

Influence of Work Motivation and Work Discipline on Employee Work Productivity at PT. Surya Setia Prosperity Hammer

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ABSTRACT

This study aims to obtain information about the influence of motivation and discipline on employee productivity at the Surya Setia Sejahtera Palu company. The researcher raises the problem, namely whether there is a significant simultaneous and partial effect on motivation and discipline variables on employee productivity. From the problems above, the researcher proposes a hypothesis that motivation and discipline variables have a significant effect on productivity. To prove this hypothesis, this study uses a descriptive causal method and multiple linear regression analysis techniques. The sampling technique is a probability sampling technique or simple random sampling, with a sample size of 75 respondents. The results of the hypothesis test in this researcher are known that both motivation and discipline variables simultaneously have a positive and significant effect on work productivity with a value of $F_{0.000} < 0.05$. Then the work motivation variable partially also has a positive effect on productivity with a significance value of $0.000 < 0.05$ and the work discipline variable partially also has a positive influence on work productivity with a significance value smaller than $0.002 < 0.05$.

Keywords – Motivation; Discipline; Productivity

INTRODUCTION

A company is an organization of a group of people working together to achieve a common goal that has been planned (1). However, the organization can run effectively if the management functions are carried out according to their functions, such as organizing, controlling, planning, and supervising the existing work properly according to its function, and supported by several supporting elements, one of which is motivation and work discipline (2).

In Central Sulawesi, especially in Palu City, there are several large distributor companies, one of which is PT. Surya Setia Sejahtera Palu is engaged in the distribution of food and beverages along with others. PT. Surya Setia Sejahtera Palu has 300 employees, so the company must pay attention to every team member's performance in order to be

Productive. This company is engaged in distributing food, beverages, soap that is a household need, for example, delicious soy sauce, softergen soap, mama lemon, etc. With competitors, the level of competition is very tight in the same industry. This is PT. Surya Setia Sejahtera Palu needs to increase the productivity of its employees to achieve a company goal. However, the company must also provide motivation and discipline to increase team member productivity by assisting coworkers.

From the results of observations, the researchers found several problems in the motivation of employees of PT. Surya Setia Sejahtera Palu. The first is physical needs, such as eating and drinking at PT. Surya Setia Sejahtera Palu this need cannot be fulfilled properly because the location of the canteen within the company does not exist because it is outside the office and there is no special officer who provides space, the second is that it is still very low in terms of the need for appreciation, the company rarely gives an award to employees who have achievements while awards in the form of material (financial) are not by the team member's contribution to the company. In terms of security or health needs, the leadership of PT. Surya Setia Sejahtera Palu provides employment guarantees to employees, namely pension, old age, work accident, and death benefits. For the social needs of employees, there is still a less harmonious communication relationship; this is because employees rarely interact and discuss with other work units; another thing is that employees in the company are too comfortable in their respective zones, so employees do not want to improve their abilities and are not motivated. For a better career path, this is because the company does not develop team member skills.

Based on the results of interviews with HRD (Human Resources Development), researchers found complaints from HRD that employees showed a lack of work discipline, this was some employees who did not comply with company rules, such as employees leaving permission during working hours, employees being late for work, often leaving when they were working. Working hours are in progress, there are no tasks to be completed, and overtime breaks, so team member compliance with the company's work rules has not been maximized. On the other hand, employees are also seen often still delaying work time while working hours are in progress; this has an impact on completing the tasks that have been given so that there is an excess of working hours where the company has to incur additional costs, namely overtime funds and some employees still receive warning letters (SP). The other thing is that employees cannot work ethically, and employees always make their own decisions without the existing procedures in the company.

METHODOLOGY

The research used is descriptive-causal, where this study aims to obtain information data both on one or more variables by showing the direction of the relationship between the independent variable and the dependent variable, where the study aims to examine the effect of the independent variable on the dependent variable and describe the results. -The

result of this research is the influence of motivation variable (X1) and discipline (X2) on work productivity variable (Y) at Surya Setia Sejahtera Palu company.

RESULTS

Multiple Linear Regression Results

Table 1. Recapitulation of Multiple Linear Regression Analysis

Variabel Independen	Coefficients ^a				
	Unstandardiezed Coefficient		Standardized Coefficient	t	sig
	B	Std. Error	Beta		
(Constant)	0,319	0,266		1,201	0,234
Work motivation (X ₁)	0,822	0,051	0,874	16,242	0,000
Work Discipline (X ₂)	0,124	0,038	0,177	3.285	0,002
Multiple R = 0,890		Signifikan F = 0,000			
R square = 0,792		α = 0,05			
Adjusted R Square = 0,786					

Source: Primary data processed in 2021

Judging from the value of the table above, the multiple linear regression equation model in this study is:

$$Y = 0,319 + 0,822 (X_1) + 0,124 (X_2)$$

Based on the description of multiple linear regression above, it shows the independent variables (X1 and X2) which have a positive influence on the dependent variable (Y), and the coefficient values can be explained as follows:

As for the value of the MSA test results indicated by the anti-image matrix table as follows: 1) The constant value is 0.319, which means that without the independent variables X1 and X2 in this study, the value of the dependent variable (work productivity) is fixed. Of 0.319. 2) The value of the work motivation coefficient (X1) is 0.822. These results state a positive unidirectional relationship between the motivational variable and productivity, where if the motivation variable (X1) increases by 0.822, then the work productivity variable (Y) in the employees of PT. Surya Setia Sejahtera Palu will increase by 0.822. 3) The coefficient value of the work discipline variable (X₂) is 0.124. This shows that the work discipline of employees of PT. Surya Setia Sejahtera Palu increased by 0.124, then the work productivity variable (Y) on the employees of PT. Surya Setia Sejahtera Palu will increase by 0.124. 4) 4. The level of closeness of the relationship between the two motivational variables (X1) and discipline (X2) with the productivity variable (Y). The results can be seen from the processed data analysis that the multiple R-value is 0.890 or 89.0% which means that the level of relationship between the two variables (X) to the variable (Y) is very strong, or the motivation and discipline variables are very strongly related to the team member productivity variable. 5) The results of the R Square

determination test shows that the variable between work motivation and work discipline in this study has a simultaneous contribution of 0.792 or 79.2% to the work productivity variable as (Y). While the remaining 20.8% ($100\% - 79.2\% = 20.8\%$) which is influenced by other factors not examined. 6) The value of the coefficient of determination (adjusted R. Square) is also obtained at 0.786. The results show that changes in responsiveness of the two variables, namely motivation and discipline variables, will affect team member productivity by 78.6%, and the remaining 21.4% ($100\% - 78.6$) is influenced by other variables not included in this study.

Simultaneous Test Results (F Test)

The first hypothesis testing or F test in this study was used to see the simultaneous effect between the two independent variables consisting of motivation and discipline on productivity. Based on table 1 recapitulation of multiple linear regression above, the significant value of F shows a value of 0.000, which means the significance value is less than 0.05 (sig. $0.000 < 0.05$). So significant $F = 0.000 < (\alpha) = 0.05$ or 95% confidence level. So the researcher concludes that all observed independent variables (X1 and X2) simultaneously have a positive and significant effect on the dependent variable (Y). The researcher concludes that the first hypothesis proposed is that the motivation and discipline variables together have a positive and significant effect on team member productivity at the Surya Setia Sejahtera Palu company, which is proven to be true. The significant value of the motivation and discipline variables (X1 and X2) to the productivity variable (Y) is 0.792 or 79.2% and the remaining 0.208 or 20.8% outside the model is not examined.

Partial Test Results (t-test)

The t-test serves to determine the effect of the independent variable (X) partially on the dependent variable (Y) (3). If the t value is significantly less than 0.05, it can be concluded that the independent variable (X) has a significant effect on the dependent variable (Y) partially. Based on the results of SPSS 23 in table 1 of the multiple linear regression recapitulation above, it can be seen that the magnitude of the value of the two motivation and discipline variables individually on the productivity variable. The explanation is described, namely:

Work Motivation (X₁)

The product quality variable has a significant value of 0.000 or less than $(\alpha) 0.05$, namely the work motivation variable (X1) with a significance value of 0.000 which means that the value is smaller than the significance level of $(\alpha) 0.05$. Because the significant value is $0.000 < 0.05$. So the researcher concludes that H_a is accepted while H_0 is rejected. This shows that the motivation variable partially influences team member productivity at the company that is the object of research.

Work Discipline (X₂)

The work discipline variable has a significant value of 0.002 or less than (α) 0.05; in other words, the work discipline variable (X₂) with a significance value of 0.002 or 2%, which means that the value is smaller than the significance level of (α) 0.05 or 5%. Because the significant value is 2% < 5%. So the researcher concludes that H_a is accepted while H₀ is rejected; it shows that the work discipline variable partially has a significant influence on team member productivity at the company that is the object of research.

DISCUSSION

The Influence of Work Motivation and Work Discipline on Work Productivity Variables

This study found that if employees have strong work motivation, a team member's work can also be completed appropriately, or in other words, the work can be completed according to company standards with a predetermined time scale, and employees also feel happy in doing the work. Work discipline can also work well if employees obey the rules that the company has determined by arriving on time and wearing the uniforms that have been given. This can affect work productivity.

The results show that the variables of work motivation and work discipline together have a positive and significant effect on employees' work productivity at Surya Setia Sejahtera Palu's company. These results are reinforced by the research conducted by (Rohma 2021) that shows that work motivation and work discipline have a simultaneous positive effect on team member performance variables. In addition, the results of the research also show that from the two variables between motivation and discipline individually, there is a positive influence on the performance of an team member (4).

The results of this study are also in line with researchers, namely, (Budiman et al. 2016), whose research results show that work motivation and discipline variables have a significant positive influence on work productivity variables and all hypotheses in this study are accepted, it shows that the motivation variable is increasing. and discipline variables, work productivity also increases (5).

Based on the description obtained above, it can be concluded that productivity in this study is strongly influenced by motivation and discipline. This shows that, in general, the employees of the Surya Setia Sejahtera Palu company are productive in doing work because employees have strong motivation and discipline so that the work carried out goes according to what the company wants.

The Effect of Work Motivation on Work Productivity Variables

Based on the results of hypothesis testing and analysis conducted by researchers, it is known that motivation influences team member productivity at the Surya Setia Sejahtera Palu company. According to (Araujo 2020), namely, team member needs for achievement, team member needs for affiliation, and team member needs for power using several indicators to measure work motivation variables (X₁) (6). Indicators of the dimensions of

the need for achievement (need for achievement) is a need to achieve success in life, such as in a job, the need for affiliation (need for affiliation), namely the need for friendship and warmth situations that interact with other people, such as co-workers, needs The need for power is the need that underlies a person's desire to lead or manage others. Of the three dimensions and some of these indicators, the biggest contribution is when I finish my work, I always take the initiative and don't wait for orders from my superiors. This is because employees have high motivation so that they contribute to completing their work. Meanwhile, the smallest contribution is that the Company allows me to develop my achievements. This is because employees do not get the opportunity to develop the achievements that exist in employees.

If employees have high motivation, the work they do is very productive at work. The results show that work motivation partially has a positive and significant effect on team member work productivity at PT. Surya Setia Sejahtera Palu. These results are supported by the results of research conducted by (Suryadewi et al., 2020) namely, the motivation variable has a positive and significant influence on productivity and discipline also proves that there is a positive and significant effect on the productivity of an team member (7).

The results of this study are also in line with the researcher, namely, (Saputra, 2020) stating that the work motivation variable has a partial influence on the productivity variable and the discipline variable also partially affects the productivity of employees at the Modjopanggoong sugar factory, Tulungagung (8). And simultaneously also affect the two variables, namely work motivation and discipline, on team member productivity.

Based on the description and results obtained above, it can be concluded that motivation greatly affects team member productivity in this study. This shows that the employees of PT. Surya Setia Sejahtera Palu has a very high motivation to work, so that it affects work productivity.

The Effect of Work Discipline on Work Productivity Variables

Based on the results of testing and analysis conducted by researchers, it is known that work discipline influences team member productivity at PT. Surya Setia Sejahtera Palu. The researcher uses four dimensions according to (Edi Sutrisno: 94), namely obeying the rules of time, complying with company regulations, obeying the rules of behavior at work, and complying with the rules and using several indicators to measure work discipline variables (X2).

The indicator of the dimension of obeying company regulations is about how to look and behave at work, then obeying company time rules, namely entering working hours and going home from work and resting at the specified time, then obeying the rules of behavior in doing work, namely by work by their respective responsibilities and duties as well as good communication procedures with other co-workers, and other regulations in the company must also be adhered to regarding what can and cannot be done by a worker in the company. Of the four dimensions and some of these indicators, the biggest contribution is that I carry out my duties and responsibilities according to the portion of the position I

have. This happens because of the employees of PT. Surya Setia Sejahtera Palu is always obedient to the responsibilities of the portion of the position held. Meanwhile, the smallest contribution is that I can attend at the time determined by the company. This happened because of the employees of PT. Surya Setia Sejahtera Palu is not always present at the time specified by the company. One of the triggering factors is that employees are slow to wake up early because employees often sleep late at night, which affects employees to come to work late at the time determined by the company.

Based on the description and results obtained above, the researcher concludes that work discipline also greatly affects team member productivity. This shows that, in general, the Surya Setia Sejahtera Palu company employees are still disciplined in their work and are obedient to their duties, and are responsible for their respective positions so that they can increase their work productivity.

CONCLUSION

The study concludes that motivation and discipline have a positive and significant impact on the productivity of a team member at the Surya Setia Sejahtera Palu company.

SUGGESTION

Recommended suggestions to the company Pt. Surya Setia Sejahtera Palu to continue to increase motivation for employees so that employees work well and get opportunities to develop the achievements of employees. With high motivation, employees will show the potential or achievements that exist in employees. And to the company PT. Surya Setia Sejahtera Palu needs to emphasize time discipline so that employees will no longer be slow at work and increase company productivity.

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