

The Influence of Discipline and Motivation on Employee Performance

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ABSTRACT

Performance plays an important role for improving progress or change in a better direction to achieve the company's goals thus in essence performance is a result of work achieved by a person or group in an organization in accordance with the authority with their respective responsibilities in order to achieve organizational goals. The purpose of this study: to know the influence of discipline on performance at PT PLN (Persero) To know the influence of motivation on the performance of employees at PT PLN (Persero) to know the influence of discipline and motivation on the performance of employees at PT PLN (Persero). There is an influence of discipline and motivation on the performance of employees at PT. PLN (Persero) UIP. Sumatran power plant. There is a motivational influence on employee performance on the influence of discipline and motivation on employee performance at PT. PLN (Persero) UIP. Sumatran power plant. There is a disciplinary influence on the performance of employees at PT PLN (Persero) In this study in the use of associative approaches. approach and quantitative Discipline and motivation have a significant effect on employee performance means that the more improved discipline then kinerja will increase and if the motivation is given better then the performance will also improve significantly.

Keywords : Discipline, Motivation, Performance

INTRODUCTION

In the current globalization competition is increasing so that every organization is required to be able to face all kinds of challenges that exist. The challenges faced by every organization, both from within and outside the organization. Human resources are the main factors in determining the profit and advancement of a business. This means that human resources have an important role to realize the purpose of the company in order to gain profit both small companies and large companies. So it is no wonder that many companies put human resources or commonly referred to employees as the main assets of the company and rely heavily on its human resources.

Performance is the result achieved and the act of achieving the implementation of a job requested by the company. performance is usually interpreted as the result or level of success of a person as a whole during a certain period in carrying out the task compared to various possibilities. Such as, standard work results, targets or targets or criteria that have been predetermined and have been agreed together. Rivai (2009). The term performance comes from the word job performance or Actual Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2013).

Performance has a very important role to improve the progress of the company's goals so that employees can work and provide the best for the company to improve the

progress of performance in employees requires significant factors, namely discipline and work motivation factors. Performance assessment is very important in order to achieve the company's target so as to increase profit that is ultimately able to provide welfare and is one form of performance evaluation whether it is in accordance with the target achieved. (Cashmere, 2016).

Sutrisno (2016), said discipline is one's attitude and willingness and willingness to meet and adhere to the norms of the regulations that apply around him. Employees should understand that with good work discipline, it will also be achieved a useful advantage, both for the company and for its own employees. therefore, it is necessary to be aware of the employees in complying with the applicable regulations, in addition, the company itself must strive for the regulation to be clear, easy to understand and fair, which applies to the leader who is bullied and for the lowest employee. Regularity is the main feature of organization and discipline is one of the methods to maintain such regularity. Discipline tries to prevent damage or loss of property, machinery, equipment and work equipment caused by indecision, and theft, the main purpose of discipline is to increase efficiency to the maximum extent possible by preventing waste of time and energy.

The discipline of an employee's work is not only seen from the absence, but can also be judged by the attitude of the employee in carrying out the work. Highly disciplined employees do not delay work and always try to finish on time even though there is no direct supervision from superiors. An employee must have a disciplined attitude that will make it easier for him to achieve good performance. If the rules in a company are not fully followed, for example, arriving late and relaxing during business hours then it is difficult for employees to achieve maximum performance and achievement. In addition to work discipline, in order to improve employee performance, motivation also needs to be considered. Motivation is an activity that involves, channeling, and nurturing human behavior. Motivation is an important subject for managers because managers work through and with others. Therefore, if the employee who has high work motivation usually has a high performance as well.

According to Cashmere (2016) work motivation is an encouragement for a person to do a job. If a person has a strong motivation from within him or a motivation from outside him (e.g. from the company), then it will be aroused or encouraged to do something well. Suppose an employee who can not carry out his responsibilities in the company because there is a job in the field or outside the city then the company must motivate the employee to replace other employees carrying out their duties and responsibilities in the kanor. In the end, good motivation or stimulation from inside and outside one's self will produce good performance, and vice versa if the employee is not encouraged or aroused to do the job then the result will decrease his performance itself. Thus the more motivated a person is to do a job, the performance will improve.

PT PLN (Persero) UIP Sumatera is an organization established since 1976. Pln (Persero) UIP business is a business of the construction of Substations (GI) and Electricity Transmission Network (TL) in the region of Sumatra, Aceh, and Riau. Pt. PLN (Persero) Development Main Unit is the management of the construction of substations and electricity networks.

LITERATURE REVIEW

Performance

Almost everyone who works wants to do their job as best they can. Even if it is necessary to give better results than has been set. According to Mangkunegara (2013) Performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Wilson Bangun (2012) states that, performance is the result of work achieved by a person based on the requirements of the work. A job has certain requirements to be able to do in achieving its objectives is also referred to as the standard of work. While according to Cashmere (2016) performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period. According to Mangkunegara (2017) performance is the performance of work or work results (output) both quality and quantity achieved by human resources unity period of time in carrying out its work duties in accordance with the responsibilities given.

Work assessment is important not only for the benefit of the company, but also for the benefit of the employee itself. For the company, the assessment of employee performance in a lower manner can be seen from the amount of profit that will be obtained in a period. In addition, employee performance is also used to determine the amount of compensation received, or to determine sanctions imposed if employees fail to meet the targets set. Other uses to determine a person's career path with the work he has obtained. This means that if performance improves, compensation and other rewards also increase, and vice versa.

As for employees, the usefulness of performance measurement is to measure its ability to do a job, a piece as a correction or a result of the results of the work. If the work is not good, then it needs to be improved to improve its capabilities. Cashmere (2016). In practice it is not always that the performance of employees in the condition as desired by both the employee itself or organization. Many constraints affect the performance of both organizational performance and individual performance.

Discipline

Every company and organization in the achievement of the objectives must pay attention to the discipline of the employee's work because with high work discipline then all activities carried out can be completed in a timely manner. Good discipline reflects the magnitude of a person's sense of responsibility for the task assigned to him or her. This encourages the spirit of work and the realization of the company's goals. According to Zainal et al (2015) a tool used by managers to communicate with their employees so that they are willing to change a behavior and as an effort to increase one's awareness and willingness to obey all applicable social rules and norms.

According to Hasibuan (2017) that discipline is the awareness and willingness of a person to obey company rules and social norms apply while according to Rivai et al (2015) a tool used by managers to communicate with their employees so that they are willing to change a behavior and as an effort to increase one's awareness and willingness to obey all applicable social rules and norms.

Discipline is very important for the growth of the organization, used primarily to motivate employees to be able to discipline themselves in carrying out work both individually

and in groups. In addition, discipline is useful to educate employees to comply with and enjoy existing regulations, procedures, and policies, so as to produce good performance.

Motivation

In carrying out these tasks one needs to be given direction and encouragement so that the potential that exists in him can be turned into a profitable achievement of the company. According to Hasibuan (2010) motivation is a stimulant of desire and driving force of one's will to work, each motivation has a specific goal that wants to be achieved. According to Mangkunegara (2017) motivation is a condition or energy that moves employees who are directed or directed to achieve the goals of the company's organization.

According to Cashmere (2016) work motivation is an encouragement for a person to do a job. While Sutrisno (2016) Motivation is a factor that encourages a person to do a certain activity, therefore motivation is often interpreted as a driving factor of one's behavior. According to Wibowo (2016) motivation is an encouragement to a series of human behavior processes on achieving goals. Thus, it can be concluded that motivation is an encouragement for a person to do something that suits his wishes without any coercion from others.

According to Hasibuan (2016) the importance of motivation because it is the thing that causes, distributes, and supports human behavior in order to work diligently and enthusiastically achieve optimal results. Motivation is increasingly important because the manager shares the work of his subordinates to be well-advised and intergrated to the desired destination. The company not only expects employees who are able, capable and skilled but the most important results they want to work hard and want to achieve maximum work results. The ability and proficiency of employees is meaningless for companies jia they do not want to work diligently.

RESULT AND DISCUSSION

Result

Normality Test

The normality test is conducted to see if in the regression model, the dependent variable and its inepende have a normal distribution or not if the data spreads around the diagonal and follows the diagonal line direction then the regression model meets the assumption of normality.

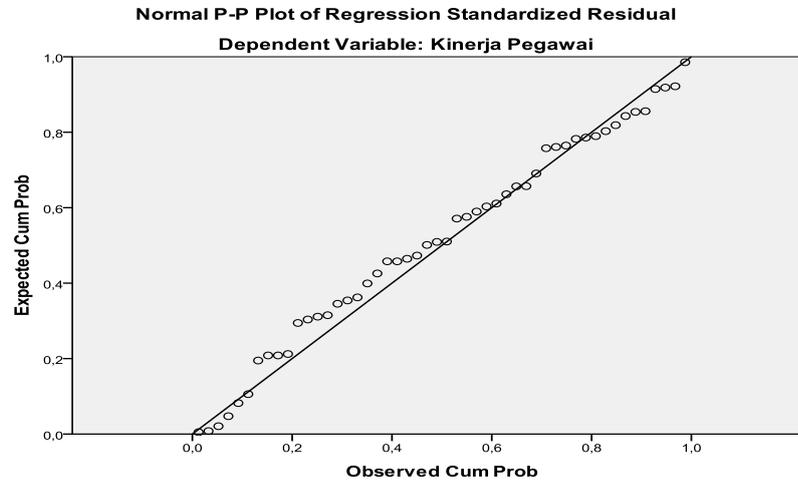


Figure 1. P-Plot Normality Test

Multicollinearity Test

The multicollinearity test aims to test whether the regression model suggests a strong correlation between independent variables. The way to assess it is to look at the value of variant inflation factors. (variance inflation factor/VIF), which does not exceed 4 or 5.

Table 1. Multicollinearity Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Disiplin	.647	1.545
Motivasi	.647	1.545

a. Dependent Variable: Kinerja Pegawai

Heterokedasity Test

The heterokedasity test aims to test whether in the regression model there has been an discomfort variance from residual observation to another. Heteroskedastisitas in this study can be seen through scatterplot charts. A regression model says there is no heteroskedasity when the scatterplot chart is seen that the absence of a clear pattern, in the point of spreading above and below the number 0 on the Y axis, then there is no heteroskedastisitas. With SPSS processing, the following results are obtained:

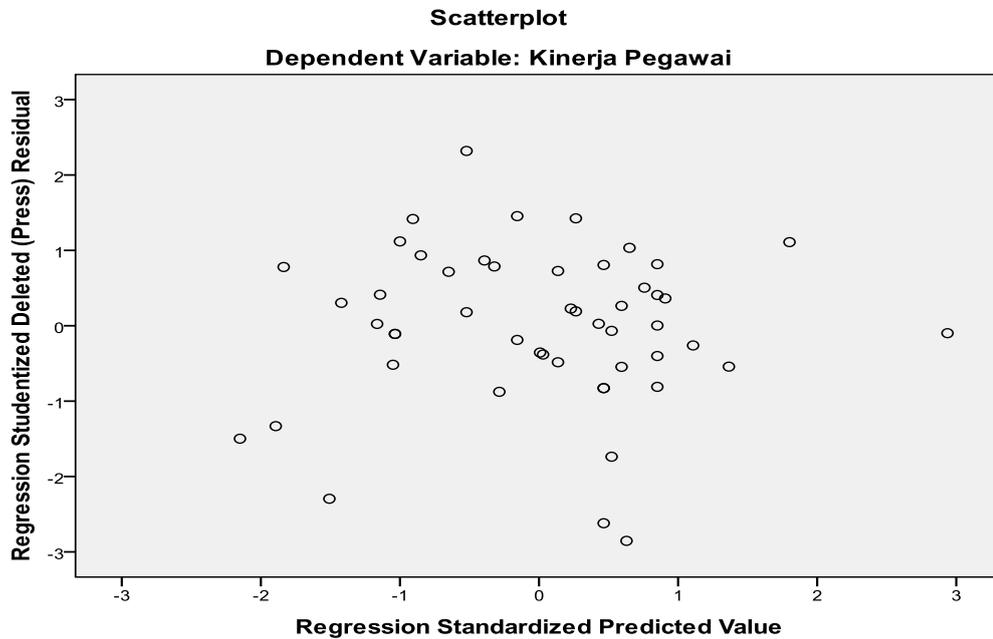


Figure 2. Heterokedastisity

Multiple Liner Regression Test

Regression tests are used to test hypotheses about the partial influence of free variables on bound variables. Here is the calculation of multiple regression between free variable (X1), (X2) with bound variable (Y), then the results of data management using SPSS version 18.0 are as follows:

Table 2. Partial Hypothesis Test results (t)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.496	3.414		2,195	.033
	Disiplin	.412	.103	.507	4,007	.000
	Motivasi	.322	.142	.288	2,275	.027

a. Dependent Variable : Kinerja Pegawai

T-tests are used to determine and look for the influence of independent variables (discipline and motivation) individually affecting dependent variables (employee performance). hypothetical decision criteria is reject H0 if the probability value < from a significant level of 0.05 (sig.< 0.05) while accept H0 if the probability value > a significant level of 0.05 (sig. 0.05) whereas (dk) = n-k = 50-2 = 48 = 2.011.

Simultaneous Test (Test F)

Statistic F tests are performed to test whether a free variable (X) simultaneously has a significant relationship or not to a bound variable (Y).

Table 2 Simultaneous Hypothesis Test results (F)

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	307.846	2	153.923	24.761	.000 ^a
	Residual	292.174	47	6.216		
Total		600.020	49			

a. Predictors: (Constant), Motivasi, Disiplin

b. Dependent Variable: Kinerja Pegawai

Discussion

The Effect of Discipline on Employee Performance

Based on the results of research on disciplinary variables (X1) on employee performance (Y) Obtained t-count value of $4,007 > 2,011$ with probabilitas sig $0.000 < 0.05$ it shows that H0 is rejected and H1 is accepted. The conclusion is that there is a significant influence between discipline and the performance of PT employees. PLN (Persero) UIP Sumatra Plant. If the employees are disciplined in their work then it will encourage the quality of work on the evaluation of the work done by the company. Work discipline can not only be seen from the quick or late arrival of employees to the office but the disiplin work can also be seen from the large spread of willingness of the employee in working without any orders and supervision.

The Effect of Motivation on Employee Performance

Based on the results of research on motivation variables (X2) to employee performance (Y) Obtained t-count value of $2,275 > 2,011$ with probabilitas sig $0.027 < 0.05$ it shows that H0 is rejected and H1 is accepted. The conclusion is that there is a significant influence between motivation and the performance of PT employees. PLN (Persero) UIP Sumatra Plant. Motivation in work is very important given to employees who are in the company, karean if the company wants to be easy in achieving the goal then the company must also do motivation on its employees. The motivation given can be in the form of facilities and mental motivation of employees whose work is more and heavier.

The Influence of Discipline And Motivation on Employee Performance

Based on the results of the above research on the influence of discipline and motivation on performance obtained a value of $24,741 > f_{table}$ with niali 3.20 with a significant $0.000 < 0.05$ indicates H0 rejected and H1 accepted. Means from the results of the above research can conclude that discipline (X1) and motivation (X2) have a significant effect on the performance of employees at PT. PLN (UIP). Sumatran power plant. The results prove that discipline and motivation have a significant effect on employee performance. This proves that the better the level of discipline and motivation that exists in employees, the better the goals and results obtained by PT. PLN (Persero) UIP Sumatra Plant.

CONCLUSIONS

From the analysis that has been discussed in chapter IV, the following conclusions can be drawn:

1. The disciplinary variable (X1) has a partial significant effect between the Discipline variable against the Employee Performance variable at PT PLN (Persero) Medan.
2. Motivation variable (X2) Partially positive and significant effect between motivational variables to employee performance variables in PT. PLN (Persero) Medan.
3. Disciplinary variables (X1) and Motivation (X2) simultaneously have a significant effect on employee performance variables at PT PLN (Persero) Medan.

SUGGESTIONS

Based on the above conclusion, there is a significant influence between Discipline and Motivation on employee performance at PT PLN (Persero) UIP. Sumatran power plant. This shows that discipline and motivation are very important to encourage the creation of good employee performance. Thus the author suggests to the company that:

1. Employees should maintain and improve their discipline in work and employees must be able to work professionally with the work and responsibilities given.
2. Every employee must be really motivated to always improve their performance by trying to always produce quality work, motivation will affect each other's performance the better the existing discipline and motivation of work that remains continuous then the performance of karyawan will be good.
3. Every employee should maintain the performance and achievements provided by the company because the company will need reliable personnel. well-performing employees will be a very valuable asset for the company and it will also be an advantage for the employees themselves.

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