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The Effect Of Motivation, Training, And Discipline On Employee Performance In The Management Coffee Aren In Coffee Shop Nature Of Kupie.

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Abstract

This study aims to assess the impact of motivational discipline training on employee performance at Warkop Alam Kupie. In the competitive food and beverage sector, discipline and motivation are important determinants of service quality and operational efficiency. The research methodology used is a quantitative approach with an associative framework. Data collection was conducted by administering questionnaires to all Warkop Alam Kupie employees. Coffee shop Natural Cupcake as respondents. Data analysis used basic linear regression to Assessing the impact of motivational variables of discipline training on performance. The findings indicate That motivation came from from discipline training positive And significantly Influence employee performance. Increasing employee motivation in participating in discipline training results in in the improved Work show And production. That findings show That Coffee shop Alam Kupie Management should routinely implement discipline training programs to ensure consistent performance and maintain the quality of customer service.

Keywords: Training Motivation, Discipline, Employee Show, Coffee shop Natural Cupcake.

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INTRODUCTION

In the culinary industry, particularly in coffee shops, employee performance is a key factor in operational success. As a place that prioritizes quality coffee processing, Warkop Alam Kupie requires skilled human resources. not only technically proficient but also highly motivated, received adequate training, And always uphold tall discipline work. Third factor That sell related and plays an important role in creating optimal employee performance, both in terms of productivity, service quality, and timeliness in coffee processing.

Work motivation is an internal drive that influences employee enthusiasm in carrying out tasks. At Warkop Alam Kupie, motivation can be influenced by factors including recognition, career advancement opportunities, a conducive work environment, and harmonious relationships between owners, management, and employees. Employees who demonstrate motivation the work that tall tend involved with enthusiastic, Guard the quality of their coffee products, and provide optimal service to clients. On the other hand, the motivation that decrease can Impact bad on performance, For quality And efficiency work.

Job training is an essential process for improving employee knowledge, skills, and work attitudes. At Warkop Alam Kupie, training covers coffee brewing techniques, selecting the right beans, operating equipment, and even customer service standards. Effective training will help employees understand work procedures. Which Correct, increase Skills technical, as well as reduce risk Puzzles in the process Process coffee. As a result, training increase quality product And Strengthen employee confidence in their tasks.

Work discipline demonstrates employee compliance with workplace regulations, schedules, and protocols. At Warkop Alam Kupie, discipline is demonstrated through strict timekeeping, adherence to cleanliness standards, and consistent adherence to standard operating procedures. Process coffee. Employee Which discipline capable Guard fluent operational and minimize obstacles that could hinder service. Work discipline also creates a positive work culture that impacts the coffee shop's image in the eyes of customers. employee in Coffee shop Natural Cupcake [Text unclear] Ability in produce products coffee quality, give service Which friendly And fast, as well as Guard work time efficiency. Good performance will have a direct impact on customer satisfaction, increased visitor numbers, and business sustainability. Therefore, employee performance functioning as metric important For … He management human resources in this coffee business.

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Based on the description above, work motivation, work training, and work discipline significantly For performance employee in Coffee shop Natural Cupcake. Study This important To determine the extent to which this third variable influences employee performance, this provides a basis for management in establishing strategies to improve productivity and service quality. Therefore, it is hoped that the findings of this study will significantly improve business development and employee well-being.

Formulation Problem

1. How influence motivation Work to performance employee in Coffee processing at Warkop Alam Kupie on Jl. Karya No. 298 Medan.
2. How does training affect employee performance in coffee processing at Warkop Alam Kupie on Jl. Karya No. 298 Medan?
3. How does work discipline affect employees in coffee processing at Warkop Alam Kupie on Jl. Karya No. 298 Medan?

How influence motivation, practice, discipline to performance Employees in coffee processing at Warkop Alam Kupie on Jl. Karya No. 298 Medan.Landasan Theory

Theory Work motivation

Wibowo (2010) states that motivation is the driving force behind a series of behavioral processes. man Which direction on · objective. Component motivation covering passion, direction, maintenance, intensity, continuity, and purpose.

Theory Influence This Work

Widodo (2015) defines job training as a series of individual actions aimed at methodically improving skills and knowledge to enable professional performance in their respective sectors.

Theory Influence Discipline Work

Work discipline serves as a mechanism for an organization to maintain its survival. With strict discipline, employees will comply. all regulation Which has set, ensure that Work walk according to the predetermined plan (Hartatik, 2014).

Theory Influence Employee performance

Performance generally refers to the successful execution of tasks by one or more individual (A group) in something organization, through task, not quite enough answer,

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and permit them, which aims to achieve organizational goals legitimately, without breaking the law, and in line with moral and ethical standards (Dahlan, 2018).
Indicator Furthermore Which used in variables That is as The following:

Motivation Work

Pancasila et al. (2020) · five indicator based on theory hierarchy human needs.

1. Biological needs
2. Security needs
3. Community needs
4. Request will [Personal]
5. Request will actualization self

Job training

Indicator training as explained by Mangkunegara (2013:62) includes:
Objective This

1. Source Neighborhood Power
2. Teaching Techniques
3. criteria Eligibility

Work Discipline

Hasibuan (2014:123) identifies indications of work discipline, emphasizing the importance of understanding the factors that influence employee discipline in an organization.

1. Goals and Competencies. Goals and competencies that influence the level of employee discipline achieved must be explicit, optimally described, and demanding enough to meet employee requirements.
2. Exemplary Leadership Model. Leadership role models greatly influence employee discipline, as leaders provide examples of behavior that their subordinates can emulate.

Employee performance

Suwanto And Donni (2016:271) state that performance employee can assessed by the following indicators:

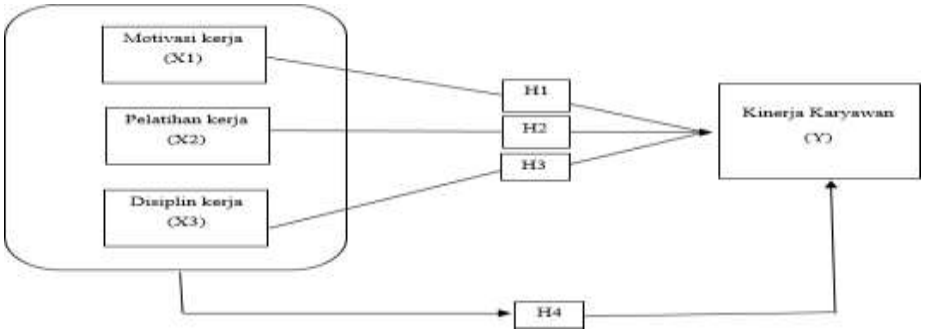
1. Work Volume
2. Quality of Work

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3. Reliability
4. Initiative

Conceptual Framework



Picture 1. Framework Conceptual

H1: Motivation has a positive effect on employee performance.
H2: Training has a positive effect on employee performance.
H3: Discipline Work influential positive to performance employee.
H4: Motivation, training, And discipline in a way simultaneously influential on performance employee.

METHOD STUDY

Method Study

The research methodology used is multiple linear regression. Multiple linear regression is technique Which used For investigate connection between variables dependent and two or more independent variables (Uyanik & Guler).

Approach Study

This research uses a quantitative research approach. Emzir (2009:28) states that company quantitative use view postpositivist world, which focuses on correlation cause and effect, measurement variables, testing hypothesis, And research methodologies such as experiments and surveys that use statistical data.

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Type Study

This study uses a descriptive quantitative research methodology. Jonathan Sarwono (2006:259) defines "quantitative data collection" as the process of obtaining data represented numerically, which can be measured statistically, using variables with nominal, ordinal, interval, or ratio scales.

Place And Time Study

This research will be conducted at Warkop Alam Kupie, located at Jl. Karya No. 298, Coral Wavy, District Medan Trunk, City Medan, Sumatra North. Period research begins in July 2025.

As explained by Sugiyono (2014), "population is a general domain consisting of objects or subjects that have specific qualities and characteristics identified by researchers to be studied, from which conclusions are then derived".

Sample

As stated by Sugiono (2013), "a sample is a segment of the population selected to exemplify the attributes of the entire population". identity And

Defense Operational

Table 1. Defense Operational Variables Study

Variables	Defense Operational	Indicator	Measurement
Motivation (X_1)	Wibowo (2010) stated that motivation is encouragement of a series of human behavioral processes in achieving goals.	1. Request physiological 2. The need for safety 3. Request social 4. Request get an award	Likert Scale
Training (X_2)	According to Mondy (2008) training And development (training and development) is the core of ongoing efforts to improve competency employee And performance organization	1. Objective This 2. Material training 3. Method training 4. Qualification Participant	Likert Scale

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Discipline (X_3)	Discipline Work is something tools or means for organizations to maintain their existence. With discipline that tall, for employee will comply with all existing regulations, so that the work can be carried out in accordance with the predetermined plan (Hartatik, 2014).	1. Goals and Abilities. 2. Example Leader	Likert Scale
Employee Performance (Y)	According to (Mangkunegara, 2004) what is meant by performance is results work measured in terms of quantity and quality obtained by employees when carrying out the process Faithfulness with duties and responsibilities that handed over by him.	1. Quantity Jobs (Number of jobs) 2. Quality Job (Quality of Work) 3. Independence (Reliability) 4. Initiative (Initiative)	Likert Scale

Technique Analysis Data

Sugiyono (2014:244) defines data analysis as organizing and arranging data methodically to identify important information, arrange it in a coherent pattern, and draw conclusions for better understanding.

Model Analysis Data study

Analysis data use regression linear multiple Because involving four variables in this study. Multiple linear regression analyzes the relationship between a dependent variable and two or more independent variables (Uyanik & Guler, 2013).

$$Y = a + b_1X_1 + b_2X_2 +$$

Where :

Y = variables Performance Employee A = constant

b1, b2 , b3 = coefficient regression

X1 = Motivation variable

X2 = variables This

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X3 = Discipline variable
e = standard error (level Puzzles) 5%

Test Assumptions Classic

Test Normality

Ghozali (2018:161) state that objective test normality is For ensure that the remainder follows Normal distribution. Data is considered normal if the significance value exceeds 0.05 and abnormal if it is <0.05.

Test Multicollinearity

Ghozali (2018:71) states that the multicollinearity test is designed to verify the absence of a significant relationship between independent variables, because an effective regression model should be free from multicollinearity.

Test Heterostaticity

Ghozali (2017:85) state that test heteroscedasticity This to determine whether there are differences in residual variance between observations.

Test Autocorrelation

As stated by Sarwoko (2002), autocorrelation occurs when errors in one time period are systematically influenced by errors in another time period.

Test Hypothesis

Coefficient Determination Hypothesis (R^2)

Ghozali (2018) emphasized that the main limitation of the coefficient of determination is its bias towards the number of independent variables included in the model. Adding each independent variable will increase the R^2, regardless of the variable's significant impact on the dependent variable.

Testing Hypothesis In a way Partial (Test T)

Kuncoro (2009:239) states that the t-test is used to measure the extent to which the explanatory variables independently explain the variation in the dependent variable. If the sign...

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Testing Hypothesis In a way Simultan (Test F)

Ghozali (2018) stated that the simultaneous test assesses the collective impact of independent factors on the dependent variable and derives the sample regression function in estimating the true value through goodness of fit.

RESULTS STUDY AND DISCUSSION

Statistics Descriptive

Descriptive analysis effectively summarizes research data, including average, maximum, minimum, And standard deviation For every variables: Motivation (x1), This (x2), Discipline (x3), and Performance Employee (Y). Results statistical analysis [A] For study This is presented in the table below:

Results Test Descriptive Statistics

Table 2 - Test Statistics Descriptive

Descriptive Statistics

N		Minimum	Maximum	Means	Standard Deviation
X1	80	8:00 AM	37.00	17.7625	6.53567
X2	80	8:00 AM	34.00	14.3375	5.20697
X3	80	4.00	17.00	8.0875	2.77964
Y	80	9:00 AM	29.00	14.4500	3.32577
Legitimate N (listwise)	80				

Variables X1 own range mark 8 until 37. Average responsibility is 17.76, with deviation standard 6.53. On variables X2: The value ranges from from 8 until 34. Average participant response is 14.33, with standard deviation 5.20. On the variable X3, the narrowest range of values, namely from 4 to 17. The average is 8.08 with a standard deviation of 2.77, indicating that this data variable shows the highest consistency relative to other variables. In the variable Y (Dependent): Its values range from 9 to 29. The mean value of this variable is 14.45, with a standard deviation of 3.32.

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Test Validity

Table 3. Results Test Motivational Validity (x1)

Motivasi (X1)	r-Hitung	r-Table	P(Sig)	Keterangan
x1.1	0,233	0.1852	0,038	VALID
x1.2	0,376	0.1852	0,001	VALID
x1.3	0,320	0.1852	0,004	VALID
x1.4	0,233	0.1852	0,038	VALID
x1.5	0,270	0.1852	0,015	VALID
x1.6	0,376	0.1852	0,001	VALID
x1.7	0,437	0.1852	0,000	VALID
x1.8	0,210	0.1852	0,061	VALID

Table 4. Results Test Training Validity (x2)

Pelatihan (X2)	r-Hitung	r-Table	P(Sig)	Keterangan
x2.1	0,260	0.1852	0,020	VALID
x2.2	0,187	0.1852	0,098	VALID
x2.3	0,209	0.1852	0,063	VALID
x2.4	0,260	0.1852	0,020	VALID
x2.5	0,320	0.1852	0,004	VALID
x2.6	0,187	0.1852	0,098	VALID
x2.7	0,210	0.1852	0,061	VALID
x2.8	0,320	0.1852	0,004	VALID

Table 5. Results Test Validity Discipline (x3)

Disiplin (X3)	r-Hitung	r-Table	P(Sig)	Keterangan
X3.1	0,376	0.1852	0,001	VALID
X3.2	0,437	0.1852	0,000	VALID
X3.3	0,210	0.1852	0,061	VALID
X3.4	0,426	0.1852	0,000	VALID

Table 6. Results Test Validity Performance Employee

Disiplin Kerja (Y)	r-Hitung	r-Table	P(Sig)	Keterangan
Y1	0,531	0.1852	0,000	VALID
Y2	0,529	0.1852	0,000	VALID
Y3	0,472	0.1852	0,000	VALID
Y4	0,401	0.1852	0,000	VALID
Y5	0,426	0.1852	0,000	VALID
Y6	0,464	0.1852	0,000	VALID
Y7	0,405	0.1852	0,000	VALID
Y8	0,430	0.1852	0,000	VALID

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Reliability Test

Table 7. Results Test Reality

Jumlah Pernyataan	Cronbach's Alpha	Syarat	Keterangan
28	0,876	0,6	Reliabel

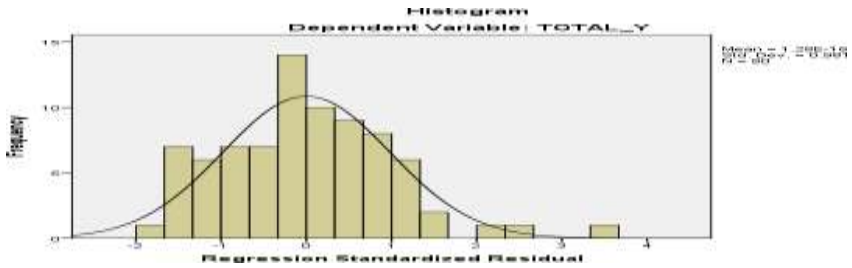
Results Test Assumptions Classic

Studies This [Text unclear] test assumptions Traditional For normality, multicollinearity, and heteroscedasticity.

Results Test Normality :

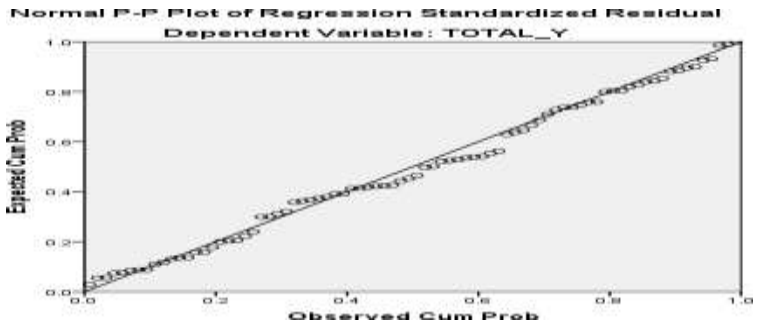
The normality test is a standard assumption test used to determine whether the data in question is normal. follow distribution normal. Results evaluation normality served in below this:

Results Testing Normality Chart Histogram



Picture 2 - histogram graph

On Picture 2, chart histogram show pattern shaped bell. This visually shows that the data is normally distributed



Picture 3 - chart PP Plot

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On plan PP, dot, dot, dot spread in around line diagonal And follow direction line the. This visually shows that the data is normally distributed.

One Sample Kolmogorov-Smirnov Test

Table 8 - Kolmogorov one sample- Smirnov

Not standardized Remainder

N		80
Normal Parameters [a,b]	Means	0.0000000
	Standard Deviation	2.70295537
Most Extreme Differences	Absolute	0.074
	Positive	0.074
	Negative	- 0.042
Test Statistics		0.074
Asymptomatic Signature. (2 tails)		.200 [c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Meaning Correct.
d. This is A lower jump from That CORRECT meaning.

The One-Sample Kolmogorov-Smirnov Test yields an Asymptotic Significance value (2-tailed) of 0.200. Since this significance value exceeds 0.05, it can be concluded that the residual values are regularly distributed.

Results Test Multicollinearity

Multicollinearity can be measured using the variance inflation factor (VIF) and the tolerance metric. A tolerance value above 0.1 and a VIF below 10 indicate the absence of multicollinearity. The following table displays the test results.

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Results Testing Multicollinearity

Table 9 - Results Multicollinearity Test

Coefficient [a]

Model		Unstandardized Coefficients		Standardized Coefficient	T	Signature.	Collinearity Statistics	
		B	Standard Error	Beta			Tolerance	VIF
1	(Constant)	8,170	1,068		7,651	0,000		
	TOTAL_X1	- 0.028	0.096	- 0.055	- 0.292	0.771	0.243	4.111
	TOTAL_X2	.141	0.084	.221	1,671	0.099	0.497	Year 2013
	TOTAL_X3	0.588	0.185	0.492	3,181	0.002	0.364	2,747

A. Depends Variables: TOTAL_Y

Criteria: Model Which Good should No own correlation between variables independent (Tolerance > 0.10 and VIF < 10).

Results Analysis:

- TOTAL_X1: Tolerance 0.243 And VIF 4.111.
- TOTAL_X2: Tolerance 0.497 And VIF Year 2013.
- TOTAL_X3: Tolerance 0.364 And VIF 2,747.

By because of that, all variables own VIF < 10 And Tolerance > 0.10, thus ensuring that there is no multicollinearity.

Results Test Heteroscedasticity

A frequently used graphical test to detect heteroscedasticity is a plot of residuals against the predictor variable. If the residuals are randomly distributed, heteroscedasticity is absent. However, if the residuals form a specific pattern, heteroscedasticity can be inferred. In this study, the heteroscedasticity test can be seen in the following figure.

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Results Testing Heteroscedasticity

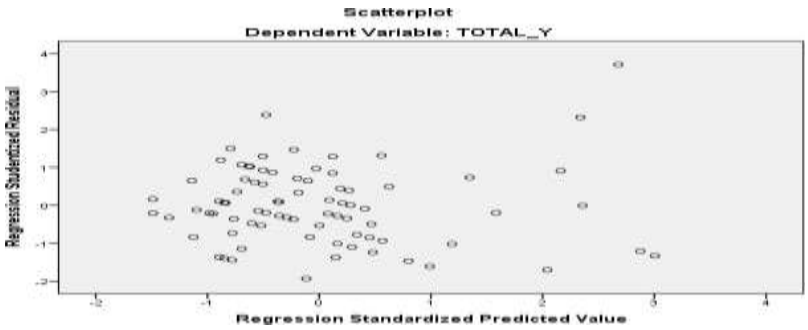


Figure 4 – Heteroscedasticity

These points are distributed randomly, without any clear structure (such as waves or convergence), and are located above and below the zero point on the Y-axis. The scatterplot shows no heteroscedasticity.

Analysis Data Study

Model Study Regression Linear Multiple

Study This use model Multiple Linear Regression. This useful for understanding independent variables in both contemporary and dependent contexts.

Results Linear Regression Testing Multiple

Table 10 - Results Linear Regression Test Multiple

Model		Not standardized Coefficient		Standardized Coefficient Beta	T	Signature.
		B	Standard Error			
1	(Constant)	8,170	1,068		7,651	0,000
	TOTAL_X1	- 0.028	0.096	- 0.055	- 0.292	0.771
	TOTAL_X2	.141	0.084	.221	1,671	0.099
	TOTAL_X3	0.588	0.185	0.492	3,181	0.002

Depends Variables: TOTAL_Y

Based on table Coefficient: Performance Employees= 8,170

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1) Y = 8,170 - 0.028X_1 + 0.141X_2 + 0.588X_3

Constantine 8,170 represent mark beginning Y when all variables X Mark zero. Mark positive on X_2 and X_3 indicate a unidirectional influence, while a negative value on X_1 indicates an opposite influence.

Test Persia (T)

Table 11- Persian Test (T)

Coefficient [a]

Not standardized Coefficient				Standardized Coefficient Beta	T	Signature.
Model B			Standard Error			
1	(Constant)	8,170	1,068		7,651	0,000
	TOTAL_X1	- 0.028	0.096	- 0.055	- 0.292	0.771
	TOTAL_X2	.141	0.084	.221	1,671	0.099
	TOTAL_X3	0.588	0.185	0.492	3,181	0.002

Depends Variables: TOTAL_Y

Test T (Part):

1. The results of the Motivation Calculation have a T-value of 0.292 < t-table 1.665, with the results calculation Motivation show mark t count of 0.292 < t-table 1.665, with a significance value of 0.771 > 0.05. Therefore, it can be concluded that motivation has no effect on employee performance.
2. Results calculation This show mark t count amounting to 1,671 > t-table 1.665, and a significance value of 0.099 < 0.05. Therefore, it can be concluded that training has an effect on employee performance.
3. The results of the Discipline calculation show a calculated t value of 3.181 > t-table 1.665, and mark significance 0.002 < 0.05. By because of that, can respect that Discipline affects employee performance.

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Test Simultan (F)

Table 11 - Simultaneous Test (F)

ANOVA [a]

Number of Models Checkered		from	Df	Means Rectangle	F	Signature.
1	Regression	296,629	3	98,876	13,020	0.000 [b]
	Remainder	577,171	76	7,594		
	Total	873,800	79			

a. Depends Variables: TOTAL_Y

b. Predictor: (Constant), TOTAL_X3, TOTAL_X2, TOTAL_X1

Mark Signature. on table ANOVA is 0,000. Because 0,000 < 0.05, so simultaneously, X1, X2, and X3 have a significant effect on Y.

Coefficient Determination (Test R2)

Test coefficient determination (R^2) assessment as far as where independent variables affect the dependent variable.

Results Determination Testing (Test R2)

Table 12 - Test Determination (R2)

Model Summary

Model	R	R Rectangle	Customized R Square	Standard. Error That Estimating
1	0.583 [a]	0.339	.313	2.75579

a. Predictor: (Constant), TOTAL_X3, TOTAL_X2, TOTAL_X1

Results: Mark Customized R Rectangle is 0.313.

Variables independent (X1, X2, X3) explain 31.3% variance on variables depends (Y), with the remaining 68.7% caused by external factors not considered in this study.

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DISCUSSION

Influence Motivation Work to Performance Employee

The partial t-test results show that the Motivation variable (X1) has a calculated t-value of -0.292, which is smaller than the t-table value of 1.665. The significance value found is 0.771, significantly exceeding the threshold of 0.05. This indicates that, to some extent, Motivation does not significantly affect Employee Performance at Warkop Alam Kupie. The negative regression coefficient (-0.028) indicates a detrimental relationship; however, the less significant indicates that the level of employee motivation in this sample does not significantly affect their performance variations. The Effect of Training Work to Performance Employee

The test results for the Training variable (X2) show a calculated t-value of 1.671, exceeding the table t-value of 1.665. Although the significance value (0.099) exceeds 0.05, it is clear that training affects employee performance within the framework of this study's conclusions. regression positive of 0.141 indicates that the increase in program training is usually associated with consistent improvements in employee performance.

Influence Discipline Work to Performance Employee

Variables Work Discipline (X3) shows influence most significant relatively against other factors. The estimated t-value of 3.181 far exceeds the t-table value of 1.665, while the significance value of 0.002 is much lower than 0.05. Therefore, it can be concluded that discipline Work in a way positive And Important For performance Employees. Increased discipline will substantially affect work performance at Warkop Alam Kupie, as evidenced by the regression coefficient of 0.588.

Influence Motivation, Training, And Discipline in a way to Performance Employee

The F-test (Simultaneous) yielded a significance value of 0.000, significantly below the 0.05 threshold. This indicates that Motivation, Training, and Discipline collectively have a significant impact on Employee Performance. According to the Coefficient Determination (R^2), this third independent factor contributes 31.3% of the variable Performance Employee (Y). On the contrary, 68.7% remainder affected by characteristics or condition external from paradigm study this. Findings This show to Warkop management Natural Cupcake that improvement discipline Work And program training employee should be prioritized to optimize performance.

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CLOSING

Conclusion

From findings study And analysis data about Impact motivation, training, and discipline to performance employee in Coffee shop Natural Cuppie, can in conclusion as The following:

1. Motivation work (X1) does not have a significant partial effect to employee performance in Coffee shop Natural Cupcake. Mark T Which Calculation (-0.292) more small from mark The calculated t-value (1.665), and the significance value (0.771) exceed 0.05.
2. This Work (X2) has an impact Sexy against performance employee. Mark The calculated t value of 1.671 exceeds the calculated t value of 1.665, indicating that the increase in the training program will lead to improved performance.
3. Work discipline (X3) has a partial and significant positive influence on employee performance. This variable is the main determinant of performance, with the highest calculated t-value of 3,181 and level of significance 0.002, which is less than 0.05.
4. Simultaneously (F-test), the variables Motivation, Training, and Work Discipline significantly influence employee performance. A significance value of 0.000 < 0.05 indicates that the interaction of these three variables is crucial for successful performance at Warkop Alam Kupie.
5. The coefficient of determination (R^2) indicates that motivation, training, and discipline contribute 31.3% of the performance variance. The remaining 68.7% is influenced by factors that cannot be explained in this study.

Suggestion

remember problem study, The following is This a number of Recommendation Which :

1 For Warkop Alam Kupie: Considering that work discipline has the most significant influence, it is recommended that management improve and maintain supervisory discipline, including requiring time and compliance with standard operating procedures (SOP).

2 It is recommended that the Faculty of Economics, Prima Indonesia University, disseminate the findings of this research, which can serve as a reference for other researchers.

3 Further Research: Future researchers are advised to investigate additional

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variables not addressed in this study, such as work environment, leadership style, or salary, given that external influences continue to account for 68.7% of the model.

4 For Researchers: it is expected that they will apply research findings in research locations and obtain a Bachelor of Management degree.

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