

The Effect of Motivation and Work Discipline on Employee Performance at Rengganis Restaurant Bandar Lampung City in 2023

Ayu Kartika¹, Hepiana Patmarina²

^{1,2}Faculty of Social and Political Sciences, University of Bandar Lampung
Jl. Zainal Abidin Pagar Alam No.26, Labuhan Ratu, Kedaton, 35142, Bandar Lampung, Indonesia

Email : ayu.20121025@student.ubl.ac.id¹, Hepiana@ubl.ac.id²

Abstract

The research addresses the issue of inadequate employee discipline, as evidenced by absenteeism from 2019 to 2023. The objective of this study is to assess the impact of motivation and work discipline on employee performance. Employing a quantitative approach, the research involves the participation of employees from Rengganis Restaurant. The entire population, consisting of 64 individuals, serves as the respondents for this study. Data collection is conducted through interviews, observations, and questionnaires, with the application of a regression analysis formula to test hypotheses. A Likert scale questionnaire is employed, and the data is processed using the SPSS 29 program. The findings reveal that, individually, motivation does not influence employee performance significantly, whereas work discipline has a considerable impact on employee performance. Furthermore, both motivation and work discipline collectively play a role in influencing employee performance.

Keywords : Motivation; Work Discipline; employee performance

INTRODUCTION

Indonesia's globalization has the impact of changes in human resources that will occur in shifting jobs and having new jobs. Indonesia estimates that around 65% of children entering primary school will be working in a new environment. (Sidanti, 2015). Human resources are required to experience changes in the type of work with a

1012

IJEBIR, Volume 03 Issue 02, 2024



Copyright at authors some right reserved this work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

completely new job. In addition, with the globalization of human resources must be ready if they are not able to adapt, then the human resources will be defeated in international level competition. How to be able to survive, we can increase the capacity of human resources by doing abilities that continue to be studied continuously so that they can compete at the international level (Idris et al., 2022). Indonesia currently has a development era where human resources can be used as the main driving factor that can run a success and be obtained to improve a goal in the company (Jatmika & Andarwati, 2018). In addition, human resources also have the ability to achieve by creating good work results. (Kasendra, 2013). One of the important values in the company is its human resources. Therefore, HR has an important role in being able to improve employee performance. The human resources in question are employees who expect a sense of comfort and well-being in carrying out a job where it will be directed to the desired one. Based on standard operating procedures (SOP), each company has different provisions to be determined. However, there is special training for employees who have good enough competence, so that it will make it easier for employees to understand the procedures that apply to the company (Astheria & Dwiyanza, 2021). Standard Operating Procedure (SOP) is a guideline that can be justified in an operational activity for the company so that the company can run properly and correctly. As well as motivating employees to do things in accordance with the company's SOP, it aims to create an organized work environment (Deressa & Zeru, 2019).

In Bandar Lampung city, there are several business owners who have human resources to help run their business. One of these businesses is warung rengganis. rengganis restaurant itself has 3 branches in Bandar city, and has 28 employees from all 3 branches. However, what will be studied by the author is the center which is located on Purnawirawan I Street, Gang Ratu No. 32, Gedong Meneng, Rajabasa District, Bandar Lampung City. Rengganis is a restaurant that provides a buffet, besides that, rengganis was established in 2009, and not only sells at outlets, but rengganis usually participates in culinary bazaars at every event held by the founder of siger foodies, ale jeans, and steven one of them. The achievements experienced by the rengganis employees themselves succeeded in providing the best service and getting the comfort provided by the rengganis employees. so that the formation of a motivation can be influenced, and there is one way that is done at the rengganis restaurant to assess whether employees can be considered professional and meet ethical standards by looking at the discipline of their employees through the attendance list below when permission and illness.



Table 1 Number of Working Days for Rengganis Employee Attendance 2019-2023

No	Month	Number of Working Days	Employee Attendance		
			Sick	Permissions	Total
1	2019	330	7	7	15
2	2020	336	6	15	21
3	2021	322	14	15	27
4	2022	352	10	14	24
5	2023	371	20	15	35

Source: Rengganis Restaurant 2023

From the table above, it is exposed that the highest employee absentee level is in 2021 as well as 2023 in April-May, 9 and 9 respectively, because there is the influence of many holidays, so many employees extend the holidays that have been set at the company. This can affect employee work discipline which is quite low, and other things that can reduce employee performance for the company. Based on the research obtained by the author, it can be used as a problem, namely low discipline and influence on motivation.

Through a quantitative approach, this research will involve interviews, observations, and questionnaires to collect data from employees of Rengganis Restaurant. Regression analysis will be used to identify and measure the effect of motivation variables as well as work discipline on employee performance. The results of this study are expected to provide an in-depth view of human resource management strategies in the culinary industry, particularly in improving employee productivity and performance. As a contribution to stakeholders, the findings of this study are expected to serve as a basis for designing effective management policies and practices in the context of Rengganis Restaurant and the like

LITERATURE REVIEW

Motivation can be explained as the internal force or drive that pushes an individual to act, achieve a goal, or carry out an activity. This concept includes psychological, social, or biological factors that drive and direct a person's behavior (Murti & Srimulyani, 2013). Motivation arises from individual needs and desires that can vary, including physical, emotional, social, or personal achievement needs. In the work context, motivation is often



linked to an employee's desire to achieve job goals, improve performance, or achieve recognition and rewards (Ayer et al., 2016). Motivation can stem from internal factors, such as ambition, a sense of responsibility, or intrinsic satisfaction with the job, and also from external factors, such as financial rewards, recognition from superiors, or career opportunities (Arianto, 2013).

Work discipline refers to the ability of a person or group of people to comply with the rules, norms, and regulations that apply in the work environment. Work discipline includes adherence to work schedules, completion of tasks in accordance with established standards, and compliance with ethical norms and company procedures (Potu, 2013). Someone who has good work discipline tends to show a high level of compliance and responsibility for their work. Work discipline includes aspects such as punctuality, quality of work, attendance levels, and adherence to company regulations. Employees who exercise good work discipline make a positive contribution to organizational productivity and efficiency. Therefore, work discipline management is an integral part of HR management in a company (Ekhsan, 2019).

Employee performance refers to the results or achievements of individuals in carrying out the tasks and responsibilities inherent to their work in an organization (Sutrisno et al., 2016). Employee performance measurement can cover various aspects, including productivity, quality of work, initiative, creativity, compliance with company rules, and the ability to contribute to organizational goals. In a business context, employee performance is an important indicator that affects the success and productivity of the company (Adinda et al., 2023). Employee performance evaluation is usually done through regular appraisals, feedback from superiors, and monitoring of the achievement of targets or goals that have been set. Employee performance can also be measured in individual and collaborative aspects, depending on the role and responsibilities of each employee in the organization.

RESEARCH METHODS

This type of research uses quantitative research because of the relationship of a problem to be studied with descriptive methods. Descriptive method is a problem-solving process that interprets according to the reality of the signs of objectivity. And take his research by using samples from questionnaires and surveys as a valid data collection tool (Suliyanto in the journal Darmawan et al., 2020). This research is research that uses numbers, or number data.



Quantitative research is a research method that uses quantitative approaches in data collection, analysis, and interpretation. This method is usually used to examine phenomena that can be measured quantitatively, and is done by collecting data from certain populations or samples. This quantitative approach is based on the philosophy of positivism, which is the view that knowledge can be obtained through objective empirical observation and testing, Sugiyono (2019). Quantitative research is a type of research method used to test theories or hypotheses by measuring certain variables as well as analyzing the relationship between these variables. Quantitative research usually involves collecting data that is measured in the form of numbers or statistics, and applying statistical analysis techniques to test hypotheses (Hardani et al., 2020).

The quantitative approach is closely related to data collection and numbers, and aims to provide an objective and accurate picture of the phenomenon under study. In the quantitative approach, data is collected through standardized instruments, such as questionnaires, forms, and observations, and then analyzed using statistical techniques such as regression, analysis of variance, or correlation analysis. This approach has the advantage of providing results that are universally acceptable and can be accepted by all parties because the results can be accepted objectively and can be accepted by all parties. However, this approach also has disadvantages, such as not being able to capture the subjective perceptions and experiences of individuals, and can eliminate aspects that cannot be expressed by numbers. In general, quantitative approaches are very useful in answering questions that require the analysis of numerical data, and have wide applications in fields such as economics, sociology, medicine, and many others.

RESULTS AND DISCUSSION

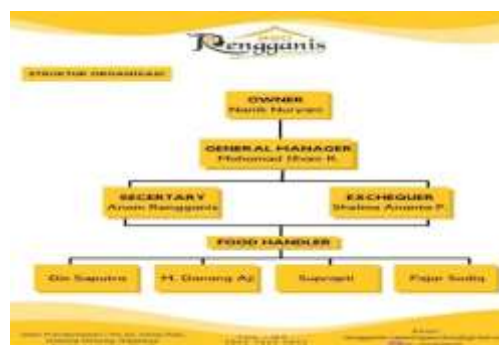


Figure 1. Organization Structure

Source; Restaurant Rengganis Bandar Lampung City

Table 2 Characteristics of Respondents Based on Gender

Gender	Amount	Presentation
Male	27	42,1%
Female	37	57,9%
Total	64	100%

Source: primary data obtained by researchers, using SPSS 29, 2024

Based on table 2, the description of respondents based on gender is 27 men, a percentage of 42.1% and 34 women, a percentage of 57.9% so that the total is 64 respondents with a percentage of 100%

Table 3 Characteristics Based on the length of time Respondents Work

Length of Service	Frequency	Presentation
>1 Month	24	37,5
1 Year	27	42,1
2.5-5 Years	13	20,4
Total	64	100%

Source: primary data obtained by researchers, using SPSS 29, 2024

Based on table 3, the description of respondents based on the length of work of the respondents, namely > 1 month as many as 24 respondents with a percentage of 37.5%, 1 year as many as 27 people with a percentage of 42.1% and 2.5-5 years as many as 13 respondents with a percentage of 20.4% so that the total was 64 respondents with a percentage of 100%.



Table 4 Validity Test Results of Work Motivation (X1)

Variablel	Indicator	Significance Level	R (Count)	R (Table)	Description
Work Motivation (X1)	-Item 1	0,05	0,718	0,2461	Valid
	-Item 2	0,05	0,689	0,2461	Valid
	-Item 3	0,05	0,468	0,2461	Valid
	-Item 4	0,05	0,611	0,2461	Valid
	-Item 5	0,05	0,549	0,2461	Valid
	-Item 6	0,05	0,295	0,2461	Valid
	-Item 7	0,05	0,599	0,2461	Valid
	-Item 8	0,05	0,601	0,2461	Valid
	-Item 9	0,05	0,612	0,2461	Valid
	-Item 10	0,05	0,493	0,2461	Valid

Source: Data processed by researchers using SPSS 29, 2024

The validity test results show that for each indicator tested, the Sig Rhitung > Rtable value. Therefore, it can be concluded that all Work Motivation items are statistically valid, because the high value of Rhitung indicates that there are no items that need to be eliminated.

Table 5 Results of the Work Discipline Validity Test (X2)

Variablel	Indicator	Significance Level	R (Count)	R (Table)	Description
Work Discipline (X2)	-Item 1	0,05	0,725	0,2461	Valid
	-Item 2	0,05	0,768	0,2461	Valid
	-Item 3	0,05	0,473	0,2461	Valid
	-Item 4	0,05	0,668	0,2461	Valid
	-Item 5	0,05	0,734	0,2461	Valid
	-Item 6	0,05	0,710	0,2461	Valid
	-Item 7	0,05	0,699	0,2461	Valid
	-Item 8	0,05	0,603	0,2461	Valid
	-Item 9	0,05	0,750	0,2461	Valid
	-Item 10	0,05	0,751	0,2461	Valid

Source: primary data obtained by researchers, using SPSS 29, 2024



The validity test results show that for each indicator tested, the Sig R hitung > R tabel value. Therefore, it can be concluded that all items of Social Media Marketing Activity are statistically valid, because the high value of R hitung indicates that there are no items that need to be eliminated.

Table 6 Employee Performance Validity Test Results (X3)

Variable	Indicator	Significance Level	R (Count)	R (Table)	Description
Employee Performance (Y)	-Item 1	0,05	0,790	0,2461	Valid
	-Item 2	0,05	0,692	0,2461	Valid
	-Item 3	0,05	0,732	0,2461	Valid
	-Item 4	0,05	0,730	0,2461	Valid
	-Item 5	0,05	0,792	0,2461	Valid
	-Item 6	0,05	0,520	0,2461	Valid
	-Item 7	0,05	0,746	0,2461	Valid
	-Item 8	0,05	0,745	0,2461	Valid
	-Item 9	0,05	0,706	0,2461	Valid
	-Item 10	0,05	0,633	0,2461	Valid

Source: primary data obtained by researchers, using SPSS 29, 2024

The validity test results show that for each indicator tested, the Sig R hitung > R tabel value. Therefore, it can be concluded that all employee performance items are statistically valid, because the high R hitung value indicates that no items need to be removed.

Variable	Cronbach' Alpha	Significance	Description
Work Motivation (X1)	0,763	0,60	Reliabel
Work Discipline (X2)	0,874	0,60	Reliabel
Employee Performance (Y)	0,890	0,60	Reliabel

Table 7 Reliability Test Results

Source: primary data obtained by researchers, using SPSS 29, 2024

Table 7 shows the results of the reliability test used using the SPSS 29 statistical program, it was found that the results of Cronbach alpha > .60 for the two research variables were X1 .763, X2 .874, and Y .890, respectively.



Table 8 Normality Test Results**One-Sample Kolmogorov-Smirnov Test**

			Unstandardized Residual
N			70
Normal Parameters^{a,b}	Mean		.0000000
	Std. Deviation		1.50980704
	Most Extreme Differences	Absolute Positive Negative	.098 .073 -.098
Kolmogorov-Smirnov Z			.821
Asymp. Sig. (2-tailed)			.511

a. Test distribution is Normal.

Source: Data processed by researchers using SPSS 29, 2024

Exact Significance (2 tailed) worth 0.511 or > 0.05 is known based on table 7, stating that this research is normally distributed.

Table 9 Multicollinearity Test Results**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	11.309	1.892		5.976	.000		
Total_X1	.235	.091	.277	2.595	.012	.874	1.144
Total_X2	.314	.081	.416	3.889	.000	.874	1.144

a. Dependent Variable: Total_Y

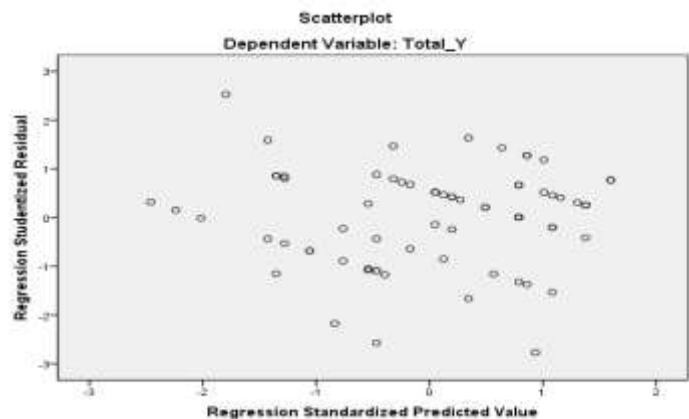
Source: Data processed by researchers using SPSS 29, 2024

Based on the results of table 9 the multicollinearity test can be stated that there is no multicollinearity because the independent variables of Work Motivation and Work



Discipline have a tolerance of 0.874, where this value exceeds 0.10 and VIF is 1.144 <0.10.

Table 10 Heteroscedasticity Test Results



Source: Data processed by researchers using SPSS 29, 2024

Based on the results of table 10, the heteroscedasticity test can be explained that the points on the scattplot graph do not form a certain pattern and spread randomly above and below the number 0 (Zero), thus it can be concluded that there is no heteroscedasticity disorder so that it can be used.

Table 11 Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,082	4,517		1,346	,183
	Work Motivation (X1)	,029	,142	,022	,203	,839
	Work Discipline (X2)	,832	,115	,785	7,261	,000
a. Dependent Variable: Employee Performance (Y)						

Source: Data processed by researchers using SPSS 29, 2024



From the results of the multiple linear analysis table, to interpret the parameter coefficients of the independent variables, we can use two equation coefficients or 2 formulas below: regression, namely

Unstandardized Beta Coefficients

The equation formulated using this approach uses unstandardized beta coefficients first, so that the equation becomes:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 6,082 + 0,29 X_1 + 0,832 X_2$$

The regression equation above describes the relationship of the independent variable to the dependent variable, based on the results of the equation.

Standardized Beta Coefficients

In this study, the regression equation was determined using standardized coefficients beta because each independent variable coefficient was standardized first in order to be able to obtain the same coefficient. So that the equation becomes :

$$Y = \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 0,29 X_1 + 0,832 X_2$$

The above equation describes the relationship of the independent variable to the dependent variable, based on this equation.

Table 12 Test Results of Determinant Coefficient (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,801 ^a	,641	,630	2,36732
a. Predictors: (Constant), Disiplin Kerja (X2), Motivasi Kerja (X1)				

Source: Data processed by researchers using SPSS 29, 2024

Table 12 displays the Adjusted R Square value of .641 or 64.1%, this shows that the performance variable that can be explained by Work Motivation as well as Work Discipline is worth 64.1%.



Table 13 T Test Results (Persial)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,082	4,517		1,346	,183
	Work Motivation (X1)	,029	,142	,022	,203	,839
	Work Discipline (X2)	,832	,115	,785	7,261	,000
a. Dependent Variable: Kinerja Karyawan (Y)						

Source: Data processed by researchers using SPSS 29, 2024

Based on Table 13, it can be seen that the provisions in the t test (Persial) are as follows:

1. The effect of Work Motivation Variable on Employee Performance (H1) It is known that the sig value for the effect of X1 on Y is $0.839 > 0.05$ and the t value is $0.203 < t$ table 2,000. So it can be concluded that H1 is rejected, which means that X1 has no significant effect on Y.
2. Effect of Work Discipline Variable (H2) It is known that the sig value, for the effect of X2 on Y is $0.000 < 0.05$ and the t value is $7.261 > t$ table 2,000. So it can be concluded that H2 is accepted, which means that there is a significant effect of X2 on T.

Table 14 F Test Results (Simultaneous)

1. ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	611,378	2	305,689	54,546	,000b
	Residual	341,857	61	5,604		
	Total	953,234	63			
a. Dependent Variable: Kinerja Karyawan (Y)						
b. Predictors: (Constant), Disiplin Kerja (X2), Motivasi Kerja (X1)						

Source: Data processed by researchers using SPSS 29, 2024



Based on the results of the F test in table 14, it is known that the significant value for the simultaneous influence of X1 and X2 on Y is $0.000 < 0.05$ and the value of f count $54.546 > f \text{ table } 2.753$, so it can be concluded that H0 is rejected H1 is accepted which means that there is a significant effect of Work Motivation (X1) and Work Discipline (X2) simultaneously on employee performance (Y),

CONCLUSION

According to the results obtained, the conclusions are:

1. The results of testing the first hypothesis (H1) explain and provide evidence if there is no influence between work motivation for employee performance. The sig value for the effect of the Work Motivation variable (X1) on the Employee Performance variable (Y) is $.839 > .05$ as well as the t value of $.203 < t \text{ table } 7.461$. According to these results, it can be concluded that Work Motivation has no effect on Employee Performance at Rengganis Restaurant, Bandar Lampung City..
2. The results of testing the second hypothesis (H2) explain and provide evidence if the influence of Work Discipline for Employee Performance. According to the results of calculations that have been carried out, the significance value for the effect of the Work Discipline variable (X2) on Employee Performance (Y) is $.000$, which is lower than $.05$ and the calculated t value of 7.261 is higher than the t table of 7.461 . According to these results, it can be concluded that Work Discipline has a positive effect on Employee Performance at Rengganis Restaurant, Bandar Lampung City..
3. According to these results, it can be concluded that Work Motivation and Work Discipline have a simultaneous effect on Employee Performance at Rengganis Restaurant, Bandar Lampung City.

ADVICE

Suggestions on this research include:

1. Rengganis Restaurant Bandar Lampung City, should add more employee motivation that has a significant impact on the development of employee performance, both from within and outside, which affects employee performance. As a service provider agency must create maximum community satisfaction.
2. Rengganis Restaurant in Bandar Lampung City in addition to providing motivation, it is also mandatory to pay attention to the Work Discipline of its employees, so as to create satisfactory performance in the future.



3. Employees should develop performance, from intellectual abilities or interpersonal abilities as well as continue to develop cooperation in order to achieve smooth work and individual development, groups, and orientation.

REFERENCES

- Adinda, T. N., Firdaus, M. A., & Agung, S. (2023). Pengaruh motivasi kerja dan disiplin kerja terhadap kinerja karyawan. *Indonesian Journal of Innovation MultidisciplinerResearch*,1(3),134-143.
<http://multidisipliner.org/index.php/ijim/article/view/15/12>
- Arianto, D. A. N. (2013). Pengaruh kedisiplinan, lingkungan kerja dan budaya kerja terhadap kinerja tenaga pengajar. *Jurnal Economia*, 9(2), 191-200.
<https://journal.uny.ac.id/index.php/economia/article/view/1809>
- Asteria, B., & Dwiyanza, P. D. (2021). Analisis Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Outsourcing. *Manajemen Dewantara*, 5(2), 106-119.
https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=jurnal+pengaruh+motivasi+dan+disiplin+kerja+terhadap+kinerja+karyawan+&btnG=#d=gs_qabs&t=1701182551152&u=%23p%3Dvsn8mYFYzjMJ
- Ayer, J. E., Pangemanan, L. R., & Rori, Y. P. (2016). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja pegawai Pada Dinas Pertanian Kabupaten Supiori. *Agri-SosioEkonomi*,12(3A),2746.
<file:///C:/Users/Admin/Downloads/gkapantow2,+14++jurnal+anes+dina+pm.pdf>
- Deressa, A. T., & Zeru, G. (2019). Work motivation and its effects on organizational performance: The case of nurses in Hawassa public and private hospitals: Mixed method study approach. *BMC Research Notes*, 12(1), 1–6.
<https://doi.org/10.1186/s13104-019-4255-7>
- Ekhsan, M. (2019). Pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan. Optimal: Jurnal Ekonomidan Kewirausahaan, 13(1),1-13.
<https://jurnal.unismabekasi.ac.id/index.php/optimal/article/view/1734/1541>
- Idris, I., Suyuti, A., Supriyanto, A. S., & As, N. (2022). Transformational Leadership, Political Skill, Organizational Culture, and Employee Performance: a Case From Tourism Company in Indonesia. *Geojournal of Tourism and Geosites*, 40(1), 104–110. <http://repository.uin-malang.ac.id/10441/>
- Jatmika, D., & Andarwati, M. (2018). The Effectof Motivation on Employee Performance Through Employee Satisfaction of The Tax Office in Surakarta.



- International Journal of Economics, Business and Accounting Research (IJEBAR), 2(01), 34–38. <https://doi.org/10.29040/ijebar.v2i01.230>
- Kasenda, R. (2013). Kompensasi dan motivasi pengaruhnya terhadap kinerja karyawan pada PT. Bangun Wenang Beverages Company Manado. Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi, 1(3). <https://ejournal.unsrat.ac.id/index.php/emba/article/view/1894>
- Murti, H., & Srimulyani, V. A. (2013). Pengaruh Motivasi Terhadap Kinerja Pegawai Dengan Variabel Pemediasi Kepuasan Kerja Pada PDAM Kota Madiun. JRMA|Jurnal Riset Manajemen dan Akuntansi, 1(1), 10-17. <http://portal.widyamandala.ac.id/jurnal/index.php/jrma/article/view/82>
- Potu, A. (2013). Kepemimpinan, motivasi, dan lingkungan kerja pengaruhnya terhadap kinerja karyawan pada Kanwil Ditjen Kekayaan Negara Suluttenggo dan Maluku Utara di Manado. Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi, 1(4) <https://ejournal.unsrat.ac.id/index.php/emba/article/view/2894>
- Sidanti, H. (2015). pengaruh lingkungan kerja, disiplin kerja dan motivasi Kerja terhadap kinerja pegawai negeri sipil di Sekretariat DPRD kabupaten madiun. Jurnal Jibeka, 9(1), 44-53 https://scholar.google.com/citations?view_op=view_citation&hl=en&user=LnzLhTsAAAAJ&citation_for_view=LnzLhTsAAAAJ:d1gkVwhDpl0C
- Sutrisno, S., Fathoni, A., & Minarsih, M. M. (2016). Pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai di kantor satuan polisi pamong praja kota Semarang. Journal of Management, 2(2). https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=jurnal+pengaruh+motivasi+dan+disiplin+terhadap+kinerja+karyawan+&btnG=#d=gs_qabs&t=1701182347061&u=%23p%3DUvFBg4P4oJoJ
- Hardani, H., Andriani, H., Ustiawaty, J., Utami, E. F., Istiqomah, R. R., Fardani, R. A., Sukmana, D. J., & Auliya, N. H. (2020). Buku Metode Penelitian Kualitatif & Kuantitatif (Issue March). CV Pustaka Ilmu Group.
- Sugiyono. (2019). Metode Penelitian Kuantitatif dan Kualitatif dan R&D. Alfabeta

