# The Effect of Work Motivation and Work Discipline on employee performance PT Astra Credit Companies Branch BSD Tangerang

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**Abstract.** This study aims to determine the effect of motivation and work discipline on employee productivity at PT. Astra Credit Companies Bsd Tangerang Branch both partially and simultaneously. The method used is an associative method. The sampling is 55 respondents. Data analysis uses validity test, reliability test, classic assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. The results show that work motivation has a significant effect on employee performance, the value of tcount > ttable (16.585 > 1.674). Work discipline has a significant effect on employee performance by the partial hypothesis test results obtained by the value of tcount > ttable (18.259 > 1.674) and a significance of < 0.05 (0.000 < 0.05). Work motivation and work disciplin has simultan effect on the employee performance by the results of hypothesis testing simultaneously obtained Fcount > Ftable (308.731 > 3.18).

**Keywords: : Work Motivation; Work Discipline; Employee Performance.**

## A. INTRODUCTION

Employees are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities. Every company always expects its employees to have achievements because having outstanding employees will make an optimal contribution to the company. The company's problems that are often faced are related to human resource problems where this is a challenge for management in managing it.

Motivation has a close relationship with the attitudes and behaviors possessed by a person. The attitudes that exist in each individual interact with values, emotions, roles, social structures and new events, which together emotions can be influenced and altered by behavior. Mangkunegara (2017: 61) explained that motivation is a condition or energy that moves employees who are directed or directed to achieve the company's organizational goals. The work motivation of employees can be realized if the needs that exist in each employee can be met, so it can be said that the high low work motivation of employees can be influenced by how far the fulfillment of the needs of each employee is.

Good work discipline will accelerate the company's goals, while declining discipline will become a hindrance and slow down the achievement of company goals. According to Sutrisno (2016:89) work discipline is the behavior of a person with regulations, work procedures exist or discipline is an attitude, behavior, and actions that are in accordance with the regulations of the organization both written and unwritten. Work discipline is one of the important factors in regulating the behavior and working ways of members in the organization. The rules are in the form of a set of values and norms that have been agreed upon by each part of the company to regulate how company members behave in carrying out company activities.

Performance as the embodiment of an employee's work behavior which is displayed as a work achievement in accordance with his role in a company within a certain period of time. Performance is a function of motivation and ability. Mangkunegara (2017: 9) explains employee performance as a result of work in quality and quantity that can be achieved by an employee in the ability to carry out tasks in accordance with the responsibilities that have been given by his superiors. Employee performance is very important in the company's efforts to achieve its goals. Good employee performance will help the company to be able to meet the company's targets and help the company make a profit, while if the employee's performance decreases and is bad, it will harm the company. Therefore, the company must be able to manage employees properly so that employee performance can be maximized.

Employee performance appraisal the condition of employee performance looks unstable, namely there has been a decrease and increase in performance for 3 years, namely the 2019-2021 period , especially in the assessment of employee cooperation and initiatives with quite good results, this hal is suspected  due to the large number of employees who do not cooperate in solving problems in work and also the low initiative of employees towards their respective job responsibilities.

From the attendance data of PT. Astra Credit Companies for the past three years with the condition of the level of absence of employees at PT. Astra Credit Companies is quite high. The highest percentage of absenteeism was in 2019 in September at 9.6% (as many as 11 people did not enter) and the lowest in July at 0.8% (as many as 2 people did not enter). The above conditions cause problems in achieving the performance of PT. Astra Credit Companies. The effort to provide such discipline is basically an effort to improve employee performance. The improvement of performance depends also on the awareness of each of these employees

The objectives of this study are as follows:

1. To find out the impactof work motivation on employee performance at PT. Astra Credit Companies BSD Tangerang Branch?
2. To find out the effect of work discipline on employee performance at PT. Astra Credit Companies BSD Tangerang Branch?
3. To find out the influence of work motivation and work discipline on employee performance at PT. Astra Credit Companies BSD Tangerang Branch?

## B. LITERATURE REVIEW

### Human Resource Management

Human resources in a company or organization have a very important role. Management, planning and organizing in the company environment require human resources to carry out the process. Human resources or employees are important company assets to pay attention to the company as well as must be taken care of as well as possible. According to Bintoro and Daryanto (2017: 15) stated that human resource management is a science or way of how to regulate the relationship and role of resources (labor) owned by individuals efficiently and effectively and can be used optimally so that the common goals of the company, employees and society are maximized.

### Motivation

According to Rivai (2016:78) motivation is the provision of individual impulses to achieve specific things according to individual needs. These attitudes and values are invisible ones that provide the power to encourage individuals to behave in achieving goals.

### Work Discipline

According to Singodimedjo in Edy Sutrisno (2016:86) states that discipline is an attitude of a person's willingness and willingness to obey and obey the norms of the regulations that apply around him. Meanwhile, according to Hasibuan (2016: 193) discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms.

### Employee Performance

According to Arif Ramdhani (2015:18) performance is the willingness of a person or group of people to carry out activities and perfect them according to their responsibilities with the expected results. Meanwhile, according to Suwatno and Donni (2016: 196) performance is a performance. Performance can also be interpreted as work performance or work implementation or the results of performance

## C. RESEARCH METHODOLOGY

### Types of Research

The type of research used in this study is quantitative research. Quantitative research methods are one type of research whose specifications are systematically planned and clearly structured from the beginning to the creation of the research design. Quantitative research methods, as stated by Sugiyono (2016: 8) namely research methods based on the philosophy of positivism, are used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses.

### Research Place and Time

This research was conducted at PT. Astra Credit Companies which is located at Jl. Raya Serpong KM.8 No. 90, Pakulonan, North Serpong District, South Tangerang City, Banten 15311. This research was conducted for 6 months starting from August 2021 to January 2022. This research was carried out in stages starting from surveys, submitting proposals, submitting permits, consulting, making questionnaires to managing data for the preparation of thesis.

### Population and Sample

The population itself is a generalization area consisting of objects / subjects that have certain qualities and characteristics that are set by the researcher to be studied and then drawn conclusions. In this study, the number of population or employees of PT. Astra Credit Companies BSD Tangerang Branch is 120 people. The technique in sampling in this study was to use sampling using the Slovin formula, with the results of 55 respondents

### Data Analysis Techniques

Validity Test, Reliability Test, Classical Assumption Test, Classical assumption test, Multiple linear Regression Test, Determinasi Coefficient Test and Hypothesis Test

## D. RESULTS AND DISCUSSION

### Validity Test

Based on the hail of instrument testing all questionnaire items of all variables are declared valid with a calculated r value greater than the rtabel value. Table r value

All variables are reliable where the Work Motivation value of 0,784 > 0,60, Discipline value 0,738 .> 0,60, Employee Performance value 0,784 0,265.

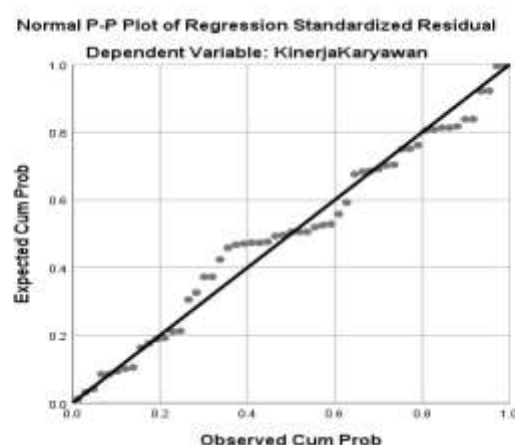### Test of Classical Assumptions
#### Normality Test



**Figure 1 P-p Graph Plot Normality**

The probability plot normal chart image above shows a normal chart pattern. This can be seen from the points that spread out around the diagonal line and the spread follows the diagonal line. Based on this elaboration, it can be concluded that the regression model meets the assumption of normality.

**Multicollinearity Test**

**Table 2 Multicolonierity Test Results**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | Collinearity Statistics | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | .416 | 2.023 | | | |
| | Motivasi Kerja | .442 | .070 | .457 | .285 | 3.509 |
| | Disiplin Kerja | .550 | .073 | .543 | .285 | 3.509 |

a. Dependent Variable: Kinerja Karyawan

Source: SPSS Ver. 25

The value commonly used to indicate multicollinearity is the tolerance value ≤ 0.10 or the VIF value ≥10. If the VIF value is not more than 10 and the tolerance value is not less than 0.1, then it can be said to be free from multicollinearity.
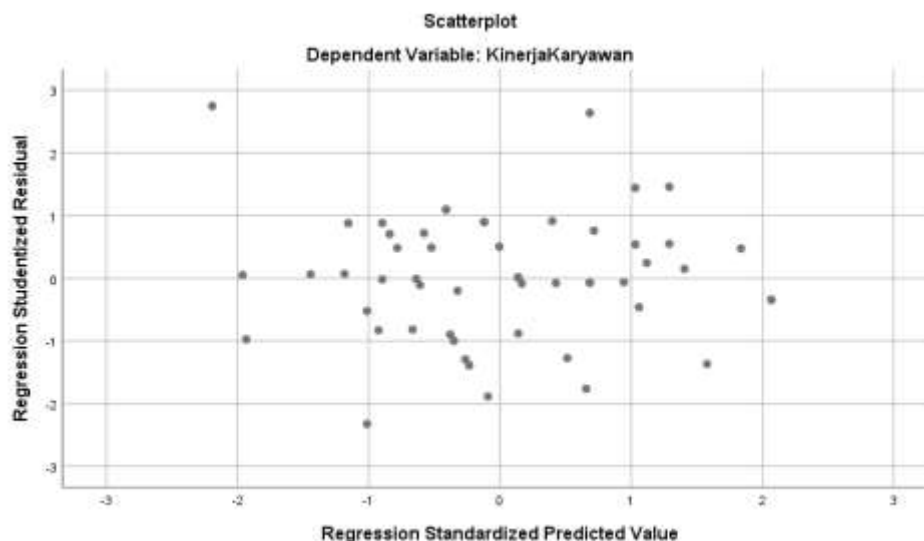
**Uji Hetersokedastisitas**



**Figure 2 Scaterplot**

The above figure shows the dots on the scatterplot graph do not have a clear spread pattern or do not form certain patterns and the points spread, thus it shows that there is no heteroskedasticity disorder in the regression model so this regression model is feasible.

**Multiple Linear Regression** Test

**Table 3 Multiple Linear Regression Test Results**

| Coefficients[a] | | | | | | |
|---|---|---|---|---|---|---|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .416 | 2.023 | | .205 | .838 |
| | Motivasi Kerja | .442 | .070 | .457 | 6.311 | .000 |
| | Disiplin Kerja | .550 | .073 | .543 | 7.494 | .000 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

Source : SPSS 25

Table above shows the following equation or regression model is obtained:
Y = 0.416 + 0.442X1 + 0.550X2
From the equation can be drawn the conclusion that:
1.  The constant of 0.416 states that if the work discipline (X1) and work motivation (X2) are worth 0 (zero), then the employee's performance (Y) value is 0.416.
2.  The work discipline regression coefficient (X1) of 0.442 states that every addition of 1% of the work discipline variable, it will increase employee performance by 0.442 assuming other variables are of fixed value.
3.  The work motivation regression coefficient (X2) of 0.550 states that every addition of 1% of work motivation will increase employee performance by 0.550 assuming other variables are of fixed value.

**Coefficient of Determination Test**

**Table 4 Coefficient of Determination Test Results**

| Model Summary[b] | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .960[a] | .922 | .919 | 1.13185 |
| a. Predictors: (Constant), Motivasi Kerja | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

Sumber : SPSS 25

The results of the coefficient of determination test obtained an R-square value of 0.922 from the employee performance variable. So it can be concluded that the variables of work motivation and work discipline have an influence on employee performance by 92.2%, while the remaining 17.8% is influenced by other factors that are not explained in this study.

**T test**

**The effect of labor discipline on employee performance**

The results of the t test showed a calculation of the work discipline variable of 16.585 with a significance value of 0.000 and a ttabel of 1.674. The ttable value is obtained from the formula df = n-k (n is the number of samples and k is the number of free and bound variables, 55 – 3 = 52) with a level of α = 5%, then a ttable value of 1.674 is obtained. Because the calculation of > ttabel (16.585 > 1.674) and the significance of < 0.05 (0.000 < 0.05), the Ho1 hypothesis is rejected and Ha1 is accepted so that it can be concluded that work discipline has a significant effect on employee performance.

**The effect of work motivation on employee performance**

The calculated value of the work motivation variable was 18.259 with a significance value of 0.000 and a ttabel of 1.674. The ttable value is obtained from the formula df = n-k (n is the number of samples and k is the number of free and bound variables, 55 – 3 = 52) with a level of α = 5%, then a ttable value of 1.674 is obtained. Because the calculation > ttabel (18.259 > 1.674) and the significance of the < 0.05 (0.000 < 0.05), the Ho2 hypothesis was rejected and Ha2 was accepted so that it can be concluded that work motivation has a significant effect on employee performance.

**F Test (Simultaneous)**

From the F test , an Ftable value of 3.18 was obtained. Because Fhitung > Ftabel (308.713 > 3.18) and significance values < 0.05 (0.000 < 0.05) then the Ho3 hypothesis was rejected and Ha3 was accepted so that it can be concluded that simultaneously work motivation and work discipline have a significant effect on employee performance.

**E. CONCLUSIONS AND SUGGESTIONS**

1. Work motivation has a significant effect on employee performance at PT. Astra Credit Companies. This is evidenced by the results of the hypothesis test partially obtained a calculated value of > ttabel (11.207 > 1.657) and the significance of < 0.05 (0.000 < 0.05), then Ho1 was rejected and Ha1 was accepted.
2. Work discipline has a significant effect on employee performance at PT. Astra Credit Companies. This is evidenced by the results of the hypothesis test partially obtained a calculated value of > ttabel (9.704 > 1.657) and a significance of < 0.05 (0.000 < 0.05), then Ho2 was rejected and Ha2 was accepted.
3. Work motivation and work discipline towards employee performance at PT. Astra Credit Companies. This is evidenced by the results of the hypothesis test simultaneously obtained the value of Fhitung > Ftabel (93.873 > 3.07) and the significance value of < 0.05 (0.000 < 0.05), then Ho3 was rejected and Ha3 was accepted. The results of the multiple regression test obtained the equalization of Y = 11.306 + 0.463X1 + 0.316X2. Then for the multiple correlation of work motivation and work discipline to employee performance was 61.6% while the remaining 38.4% was influenced by other factors. Furthermore, testing the coefficient of determination showed that work motivation and work discipline had an influence on employee performance was 61.6% while the remaining 38.4% was influenced by other factors

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