	Reliable
Work Motivation	0,889	8	Reliable
Employee Performance	0,752	9	Reliable

Source: Results of Data Processing with SPSS 25 Process

Based on the results of the reliability test, it shows that each statement on each variable is declared reliable because it has a Cronbach's Alpha value greater than 0.60.

Classical Assumption Test Results
a. Normality Test Results

Table 5. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		52
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,97566652
Most Extreme Differences	Absolute	,071
	Positive	,064
	Negative	-,071
Test Statistic		,071
Asymp. Sig. (2-tailed)		,200[c,d]

Source: Results of Data Processing with SPSS 25 Process

Based on Table 5 the magnitude of significance is 0.200, this indicates that the residual data is normally distributed.

b. Multicolonierity Test Results

Table 6. Multicolonierity Test Results

Free Variable	Tolerance > 0,10	VIF < 10
Work Discipline	0,193	5,179
Work Motivation	0,193	5,179

Source: Results of Data Processing with SPSS 25 Process

Based on Table 6, it can be seen that the two independent variables in this study have a Tolerance value greater than 0.10 and a VIF value of less than 10. Thus, it can be stated that there are no multicollinearity symptoms among the independent variables in this study.

Heteroscedasticity Test Results

Table 7. Heteroscedasticity Test Results
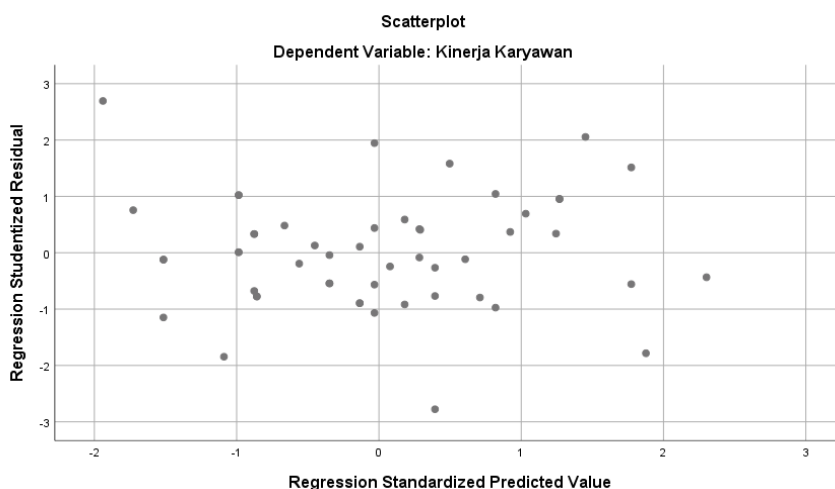
Source: Results of Data Processing with SPSS 25 Process

Based on Table 7, from the scatterplot results it can be seen that the data does not form a certain pattern, and the data points are not only clustered above or below zero but scattered above and below. So, it can be concluded that there is no heteroscedasticity problem in the residual data.

Model Fit Test Results

1. Test Results of the Coefficient of Determination (R2)

Table 8. Test Results of the Coefficient of Determination (R2)

R Square	Adjusted R Square
0,736	0,725

Source: Results of Data Processing with SPSS 25 Process

Based on Table 8, the Adjusted R Square (R2) value is 0.725. This means that the amount of work discipline, work motivation, and employee performance is 72.5% while 27.5% is influenced by other variables not specified in this study.

2. ANOVA F Test Results

Table 9. ANOVA F Test Results

F Count > 3,19	Significance < 0,05
68,204	0,000

Source: Results of Data Processing with SPSS 25 Process

Based on Table 9, the ANOVA F test results obtained the calculated F value of 68.204 which is greater than 3.19, and a significance value smaller than 0.05, namely 0.000. So work discipline and work motivation simultaneously have a significant effect on employee performance.

Multiple Linear Regression Analysis Test Results

Table 10. Multiple Linear Regression Analysis Test Results
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,367	2,066		5,019	,000
	Work Discipline	,341	,122	,465	2,784	,008
	Work Motivation	,361	,145	,415	2,483	,017

a. Dependent Variable: Employee Performance

Source: Results of Data Processing with SPSS 25 Process

Based on Table 10 shows that the multiple linear regression equation for the independent variable (Work Discipline and Work Motivation) on the dependent variable (Employee Performance) is as follows:

$$Y = 10{,}367 + 0{,}341X_1 + 0{,}361X_2 + 2{,}066$$

The regression equation above can be summarized as follows:
a) The constant of 10.367 states that if there is a value of the work discipline and work motivation variables, the value of employee performance is 10.367.
b) The regression coefficient of the work discipline variable of 0.341 states that work discipline has a positive effect on employee performance. This means that the better the work discipline, the employee performance will increase.
c) The work motivation variable regression coefficient of 0.361 states that work motivation has a positive effect on employee performance. This means that the better the work motivation, the employee performance will increase.

Hypothesis Test Results (t Test)

Table 11. Hypothesis Test Results (t Test)
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,367	2,066		5,019	,000
	Work Discipline	,341	,122	,465	2,784	,008
	Work Motivation	,361	,145	,415	2,483	,017

Source: Results of Data Processing with SPSS 25 Process

Based on the results from Table 11, it can be concluded that:
a. Hypothesis Test of the Effect of Work Discipline on Employee Performance
The results of the Hypothesis Test of the Effect of Work Discipline on Employee Performance are 2.784 greater than the t table value of 2.009 and the significant value of

work discipline is 0.008 or smaller than 0.05 so Ho is rejected and Ha is accepted, so it can be stated that there is a significant effect of work discipline on employee performance.
b. Hypothesis Test of the Effect of Work Motivation on Employee Performance
The results of the Hypothesis Test of the Effect of Work Motivation on Employee Performance are 2.483 greater than the t table value of 2.009 and the significant value of work motivation is 0.017 or smaller than 0.05 so Ho is rejected and Ha is accepted, so it can be stated that individually there is a significant effect of work motivation on employee performance.

Discussion
Based on the formulation of the problem that is the basis of the research, the following is a discussion in accordance with some of the test results that have been carried out:
1. Effect of Work Discipline on Employee Performance. Based on the results of multiple linear regression tests and t test results, it is found that work discipline has a positive and significant effect on employee performance. The results of this study are in line with the results of research conducted by Kristanti (2019), Siregar, Effendy, and Ritonga (2021), and Octaviani and Pricilla (2020) which found that work discipline has a positive and significant effect on employee performance.
2. The Effect of Work Motivation on Employee Performance. Based on the results of multiple linear regression tests and t test results, it is found that work motivation has a positive and significant effect on employee performance. The results of this study are in line with the results of research conducted by Oktari, Suhardi (2020), Ratnawati, Setiawan, and Irawat (2022), Agustriani, Ratnasari and Zamora (2022) which found that work motivation has a positive and significant effect on employee performance.

CONCLUSION
Based on the results of research that has been conducted on the effect of work discipline and work motivation on employee performance at PT. Cilegon Precision housing development, in order to achieve company goals, the authors can draw conclusions that In accordance with the results of the analysis, partially the two variables, namely work discipline and work motivation, each variable has a positive and significant effect on employee performance. Good work discipline will increase work productivity.

Together (simultaneously) the two variables, namely work discipline and work motivation, have a positive and significant effect on employee performance. We recommend that PT. Cilegon Precision Housing development to pay more attention to employees not only by giving targets that must be achieved but also by paying attention to things that can arouse the enthusiasm of employees in terms of motivation both external and internal support, the influence of work discipline and work motivation on employee performance at PT. Cilegon Precision housing development in order to improve employee performance to realize the goals vision and mission of the company PT. Cilegon Precision housing development by maintaining the company's valuable assets, namely human resources. If the company can manage these two factors well, employee performance will automatically increase in order to achieve company goals.

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