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The Influence Of Work Motivation And Work Discipline On Employee Performance at Cv. Gunung Mas Putra Kencana Central Lampung

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Abstract

This research aims to find out and analyze influence work motivation and work discipline on employee performance at CV. Gunung Mas Putra Kencana, Central Lampung. The population in this study were employees at CV. Gunung Mas Putra Kencana, totaling 45 employees. With relative population small, researchers use saturated sampling as a sampling technique, namely technique determination sample If all members of the population are taken as a sample, there are 45 respondents. This research uses quantitative research methods using primary data, namely a questionnaire that uses a scale likert. Data analysis using devices SPSS software to carry out data analysis, including multiple linear analysis, t test, F test, and coefficient of determination test. The research results show that both partially and anova, work motivation and work discipline have a significant effect on employee performance at CV. Gunung Mas Putra Kencana, Central Lampung.

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

INTRODUCTION

Human resources are an important controlling factor forward or backward an organization. Because after all progress and success company No off from the role and capabilities of good human resources. In order to be competitive, a company must have

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the resources it is expected to provide contribute and play a role active in every activity, so matter the will influence internal achievement and success company.

Motivation is something the desire that arises within employees themselves so creates enthusiasm or encouragement to work optimally to achieve goals. Motivation is important for employees, motivated employees will feel happier, healthier and want to come to work. Motivation is about providing encouragement for someone to generate enthusiasm for work, work together, work effectively, and be integrated into every effort to achieve satisfaction (Edy Sutrisno, 2016).

Work discipline is an attitude of obedience and obedience as well as subject to rules based on consciousness from personal self without existence coercion from outside (Dunan & Sari, 2023). With work discipline, employees can be more responsible for their duties so that its performance it would be better, employees who have work discipline will have better performance which can be constructive productivity employee the. Discipline shows a state or attitude of respect that exists in each employee to the rules and regulations of the organization. Discipline employees are very necessary increasing employee performance without work discipline and rules as well existing regulations in organizations often ignored if employee work discipline No adequate (Simatupang et al., 2021).

Improving employee performance is one efforts that every company will always make to achieve a goal. Because it is necessary for companies to be able to produce high performance in order to meet the achievement goals that have been set for the organization. Performance is the result of internal organizational work realizing the goals set by the organization, customer satisfaction as well contribution to the economic development of society place of organization (Dunan et al., 2020).

CV. Gunung Mas Putra Kencana is a CV that operates in the field of processing raw materials into goods half finished. The product produced by CV Gunung Mas Putra Kencana is flour tapioca. Employees have a very important role in all activities that occur in CV. Gunung Mas Putra Kencana, good in production, marketing, distribution and others, but according to Mr. Marno as Manager of CV. Gunung Mas Putra Kencana known not in accordance with what the company expected. Employees don't disciplined and often late. Plus, neither do employees provide maximum performance, achieving company targets unattainable. From this phenomenon, researchers are interested in seeing the relationship between influence work motivation and work discipline on employee performance.

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LITERATURE REVIEW

Work motivation

motivation is the direction of behavior referring to what a person chooses to do Work from There are many choices they can make whether they are right or not (Adhari, 2021). According toRobbins & Timothy A. Judge. (2016) Motivation is the willingness to exercise high levels of effort to achieve organizational goals which are conditioned by the ability of the effort to meet certain individual needs. According toWibowo (2016) Motivation is encouragement from a series of human behavioral processes in achieving goals. Meanwhile, motivation according to Sutrisno (2010) in Kristianti et al. (2021)is as follows:" Motivation is a factor that encourages someone to do something a certain activities, therefore motivation is often interpreted as a driving factor in someone's behavior.

According to Herzberg in Siagian (2018) that employees are motivated to work caused by driving factors that come from outside a person, especially from the host organization Work. These extrinsic factors include :

1. Administration and policy company.
   The level of conformity felt by the workforce to all policies and regulations that apply within company.
2. Supervision.
   Level of reasonableness supervisor felt by the workforce.
3. Wages.
   Level of reasonableness salary received as compensation for work duties.
4. Connection.
5. Degree of perceived suitability in interact between other workers and between subordinates with superiors.
6. Working Conditions.
   The level of suitability of working conditions with the process of carrying out job duties.

Work Discipline

Discipline becomes a tool that managers use to coordinate with their subordinates, with the aim of emphasizing employee change in increase awareness comply with applicable social regulations and norms (Partika et al., 2020). The general aim of work discipline is for smooth running a company in accordance with its objectives targeted. Without good discipline, it is difficult for company organizations to achieve optimal results. According to Rivai (2018), explains that, work discipline has several indicators such as :

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1. Presence.
   This is a basic indicator for measuring discipline, and usually employees who have low work discipline are used to it late in Work.
2. Compliance with work regulations
   Employees who obey work regulations do not will neglect work procedures and will always follow the work guidelines set by the company.
3. Adherence to work standards.
   This can be seen through the extent of employee responsibility for the tasks entrusted to him.

Employee performance

According toMangkunegara (2017) put forward that performance is the result of the quality and quantity of a person's work employee in completing tasks in accordance with the tasks assigned to him. Performance is an important aspect in efforts to achieve company goals. With good employee performance at a time company, then company the will be able to achieve the desired goals. (Rosalina & Wati, 2020). According to Mangkunegara (2017), employee Performance Indicators can be assessed from :

1. Quality of work.
2. Working quantity.
3. Responsibility.
4. Cooperation.
5. Initiative.
   Showing employee concern for work that he does not do.

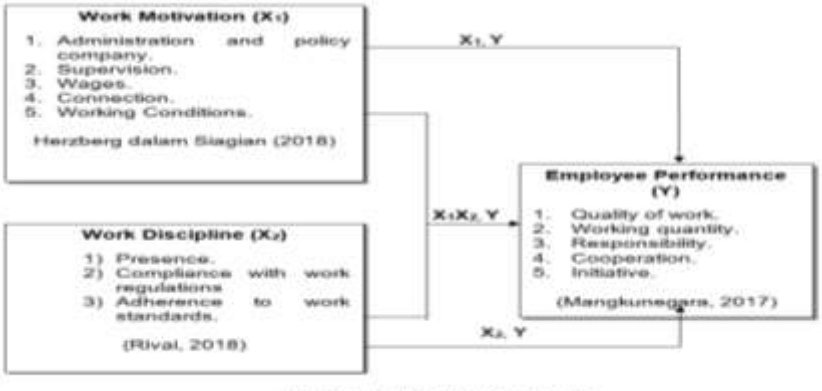


Figure 1. Conceptual Framework

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RESEARCH METHODS

The population in this study were employees at CV. Gunung Mas Putra Kencana, totaling 45 employees. With relative population small, researchers use saturated sampling as a sampling technique, namely technique determination sample If all members of the population are taken as a sample, there are 45 respondents. Data collection uses questionnaire distribution to employees in the field to collect the necessary data. All variables measured use Likert scale answers starting from 1 = strongly disagree ; 2= disagree ; 3= quite agree; 4= agree; 5=strongly agree. The analysis technique used in this research is quantitative data analysis test as well as Analyze data with calculations and draw conclusions from the test results. To make things easier for researchers conduct research (Ghozali, 2018), the researcher carries out analysis using the SPSS program. The analytical tools that will be used are: validity test, reliability test, multiple linear test, coefficient of determination test, t test and F test.

RESEARCH RESULTS AND DISCUSSION

Validity Test Results

Validity testing is carried out to find out whether it is valid or not a questionnaire for each of these variables. The validity tests that have been carried out in this research are shown in following table :

Table 1. Validity Test Results

Question	X1	X2	Y	Table r value	N	Conclusion
Statement 1	0.718	0.713	0.564	0.294	45	Valid
Statement 2	0.659	0.826	0.850	0.294	45	Valid
Statement 3	0.789	0.780	0.786	0.294	45	Valid
Statement 4	0.706	0.787	0.803	0.294	45	Valid
Statement 5	0.646	0.778	0.707	0.294	45	Valid
Statement 6	0.648	0.731	0.802	0.294	45	Valid
Statement 7	0.796	0.799	0.621	0.294	45	Valid
Statement 8	0.693	0.750	0.605	0.294	45	Valid
Statement 9	0.760	0.823	0.607	0.294	45	Valid
Statement 10	0.709	0.760	0.596	0.294	45	Valid

Source: Data Processed by SPSS25, 2024.

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From the results of validity testing in the table above, the questionnaire contains Of these 3 variables, there were 30 questionnaires which were filled in by 45 respondents in this study. One of The way to find out which questionnaires are valid and invalid, we have to find out the r table first. The formula for r table is df = N-2 so 45-2 = 43, so r table = 0.294. From the results of the validity calculations in the table above, it can be seen that the calculated r > r in the question table is declared valid and can be used in research.

Reliability Test Results

Reliability testing was carried out on question items that were declared valid. A variable is said to be reliable or reliable if the answers to questions are always consistent. Instrument reliability coefficient intended to see the consistency of the answers to the statement items given by respondents. The analysis tool uses the split half method by correlating the total odd versus even scores, then the reliability is calculated using the"Cronbach Alpha" formula (Aditya Nalendra, 2021). Calculations are carried out with the help of the SPSS computer program. The reliability for each variable is presented in the following table.

Table 2. Validity Test Results

No	Variable	Cronbach's value Alpha
1	Work motivation	0.890
2	Work Discipline	0.924
3	Employee performance	0.882

Source: Data Processed by SPSS25, 2024.

Based on the results of table 2. It can be seen that The Cronbach Alpha value exceeds 0.600 so it can be concluded that the research questionnaire is reliable and can be used as a reference filling out the questionnaire because the answers to the questionnaire are consistent.

Descriptive Analysis

To measure variables used instrument a total of 30 questions representing various indicators, where each question has a score of 1 – 5. To be able to find out the answer criteria for the total question score.

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Table 3. Statement Items for Variables

No.	Statement X1	Statement X2	Y Statement
1	I feel that there is an increase in performance when this is given high wages	I feel there are levels absenteeism good presence	I feel that there is an increase in the quality of work in every job
2	I feel that the working conditions are comfortable and safe	I feel punctual when I come to work	I feel There is a level repair in every mistake
3	I feel that there is a definite recognition of my status as an employee	I feel Have a level good time efficiency in completing work	I feel there is a low error rate
4	I feel ease in operate procedure company	I feel completeness necessary means	I feel I have good abilities in doing work
5	I feel there is quality good supervision in company for employees	I feel There is a level high level of concern in maintain all existing facilities	I feel that the output results are satisfactory in completing work
6	I feel a sense of accomplishment achievements achieved by employees	I feel Have a level awareness in utilize all facilities	I feel Have a level good responsibility in every job
7	I feel that the company provides recognition for each employee	I feel ownership of every item I use	I feel that there is good cooperation between every employee
8	I feel there is progress in carry out the tasks being carried out	I feel a sense of responsibility in carry out work	I feel that every problem that exists is a responsibility together
9	of responsibility carry out tasks	I feel I have obedience in following instructions superior	I feel Have a level good innovation
10	I feel that every employee has the opportunity to possibly develop better	I feel that I comply with every existing procedure in doing work	I feel There is a level high initiative in every employee

Source: Processed primary data, 2024.

the respondent's answer criteria, variables were obtained recapitalize the total score and answer criteria using the following formula:

Table 4. Distribution of Research Variable Data

No.	Score	Category	X1		X2		Y	
1	42 – 50	Strongly agree	5	11.11%	1	2.22%	3	6.67%
2	34 – 41	Agree	23	51.11%	23	51.11%	23	51.11%

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3	26 – 33	Simply Agree	15	33.33%	17	37.78%	17	37.78%
4	18 – 25	Don't agree	2	4.44%	4	8.89%	2	4.44%
5	10 – 17	Strongly Disagree	0	0	0	0	0	0
Amount			45	100%	45	100%	45	100%

Source: Processed primary data, 2024.

1. Based on the table above, 45 research respondents stated that work motivation on CV. Gunung Mas Putra Kencana”Strongly Agree" there were 5 people (11.11%) who said”Agree" there were 23 people (51.11%), those who said” Somewhat Agree" there were 15 people (33.33%), and those who said”Disagree" there were 2 people (4.44 %). So a conclusion is drawn respondents most stated”Agree".
2. Based on the table above, 45 research respondents stated that work discipline on CV. Gunung Mas Putra Kencana”Strongly Agree" there was 1 person (2.22%) who said”Agree" there were 23 people (51.11%), who said” Somewhat Agree" there were 17 people (37.78%), and who said”Disagree" there was 1 person (2.22 %). So a conclusion is drawn respondents most stated”Agree".
3. Based on the table above, 45 research respondents stated that employee performance on CV. Gunung Mas Putra Kencana”Strongly Agree" there were 3 people (6.67%) who said”Agree" there were 23 people (51.11%), those who said” Somewhat Agree" there were 17 people (37.78%), and those who said”Disagree" there were 2 people (4.44 %). So a conclusion is drawn respondents most stated”Agree".

respondents' answers to the questionnaire, all variables were obtained recapitulation of total scores and answer criteria as follows:

Table 5. Total Score Per Statement Item & Answer Criteria for All Variables

No.	Max Score	X1			X2			Y		
		Real Score	%	K	Real Score	%	K	Real Score	%	K
1	225	159	70.67%	Agree	153	68.00%	Agree	149	66.22%	Simply Agree
2	225	161	71.56%	Agree	148	65.78%	Simply Agree	160	71.11%	Agree
3	225	156	69.33%	Agree	152	67.56%	Simply Agree	156	69.33%	Agree

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4	225	162	72.00%	Agree	152	67.56%	Simply Agree	154	68.44%	Agree
5	225	159	70.67%	Agree	148	65.78%	Simply Agree	151	67.11%	Simply Agree
6	225	159	70.67%	Agree	146	64.89%	Simply Agree	155	68.89%	Agree
7	225	160	71.11%	Agree	148	65.78%	Simply Agree	157	69.78%	Agree
8	225	155	68.89%	Agree	151	67.11%	Simply Agree	153	68.00%	Agree
9	225	157	69.78%	Agree	158	70.22%	Agree	154	68.44%	Agree
10	225	158	70.22%	Agree	158	70.22%	Agree	155	68.89%	Agree
Average	225	158.6	70.49%	Agree	151.4	67.29%	Simply Agree	154.4	68.62%	Agree

Source: Processed primary data, 2024.

1. Based on the table above, it can be explained that The average value of respondents' answers to all question items regarding work motivation variables was 158.6 or the equivalent of 70.49% with the" *Agree"* criterion. This shows that with good work motivation on CV. Gunung Mas Putra Kencana.
2. Based on the table above, it can be explained that The average value of respondents' answers to all question items regarding the work discipline variable was 151.4 or the equivalent of 67.29% with the" *Agree"* criterion. This shows that with good work discipline on CV. Gunung Mas Putra Kencana.
3. Based on the table above, it can be explained that The average value of respondents' answers to all question items regarding employee performance variables was 154.4 or the equivalent of 68.62% with the" *Good"* criteria. This shows that with good employee performance at CV. Gunung Mas Putra Kencana.

Multiple Linear Regression

Inferential Analysis meant to know big The influence of the independent variable on the dependent variable is by using multiple linear regression analysis. From the results of data processing using a computer program *SPSS version 17* is in the attachment the following results were obtained :

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Table 6. Multiple Linear Regression

Coefficients [a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,093	3,840		1,586	,120
Motivation	,362	.109	,371	3,320	,002
Work Discipline	,459	,099	,519	4,640	,000

Dependent Variable: Employee Performance
Source: Data Processed by SPSS25, 2024.

Based on the results above, then entered into the form of a multiple linear regression equation, so that it becomes the following equation:

Y= 6,093 + 0,362X1 + 0,459X2

Information:

Y : Employee Performance
α : Constant
β_1, β_2 : regression coefficients
X_1 : Motivation
X_2 : Work Discipline
ET : Error

Based on the multiple linear regression equation as above, it can be given interpretation as follows:

1. The above results can be expressed in the form of the equation Y = 6.093 + 0.362 X_1 + 0.459 (0, 459) has a value greater than the coefficient value of the motivation variable (0.362).
2. The coefficient value for the motivation variable (X_1) is 0.362, meaning that there is an influence positive between the motivation variable (X_1) and the employee performance variable (Y), thus if (X_1) is increased by 1% temporarily work discipline is considered constant, employee performance increases by 3.62%

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3. The coefficient value for the work discipline variable (X_2) is 0.459, meaning that there is an influence positive between the work discipline variable (X_2) and the employee performance variable (Y), thus if (X_2) is increased by 1% temporarily motivation considered Still, employee performance increases by 4.59%.
4. So it can be concluded of these two variables shows that the occurrence of good employee performance is more or more dominantly influenced by work discipline rather than motivation.

Partial Hypothesis Test or t Test

Partial hypothesis testing can be carried out to determine the influence of each independent variable on the dependent variable. If the sig value is <0.05 then the proposed hypothesis is accepted or Ho is rejected and Ha is accepted.

Table 7. Partial Hypothesis Test (t Test)

Influence	t_{count}	t_{table} (n-2;α0.05)	Condition	Conclusion
X1 to Y	3,320	1, 681	t count < t table (0.0 02 < 0.05)	Ho is rejected and Ha is accepted
X2 to Y	4,640	1, 681	t count < t table (0.0 00 < 0.05)	Ho is rejected and Ha is accepted

Source: Data Processed by SPSS25, 2024.

Interpretation :

1. Motivation Variable (X_1) on Employee Performance (Y)
   For the trust variable, it is obtained mark t_{count} as big as 3,320 is greater than mark t_{table} 1.681 or in other words $t_{count} > t_{table}$, while *significant results* were obtained of 0.002, smaller of the specified α, namely 0.05 so it can be said *to be significant.* Thus, Ho is rejected and Ha is accepted, or in other words:
   First hypothesis: Motivation has a positive and significant effect on Employee Performance at CV. Gunung Mas Putra Kencana, Central Lampung, is proven and can be accepted as true.
2. Discipline Variable (X_2) on Employee Performance (Y)
   For the Work Discipline variable, it is obtained mark t_{count} as big as 4,640 is greater than mark t_{table} 1.681 or in other words $t_{count} > t_{table}$, while *significant* results were obtained of 0.000, smaller of the specified α, namely 0.05 so it can be said *to be significant.* Thus, Ho is rejected and Ha is accepted, or in other words:

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Second hypothesis: Work Discipline has a positive and significant effect on Employee Performance at CV. Gunung Mas Putra Kencana, Central Lampung, is proven and can be accepted as true.

Anova Hypothesis Test or F Test

Table 8. Anova Hypothesis Test (F Test)

ANOVA [b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	662,795	2	331,398	28,826	,000 a
	Residual	482,849	42	11,496		
	Total	1145.644	44			

Predictors: (Constant), Work Discipline, Motivation

Dependent Variable: Employee Performance

Source: Data Processed by SPSS25, 2024.

For simultaneous testing, it is obtained mark F_{count} (28,826) > F_{table} (3.22) with a significance value (sig.) 0.000 < α 0.05, so that Ho is rejected and Ha is accepted which means that together Motivation (X_1) and Work Discipline (X_2) has a positive and significant effect on Employee Performance (Y) at CV. Gunung Mas Putra Kencana, Central Lampung.

Third hypothesis: Motivation and Work Discipline together have a positive and significant effect on Employee Performance at CV. Gunung Mas Putra Kencana, Central Lampung, is proven and can be accepted as true.

Coefficient of determination (R^2)

This coefficient of determination is used to find out how much influence the independent variables have on the dependent variable. The value of the coefficient of determination is determined by the adjusted R square (Sugiyono, 2018)value.

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Table 9. Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,761[a]	,579	,558	3,391

Predictors: (Constant), Work Discipline, Motivation
Source: Data Processed by SPSS25, 2024.

The results of the regression calculation can be known that the coefficient of determination (R Square) is obtained of 0.558. This means 55.8% of employee performance at CV. Gunung Mas Putra Kencana Lampung is influenced by Motivation and Work Discipline factors, while the remaining 44.2% of employee performance is influenced by other variables not examined in this research.

CONCLUSION

From the discussion that has been described, the following conclusions can be drawn:

1. Motivation have influence positive and significant to employee performance at CV. Gunung Mas Putra Kencana Lampung.
2. Work Discipline has influence positive and significant on Employee Performance at CV. Gunung Mas Putra Kencana Lampung.
3. Motivation and Work Discipline work together influence positive and significant on Employee Performance at CV. Gunung Mas Putra Kencana Lampung.

SUGGESTION

Based on the conclusions that have been made, suggestions can be given in this research are as follows:

1. The low level employee progress in carrying out tasks, triggers low motivation from CV. Gunung Mas Putra Kencana Lampung Therefore, it is hoped that CV. Gunung Mas Putra Kencana Lampung to be more intensive in give motivation, like giving training for employees, training and providing adequate bonuses so that they can improve employee motivation.
2. Next low level internal employee awareness utilize all facilities company, indicated that work discipline on CV. Gunung Mas Putra Kencana Lampung is low. Good work discipline will improve good employee performance, which will later increase large

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and good output. So it must need to be improved work discipline that must be carried out by CV. Gunung Mas Putra Kencana Lampung towards employees, either in the form of strict rules or consequences given to employees, as well giving better training for employees.

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