

The Influence of Work Motivation and Discipline on Employee Productivity PT. Aji Jaya Santosa

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Abstract

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The purpose of this study was to determine the effect of workload and work discipline on employee performance at PT. AJI JAYA SANTOSA either partially or simultaneously. The method used is Quantitative Associative method. The population in this study are employees of PT. AJI JAYA SANTOSA. The sampling technique used is saturated sample method with a sample of 65 respondents. Methods of data analysis using simple linear regression test, multiple linear regression, correlation coefficient, coefficient of determination, partial t test and F test. The results of this study indicate that there is a positive and significant effect of workload on employee performance at PT. AJI JAYA SANTOSA this can be proven from the simple linear regression equation $Y=3,465 + 2,277 X_1$. The correlation value is 0.423 (strong). The coefficient of determination is 46.2%. And the tcount value is $t_{count} 3.362 > t_{table} 2.007$. There is a positive and significant effect of work discipline on employee performance at PT. AJI JAYA SANTOSA this can be proven from the simple linear regression equation $Y= 41.755 + 0.031 X_2$. The correlation value is 0.698 (strong). The coefficient of determination is 50.3%. And the tcount value is $t_{count} 9.961 > t_{table} 2.007$. Simultaneously there is a positive and significant effect of workload and work discipline on employee performance at PT. AJI JAYA SANTOSA this can be proven from the multiple linear regression equation $Y = 36.254 + 0.280 X_1 + 0.791 X_2$. The correlation value is 0.758 (strong). The coefficient of determination is 60%. And the Fcount value is $F_{count} 6.039 > F_{table} 3.180$.

Keywords: Workload; Work Discipline; Employee performance

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INTRODUCTION

PT. AJI JAYA SANTOSA is a company that operates in the field of egg-laying chicken farming in Sukamulya Village, Rumpin District, Bogor. PT. AJI JAYA SANTOSA is one of the modern farms compared to other farms and has a very large land size, because only PT. AJI JAYA SANTOSA alone has carried out farming using a clouse house system. The population of laying hen breeds at PT. AJI JAYA SANTOSA reached 43,200 birds with egg production reaching 2.5 tonnes. As the business world develops, which becomes increasingly complex and requires recognized skill qualifications, PT. AJI JAYA SANTOSA sees the company's needs from time to time which really require very high employee productivity to increase sales of the company's products, because as the company continues to develop, the company really needs human resources (HR) who have high responsibility, comprehensive work plans, dare to take the risks that will be faced, then the company's productivity will increase.

Based on observations at PT. AJI JAYA SANTOSA which is a research phenomenon in general, the problem faced is the decline in employee productivity while on duty, plus a decrease in work motivation within the company, causing productivity at work to decrease and causing targets not to be achieved in carrying out work. This can be reflected in employee productivity based on the results achieved by the employees.

Table 1. Employee Productivity Data at PT. AJI JAYA SANTOSA in 2023

NO	Indicator	Target%	2020		2021		2022	
			Workwan	%	Workwan	Employeeesan	%	
1	Quality	100%	37	87%	45	76%	54	61%
2	Quantity	100%	37	92%	45	81%	54	69%
3	ImplementationTask	100%	37	92%	45	86%	54	66%
4	Not quite enoughAnswer	100%	37	84%	45	76%	54	61%
	Average	100%	37	88%	45	79%	54	64%

Source: PT. AJI JAYA SANTOSA, 2024

Note: <50% =VeryPoor, 51-60% = Bad, 61-70% = Poor, 71-80% = Good, 81-100% = Very Good.

Based on the employee productivity data presented above. As explained in table 1.1, it can be seen that, productivity results in 2020 showed an average achievement of 88% which is considered very good, however in 2021 there was a decline with an average of 79% which was in the poor category then there was a decline again in 2022 to 64 % which is in the bad category and still does not meet what is targeted by the PT company. AJI JAYA SANTOSA. Therefore, the system within the company must strive so that its employees are able to provide optimal work results, and are able to realize the company goals that have been set. There are several factors that are thought to be the cause of the decline in the above performance achievements, such as employees not having high motivation in carrying out their work and a lack of discipline within employees.

Work motivation has a very important role, namely as one of the factors that determines employee productivity. The influence of work motivation on a person's performance depends on how much intensity of motivation is given. A person who is highly motivated is a person who makes substantial efforts to support the production goals of his work unit and the organization where he works. An unmotivated person puts in only minimum effort when it comes to work. Work motivation is a factor that encourages a person to carry out a certain activity, therefore motivation is often interpreted as a factor that drives a person's behavior. The existing phenomenon is that there are still employees at work experiencing a decrease in work motivation or low work motivation. Below the author attaches work motivation data at PT. AJI JAYA SANTOSA.

Table 2. PT. Employee Motivation Program Data. AJI JAYA SANTOSA in 2023

No	Types of HR Improvement	Category	2020		2021		2022	
			There is	No	There is	No	There is	No
1	Physiological Needs	Eat	ü		ü		ü	
		Uniform	ü		ü		ü	
		Work Equipment	ü		ü		ü	
2	Safety Needs	BPJS Health	ü		ü		ü	
		BPJS Employment	ü		ü		ü	
3	Social Needs	Training	ü		ü		ü	
		Vacation Holidays	ü		ü		ü	
		Gatherings		ü		ü		ü
4	Reward Needs	Performance		ü		ü		ü
		Career path	ü		ü		ü	
5	Actualization Needs	Incentive		ü		ü		ü
		Pension Fund / Severance Pay		ü		ü		ü

Source: PT. AJI JAYA SANTOSA, 2024

Based on the table, it is explained that physiological needs in the form of work support facilities such as lunch, work uniforms and work equipment from 2020-2022 are obtained. Meanwhile, the need for security from BPJS health insurance and BPJS employment will also be met from 2020-2022. Social needs in the form of training and leave are always available from 2020-2022, while gatherings are not held in 2020-2022. The need for awards for achievements will not be available from 2020-2022, and career paths will always be available from 2020-2022. Actualization needs such as incentives and pension funds will not be available from 2020-2022.

It can be concluded from the table above that the company provides sufficient physiological motivation, security needs and social needs. However, there is still something that has not been fulfilled in terms of the motivational need for rewards in the form of achievement and actualization motivation in the form of incentives and pension funds, so that employees often complain about guaranteeing themselves in carrying out productivity for the company, so that employees often do not dare to take action or take risks for the work assigned to them. It is known that work discipline problems during the last 3 years at PT. AJI JAYA SANTOSA have been problems where the level of absenteeism is high, which shows that employee absenteeism is still high, such as sickness, leave, tardiness and alpha. In 2020 there were a total number of absences of 78 or a percentage of 27.08%, then in 2021 there were a total number of absences of 91 or a percentage of 31.59%, then in 2022 there were a total number of absences of 95 or a percentage of 32.98%. Apart from that, there are also employees who exceed the rest hour limit provided by the company.

According to the company's SOP, the agreed break time is 1 hour (60 minutes), but in fact there are employees who exceed the rest time by up to 70-75 minutes, thereby disrupting work activities. This shows lack of awareness of employees and their responsibilities towards their work.

METHOD

This research employs a quantitative approach. As defined by Sugiyono (2018: 15), the quantitative research approach is based on the philosophy of positivism. It is used to study specific populations or samples, collect data using research instruments, and analyze quantitative/statistical data with the aim of describing and testing established hypotheses. This research is an empirical study that aims to examine the influence of work motivation and discipline on employee productivity.

The research was conducted at PT. AJI JAYA SANTOSA, located at Jl. Kp. Ciputih Sukamulya, Rumpin District, Bogor Regency. The research duration is 5 months, from January to May 2024. The population in this study consists of employees of PT. AJI JAYA SANTOSA, totaling 54 employees. The sampling method used in this study is the saturation technique, as the population is relatively small. Therefore, the entire population of 54 employees at PT. AJI JAYA SANTOSA was used as the sample.

The data analysis technique used in this research includes several stages. First, the data instrument test, which consists of validity and reliability tests. Second, the classic assumption tests, which include the normality test, multicollinearity test, and heteroscedasticity test. Subsequently, simple linear regression and multiple linear regression tests were conducted. Additionally, this study utilizes the correlation coefficient and the coefficient of determination test. Finally, hypothesis testing is performed using the partial significance test (t-test) and the simultaneous significance test (F-test).

RESULTS AND DISCUSSION

1. Validity test

Table 3. Based on Validity Test Results Motivation Variable (X1)

NO	r count	r table	Decision
1	0.685	0.263	Valid
2	0.298	0.263	Valid
3	0.653	0.263	Valid
4	0.676	0.263	Valid
5	0.327	0.263	Valid
6	0.612	0.263	Valid
7	0.559	0.263	Valid
8	0.462	0.263	Valid
9	0.646	0.263	Valid
10	0.483	0.263	Valid

Table 4. Based on Validity Test Results Work Discipline Variable (X2)

NO	r count	r table	Decision
1	0.581	0.263	Valid
2	0.451	0.263	Valid
3	0.465	0.263	Valid
4	0.39	0.263	Valid
5	0.508	0.263	Valid
6	0.377	0.263	Valid
7	0.494	0.263	Valid
8	0.593	0.263	Valid
9	0.49	0.263	Valid
10	0.323	0.263	Valid

Tabl 5. Based on Validity Test Results Employee Productivity Variable (Y)

NO	r count	r table	Decision
1	0.595	0.263	Valid
2	0.608	0.263	Valid
3	0.422	0.263	Valid
4	0.663	0.263	Valid
5	0.691	0.263	Valid
6	0.325	0.263	Valid
7	0.46	0.263	Valid
8	0.644	0.263	Valid
9	0.667	0.263	Valid
10	0.265	0.263	Valid

2. Reliability Test Reliability Test Results for Independent and Dependent Variables

Variable	Cronbach's Alpha	Standard Cronbach's Alpha	Decision
Motivation(X1)	0.593	0.6	Reliable
Work Discipline (X2)	0.219	0.6	Reliable
Employee Productivity(Y)	0.275	0.6	Reliable

a. Multiple Linear Regression Analysis

Table 7. Results of Multiple Regression Testing Variables Motivation (X1) and Work Discipline (X2) on Employee Productivity (Y)

Model	Coefficientsa				
	Unstandardized Coefficients		Standardized Coefficients	t	
	B	Std. Error	Beta		
1	(Constant)	36,2	5,4	6,6	,0

		54	31		75	00	
ION	MOTIVAT	,280	,08	,427	3,3	,0	
	WORK	,791	0.1	-0.114	-	,3	
	DISCIPLINE		01		0.9	71	

a. Dependent Variable: PRODUCTIVITY

Based on the results of the regression calculations in the table above, the regression equation $Y = 36.254 + 0.280 X1 + 0.791 X2$ can be obtained. From the equation above, it can be concluded as follows.

- 1) A constant value of 36.254 means that if the variables Motivation (X1) and Work Discipline (X2) are not considered then Employee Productivity (Y) will only be worth 36.254 points.
- 2) The Motivation value (X1) of 0.280 means that if the constant remains and there is no change in the Work Discipline variable (X2), then every 1 unit change in the Motivation variable (X1) will result in a change in Employee Productivity (Y) of 0.280 points.
- 3) The Work Discipline (X2) value of 0.791 means that if the constant remains and there is no change in the Motivation variable (X1), then every 1 unit change in the Work Discipline variable (X2) will result in a change in employee performance (Y) of 0.791 points.

Results of Simultaneous Correlation Coefficient Testing

Table 8. Motivation (X1) and Work Discipline (X2) on Employee Productivity (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.438a	.191	.160	2,386

a. Predictors: (Constant), WORK DISCIPLINE, MOTIVATION

Based on the test results in the table above, a correlation coefficient value of 0.438 was obtained, where this value is in the interval 0.80-1.000, meaning that the Motivation and Work Discipline variables have a very strong level of relationship to Employee Productivity.

b. Coefficient of Determination Test

Table 9. Motivation (X1) and Work Discipline (X2) on Employee Productivity (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.438a	.758	.160	2,386

a. Predictors: (Constant), WORK DISCIPLINE, MOTIVATION

Based on the test results in the table above, the coefficient of determination value obtained is 0.758, so it can be concluded that the variables of motivation and work discipline influence employee productivity by 75.8% while the remaining

amount is $(100-75.8\%) = 24.2\%$ influenced by factors. others that were not researched.

Table 10. Hypothesis Test Results (t Test) Variables Motivation(X1) To Employee Productivity (Y)

		Coefficientsa				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	32,465	3,441		9,400	,0
	MOTIVATION	,277	,082	,423	3,362	,001

a. Dependent Variable: PRODUCTIVITY

Based on the test results in the table above, the value obtained is $t_{count} > t_{table}$ or $(3.362 > 2.007)$. This is also reinforced by the ρ value $< Sig.$ 0.050 or $(0.000 < 0.050)$. Thus, H_0 is rejected and H_a is accepted, this shows that there is a significant influence of motivation on employee productivity at PT. AJI JAYA SANTOSA.

Table 11. Hypothesis Test Results (t Test) Work Discipline Variable (X2) To Employee Productivity(Y)

		Coefficientsa				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	47,337	4,752		9,900	,0
	WORK DISCIPLINE	-0,078	,110	-0,098	-0,718	,482

a. Dependent Variable: PRODUCTIVITY

Based on the test results in the table above, the value obtained is $t_{count} > t_{table}$ or $(9,961 > 2,007)$. This is also reinforced by the ρ value $< Sig.$ 0.050 or $(0.000 < 0.050)$. Thus, H_0 is rejected and H_a is accepted, this shows that there is a significant influence of Work Discipline on employee productivity at PT. AJI JAYA SANTOSA.

Table 12. Hypothesis Results (F Test) Motivation Variables (X1) and Work Discipline (X2) on Employee Productivity (Y) Simultaneously

		ANOVAa				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	68,740	2	34,370	6,039	,004
	Residual	290,242	51	5,691		
	Total	358,981	53			

a. Dependent Variable: PRODUCTIVITY

b. Predictors: (Constant), WORK DISCIPLINE, MOTIVATION

Based on the test results in the table above, the value $F_{count} > F_{table}$ or $(6.039 > 3.180)$ is obtained. This is also confirmed by the ρ value $< \text{Sig. } 0.050$ or $(0.000 < 0.050)$. Thus, H_03 is rejected and H_a3 is accepted, this shows that there is a significant simultaneous influence of work motivation and discipline on employee productivity at PT. AJI JAYA SANTOSA.

CONCLUSION

Based on the results of the analysis, it can be concluded that there is a positive and significant influence of motivation on employee work productivity at PT. AJI JAYA SANTOSA. This is evidenced by the regression equation $Y=3.465+2.277X_1$ and a correlation coefficient of 0.423, indicating a strong relationship between the two variables. The determination value or contribution of influence is 0.42 or 42%, while the remaining 58% is influenced by other factors. Hypothesis testing yielded a calculated t -value greater than the t -table value $(3.362 > 2.007)$. Thus, the hypothesis (H_1) is accepted, proving that motivation has an influence on employee productivity. As a result, H_{a1} is accepted and H_{o1} is rejected.

Furthermore, the analysis results show that there is a positive and significant influence of work discipline on employee work productivity at PT. AJI JAYA SANTOSA. This is evidenced by the regression equation $Y=41.755+0.031X_2$. The determination value or contribution of influence is 0.753 or 75.3%, while the remaining 24.7% is influenced by other factors. Hypothesis testing yielded a calculated t -value greater than the t -table value $(9.961 > 2.007)$. Thus, H_{o2} is rejected and H_{a2} is accepted, indicating that work discipline influences employee productivity.

Additionally, the results indicate a positive and significant influence of both motivation and work discipline on work productivity at PT. AJI JAYA SANTOSA. This is evidenced by the regression equation $Y=36.254+0.280X_1+0.791X_2$ and a correlation coefficient of 0.438, indicating a strong relationship between the variables. The determination value or contribution of influence is 0.758 or 75.8%, while the remaining 24.2% is influenced by other factors. Hypothesis testing yielded a calculated F -value greater than the F -table value $(6.039 > 3.180)$. Thus, the hypothesis (H_1) is accepted, proving that both motivation and work discipline influence employee productivity. As a result, H_{a3} is accepted and H_{o3} is rejected.

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