



The Effect of Motivation and Discipline on Employee Performance Primary Bookshop

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ABSTRACT

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To face business competition with similar business competitors, Pratama Bookstores must have competent human resources to improve the quality of running their business. This study aims to determine the effect of work motivation and work discipline on the performance of Pratama Bookstore employees. This type of research uses quantitative associative methods using multiple linear regression analysis techniques. The population and sample in this study were all employees of the sales division of the Pratama Bookstore, totaling 35 employees. The sampling decision-making technique in this research is non-probability sampling with saturated sampling method. The results of this study indicate that partially the work motivation variable has a positive and significant effect on employee performance, and the work discipline variable has a positive and significant effect on employee performance. When viewed from the results of the coefficient of determination, it is obtained that 73.9% of employee performance is influenced by work motivation and work discipline, while the remaining 26.1% is influenced by variations in other variables not included in this study.

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1. Introduction

The company is an organization engaged in the business of both services and goods. Where this organization develops with the profits earned, the company is required to face more competitive competition both in the domestic and foreign markets. Likewise with Toko Buku Pratama which is engaged in providing a network of bookstores in several cities in Indonesia. Based on the Pratama Bookstore manager, it is known that the low level of employee performance in a company can be seen from the motivation given by the company. Employees who lack the drive to work (motivation) will result in ineffective and inefficient work. That is, motivation has a strong influence on low performance. In addition, another factor that can also affect employee performance is discipline. Every company always wants the performance of employees who are highly disciplined and full of responsibility at work. Discipline at work has also been established by the company. Where the employee must carry out work standards well, dress neatly at work, not absent from work and orderly in coming to work.

There are still many Pratama Bookstore employees who don't pay attention to the accuracy of coming to work, and there are still employees who leave early, and employees who don't come to work without information, thus indicating that the level of work discipline of Pratama Bookstore employees has not been created optimally. The problem of work motivation and work discipline is very sensitive because being a motivator for someone to work also affects performance. If the employee's work discipline is low, it will have



an impact on decreasing employee performance. On the other hand, if the company motivates and fosters employee work discipline, the employee's performance will match the company's targets.

2. Method

This type of research is survey research with a quantitative approach. The research was carried out at the Pratama Bookstore in the Sales Division for 10 months. The population of this research is 30 employees of Pratama Bookstore. The sampling technique is saturated sampling (because the number of samples is less than 100 people) then all members of the population are sampled (Widodo 2017:69). Sources of data are primary data by distributing questionnaires and secondary data from documentation. This study uses multiple linear regression analysis with the help of Excel and SPSS 25.0 software.

3. Result and Analysis

3.1 Normality test

Normality test aims to test whether the sample used has a normal distribution or not. In the linear regression model, this assumption is indicated by the value being normally distributed or close to normal. The data is said to be normal if the significance obtained > 0.05 , then the sample comes from a normally distributed population. If the obtained significance is < 0.05 , then the sample does not come from a normally distributed population.

Table 1.
Normality Test Results

Variable	Significance level value = 0,05	Value Significance Kolmogrov Smirnov	Description
Y	0,05	0,144	Normal
X ₁	0,05	0,200	Normal
X ₂	0,05	0,200	Normal

Source: Primary Data Processing Results, 2021

3.2 Linearity Test

The linearity test aims to determine whether two variables have a significant linear relationship or not. A good correlation should have a linear relationship between the predictor or independent variable (X) and the criterion or dependent variable (Y).

A test or analysis carried out in research must be guided by a clear decision-making basis. The basis for making decisions in linearity tests can be done in the following ways:

Comparing the Significance Value (Sig.) with 0.05

- If the Deviation from Linearity Sig. > 0.05 , then there is a significant linear relationship between the independent variable and the dependent variable.
- If the Deviation from Linearity Sig. < 0.05 , then there is no significant linear relationship between the independent variable and the dependent variable.

Table 2.
Linearity Test Results

Variable	Significant	Significant Level	Description
Y - X ₁	0,273	0,05	Linear
Y - X ₂	0,108	0,05	Linear

- Testing the linearity of the performance variable (Y) on the work motivation variable (X₁), the significant level is $0.273 > 0.05$, meaning that there is a significant linear relationship between the performance variable (Y) and the work motivation variable (X₁).
- Testing the linearity of the performance variable (Y) on the Work Discipline variable (X₂), the significant level is $0.108 > 0.05$, meaning that there is a significant linear relationship between the performance variable (Y) and the work discipline variable (X₂).

3.3 Hypothesis test

a. Multiple Linear Regression Analysis

Multiple linear regression analysis to examine the variables that influence the independent variables on the dependent variable by processing data on SPSS in the Coefficient table as follows:

Table 3.
Multiple Linear Regression Analysis Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.340	7.156		2.563	0.015
	Work motivation	0.794	0.083	0.858	9.595	0.000
	Work Discipline	0.626	0.093	0.759	6.704	0.000

Source: Primary Data Processing Results, 2021

Based on the table about the results of the data processing, it is obtained the following multiple linear regression equation:

$$Y = 18.340 + 0.794 X1 + 0.626 X2 + 7.156$$

Y = Performance

X1 = Work Motivation

X2 = Work Discipline

The results of the analysis are described as follows:

- 1) The constant value of 18.340 states that if the independent variables of Work Motivation (X1) and Work Discipline (X2) are equal to 0 then the value of Performance (Y) is 18.340. This means that systematically if the independent variables Work Motivation (X1) and Work Discipline (X2) do not exist or each value is 0, then the Performance value (Y) is 18.340.
- 2) The regression coefficient of Work Motivation (X1) is 0.794, which means that the variable of Work Motivation has a positive effect on performance. If the work motivation variable is added or subtracted by one unit, the performance will increase or decrease by 0.794.
- 3) The regression coefficient of Work Discipline (X2) is 0.626, meaning that the Work Discipline variable has a positive effect on performance. If the Work Discipline variable is added or subtracted by one unit, the Performance will increase or decrease by 0.626.
- 4) The Standard Error of 7.156 indicates that the data provided will only experience a deviation of 7.156. The smaller the standard error number, the smaller the possibility of deviation. This means that the data provided will be more accurate.

3.4 Partial Hypothesis

a. Partial Hypothesis Test Results

Table 4.
Partial Hypothesis Test Results

Variable	t Count	t Table	Sig
Motivasi Kerja	9,595	2,037	0,000
Disiplin Kerja	6,704	2,037	0,000

Source: Primary Data Processed, 2021

- 1) Work Motivation (X1) partially affects Performance (Y)

The results of the t-test for Work Motivation (X1) on Performance (Y) showed a t-count value of 9.595 > t-table 2.037, and a significance value of 0.000 < 0.05. So it can be concluded H1, H0 is rejected and Ha is accepted, meaning "Work Motivation partially has a positive and significant effect on the Performance of Pratama Bookstore Employees".

- 2) Work Discipline (X2) partially affects Performance (Y)

The results of the t-test for Work Discipline (X2) on performance (Y) showed a t-count value of 6.704 > t-table 2.037, and a significance of 0.000 < 0.05. So it can be concluded H2, H0 is rejected and Ha is accepted, meaning "Work Discipline partially has a positive and significant effect on the Performance of Pratama Bekasi Bookstore Employees".

b. Simultaneous Hypothesis Test Results



Table 5
ANOVA

Model	Df	Mean Square	F	Sig.
Regression	2	970,918	45,216	0,000
Residual	32	21,473		
Total	34			

Source: Primary Data Processed, 2021

1) Work Motivation (X1) and Work Discipline (X2) simultaneously affect Performance (Y)

Based on the calculation results, the F-count value is 45,216 and the significance is 0.000. Based on the F-table with a significant level (α) = 5%, F table = n-k = 35-2 = 33. With these provisions, the F table is 3.28. So, the data processing above shows the calculated F value of 45.216 > F table 3.28 and a significance value of 0.000 < 0.05 which states that the hypothesis in this study H0 is rejected and Ha is accepted. It can be concluded that the hypothesis states simultaneously that the variables of Work Motivation and Work Discipline have an effect on employee performance simultaneously.

Table 6
Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std Error of the Estimated
1	0,859	0,739	0,722	4,634

Source: Primary Data Processed, 2021

Based on the table above, the coefficient of determination (R²) is 0.739 or (73.9%). This shows that 73.9% of the performance variables are influenced by work motivation and work discipline variables, while 26.1% are influenced by other variables that are not included in this research model.

3.5 The Effect of Work Motivation (X1) on Performance (Y)

The first hypothesis analysis shows that work motivation has a positive effect on performance. The effect of work motivation on performance is 79.4%. That is, with increased work motivation will increase performance. This provides confirmation and empirical interpretation of the importance of increasing work motivation of Pratama Bookstore employees in the sales clerk division so that their performance increases. If the work motivation of the Pratama Bookstore employees in the sales clerk division increases, they will work both in quality and quantity to improve their performance.

Theoretically, the results of this study support Winardi's theory (2015: 6) that motivation is a potential power that exists within a human being that can be developed independently or developed by a number of external forces that can affect the results of his work positively or negatively. Meanwhile, according to Hasibuan (2015: 23) that motivation is the question of how to encourage the work passion of subordinates, so that they are willing to work hard by giving all the abilities and skills to realize the company's goals. Empirically the results of this study support the research of Tusholihah et al (2019), Kenny Astria (2018), and Muhammad Ekhsan (2019) which conclude that work motivation has a positive and significant effect on employee performance. Thus, theoretically and empirically evidence in this study shows that partially work motivation has a positive and significant effect on the performance of Pratama Bookstore employees in the sales clerk division.

3.6 Effect of Work Discipline (X2) on Performance (Y)

The second hypothesis analysis shows that work discipline has a positive effect on performance. The effect of work discipline on performance is 62.6%. That is, an increase in work discipline leads to an increase in performance. The increase in employee performance will be directly proportional to the increase in company performance. This provides an empirical confirmation and interpretation of the importance of increasing the discipline of the Pratama Bekasi Bookstore employees so that their performance increases. With increased work discipline, Pratama Bookstore employees are obedient to arrive on time at work, absenteeism, vigilance and caution at work, maintaining and caring for work equipment, employees understanding work regulations, and employees completing work according to work regulations.

Theoretically, the results of this study are in line with the opinion of Rivai and Sagala (2013: 824), which states that the better the work discipline, the greater the work performance that will be produced. On the other hand, without good discipline, it is difficult for companies to achieve optimal results. Empirically the results of this study support the research of Muhammad Ekhsan (2019) which concludes that work discipline has a positive and significant effect on employee performance. Thus, theoretically and empirically

evident, this study shows that partially work discipline has a positive and significant effect on the performance of the Pratama Bookstore employees in the sales clerk division.

3.7 The Effect of Work Motivation (X1) and Work Discipline (X2) on Performance (Y)

Based on the results of the analysis shows that work motivation and work discipline simultaneously have a positive and significant effect on performance by 73.9%. Meanwhile, 26.1% is influenced by other variables not discussed in this study. This means that if work motivation increases, work discipline will also increase so that the employee will produce high performance. This provides an empirical confirmation and interpretation of the importance of work motivation and work discipline on improving employee performance. High employee motivation will result in high performance. Meanwhile, employee work discipline will affect the high performance.

Theoretically the results of this study are in line with Mangkunegara (2017: 67) that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Meanwhile, according to Winardi (2015: 6) that motivation is a potential force that exists within a human being that can be developed on its own or developed by a number of external forces that can affect the results of its performance positively or negatively. In addition, according to Rivai and Sagala (2013: 824) it is stated that the better the work discipline carried out by employees in a company, the greater the work performance that will be generated. On the other hand, without good discipline, it is difficult for companies to achieve optimal results. Thus, theoretically and empirically evidence in this study shows that work motivation and work discipline simultaneously have a positive and significant effect on the performance of Pratama Bookstore employees in the sales department.

4. Conclusion

Based on the results of research and discussion, it can be concluded as follows: 1. Work motivation partially has a positive and significant effect on the performance of employees in the sales division of Pratama Bookstore. The contribution of work motivation to performance is 79.4%. 2. Work discipline partially has a positive and significant effect on the performance of Pratama Bookstore employees. The contribution of work discipline to performance is 62.6%. 3. Work motivation and work discipline simultaneously have a positive and significant effect on the performance of employees in the Pratama Bookstore division, the sales clerk division. The magnitude of the simultaneous influence contribution is 73.9%, the remaining 26.1% is influenced by other factors not discussed in this study.

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