

The Role of Motivation and Work Discipline in Improving Employee Performance at the Cikande District Office, Serang Regency

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Abstract

This study aims to determine the effect of motivation and work discipline on employee performance at the Cikande District Office, Serang Regency. The population and sample of this study were employees at the Cikande sub-district office totaling 31 people. Data Collection Techniques Used In This Research In The Form Of Questionnaire Consisting Of Five Choices With Likert Scale, Documentation Study And Interview (Interview). While the data analysis technique in this study uses the classical assumption test, multiple linear regression, t test, F test, and the coefficient of determination. The results of the study show that the variables of motivation and work discipline have a positive and significant effect on employee performance at the Cikande District Office, Serang Regency. Based on the partial test, it is known that motivation has a positive and significant effect on employee performance, while work discipline has no effect and is not significant on employee performance.

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I. Introduction

The position and role of civil servants in Indonesia is felt to be increasingly important. Therefore, the administration of government really needs people who are always able to carry out their duties and responsibilities to participate in government activities. Development and society in an efficient and effective manner. Based on the aspirations of the people in accordance with statutory regulations number 32 of 2004, the granting of autonomy to the regions, especially in the implementation of development and services to the community as well as to improve the development of political stability and national unity. The consequence of this is that the sub-district government is required to have a higher ability to answer the challenges of an increasingly difficult task. Therefore, efforts are needed to improve the capacity of the sub-district government, both in the ability to take initiatives, initiatives, planning, implementation and supervision, so that good government performance is obtained.

Human resources are the most important asset in determining the success of an organization to manage, regulate, and utilize employees so that they can function productively in order to achieve organizational goals. High-performing human resources will play a dominant role in carrying out the operations of government agencies in achieving the goals that have been set. Therefore, government agencies need to respect all aspects of employees in order to form quality human resources and have superior performance.

Organizational performance will be largely determined by the elements of its employees. Therefore, in measuring the performance of an organization, it should be measured in terms of the performance of its employees. Performance is expressed from various experts, including 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.

The Cikande sub-district office is a government agency in general, expecting every employee to have optimal performance. However, in reality there are still indications of low employee performance which can be seen from the presence of employees who are doing work that is not in accordance with the expected standards. Unable to complete tasks on time, so many employees are absent from work for various reasons. These problems indicate that the performance of employees at the Cikande sub-district office is still less than optimal. Problems related to employee performance can occur due to several things including motivation and work discipline.

Motivation is the driving force from within the individual to carry out certain activities in achieving goals. By providing the right motivation, employees will be encouraged to do as much as possible in carrying out their duties, and they believe that with the success of the organization in achieving its goals and various objectives, their personal interests will also be maintained.

Work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms, both written and unwritten, and able to carry out and not avoid accepting sanctions for violating the duties and authorities given to him. This study was conducted to determine whether there is a role between motivational variables and work discipline variables on employee performance either partially or simultaneously.

II. Literature Review

2.1. Motivation

According to Muhammad Busro (2018), motivation is the driving force from within the individual to carry out certain activities in achieving goals. By providing the right motivation, employees will be encouraged to do as much as possible in carrying out their duties, and they believe that with the success of the organization in achieving its goals and various objectives, their personal interests will also be maintained. Stanford and Mangkunegara (2007) suggest that motivation as an energizing condition of the organism that serves to direct that organism toward the goal of a certain class (work motivation as a condition that moves humans towards a certain goal). Work motivation can also be said as energy to generate encouragement in Drive arousal. Meanwhile, according to Siagian (2004), motivation is the driving force that causes a member of the organization to be willing and willing to mobilize abilities in the form of expertise or skills, energy and time to carry out various activities that are their responsibility and fulfill their obligations, in the context of achieving organizational goals and objectives. pre-determined

From some of the above understanding, it can be concluded that motivation is an attitude or values that can encourage employees to be able to carry out their work until they are enthusiastic in achieving company goals.

2.2. Work Discipline

Hasibuan (2011) argues that discipline is a person's awareness and willingness to obey all company regulations and applicable social norms both written and unwritten and able to carry out and not avoid accepting sanctions for violating the duties and authorities given to him. In Edy Sutrisno's book (2017: 68) Discipline is an attitude of willingness and willingness of a person to obey and obey all the norms of the regulations that apply around him. Good employee discipline will accelerate the company's goals, while declining discipline will become a barrier and slow down the achievement of company goals.

From some of the explanations above, it can be concluded that discipline is self-awareness of an employee or employee of the regulations made by the agency or company. And they are required to obey the existing regulations.

2.3. Employee Performance

According to Mangkunegara (2011: 67) suggests that 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 Kadarisman (2018:128) Performance is a manifestation of the success achieved by an employee for his work to achieve the goals set by the organization. Performance is strongly influenced by the superior's policy

in placing employee positions according to their abilities. Meanwhile, according to Hasibuan (2001:34) performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience and sincerity and time.

From some of the explanations above, it can be concluded that performance is the result of an employee's work in accordance with his ability to complete the work that the company has given him.

III. Methodology

The type of research method used by the researcher is descriptive with a quantitative approach. The population in this study were employees of the Cikande District office, Serang Regency. The sample in this study were all 31 employees of the Cikande District office, Serang Regency. The data analysis technique used in this study is the validity and reliability test of the research questionnaire, classical assumption test (normality test, heteroscedasticity test, multicollinearity test, and correlation test), multiple linear regression analysis, hypothesis testing t and F, correlation coefficient and coefficient of determination.

IV. Results and Discussion

Partial Test (T test)

This test is used to determine whether in the regression model the independent variable (X) partially has a significant effect on the dependent variable (Y). 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 1. T test Result

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	16.831	7.867		2.139	0.041
Motivation	0.400	0.117	0.517	3.423	0.002
Discipline	0.335	0.167	0.304	2.009	0.054

a. Dependent Variable: KINERJA

Source : Output Form SPSS v.25

The first statistical test hypothesis shows that the t value > t table is $3.423 > 2.045$ with a significant value of $0.002 < 0.05$. This shows that the motivation) has a significant

influence on the performance of employees at the Cikande sub-district office, Serang district, and it can be concluded that hypothesis 1 is accepted.

The statistical test hypothesis shows that the t value < t table is $2,009 < 2,045$ with a significant value of $0,054 > 0,05$. This shows that the discipline has no significant effect on employee performance at the Cikande sub-district office, Serang district, and it can be concluded that hypothesis 2 is rejected.

Simultaneous test (F test)

This test is used to determine whether the independent variable (X) together has a significant effect on the dependent variable (Y). The results of the f test can be seen in the Anova table as follows:

Tabel 2. F Test Result

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	324.535	2	162.267	14.694	.000 ^b
	Residual	309.207	28	11.043		
	Total	633.742	30			
a. Dependent Variable: performance						
b. Predictors: (Constant), discipline, motivation						
Source : Output Form SPSS v.25						

Because the value of $F_{count} > F_{table}$ is $14,694 > 3.34$ and the significant value $< \alpha$ is $0.000 < 0.05$. This shows that there is a significant influence between motivation and work discipline simultaneously on employee performance at the Cikande sub-district office, Serang district. So it can be concluded that hypothesis 3 is accepted

V. Conclusion

The limitations of this research, the authors realize that they still need input. However, as a suggestion that this article can be continued as a basis for research at an institution / agency, so that it becomes a reference in implementing motivation and work discipline policies on employee performance. It is also suggested that the research can be continued by using a statistical analysis approach in data processing.

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