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The Impact of Motivation and Work Discipline on Employee Performance in the Environment of State-Owned Enterprises in Solok City

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ABSTRACT

The study took place at PERUMDA Pincuran Gadang Drinking Water in Solok City with the aim of investigating the influence of work motivation and discipline on employee performance. The research involved 89 employees from the company, selected using the Total Sampling method. Data was collected through questionnaires and analysis revealed that both work motivation and discipline have an impact on employee performance. The multiple linear regression analysis yielded the formulation $Y = 10.074 + 0.353X_1 + 0.409X_2 + e$. The coefficient of determination elucidates that 52% of the fluctuation in Employee Performance (Y) can be ascribed to the influence of Work Motivation (X_1) and Work Discipline (X_2), whereas the residual 48% is attributable to extraneous variables beyond the purview of this inquiry. Findings from the t-test evince that both Work Motivation and Work Discipline, when considered in isolation, exert a statistically significant and favorable bearing on Employee Performance, as evidenced by t-statistic values surpassing their respective critical thresholds. Furthermore, the F-test substantiates that, in concert, Work Motivation and Work Discipline wield a consequential and substantive impact on Employee Performance, underscored by the F-statistic value (41.110) exceeding the F-table value (3.12) and a significance probability markedly inferior to the 0.05 criterion (0.000).

Keywords: Employee Performance, Work Discipline, Work Motivation

1. Introduction

In an organisation, human resources play a crucial role. The performance of a company hinges on the quality of its HR. Effective management of human resources is vital for achieving organisational goals. Investing in improving human resources benefits individuals and contributes to the overall success of the company. A company's performance is directly linked to the quality of its human resources. The success of a company is closely tied to the performance of its employees. Company objectives can be achieved if supported by good employee performance. To achieve more productive performance in line with company objectives, employees must receive structured and effective guidance from the company (Nurhayati, Nirwana, et al., 2024).

Performance constitutes the tangible outcome of an individual's endeavors in executing assigned responsibilities, shaped by a constellation of influencing factors, most notably motivation and work discipline (Rekarti & Doktoralina, 2017). Optimal performance will greatly affect the productivity and success of an organisation. Conversely, if employees do not achieve the expected performance standards, it will be difficult to achieve the organisation's goals. Companies need to manage and improve the factors that influence employee performance through work motivation and work discipline (Yuliawati & Oktavianti, 2024).

Motivation at work plays a crucial role in enhancing the effectiveness of employees. When employees lack motivation, their energy and productivity levels tend to decrease. Work motivation can be perceived as an innate passion that drives individuals to excel in their tasks. It is essential for companies to cultivate a supportive work culture that inspires employees to actively pursue organisational objectives with zeal (Alfadhi et al., 2024).

Having a strong work ethic is crucial for enhancing the performance of employees. When employees exhibit good work ethics, they are more productive, efficient, and have higher morale. This involves following company policies, being punctual, and consistently completing tasks. High work discipline will result in more effective and efficient work, which in turn will help the organisation achieve its goals better. Discipline fosters a professional attitude within each employee, which is crucial in ensuring the smooth operation of the company (Aziizah, 2024).

Based on the background, the purpose of this research is to investigate the impact of work motivation and discipline on employee performance at PERUMDA Pincuran Gadang Drinking Water in Solok City. The study is expected to make theoretical and practical contributions. Theoretically, it adds to the body of knowledge in human resource management, particularly in terms of the factors that influence employee performance in public companies. Practically, the findings are expected to be useful for organisational leaders and policymakers when developing measures to increase employee motivation, reinforce work discipline, and, ultimately, improve organisational performance.

2. Literature Review

2.1. Performance

Employee performance refers to the actions and results of individuals while completing tasks, which can be observed and assessed. It is the impact that an individual has on helping an organisation reach its objectives (Pratiwi & Rizky, 2024). Performance management is a strategic and systematic process that aims to improve organisational effectiveness through the optimisation of individual and team performance (Chubb et al., 2011). This process involves the implementation of strategies, policies, and effective communication between managers and employees to ensure the achievement of organisational goals. This approach is continuous, covering goal setting, outcome measurement, feedback, and employee competency development. With these steps, organisations can contribute maximally to achieving the desired results (Mariyanti & Nasrah, 2024).

2.2. Work Motivation

Motivation involves providing employees with the inspiration to engage with tasks and exhibit the passion necessary to achieve goals (Margaretha & Wibowo, 2024). Motivation is the internal drive that compels individuals to enhance themselves in various ways due to being inspired, encouraged, and motivated. This drive leads them to approach tasks with dedication, pleasure, and precision, resulting in top-notch results. Employees have a wide variety of motivations, not only motivation for money or the desire for satisfaction for success (Nurhayati, Sriyanti, et al., 2024), but also the need to achieve, which means 'marking' at work (Tsuraya & Fernos, 2023).

2.3. Work Discipline

Employee work discipline refers to the ethical consciousness of individuals in adhering to relevant social norms and corporate policies (Sanjaya & Febrian, 2024). Work ethic refers to employees following the rules and social norms of the organization, as well as adhering to company policies, which demonstrates discipline at work. By following the set guidelines, employees can contribute positively to the efficiency of the company. Therefore, every company expects its employees to adhere to the established rules and regulations (L. N. Dewi et al., 2023).

3. Methodology

Employee performance at PERUMDA Air Minum Pincuran Gadang Kota Solok is the object of this study. This study uses quantitative methodology. The research sample consisted of 89 people. Questionnaires were used as data collection tools. This study employed multiple linear regression analysis, the coefficient of determination, and hypothesis testing as its principal analytical techniques.

4. Results and Discussion

4.1. Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Analysis Test, Hypothesis Test, R Square

Variable	B	t _{statistic}	Sig	f _{statistic}	sig	r square
Constant	10,074	2,784	3,619			
Work Motivation (X1)	,353	4,553	,078	41,110	,000	,520
Work Discipline (X2)	,409	4,015	,102			

Source: data processed using SPSS version 22

Based on the results of the study, the multiple linear regression equation has the following form:

$$Y = 10.074 + 0.353X_1 + 0.409X_2 + e$$

The multiple linear regression equation above can be examined in the manner described below:

The number 10.074 suggests that even when Work Motivation (X1) and Work Discipline (X2) are not present, the Employee Performance (Y) of PERUMDA Pincuran Gadang Kota Solok will still be at 10.074. Therefore, while Performance can still be achieved without Work Motivation and Discipline, its enhancement will be more efficient if these factors are taken into account.

The relationship between Work Motivation (X1) and Employee Performance (Y) is demonstrated by the regression coefficient of 0.353. This indicates that a boost in Work Motivation (X1) results in a rise in Employee Performance (Y), as long as other variables stay constant. Therefore, a higher level of Work Motivation results in improved Employee Performance at PERUMDA Pincuran Gadang Kota Solok.

The Work Discipline variable has a regression coefficient of 0.409, indicating a significant link with Employee Performance. The data suggests that an increase in Work Discipline is likely to result in better Employee Performance. In other words, for each incremental rise in Work Discipline, Employee Performance is anticipated to increase by 0.409, keeping all other factors consistent. Essentially, higher levels of work discipline lead to enhanced Employee Performance within PERUMDA Pincuran Gadang Kota Solok.

4.2. Coefficient of Determination (R²)

Work Motivation (X1) and Work Discipline (X2) impact Employee Performance (Y) by 52%, leaving 48% of the influence to be ascribed to unexamined variables like Service Quality and Work Environment.

4.3. Hypothesis Testing Using Partial Significance Testing (T-Test)

A. The Effect of Work Motivation (X1) on Employee Performance

The analysis reveals that Work Motivation (X₁) exerts a significant influence on Employee Performance (Y), as evidenced by a t-statistic of 4.553 surpassing the t-table value of 1.99167, with a significance level of 0.000, well below the 0.05 threshold. Accordingly, H₁ is accepted. This study affirms that Work Motivation is a pivotal driver in enhancing Employee Performance, demonstrating a positive and statistically significant relationship. Elevated levels of work motivation are associated with superior performance outcomes, as motivation fosters discipline, diligence, and accountability among employees, thereby augmenting productivity and improving the quality of work delivered.

B. The effect of work discipline (X2) on employee performance

The influence of strong work ethics on employee productivity has been proven to have a significant impact, with the results showing strong statistical evidence. This confirms the acceptance of the hypothesis H2. The results of this study state that work discipline has a positive and significant effect on employee performance, which means that the higher the level of work discipline, the better the performance. Work discipline reflects employee compliance with rules, responsibility in completing tasks, and consistency in carrying out work in accordance with established standards. Employees with high discipline tend to be more punctual, work effectively, and are able to complete tasks with optimal results.

4.4. Hypothesis Testing with Simultaneous Significance Test (F-test)

The F-test produced a value of 41.110, which is statistically significant at the 0.000 level. Based on the study's findings, H₃ is substantiated when the F-value surpasses the F-table value. In this instance, the F-statistic value of 41.110 exceeds the F-table value of 3.12, accompanied by a significance probability of 0.000, well below the 0.05 threshold. These results indicate that Work Motivation (X₁) and Work Discipline (X₂) collectively exert a meaningful influence on Employee Performance (Y). The evidence underscores that heightened levels of motivation and discipline are closely associated with improved performance outcomes.

5. Conclusion

According to the research results and subsequent conversation, it can be inferred that a rise in job motivation at PERUMDA Pincuran Gadang Kota Solok leads to a notable enhancement in employee effectiveness. Additionally, strict adherence to work rules also plays a crucial role in boosting employee performance. Moreover, when Work Motivation and Work Discipline are examined conjointly, they manifest a pronounced and substantive influence on Employee Performance at PERUMDA Pincuran Gadang Kota Solok.

In light of the research results, several recommendations are proposed for consideration in decision-making by relevant parties. PERUMDA Pincuran Gadang Kota Solok needs to enhance both work motivation and discipline to achieve optimal employee performance. Future researchers are advised to broaden the research scope by taking into account different factors that could impact employee productivity, like management style, corporate environment, and satisfaction levels in the workplace. Additionally, this research serves as one of the requirements for completing a Bachelor's degree programme at the Faculty of Economics.

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