

The Role of Motivation and Work Discipline on Employee Performance in the Operator Section At PT. Sigma Mitra Sejati Cilegon

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| Article History | Abstract |
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| Received: Oct 4, 2021 Revised: Nov 3, 2021 Accepted: Dec 20, 2021 | <p>This study aims to determine the role of motivation and work discipline on the performance of production operator employees at PT. Sigma Mitra Sejati Cilegon City. The method used in this research is the associative descriptive method. Data analysis techniques used include Normality Test, Classical Assumption Test, Determination Test and Hypothesis Testing. This study indicates that motivation has a significant effect on performance, work discipline has a substantial impact on performance, and motivation and work discipline substantially impact performance.</p> <p>Keywords: Motivation, Work Discipline, Employee Performance. JEL Classification: L10, M10. Type of paper: Research Paper.</p> |

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I. Introduction

Every organization is required to optimize human resources and how human resources are managed. Management of human resources cannot be separated from the factor of employees who are expected to perform and achieve organizational goals. Employees are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of corporate activities. Organizations require potential human resource factors, both leaders and employees, in the pattern of tasks and supervision, which are the determinants of achieving company goals. Human resources are a central figure in organizations and companies so that management activities run well. An organization must have knowledgeable and highly skilled employees and strive to manage the company as optimally as possible to increase employee performance.

The success of an organization or a company is determined by whether or not the human resources owned by the organization or company are good. The better the human resources in the organization, the higher the level of success of the organization. PT Sigma Mitra Sejati Cilegon. Previously this company was one of the PT Krakatau Baja Units, in restructuring the Krakatau Steel company to become a more efficient company. Based on years of experience and knowledge accumulated in the refractory business, PT Sigma Mitra Sejati Cilegon offers maintenance services and refractory agency projects. In carrying out production activities, optimal employee performance is needed. Performance can be seen in how a person works in carrying out his duties, all of which can be supported by independence, creativity, commitment, responsibility and individual self-confidence at work.

Performance is an important thing that every company must achieve, including PT. Sigma Mitra Sejati, because performance reflects the company's ability to manage and allocate employees, therefore the performance of employees has a very important influence on the company's ongoing activities and affects the process of achieving organizational goals. Factors that influence the high and low performance of employees. Performance issues will be implemented and fulfilled if motivation and work discipline is considered for employees.

Every company requires motivation from the company or leadership. Stating motivation is an encouragement of needs in employees that need to be met so that employees can adapt to their environment. In contrast, motivation is a condition that moves employees to achieve the goals of their motives. This means that work motivation is a driving force for someone to carry out an activity to get the best results. Therefore, it is not surprising that employees who have high work motivation usually have high performance. For this reason, employee motivation needs to be increased so that employees can produce better performance.

II. Literature Review

2.1. Background Theory

The notion of performance or work performance is the result or overall level of success of a person during a specific period in carrying out the task compared to various possibilities, such as work standard, targets or targets or predetermined criteria that have been mutually agreed upon.

Work motivation is a factor that drives needs within employees that need to be met to adapt to their environment. In contrast, motivation is a condition that moves employees to achieve the goals of their motives.

Work discipline is a tool used by managers to communicate with employees so that they are willing to change behaviour and an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms.

2.2. Previous Studies

There have been many studies on work motivation, work discipline and employee performance, as done by Hidayat et al. (2017), the results are that work motivation and work discipline affect performance, while some studies that do not support this research are research conducted by Hidayat et al., (2019).

III. Methodology

This research method uses a descriptive research method with a quantitative approach. In this study, the population is employees of PT. Sigma True Partner Cilegon. Sampling technique to determine the sample used in this study using a saturated sampling technique. The model used as many as 54 samples or respondents. The indicators used to measure employee performance are work quantity, work quality, time utilization. Then the hands of motivation are physiological needs, safety needs, social needs and actualization needs. The indicators of work discipline are goals and abilities, leadership examples, justice, waskat, legal sanctions, firmness, human relations.

IV. Results and Discussion

4.1. Normality Test

Normality test aims to determine whether or not a data distribution is normal. To see the results of the normality test from this study, see the table of the results of the following Kolmogorov-Smirnov:

Table 1. Normality Test Result

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Predicted Value |
|----------------------------------|----------------|--------------------------------|
| N | | 54 |
| Normal Parameters ^{a,b} | Mean | 54,5925926 |
| | Std. Deviation | 9,52221558 |
| Most Extreme Differences | Absolute | ,099 |
| | Positive | ,069 |
| | Negative | -,099 |
| Test Statistic | | ,099 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

In the table above, the Asymp. Value is obtained. Sig. (2-tailed) of 0.200, this value was compared with a significant = 0.05 for making decisions with guidelines. The above data received a significant value of $0.200 > 0.05$, then the data distribution is normal.

4.2. Coefficient of Determination Test (R²)

The Coefficient of Determination (R²) aims to determine the independent variable's ability to explain the dependent variable is. The results obtained by SPSS version 25 are as follows:

Table 2. Coefficient of Determination Test Result

| Model Summary | | | | | |
|---------------|-------------------|----------|-------------------|----------------------------|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,937 ^a | ,878 | ,874 | 3,612 | 2,038 |

a. Predictors: (Constant), disiplin kerja, motivasi

b. Dependent Variable: kinerja

4.3. Analysis

Testing the results of the hypothesis will be carried out using a significant level of 0.05 ($\alpha = 5\%$) or a confidence level of 0.95.

Table 3. T Test

| Coefficients ^a | | | | | |
|---------------------------|----------------|-----------------------------|------------|---------------------------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | Sig. |
| | | B | Std. Error | Beta | |
| 1 | (Constant) | 2,423 | 2,810 | | ,862 |
| | Motivasi | ,290 | ,086 | ,289 | ,392 |
| | disiplin kerja | ,658 | ,083 | ,684 | ,002 |

a. Dependent Variable: kinerja

Table 4. F Test

| ANOVA | | | | | | |
|-------|------------|----------------|----|-------------|---------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4805,647 | 2 | 2402,824 | 184,169 | ,000 ^b |
| | Residual | 665,390 | 51 | 13,047 | | |
| | Total | 5471,037 | 53 | | | |

a. Dependent Variable: kinerja

b. Predictors: (Constant), disiplin kerja, motivasi

Tables 3 and 4 above produce significant values, which means that all proposed hypotheses are accepted.

4.4. Discussion

The first hypothesis proposed states a significant effect of motivation on employee performance. Based on the calculation results, the t-test value of the t-count is 3.355. The t-table is 1.674 with a significance value of 0.002 because the t-count is more significant than the t-table. The significance value is more than 0.002 < 0.05. The first hypothesis is accepted, which means a significant effect between motivation and employee performance.

The second hypothesis proposed states a significant effect of work discipline on employee performance. Based on the results of SPSS calculations, the t-count value is 7,934. The t-table is 1,674 with a significance value of 0.000 because the t-count value is more significant than the t-table. The significance value is less than 0.000 < 0.05, the second hypothesis is accepted, which means that work discipline has a significant influence on employee performance. This research is in line with that conducted by Egis Yani Plamularso in 2017 with the title of the effect of work discipline on the performance of Cipta Hotel Plancoran, South Jakarta. The results showed that work discipline contributed to the implementation of 24.95%.

The third hypothesis proposed states a significant influence of motivation and work discipline on employee performance. Calculation results The results of the determination coefficient test are 0.937. It can be concluded that motivation (X1) and work discipline (X2) contributed 87.8% to employee performance (Y), while the remaining 12.2% were influenced by other variables that were not included in this study. While F-count is 184.169 and F-table is 4.03 with a significance value of 0.000. less than 0.05, then the third hypothesis is accepted, which means a significant influence between motivation and work discipline on employee performance.

V. Conclusion

Based on the results of research and discussion, it can be concluded as follows: Motivation affects employee performance. The results of the T-test calculations can prove this. It is known that the value of $t_{count} > t_{table}$ ($3.355 > 1.674$) and a significance value of $0.002 < 0.05$, α (0.05), then H_0 is rejected, and H_a is accepted. This means that there is an influence between motivation on employee performance. Then work discipline affects employee performance. The results of the T-test calculations can prove this. It is known that the value of $t_{count} > t_{table}$ ($7.934 > 1.674$) and a significance value of $0.000 < 0.05$, α (0.05), then H_0 is rejected, and H_a is accepted. This means that there is an influence between work discipline on employee performance. Finally, motivation and work discipline have a significant simultaneous effect on employee performance at the operator section at Pt. Sigma True Partner Cilegon. Because the value of $F_{count} > F_{table}$ ($184,169 > 4.03$) and a significance value of $0.000 < (0.05)$, H_0 is rejected, and H_a is accepted. This means that there is an influence between work discipline on employee performance.

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