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The Effect of Work Motivation on Work Productivity of Women, Children, Population and Family Empowerment Services Services with Work Discipline as Intervening Variables

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ABSTRACT

This study has the following results, it can be seen that tcount (2.452) > ttable (2.042), as well as the significance value of 0.021 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the work motivation variable (X) has a positive and significant effect on discipline. Work (Z). Second, it can be seen that tcount (3.219) > ttable (2.042), and the significance value is 0.003 <0.05, it can be concluded that the second hypothesis is accepted, meaning that work motivation (X) has a positive and significant effect on work productivity (Y). Third, it can be seen that tcount (4.711) > ttable (2.042), and the significance value is 0.000 <0.05, so it can be concluded that the third hypothesis is accepted, meaning that Work Discipline (Z) has a positive and significant effect on Work Productivity (Y). Path analysis shows the direct effect of variable X on variable Y of 0.392. Meanwhile, the indirect effect through the Z variable is 0.421 x 0.573 = 0.2412. From the calculation results obtained, the indirect effect through the Z variable is greater than the direct effect on the Y variable.

1. Introduction

Talking about HRM (Human Resource Management) nowadays is getting more and more attention, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by the organization or company. The company's goals are said to be achievable not only depending on modern equipment, adequate facilities and infrastructure, but more depending on human resources who carry out the work. The achievement of an organization is strongly influenced by the individual performance of its employees. Every company organization must always spur the performance of its employees in the hope of achieving harmony in every part of the company, so that the expected goals are achieved.

Siagian's work productivity in Agustin (2014) is the ability to produce goods/services from various resources and capabilities possessed by each worker/employee. In general, productivity can be defined as the ability to improve employee performance in terms of the resources owned by each individual. Because the progress of the organization is very dependent on the ups and downs of employee productivity. An employee who does a certain type of work can certainly get results. The result is the output of the production of a work activity. Production or productivity are two things that have a close relationship and are the main problems in the company. Production is an attempt to produce goods or services, while productivity is closely related as a way of achieving that level of production.

Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations. Thus, if the rules or regulations in the company are ignored, or are often violated, the employees have poor discipline. On the other hand, if the employee complies with the company's provisions, it illustrates the existence of good discipline conditions. According to Edy Sutrisno (2016: 89) discipline is "the behavior of a person in accordance with the regulations, existing work procedures or discipline is an attitude,

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behavior, and actions that are in accordance with the regulations of the organization, both written and unwritten.

Table 1

Service Objectives and Targets of the Office of Women's Empowerment, Children, Population Control and family planning in the City of Tebing Tinggi CITY of Tebing Tinggi

Cliff City Vision:
Making Tebing Tinggi City a Smart, Decent, Independent, and Prosperous City of Services and Trade with Faithful and Quality Human Resources
Services for Women Empowerment, Children, Population Control and Family Planning
High Click City

No	Destination	Target	Target Indicator	Target Performance Goals/ Targets in Year -		
				2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	High Cliff City that does the pressing	The realization of an integrated population service system	Population Coverage Coverage of Residents Having a Family Card	83% 95 %	85% 96 %	87% 97

Source: Office of Women's Empowerment and Population Control. (2020)

This study found several things that are phenomena and phenomena that are currently happening in institutions where there is a lack of motivation in the form of intrinsic motivation, namely motivation caused by internal drives such as individual work ethics for example towards work or interest in learning new skills given. to all employees in any form and also in terms of discipline such as being late for work, intentionally absent, and leaving early. The Office for Women's Empowerment, Children, Population Control and family planning in the City of Tebing Tinggi is one of the most intense offices in providing direct services to the general public and has a significant role in the development of the social life of the people of Tebing Tinggi City.

2. Theoretical Basis

2.1 Productivity

Siagian's work productivity in Agustin (2014) is the ability to produce goods/services from various resources and capabilities possessed by each worker/employee. In general, productivity can be defined as the ability to improve employee performance in terms of the resources owned by each individual. Because the progress of the organization is very dependent on the ups and downs of employee productivity. An employee who does a certain type of work can certainly get results. The result is the output of the production of a work activity. Production or productivity are two things that have a close relationship and are the main problems in the company. Production is an attempt to produce goods or services, while productivity is closely related as a way of achieving that level of production.

2.2 Work Discipline

Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations. Thus, if the rules or regulations in the company are ignored, or are often violated, the employees have poor discipline. On the other hand, if the employee complies with the company's provisions, it illustrates the existence of good discipline conditions. According to Edy Sutrisno (2016: 89) discipline is "the behavior of a person in accordance with the regulations, existing work procedures or discipline is an attitude, behavior, and actions that are in accordance with the regulations of the organization, both written and unwritten.

2.3 Work Motivation

According to Samsudin (2010: 281) suggests that motivation is the process of influencing or pushing from outside on a person or work group so that they want to carry out something that has been determined. Meanwhile, according to Liang Gie in Samsudin stated that motivation is the work done by managers in providing inspiration, enthusiasm and encouragement to other people, in this case employees, to take actions.

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3. Research Methods

3.1 Scope of Research

a. Research Location

This research was conducted at the Office of Women's Empowerment, Children, Population Control and family planning, Tebing Tinggi City

b. Research Time

The time of this research began in January 2020 until finished.

1) Population

The population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and drawn conclusions (Sugiyono, 2017). In this study, the population consisted of 30 employees of Group 3A of the Office of Women's Empowerment, Children, Population Control and family planning in Tebing Tinggi City.

2) Sample

Sample According to (Sugiyono, 2016:81) that: "The sample is part of the number and characteristics possessed by the population. Sample measurement is a step to determine the size of the sample taken in carrying out research on an object. To determine the size of the sample can be done with statistics or based on research estimates. This sampling must be carried out in such a way that a sample is obtained that can truly function or can describe the actual state of the population, in other terms it must be representative.

Because the target population is less than 100, the sampling technique used is the census method, where the entire population of 30 employees of Group 3A of the Office of Women's Empowerment, Children, Population Control and family planning in Tebing Tinggi City will be used as the research sample.

4. Discussion

4.1 Descriptive Analysis of Research Variables

a. Work Motivation (X)

Based on Appendix 2, it is known the number and percentage of respondents' answers regarding Work Motivation (X) as presented in Table 2 below:

Table 2

Description of Respondents' Answer Scores Regarding Work Motivation (X)

Statement	Answer				
	SS	S	KS	TS	STS
1. Agencies provide motivation to employees with additional salaries.	4 (13,3%)	18 (60,0%)	7 (23,3%)	1 (3,3%)	-
2. I work because there is a bonus from the agency not voluntarily	3 (10,0%)	19 (62,7%)	8 (26,4%)	-	-
3. I was given a salary and bonus allowances and incentives, so I am obliged to give the best for the Agency	13 (43,3%)	9 (29,7%)	6 (19,8%)	2 (6,7%)	-
4. I work hard because I have goals beyond just getting a salary.	13 (43,3%)	12 (39,6%)	8 (26,4%)	-	-

Source: Data processed from attachment 2 (2020)

Table 2 shows that the average respondent's answers are on a high and very high scale with an average answer value of 4.08. This shows that from the 4 measurement indicators of Work Motivation (X) it can be concluded that the average Work Motivation (X) is in the high category.

b. Work Productivity (Y)

Based on Appendix 2, it is known the number and percentage of respondents' answers regarding Work Productivity (Y) as presented in Table 3 below:

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Table 3
Description of Respondents' Answer Scores Regarding Work Productivity (Y)

Statement	Answer				
	SS	S	KS	TS	STS
1. I am able to work with the qualities that I have	6 (20,0%)	14 (46,7%)	9 (30,0%)	1 (3,3%)	-
2. I am able to complete work on time	5 (16,5%)	18 (60,0%)	4 (13,3%)	3 (9,9%)	-
3. I am able to carry out the assigned task or job	4 (13,3%)	19 (62,7%)	7 (23,1%)	-	-
4. I am responsible for what and how the work I do.	8 (26,4%)	12 (39,6%)	10 (33,3%)	-	-

Source: Data processed from Appendix 2 (2019)

Table 3 shows that the average respondents' answers are on a high and very high scale with an average answer value of 3.87. This shows that from the 4 indicators for measuring Work Productivity (Y) it can be concluded that the average score of Work Productivity (Y) is in the high category.

c. Work Discipline (Z)

Based on Appendix 2, it is known the number and percentage of respondents' answers to Work Discipline (Z) as presented in Table 4 below:

Table 4
Description of Respondents' Answer Scores Regarding Work Discipline (Z)

Statement	Answer				
	SS	S	KS	TS	STS
1. All employees are obedient to the rules of work time so that they don't come late.	7 (23,3%)	17 (56,7%)	6 (20,0%)	-	-
2. All employees comply with the company regulations.	4 (13,3%)	18 (60,0%)	8 (26,7%)	-	-
3. The agency gives a warning to every employee who does not comply with company regulations.	5 (16,5%)	11 (36,3%)	12 (40,0%)	2 (6,7%)	-
4. I obey all the rules that apply within the company, especially in completing work.	3 (9,9%)	14 (46,2%)	13 (42,9%)	-	

Source: Data processed from attachment 2 (2020)

Table 4 shows that the average respondent's answers are on a high and very high scale with an average answer value of 3.80. This shows that from the 4 indicators of measuring the Work Discipline (Z) variable, it can be concluded that the average Work Discipline score (Z) is in the high category.

4.2 Classical Assumption Test Equation 1

The testing of classical assumptions with the SPSS 25.00 program carried out in this study includes:

a. Normality Test

Normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Testing the normality of the data can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the statistical method normality test uses the one sample Kolmogorov Smirnov Test. Normality test using the graphical method can be seen in the following Figure 1:

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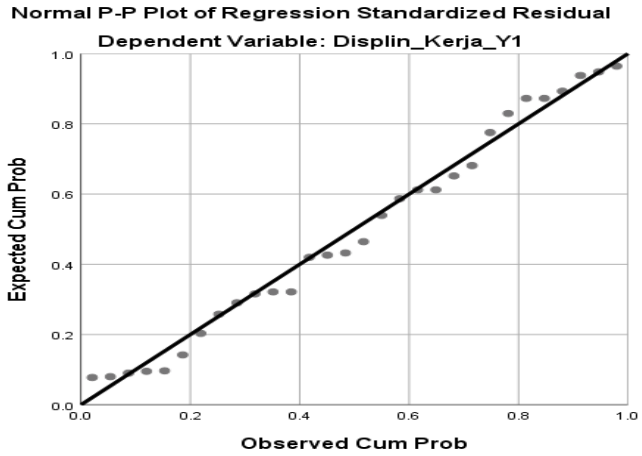

Fig 1 Normal P Plot

Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the distribution of residual data is normal, the line that describes the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 5.
One Sample Kolmogorov Smirnov Test

			Unstandardized Residual
N			30
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		1.85685006
Most Extreme Differences	Absolute		.193
	Positive		.193
	Negative		-.152
Test Statistic			.193
Asymp. Sig. (2-tailed)			.006[c]
Monte Carlo Sig. (2-tailed)	Sig.		.300[d]
	99% Confidence Interval	Lower Bound	.084
		Upper Bound	.516

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. Based on 30 sampled tables with starting seed 2000000.

Source: Data processed from attachment 4 (2020)

From the output in table 5, it can be seen that the significance value (Monte Carlo Sig.) of all variables is 0.300. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

b. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is the Glejser test, in the Glejser test, if the independent variable is statistically significant in influencing the dependent variable, then there is an indication of heteroscedasticity. On the other hand, if the independent variable is not statistically significant in influencing the dependent

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variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).

The results of data processing using SPSS 25.00 show the results in the following table:

Table 6
Glejser Test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.465	2.174		.674	.506
	Motivasi_Kerja_X	-.008	.136	-.011	-.059	.954
a. Dependent Variable: Abs_RES						

The independent variable is statistically significant in influencing the dependent variable but there is no indication of heteroscedasticity because the significance value is 0.954 or greater than 5%.

4.3 Simple Linear Regression Test

Multiple linear regression testing explains the magnitude of the role of the Work Motivation variable (X) on the Work Discipline variable (Z). Data analysis in this study used multiple linear regression analysis using SPSS 25.0 for windows. The analysis of each variable is described in the following description:

Table 7
Simple Linear Regression Results

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.677	3.195		2.403	.023		
	Motivasi_Kerja_X	.489	.199	.421	2.452	.021	1.000	1.000
a. Dependent Variable: Disiplin_Kerja_Z								

Source: Data processed from attachment 4 (2020)

Based on these results, the multiple linear regression equation has the formulation: Z = a + b X + , so that the equation is obtained: Z = 7,677 + 0,489 X +

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 7.677 indicates the size of the Work Discipline variable (Z) if the Work Motivation variable (X) is equal to zero.
b. The regression coefficient value of the Work Motivation variable (X) (b1) of (0.489) indicates the magnitude of the role of the Work Motivation variable (X) on the Work Discipline variable (Z). This means that if the work motivation variable factor (X) increases by 1 unit value, it is predicted that the Work Discipline variable (Z) will increase by (0.489) units.

4.4 Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable. If the determination (R2) is getting bigger (closer to 1), it can be said that the influence of the Work Motivation variable (X) is large on the Work Discipline variable (Z).

The value used to see the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 8 below:

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Table 8
Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.421[a]	.177	.147	1.890	1.763

a. Predictors: (Constant), Motivasi_Kerja_X
b. Dependent Variable: Disiplin_Kerja_Z

Based on table 8, it can be seen that the adjusted R square value is 0.147 or 14.7%. This shows that the Work Motivation variable (X) can explain the Work Discipline variable (Z) by 14.7%, the remaining 85.3% (100% - 14.7%) is explained by other variables outside this research model such as the environment. work, organizational culture and leadership style:

4.5 Classical Assumption Test Equation 2

The testing of classical assumptions with the SPSS 25.00 program carried out in this study includes:

a. Normality Test

Normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Testing the normality of the data can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the statistical method normality test uses the one sample Kolmogorov Smirnov Test. Normality test using the graphical method can be seen in the following Figure 2 :

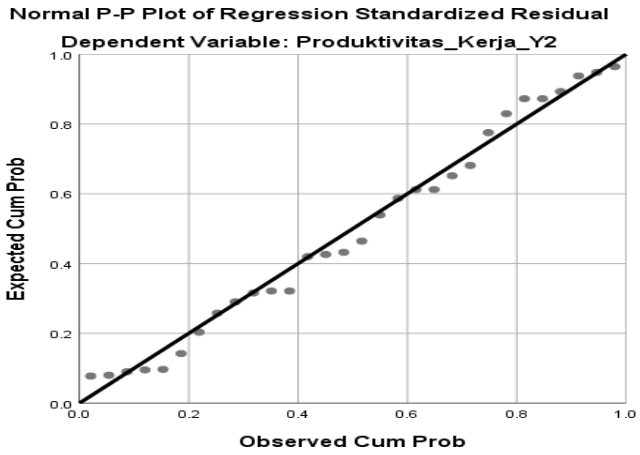

Fig 2 Normal P Plot

Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the distribution of residual data is normal, the line that describes the actual data will follow the diagonal line (Ghozali, 2016).The test results using SPSS 25.00 are as follows:

Table 9
One Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.13073738
Most Extreme Differences	Absolute	.085
	Positive	.085
	Negative	-.081
Test Statistic		.085
Asymp. Sig. (2-tailed)		.200[c,d]
Monte Carlo Sig. (2-	Sig.	1.000[e]

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			Unstandardized Residual
tailed)	99% Confidence Interval	Lower Bound	.858
		Upper Bound	1.000

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
e. Based on 30 sampled tables with starting seed 299883525.

Source: Data processed from attachment 4 (2020)

From the output in table 9 it can be seen that the significance value (Monte Carlo Sig.) of all variables is 0.1000. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

b. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study is seen from the tolerance value or variance inflation factor (VIF). The calculation of the tolerance value or VIF with the SPSS 25.00 program for windows can be seen in Table 10 below:

Table 10
Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.194	2.176		-.089	.930		
	Motivasi_Kerja_X	.439	.136	.392	3.219	.003	.823	1.215
	Disiplin_Kerja_Z	.552	.117	.573	4.711	.000	.823	1.215

a. Dependent Variable: Produktivitas_Kerja_Y

Source: Data processed from attachment 4 (2020)

Based on table 10 it can be seen that:
The tolerance value of Work Motivation (X) is 0.823, Work Discipline (Z) is 0.823, all of which are greater than 0.10 while the VIF value of Work Motivation (X) is 1.215 and Work Discipline (Z) is 1.215 where all of them are more smaller than 10. Based on the above calculation results, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also smaller than 10 so that there is no correlation symptom in the independent variables. So it can be concluded that there is no symptom of multicollinearity between independent variables in the regression model.

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is the Glejser test, in the Glejser test, if the independent variable is statistically significant in influencing the dependent variable, then there is an indication of heteroscedasticity. On the other hand, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).
The results of data processing using SPSS 25.00 show the results in the following table:

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Table 11.
Glejser Test Results

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	.715	1.127		.634	.531
	Motivasi_Kerja_X	.098	.071	.280	1.389	.176
	Disiplin_Kerja_Z	-.087	.061	-.289	-1.431	.164

a. Dependent Variable: Abs_RES

The independent variable is not statistically significant in influencing the dependent variable, there is an indication of heteroscedasticity where the significance value of Z is smaller than X.

4.6 Multiple Linear Regression Test

Multiple linear regression testing explains the magnitude of the role of Work Motivation (X) and Work Discipline (Z) on Work Productivity (Y). Data analysis in this study used multiple linear regression analysis using SPSS 25.0 for windows. The analysis of each variable is described in the following description:

Table 12
Multiple Linear Regression Results

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	-.194	2.176		-.089	.930		
	Motivasi_Kerja_X	.439	.136	.392	3.219	.003	.823	1.215
	Disiplin_Kerja_Z	.552	.117	.573	4.711	.000	.823	1.215

a. Dependent Variable: Produktivitas_Kerja_Y

Source: Data processed from attachment 4 (2020)

Based on these results, the multiple linear regression equation has the formulation: Y = a + b1X + + b3Z + , so that the equation is obtained: Y = -0.194 + 0.439 X + 0.552 Z +

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of -0.194 indicates the amount of Work Productivity (Y) if Work Motivation (X) and Work Discipline (Z) are equal to zero.
b. The regression coefficient value of Work Motivation (X) (b1) of 0.439 indicates the magnitude of the role of Work Motivation (X) on Work Productivity (Y) with the assumption that the Work Discipline variable (Z) is constant. This means that if the Work Motivation factor (X) increases by 1 unit value, it is predicted that Work Productivity (Y) will increase by 0.439 unit value with the assumption that Work Discipline (Z) is constant.
c. The regression coefficient value of Work Discipline (Z) (b3) of 0,552 indicates the magnitude of the role of Work Discipline (Z) on Productivity (Y) with the assumption that the variable of Work Motivation (X) is constant. This means that if the Work Discipline factor (Z) increases by 1 unit value, it is predicted that Productivity (Y) will increase by 0.552 unit value assuming Work Motivation (X) is constant.

4.7 Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable. If the determination (R2) is getting bigger (closer to 1), it can be said that the influence of the X variable is large on Work Discipline (Z).

The value used to see the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 13 below

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Table 13
Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.819[a]	.671	.647	1.172	1.979

a. Predictors: (Constant), Disiplin_Kerja_Z, Motivasi_Kerja_X
b. Dependent Variable: Produktivitas_Kerja_Y

Source: Data processed from attachment 4 (2020)

Based on table 13, it can be seen that the adjusted R square value is 0.647 or 64.7%. This shows that Work Discipline (Z) and Work Motivation (X) can explain Work Productivity (Y) by 64.7%, the remaining 35.3% (100% - 64.7%) is explained by other variables outside the model. this research such as work environment, organizational culture and leadership style.

4.8 Hypothesis Test

a. t test (Partial)

The t statistic test is also known as the individual significance test. This test shows how far the influence of the independent variable partially on the dependent variable.

In this study, partial hypothesis testing was carried out on each independent variable as shown in Table 14 below:

Table 14
Partial Test (t) Equation 1

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	7.677	3.195		2.403	.023		
	Motivasi_Kerja_X	.489	.199	.421	2.452	.021	1.000	1.000

a. Dependent Variable: Disiplin_Kerja_Z

Source: Data processed from attachment 4 (2020)

a. Hypothesis Testing the effect of Work Motivation variable (X) on Work Discipline variable (Z).

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Accept H0 If tcount < ttable or -tcount > - ttable or Sig value. > 0.05.
2) Reject H0 If tcount ttable or -tcount - ttable or Sig. < 0.05.

From table 13, the tcount value is 2.452. With = 5%, ttable (5%; nk = 28) the ttable value is 2.042. 0.021 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the variable of Work Motivation (X) has a positive and significant effect on Work Discipline (Z). This research is in accordance with previous research, namely Ramadhan RK Baso 2018, the title The Effect of Work Motivation on Employee Work Discipline at the North City Sub-District Office, Gorontalo City. Based on the results of the research that has been carried out, the results show that work motivation has a positive effect on employee work discipline at the North City District Office of Gorontalo City.

Table 15
Partial Test (t) of Equation 2

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	-.194	2.176		-.089	.930		
	Motivasi_Kerja_X	.439	.136	.392	3.219	.003	.823	1.215
	Disiplin_Kerja_Z	.552	.117	.573	4.711	.000	.823	1.215

a. Dependent Variable: Produktivitas_Kerja_Y

Source: Data processed from attachment 4 (2020)

a. Hypothesis Testing the Effect of Work Motivation (X) on Work Productivity (Y)

The form of hypothesis testing based on statistics can be described as follows:

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Decision Making Criteria:

a) Accept H0 If tcount < ttable or -tcount > - ttable or Sig value. > 0.05
b) Reject H0 If tcount ttable or -tcount - ttable or Sig. < 0.05

From table 14, the tcount value is 3,219. With = 5%, ttable (5%; nk = 28) the ttable value is 2,042. From the description it can be seen that tcount (3.219) > ttable (2.042), and the significance value is 0.003 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that work motivation (X) has a positive and significant effect on work productivity (Y). This study is in accordance with previous research, namely Muhammad Ismubahri Habibullah 2017, the title of the influence of work motivation on employee productivity at PT. Datalink Solutions, Jakarta. Based on the results of hypothesis testing simultaneously work motivation has a significant effect on employee productivity at PT. Datalink Solution, Jakarta

b. Hypothesis Testing the Effect of Work Discipline (Z) on Work Productivity (Y)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a) Accept H0 If tcount < ttable or -tcount > - ttable or Sig value. > 0.05
b) Reject H0 If tcount ttable or -tcount - ttable or Sig. < 0.05

From table 14, the tcount value is 4.711. With = 5%, ttable (5%; nk = 28) the ttable value is 2.042. From the description it can be seen that tcount (4.711) > ttable (2.042), and the significance value is 0.000 < 0.05, it can be concluded that the third hypothesis is accepted, meaning that Work Discipline (Z) has a positive and significant effect on Work Productivity (Y). This research is in accordance with previous research, namely Khaslinawati 2016, the title of the Influence of Work Discipline on Employee Work Productivity at the Regional Finance and Wealth Management Office of Bener Meriah Regency. The results showed that work discipline simultaneously had a positive and significant effect on the work productivity of the employees of the Financial Management Office and the wealth of the Meriah Regency.

b. Path Analysis

In order to prove that whether a variable is capable of being a variable that mediates the relationship between the independent variable and the dependent variable, the direct and indirect effects of the independent variable on the dependent variable will be calculated. If the indirect effect of the independent variable on the dependent variable through the intervening variable is greater than the direct effect of the independent variable on the dependent variable, then that variable can be a variable that mediates between the independent variable and the dependent variable (Ghozali, 2016). To perform the calculation directly and indirectly, it is carried out from the following standardized coeffients regression equations I and II:

Table 16
Value of Standardized Coeffients Equation I

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta
1	(Constant)	7.677	3.195	
	Motivasi_Kerja_X	.489	.199	.421

a. Dependent Variable: Disiplin_Kerja_Z

Table 17
Value of Standardized Coeffients Equation II

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta
1	(Constant)	-.194	2.176	
	Motivasi_Kerja_X	.439	.136	.392
	Disiplin_Kerja_Z	.552	.117	.573

a. Dependent Variable: Produktivitas_Kerja_Y

Path analysis shows that the direct effect of variable X on variable Y is 0.392. Meanwhile, the indirect effect through the Z variable is 0.421 x 0.573 = 0.2412. From the calculation results obtained, the

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indirect effect through the Z variable is greater than the direct effect on the Y variable. These results can be seen in the following table 18:

Table 18
Direct and Indirect Relationships

No	Variable	Direct	Indirect	Total	Criteria	Conclusion
1	Work Motivation (X)	0,392	0,421	-	Significant	As Independent Variable
2	Work Discipline (Z)	0,573	-	0,241	Significant	As an Intervening Variable

Source: Data processed from attachment 4 (2020)

In the table above, the value of work motivation is 0.392 which has a greater influence than 0.241 indirectly, the significant work motivation becomes the independent variable, while work discipline is more significant as the Z variable.

5. Conclusion

Based on the results of research and discussion in the previous chapter, it can be concluded as follows:

a. Descriptively, it is known that the work motivation variable (X) has a positive and significant effect on work discipline (Z). and this statement is clarified by the acquisition that tcount (2.452) > ttable (2.042), as well as the significance value of 0.021 <0.05, it can be concluded that the first hypothesis is accepted.
b. Descriptively it is known that work motivation (X) has a positive and significant effect on work productivity (Y). and this statement is clarified by that tcount (3.219) > ttable (2.042), and the significance value is 0.003 <0.05, it can be concluded that the second hypothesis is accepted.
c. Descriptively it is known that Work Discipline (Z) has a positive and significant effect on Work Productivity (Y). and this statement is clarified by that tcount (4.711) > ttable (2.042), and the significance value is 0.000 <0.05, it can be concluded that the third hypothesis is accepted.
d. Path analysis shows the direct effect of variable X on variable Y of 0.392. Meanwhile, the indirect effect through the Z variable is 0.421 x 0.573 = 0.2412. From the calculation results obtained, it shows that the indirect effect through the Z variable is greater than the direct effect on the Y variable.

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