

Analysis Of The Influence Of Work Discipline And Work Motivation On Employee Performance At PT Indomarco Adi Prima Tegal

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ABSTRACT. Human resources are the prime mover of the course of an organization's activities, the success of an organization is determined by the existence of its human resources. So that human resources or employees in an organization become an important concern in the context of efforts to achieve organizational success. The purpose of this study was to determine the effect of work discipline on employee performance at PT Indomarco Adi Prima Tegal, to determine the effect of motivation on employee performance at PT Indomarco Adi Prima Tegal, to determine the effect of work discipline and motivation simultaneously on employee performance at PT Indomarco Adi Prima Tegal. The sample in this study was 45 respondents and used multiple linear regression analysis as an analytical tool. The results of this study are work discipline has no significant but positive effect on employee performance. Work motivation has a significant and positive effect on employee performance. Work discipline and work motivation together have a significant effect on employee performance

Keyword: Work Discipline; Work Motivation; and Performance

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INTRODUCTION

Human resources are the main driver of an organization's activities, the progress or decline of an organization is determined by the existence of its human resources. So that human resources or employees in an organization are an important concern in order to achieve organizational success (Aprida, 2022).

The retail business is currently experiencing very rapid development, especially in Indonesia. The Indonesian Retail Entrepreneurs Association or Aprindo predicts that the increase in retail performance will grow in the range of 25-35 percent. This is marked by the increasing number of traditional retail businesses (traditional markets, small shops, grocery stores, etc.) that are starting to improve themselves into modern retail businesses (Indomaret, Alfamart, Giant, Carrefour, Bonnet, etc.) as well as newly born retail businesses (Sakinah, Jaya Abadi, Sumber Rejeki, Remaja, etc.) (Fredyanto, 2018).

The emergence of retail in Indonesia is increasingly enlivening this business. Consumer needs and desires are currently experiencing drastic changes, where in its development people want their facilities and needs to be close to home. This is what causes many retailers to try to open many outlets in many locations, in order to meet the needs of their consumers. Currently, there are many retail companies that serve consumers in meeting consumer needs (Nadiyahatuzzuhroh, 2017). The retail market can continue to grow as a result of developments in various fields. The retail market that grows nationally not only benefits large retailers or retail goods manufacturers, but also small retailers who serve the local community. The increasing population causes all goods and services to increase. Increasing economic growth opens up quite a lot of new jobs. The number of new employees is followed by an increase in the retail market due to the emergence of new demands for goods and services.

In the current era of globalization, companies are developing rapidly, making business competition between companies increasingly fierce. Companies compete with each other to gain maximum profit. To achieve this goal, companies are required to be able to innovate in order to compete with competitors. The human resource factor is considered one of the most important resources in a company because the human factor functions as the central center of all processes for achieving the company's vision and mission. Therefore, management is needed to regulate and manage these human resources in order to achieve the company's goals (Armansyah et al., 2018).

The human resource factor is tasked with controlling or handling other resources so that the success of the company's performance depends on its human element. In terms of achieving company goals, an important value of success is having superior and disciplined workers in improving company performance (Rumondor, 2016).

Lack of employee discipline while working will make the work not ready on time and reduce the company's performance which will generate profit (Kilvin, 2020). So that with high work discipline, it is hoped that it can help the company meet its achievement targets. Ethics in work can be regulated effectively and can direct employees to comply with various forms of organizational regulations that aim to improve employee performance (Rorosay, 2021).

High employee performance must be needed in a company in order to achieve company goals. High employee performance will bring profit to the company. Improved performance can be built through employee awareness to be disciplined in working. The success of an office can also be seen from its ability to improve office performance, which can be achieved depending on employee performance.

Work discipline is an aspect that must exist in a company to increase the company's performance capacity. Good discipline reflects a person's great sense of responsibility for the tasks assigned to him. With high employee work discipline, they will be able to achieve maximum work effectiveness, be it time discipline, regulations or regulations that have been set by the organization (Irawan & Suryani, 2018).

Regulations are very much needed to provide guidance and counseling for employees in creating good regulations in companies or agencies where with good regulations, employee enthusiasm, work morale, efficiency and work effectiveness will increase. With the improvement of discipline that is successfully achieved, an employee will be motivated to carry out the tasks given well and try to overcome any problems that arise in working (Rumondor, 2016). Factors that improve performance are not only in work discipline but the company must be able to build motivational factors in working.

High absenteeism and lateness hamper work performance in the company, and it was found that some employees also do other activities during working hours, such as sleeping and playing with cellphones during working hours and chatting with fellow workers outside of working hours. Therefore, employees who do other activities while working can hinder or disrupt the company's work process.

Motivation factors are also a factor in low employee performance at PT Indomarco Adi Prima. Lack of attention from management and appreciation for employee achievements made employee morale low. Difficulty in working together between employees and regulations issued by the company hinder the process of completing employee tasks, making employee work motivation decrease.

Based on observations and observations of researchers through mass media and pre-survey data obtained from PT Indomarco Adi Prima Kota Tegal, there are problems that occur, namely late delivery times and errors in sending goods which are considered unsatisfactory. This is based on criticism and complaints from shop owners who order goods, the less than optimal service cannot be separated from the factors of discipline and work motivation towards employee performance, as well as other factors that can affect the decline in employee performance. The following is a table of employee absences at PT Indomarco Adi Prima Tegal.

LITERATURE REVIEW

Attribution Theory

Attribution Theory is a theory put forward by Fritz Heider, in this theory explains a person's behavior. Attribution theory refers to how a person explains the causes of other people's or their own behavior caused by internal parties such as nature, character, attitude, etc. Or external parties such as pressure from certain situations or circumstances that influence individual behavior in their lives (Pesireron, 2016).

Attribution theory explains that there is behavior related to the attitudes and characteristics of individuals, so it can be said that just by looking at their behavior, the attitude or characteristics of the person can be known and can also predict a person's behavior in dealing with certain situations. Fritz Heider also stated that internal strengths (personal attributes such as ability, effort and fatigue) and external strengths (environmental attributes such as rules and weather) together determine human behavior. Internal and external attributions have been stated to be able to influence the evaluation of individual performance, for example in determining how superiors treat their

subordinates, and influencing individual attitudes and satisfaction with work. People will behave differently if they feel their internal attributes more than their external attributes.

Performance

According to (Dewi & Buchory, 2018) performance is defined as the output or level of success of a person in carrying out tasks during a certain time compared to other aspects. According to (Istifadah & Santoso, 2019) performance is the product of a regular work process carried out by all workers with a specified schedule to produce successful results and achieve company goals. According to (Shofwani & Hariyadi, 2019) performance is the achievement of company goals which can be in the form of measurable results or quality, innovation, efficiency, reliability, or other things needed by the company.

According to (Siagian, 2018) performance is data collection on the achievement of tasks from work or operations given in the future and also the level of achievement in carrying out missions and expertise in achieving company goals. According to (Ekhsan, 2019) performance is the success of the achievements shown by a person after fulfilling their duties and obligations at work. Based on the opinions of the experts' understanding above, it can be concluded that employee performance can be interpreted as a measurement of the achievement of employee efforts in carrying out their responsibilities or tasks.

Work Discipline

According to (Prasetyo & Marlina, 2019) work discipline is employee behavior in obeying existing company rules, and allowing employees to voluntarily adapt to company rules and regulations for achieving company goals. According to (Ariani et al., 2020) work discipline is a means to motivate employees so that employee work can run smoothly, so employee discipline is needed. Work discipline for each employee can increase the percentage of performance for achieving company goals.

According to (Sunarsi, 2018) work discipline is defined as the activity of processing, organizing and planning for the implementation of company sustainability standards in carrying out their duties. This activity aims to encourage employees to comply with all rules and prohibitions so that violations can be reduced. According to (Shinta & Siagian, 2020) work discipline is defined as a tool used by all superiors as a hope of communicating with their employees in such a way that they are willing to change their attitudes to increase responsibility and willingness to comply with existing basic rules and standards. Based on the understanding of the experts above, it can be concluded that work discipline is an attitude of respecting and obeying all rules, both written and verbal, and can provide sanctions and not avoid them when unable to carry out duties or responsibilities.

METHODS

The population in this study were all employees of PT Indomarco Adi Prima Tegal with a total of 45 employees. Considering the population is less than 100, the sample used is the saturated sampling technique. Based on this study, because the population is not more than 100, the author took 100% of the population. Thus, the entire population without having to draw research samples as observation units is called a saturated technique. The questionnaire contains some information from respondents regarding each question or statement with a Likert scale measurement. The data

analysis technique in this study is the answer to the formulation of the problem that the researcher will examine whether the independent variables (Work Motivation and Discipline) affect the dependent variable (Employee Performance) partially or simultaneously. Multiple linear analysis aims to measure the intensity of the relationship between variables.

RESULT AND DISCUSSION

Normality Test

		Unstandardized Residual
N		45
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.71657547
Most Extreme Differences	Absolute	.168
	Positive	.097
	Negative	-.168
Test Statistic		.168
Asymp. Sig. (2-tailed)		.072 ^c

Based on the table above, the results of the normality test with *the Kolmogorov Smirnov test* above can be concluded that the value of Kolmogorov Smirnov Z is 0.072 with a significance of 0.107, the significance data shows that it is less than 0.05 which states that the residual value is distributed normally.

Multicollinearity Test

Model		Coefficients ^a						Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
		B	Std. Error	Beta					
1	(Constant)	1,251	,078		16,009	,000			
	Work Discipline	-,041	,077	-,029	-,531	,596	,999	1,001	
	Work motivation	,010	,004	,150	2,756	,006	,999	1,001	

From the data above, it has a *tolerance* of less than 0.5 and a VIF value less than 10. Thus a regression is declared free from multicollinearity. From the table above, it shows that the data above (free variable) has a tolerance value of more than 0.1 and a VIF value of less than 10.

Heterokedasticity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,524	,047		11,238	,000
	Work Discipline	,036	,046	,042	,776	,438
	Work motivation	.001	.002	.034	.614	.540

a. Dependent Variable: ABRESID

Based on the table above, the SPSS output results clearly show that there is no statistically significant independent variable affecting the dependent variable with the ABRESID value. From significantly above the confidence level is 0.05. This shows that the regression model does not have heteroscedasticity symptoms.

Multiple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,251	,078		16,009	,000
	Work Discipline	-,041	,077	-,029	-,531	,596
	Work motivation	,010	,004	,150	2,756	,006

a. Dependent Variable: NilaiPerusahaan

Company Value = 1.251 – 0.041 Work Discipline + 0.010 Work motivation

Uji F

Model		Sum of Squares	df	F	Sig.
1	Regression	746.490	2	48.278	.000 ^b
	Residual	324.710	42		
	Total	1071.200	44		

From the results of the F test in this study, the calculated F value was 48.278 with a significance number (P value) of 0.000. With a significance level of 95% ($\alpha = 0.05$). The significance number (P value) of 0.000 < 0.05. Or by looking at the F value, the requirement is accepted if the Calculated F > from the F Table. It can be seen that in the calculation of the Calculated F value of 48.278 and the F Table value of 3.219, which means that the Calculated F > from the F Table or 48.278 > 3.219. Based on this comparison, H₀ is rejected or means that the variables of work discipline and work motivation have a significant influence together on the employee performance variable.

DISCUSSION

The Influence of Work Discipline on Employee Performance

Based on the sig value of the t-test of 0.696. The results of the analysis of this study indicate that work discipline does not have a significant effect but has a positive effect on the performance of employees of PT. Indomarco Adi Prima. This shows that if work discipline is better, the expected employee performance will not be higher. Referring to the explanation, it is very clear that the first hypothesis in this study which states that work discipline has a significant and positive effect on employee performance is not accepted.

This study does not support the research conducted by (Astria, 2018) on the Influence of Work Discipline and Work Motivation on Employee Performance at PT. Bank Rakyat Indonesia Pamulang Branch, research (Suwanto, 2019) on the Influence of Work Discipline and Work Motivation on Employee Performance at the South Tangerang General Hospital, and research (Tia et al., 2023) on the Influence of Work Discipline and Work Motivation on Employee Performance stated in the research they conducted that work discipline has a positive and significant effect on employee performance.

Research conducted at PT. Indomarco Adi Prima revealed that although there is a general view that work discipline does not have a significant influence on employee performance, the findings in this company show different results. Work discipline is considered a foundation that supports employee performance, by creating a structured and organized work environment. Through discipline in carrying out daily tasks, employees tend to be more focused, productive, and responsible for their work. Therefore, work discipline at PT. Indomarco Adi Prima has a positive influence on employee performance. Employees who are able to comply with schedules, respect company rules, and maintain work ethics are generally able to produce better and more consistent results. Although other factors can also affect performance, work discipline remains an important factor that contributes to employee success in achieving company targets and objectives. In addition, strong work discipline also has a positive impact on the company's professional image. Employees who are able to demonstrate a high level of discipline in their work not only set a positive example for their colleagues, but also exude an impression of credibility and commitment to the tasks they are assigned. This can create a more harmonious and efficient work environment, because each individual understands and respects their responsibilities. By having strong discipline, companies are able to minimize the potential for internal conflict caused by non-compliance with established rules and procedures.

The Influence of Motivation on Employee Performance

Based on the sig value of the t-test of 0.000. The results of this research analysis indicate that work motivation has a significant and positive influence on employee performance at PT. Indomarco Adi Prima. This shows that if work motivation is better, the expected employee performance will be higher. Referring to the explanation, it is very clear that the first hypothesis in this study which states that work motivation has a significant and positive influence on employee performance can be accepted.

This study supports the research conducted by (Astria, 2018) on the Influence of Work Discipline and Work Motivation on Employee Performance at PT. Bank Rakyat Indonesia Pamulang Branch, research (Suwanto, 2019) on the Influence of Work Discipline and Work Motivation on Employee Performance at the South Tangerang General Hospital, and research (Tia et al., 2023) on the

Influence of Work Discipline and Work Motivation on Employee Performance stated in the research they conducted that work discipline has a positive and significant effect on employee performance.

Work motivation has been proven to have a significant influence and positive impact on employee performance at PT. Indomarco Adi Prima. In this corporate environment, the level of employee motivation plays a central role in encouraging them to make the best contribution. When employees feel motivated, they tend to have high spirits to achieve individual and corporate goals. This motivation can arise from various factors, including recognition of achievement, career development opportunities, incentives, and a positive work environment. When employees feel that their efforts and dedication are appreciated and recognized, they will feel more engaged in their work and strive to achieve better results. In addition, work motivation also has a direct effect on innovation and creativity at PT. Indomarco Adi Prima. Motivated employees have the drive to think outside the box and produce new solutions that can improve efficiency, product quality, and customer service. Companies that are able to create a culture that encourages advertising through incentives and recognition will be able to optimize employee potential in creating added value. Thus, work motivation not only increases productivity in general, but also has a positive impact on the company's progress and innovation in facing the challenges of an ever-evolving market.

The Influence of Work Discipline and Motivation on Employee Performance

Based on the sig value of the f-test of 0.000. The results of this research analysis indicate that work discipline and work motivation have a significant influence on employee performance at PT. Indomarco Adi Prima.

This research supports the research conducted by (Astria, 2018) on the Influence of Work Discipline and Work Motivation on Employee Performance at PT. Bank Rakyat Indonesia Pamulang Branch, research (Suwanto, 2019) on the Influence of Work Discipline and Work Motivation on Employee Performance at South Tangerang General Hospital, and research (Tia et al., 2023) on the Influence of Work Discipline and Work Motivation on Employee Performance stated in the research they conducted that work discipline has a positive and significant effect on employee performance.

At PT. Indomarco Adi Prima, it is proven that Work Discipline and Motivation have complementary influences and have a simultaneous impact on employee performance. These two factors form a strong foundation for achieving optimal productivity and work results. Well-maintained work discipline helps create a structured and organized work environment, ensuring that tasks are carried out according to the schedule and standards that have been set. On the other hand, work motivation plays an important role in raising employees' enthusiasm and commitment to their work, encouraging them to work harder and give their best. When work discipline and motivation go hand in hand, employees tend to have sharper focus and higher energy in carrying out their tasks. Discipline helps avoid delays or failures that can harm productivity, while motivation provides the drive to exceed expectations and achieve more difficult targets. Both support each other in creating an environment where employees feel responsible for their work results and feel appreciated for their contributions. As a result, employees tend to improve significantly.

In the context of PT. Indomarco Adi Prima, combining work discipline and motivation not only creates more productive and competent employees, but also strengthens the company culture that prioritizes professionalism, hard work, and continuous development. This is an important

component in maintaining the company's competitiveness and ensuring that each individual contributes to the company's collective goal efforts. Therefore, both become interconnected pillars in ensuring optimal performance and sustainable growth at PT. Indomarco Adi Prima.

CONCLUSION

Work discipline has no significant effect but has a positive effect on employee performance, this is evidenced by a significant value of 0.696 which is greater than the alpha value of 0.05. Work motivation has a significant and positive effect on employee performance, this is evidenced by a significant value of 0.000 which is smaller than the alpha value of 0.05. Work discipline and work motivation together have a significant effect on employee performance, this is evidenced by the results of the f test with a significant value of 0.000 which is smaller than the alpha value of 0.05. This study only considers work discipline and work motivation as variables that affect performance. However, there are many other variables that can also affect employee performance, such as competitive advantage, leadership, and job satisfaction. To increase the influence of work discipline on employee performance at PT. Indomarco Adi Prima, provide direction to employees about the importance of discipline for the company. This will increase the sense of awareness of work in the company. Further research is expected to be able to take samples with a wider range of respondents and add research objects not limited to just 45 respondents.

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