

Analysis of the Effect of Motivation on Employee Performance through Work Discipline at PT. Trimega Griyawaluya

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Abstract: This study discusses the analysis of the influence of motivation on employee performance through work discipline at PT. TRIMEGA GRIYAWALUYA. The purpose of this study is to determine the effect of employee motivation and performance. Researchers focus on this scientific research at PT. TRIMEGA GRIYAWALUYA. The research methodology used in this study was quantitative research methods that collected data or information that refers to evidence of the concepts or theories used. This research aims to reveal a fact or certain activities such as in providing an objective picture of the conditions or problems encountered and to unify changes.

Keywords: *Effectiveness, Motivation, Employee Performance*

Introduction (Literature Review)

At PT. Trimega Griyawaluya, work discipline is the impetus to carry out elite execution to achieve the best benefits for the organization. If motivation and work discipline are good, high employee performance can be achieved, and vice versa. Work discipline is the awareness and ability of people to agree with organizational guidelines and accepted practices. With discipline, great and productive work is a natural thing.

The author's explanation of choosing this title on the grounds that the needs to increase understanding and information about what motivations affect employee performance can enforce work discipline.

The significance of this study intends to examine the effect of motivation on employee performance through work discipline at PT. Trimega Griyawaluya has good execution results.

Human Resource Management (HRM) is a science or technique on how to deal with the relationship and job of assets (work) possessed by people that are proficient and viable and can be utilized ideally to accomplish objectives with organizations, representatives and networks. HRM depends on the idea that each worker is a human - not a machine - and in addition to a business asset. (Kumalasari et al., 2019)

1.) Cited in (6997-1-11900-1-10-20131029, n.d.)

HRM is the science and specialty of dealing with the relationship and job of the labor force to be viable and effective in aiding the acknowledgment of the objectives of the organization, representatives and society.

2.) As per (931300109-Part 2 Figuring out Representative Execution, n.d.)

HRM is the use, improvement, appraisal, arrangement of compensation and the executives of distinct individuals from the association or working assembly. HRM likewise concerns the plan and execution of arranging frameworks, work force arrangement, representative turn of events, job of the board, work assessment, worker pay and consistent work relations.

3.) (Sofyandi, 2009:6), got from (Agustin, 2018)

HRM is characterized as a methodology in carrying out administration capabilities, to be specific preparation, sorting out, driving and controlling, in each movement or functional capability of HR beginning from the course of withdrawal, choice, preparing and improvement, position which incorporates

advancement, downgrade and move, execution evaluation, remuneration, modern relations, and end of business, which are pointed toward expanding the useful commitment of the association's HR towards accomplishing hierarchical objectives all the more successfully and effectively.

4.) Sonny Sumarsono (2003, H 4) cited from (Marthasari, n.d.)

As indicated, HR has two distinct implications, including: HR is a work business or administration that is to be sure furnished determined to complete the creation cycle. All in all, HR is the nature of the work an individual does inside a specific timeframe to create administrations or products.

Still connected with the primary thing, the second comprehension of HR is where people can attempt to deliver a help or products from their work business. Having the option to work implies having the option to complete different exercises that have financial worth or at the end of the day, these exercises can deliver labor and products to address the issues of life.

5.) M.T.E. Hariandja (2002, H 2) from the book (Hariandja, 2002)

M.T.E. Hariandja accepts that HR is quite possibly of the main calculation of an organization as far as different factors other than working capital. Thus, HR is required to have been overseen appropriately with the goal that the viability and proficiency of the organization will increment.

6.) Mary Parker Follett (Elegance Judge, 2014)

In the clarification given by Mary Parker Follett, HRM has the importance of a workmanship that is completed with the objectives of a specific association/organization through the determined plan of different assemblies in doing different exercises/works required or who do the different positions themselves.

All in all, HRM is still firmly connected with different arranging capabilities, for example, figuring out (what will be finished), sorting out (arranging and

doling out work meetings), staff readiness (withdrawal, determination, advancement, execution examination, and remuneration), coordinating (authority, inspiration, reconciliation, and peace promotion) and oversight

As per Maslow cited by Hasibuan (2008:132) cited by (Arifin and Nurcaya, 2018) in his journal that representative work motivation is impacted by actual needs , the needs for security and wellbeing, social necessities, the needs for confidence, and the needs for self-acknowledgment. Then from these variables, pointers are determined to decide the degree of inspiration in workers, to be specific:

1. Actual needs , as shown by: compensation, reward, dinner recompense, transportation charge, lodging offices, etc.
2. The needs for a feeling of safety and wellbeing, as shown by: work security and security offices, which incorporate government managed retirement for laborers, benefits reserves, medical coverage, mishap protection and work wellbeing hardware.
3. Social necessities, showed by: collaborating with others, incorporating to be acknowledged in the meeting and should be respected .
4. The need for appreciation, demonstrated by: acknowledgment and appreciation in view of their capacities, specifically should be regarded and valued by different representatives and pioneers for work execution.

The need for self-acknowledgment is tended by the idea of the work that is fascinating and challenging , where the employee activates his capacities, abilities, abilities, and potential. The organization can satisfy this need by giving workshops and trainings .

Execution when related with execution as a thing, then the thought of execution or execution is the consequence of work that can be accomplished by an individual or gathering in an organization as per their separate specialists and obligations with an end goal to accomplish organization objectives unlawfully, not disregarding regulation and doesn't struggle with ethics and morals (Rivai and Basri, 2004; Harsuko 2011) cited from journal (Wijaya and Suhaji, 2012).

In light of the above definition, it tends to be reasoned that presentation is one of the achievement factors in accomplishing an individual's errand or work in quality and amount of the objectives to be accomplished and undertakings that should be done inside a specific timeframe, both concerning quality and amount.

Discipline is something vital for authoritative development, particularly used to spur employees to teach themselves in completing work both exclusively and in a collaboration. Moreover, discipline is likewise helpful for teaching employees in following and enjoying existing guidelines, techniques, and arrangements in order to create great execution.

Specialists who characterize the thought of work discipline, and every master makes sense of it contrastingly so underneath the creator records a few definitions from a few specialists including:

According to Singodimedjo in Sutrisno (2017: 86) cited from the journal (Helmi, 2018) states that: Discipline is a behaviour of eagerness and readiness of an individual to continuously submit to the standards of the guidelines that apply around him. Great worker discipline will speed up the organization's objectives, while declining discipline will turn into an obstruction and dial back the accomplishment of organization objectives.

As per Ndraha in Sinambela (2016: 335) (Helmi, 2018) states that: Work is a movement that is completed by an individual to get positive qualities from these exercises. Work is characterized as the most common way of making or framing new worth in a unit of work, changing value in a unit of devices to focus on existing issues.

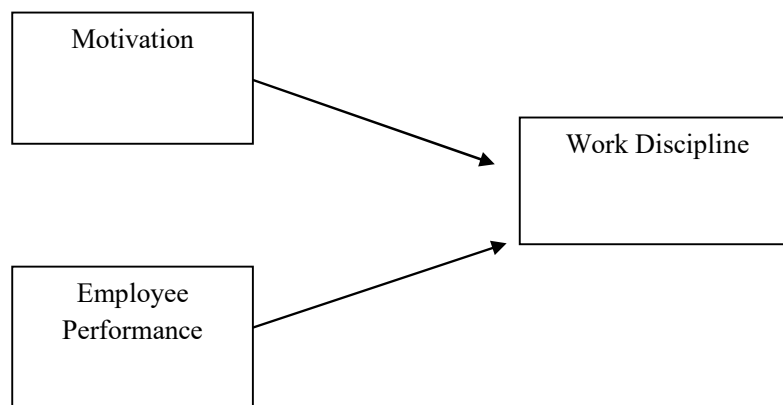
HYPOTESIS

H1: Motivation variable as a whole affects Work Discipline.

H2: Employee Performance Variables to a certain extent basically affect Work Discipline.

H3: Motivation and Employee Performance simultaneously affect Work Discipline.

Figure 1. Conceptual framework



The conceptual framework of this research is to see the influence of employee motivation and performance on work discipline.

Method

In this study, the author used a type of research with a quantitative methodology, namely a special search for information or data that refers to the evidence of the ideas or hypotheses used, because this research intended

to reveal a reality or event for what it was worth and provided an overview of the objectives of the situation or problem that was being studied, to examine these factors further. In order to make this study to be more focused and in accordance with the ideal goals and in accordance with the ideas proposed, the testing used was quantitative, by collecting data from the existing issues regarding the confirmation of the ideas or hypotheses used.

Discussion and Result

The profile of respondents by age intends to represent the character of respondents in view of the age

Table 1.

No.	Respondent Age	Recurrence of individuals	percentage %
1	20- 25	14	23.3%
2	26- 30	44	73.3%
3	31- 40	2	3.3%
4	> 40	0	0
Total		60	100%

The profile of respondents as indicated by age was 20-25, specifically 14 individuals or 30.4%, respondents matured 26-30 years, in particular 44 individuals or 66.7%, respondents matured 31-40 years, specifically 2 individuals, 2.9% respondents matured >40 years, in particular 0.

The respondent's profile shown in the last instruction is to describe or describe the respondent according to the last education.

Table 2.

No	Education	Frequency of people	Percentage %
1	SHS	2	3%
2	DIPLOMA	0	0
3	BACHELOR	57	95%
4	MASTER	1	2%
TOTAL		60	100%

Based on the table above, it can be seen that the percentage of respondents with a high school/vocational education level is 2 people or 3%, respondents with a D3 education level are 0 or 0%, respondents with an undergraduate education level are 57 or 95%, respondents with an education level S2 is 1 or 2%.

The number of respondents in this study is 60 people ranging from teenagers to senior citizens. Research data is collected and processed and presented in the appendix. For additional use as examination raw information for additional handling in research examinations. The estimation of the legitimacy of the polls in this study was carried out by examining the Pearson Connection coefficient of 60 respondents. With a total of 15 statements, then $r_{table} = 0.000$. The validity requirement is $r_{count} > r_{table}$. If these requirements do not meet the requirements, then the questionnaire items must

be deleted and no longer used in further analysis. Validity testing was carried out for each question from the variables of Motivation (X1), Employee Performance (X2) and Work Discipline (Y). The validity of this check is estimated by estimating the degree of relationship between each question item on each variable.

Based on the variable validity test (X1), all statement items are declared valid, because each Corrected Item-Total Correlation or $r_{count} > r_{table}$, and at a significance level of <0.05 . For r_{table} 0.000 obtained from table r statistics where the value of $df = N$ (number of respondents).

The author uses a 2-way significance level to test the significance level of 0.05. Based on the overall variable validity test table, it shows that each questionnaire item 1 to 15 is valid, because r_{count} starts from the lowest to the highest, which is 0.342 to $1 > r_{table}$, which is 0.000.

Conclusion

From the data taken through data testing and distributing questionnaires to employees of PT. TRIMEGA GRIYAWALUYA can be concluded that the most influential problem in these work activities is Work Discipline, therefore we really hope for awareness and scope of workers at PT. TRIMEGA GRIYAWALUYA according to their needs, because with a good environment, employees can increase their potential well and comfortably consequently, it will also affect Motivation and Employee Performance in increasing the progress and stability of PT. TRIMEGA GRIYAWALUYA.

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