

The Influence of Work Motivation and Discipline on Employee Performance at PT. PLN (Persero) UP3 North Makassar

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Abstract

This study examines the Effect of Work Motivation and Discipline on Employee Performance at PT. PLN (Persero) UP3 North Makassar. The purpose of this study was to determine the effect of work motivation and discipline on employee performance at PT. PLN (Persero) UP3 North Makassar. The data collection was carried out by distributing questionnaires with a total sample of 64 respondents and using a quantitative descriptive approach. Therefore, the data analysis used is statistical analysis in the form of multiple linear regression tests. The results of this study indicate that partially and simultaneously the variables of motivation and discipline have a positive effect on the performance of PT. PLN (Persero) UP3 North Makassar. This is evidenced by the results of the Simultaneous Test (F Test) and the results of the Partial Test (t test) which also show the significant values of the two independent variables that support the hypothesis. Therefore the test results of this study state that there is a simultaneous influence between the variables of motivation and work discipline on the performance of PT. PLN (Persero) UP3 North Makassar.

Keywords: Motivation, Work Discipline, Performance

INTRODUCTION

Human resources have a very strategic position in the organization, meaning that the human element plays an important role in carrying out activities to achieve goals. For that the existence of human resources in the organization is very strong.

Human resources are one of the existing resources in a company/organization in addition to other resources, such as capital, materials, machines and technology. Given that human resources are the most important element, maintaining a continuous and harmonious relationship with employees in a company/organization is very important. Factors that affect employee performance include motivation and work discipline.

Motivation is the basis for most people to become employees in a particular organization to make a living. This means that if on the one hand a person uses knowledge, skills, energy and part of his time to work in an organization, on the other hand he expects to receive certain rewards.

In addition to motivation, discipline also has an important role. Discipline shows the attitude of employee compliance with the rules that apply in the company.

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PT PLN (Persero) UP3 Makassar Utara is part of the Implementation Unit under the main unit or centers as the division of PLN service areas into smaller scopes so that PLN services can be more focused and directly touch the community. UP3 itself stands for Customer Service Implementation Unit, which is oriented towards implementing services for customers, especially in the North Makassar area. In an effort to improve the performance of employees, the company is obliged to maintain the existence of human resources by streamlining and streamlining its human resources, where one of the policies is to provide motivation and work discipline to employees so that they work optimally in the company.

To achieve the desired policy that not only leaders motivate employees, equally important factors are to increase discipline in implementing employee performance according to Hasibuan (2017) "Discipline is one's awareness and willingness to comply with all company regulations and applicable norms". Awareness is the attitude of someone who voluntarily obeys all rules and is aware of their duties and responsibilities. So, he will comply with doing all his duties properly, not under compulsion. While what is meant by willingness is an attitude, behavior and actions of a person in accordance with company regulations, whether written or not.

Researchers obtained information that there were still many employees who lacked tolerance for each other and there were some employees who were often late for work for reasons that were not clear.

Based on the results of the performance of employees of PT. PLN (Persero) UP3 Makassar Utara in the last three years explained that the results of employee performance in each section were unstable, in 2019 the average employee performance results reached 83%, in 2020 employee performance results decreased by an average of 76% due to the impact of Covid-19 that occurred. However, the emergence of a new normal for employee work results will start to stabilize in 2021 with an average work output of 80%. Therefore, companies are required to provide an increase in employee motivation and employee discipline in the company. So, employees can work well and maximize the time available effectively and efficiently.

LITERATURE REVIEW

a. Human Resources

Hamali (2016: 2) states that "human resources is a strategic approach to skills, motivation, development and management of organizing resources".

b. Motivation

According to Hafidzi (2019: 52) Motivation is the provision of driving force that creates enthusiasm for someone's work so that they are able to work together,

work effectively, and with integrity with all their efforts to achieve satisfaction. Motivation is something that is the main thing that encourages someone to work.

c. Work Discipline

According to Hasibuan (2013: 193) Discipline is the most important operative function of human resource management, because the better the employee's work discipline, the higher the work performance that can be achieved. Without good employee work discipline, it is difficult for corporate organizations to achieve optimal results, so discipline is the key to the success of a company in achieving its goals.

d. Employee performance

According to Sedarmayanti (2017) Performance refers to understanding as behavior which is a set of behaviors that are relevant to organizational goals or organizational units where people work. Performance is something that people actually do and can be observed. Factors that influence the high or low performance of an employee are of course determined by the factors that influence him either directly or indirectly.

METHOD

The type of research used is quantitative research. Data collection was carried out by distributing questionnaires. The population in this study were all employees of PT PLN (Persero) UP3 North Makassar totaling 64 people. The sample is 64 people using saturated sampling technique. The data analysis used is statistical analysis in the form of multiple linear regression tests.

DISCUSSION RESULT

Contents Results and Discussion

1. Partial Test Results (t test)

Partial test is used to see the effect of each independent variable on the dependent variable.

Table 1 Partial Test Results (t test)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Beta ^s		
(Constant)	3,990	1985		2011	.049
1 Work motivation	.342	.106	.365	3,228	.002
Work Discipline	.464	.119	.441	3,903	.000

a. Dependent Variable: Employee Performance

Source: processed data, 2023

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Through t-test statistics consisting of Work Stress (X1) and Motivation (X2) it can be partially known that the effect on Employee Performance (Y).

a) First Hypothesis Testing (H1)

Table 1 shows that the work motivation variable has a significant level of 0.002, which is less than 0.05. The coefficient value of +0.342 indicates a positive influence on the dependent variable. This means that H1 is accepted so that it can be said that work motivation has a positive and significant effect on employee performance.

b) Second Hypothesis Testing (H2)

Table 1 shows that the work discipline variable has a significant level of 0.000, which is less than 0.05. The positive coefficient value of 0.464 indicates a positive influence on the dependent variable. This means that H2 is accepted so that it can be said that work discipline has a positive and significant effect on employee performance.

2. Simultaneous Test Results (Test F)

The simultaneous test is used to test whether there is an influence of the independent variables as a whole on the dependent variable by using the F test.

Table 2 Simultaneous Test Results (Test F)

ANOVA^a

Model	Sum of Squares	df	MeanSquare	F	Sig.
Regression	115,002	2	57,501	34,389	.000b
1 residual	101,998	61	1672		
Total	217,000	63			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Work Motivation

Source: processed data, 2023

Table 2 shows that the significance level is less than 0.05. This means that H3 is accepted so that it can be said that work motivation and work discipline simultaneously (together) have an influence on employee performance, with a probability of 0.000. Because the probability is much smaller than the significant value of 0.05, the regression model can be used to predict employee performance levels.

3. R2 Test (Coefficient of Determination)

The coefficient of determination test aims to determine how much the ability of the dependent variable can be explained by the independent variable.

Table 3 R2 Test Results

Summary model b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.728a	.530	.515	129,309

a. Predictors: (Constant), Work Discipline, Work Motivation

b. Dependent Variable: Employee Performance

From table 3 above, there is an R number of 0.728 which indicates that the relationship between employee performance and the two independent variables is strong, because it is in the definition of strong, the number is between 0.601 - 0.800. While the R square value of 0.530 or 53% indicates that employee performance variables can be explained by work motivation and work discipline variables of 53% while the remaining 47% can be explained by other variables not present in this study.

Contents of Discussion Results

1. The Effect of Work Motivation on Employee Performance

The results of the hypothesis test show that the motivational variable has a positive and significant effect on employee performance. The higher the employee's work motivation, the higher the performance will be. A motivated person whose desire to meet his daily needs encourages the employee to work better. Motivation certainly affects performance, although it is not the only factor that shapes performance, meaning that when motivation is high, performance will increase.

2. Effect of Work Discipline on Employee Performance

The results of the hypothesis test show that the discipline variable has a positive and significant effect on employee performance. The higher the work discipline of employees, it will make their performance increase. This is because the higher the level of discipline of an employee, the more optimal the performance he will give to the office. One indicator of work discipline that influences employee performance improvement is that employees who follow the rules set by the office tend to be more productive than those who don't follow office rules. With good work discipline from employees such as arriving on time, carrying out work in accordance with what has been set by the company, obeying company regulations, it will be able to improve the performance of these employees so that the company's targets will be achieved.

3. The Effect of Work Motivation and Work Discipline on Employee Performance

The results of the hypothesis test show that the variables of work motivation and work discipline simultaneously (together) have a positive and significant effect on employee performance. The higher the motivation and work discipline, the higher the performance will be. If employees are paid a salary commensurate with the energy that has been used, this will make employees feel satisfied at work. So that

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employees will be motivated to work. Motivation plays an important role in human beings, because no one will meet all our needs, and we will not get what we want except by trying to achieve it ourselves. People who have strong motivation in themselves always instill real intentions, and always work hard.

CONCLUSION

Based on the data that has been collected and hypothesis testing with multiple linear regression analysis has been carried out, the conclusions of this study are as follows:

1. Work motivation has a positive and significant influence on employee performance. The higher the employee's work motivation, the higher his performance will be.
2. Work discipline has a positive and significant influence on employee performance. The higher the work discipline of employees, it will make their performance increase.
3. Work motivation and work discipline simultaneously (together) have an influence on employee performance. The higher the motivation and work discipline of employees, the higher their performance will be.

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