



**SIGNIFICANT WORK MOTIVATION AND WORK DISCIPLINE AGAINST  
EMPLOYEE PERFORMANCE CASE STUDY AT PT. INDAH KIAT PULP & PAPER**

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*Abstract*

*The purpose of this study is to determine the effect of employee work motivation on performance, work discipline on the performance and the influence of work motivation and work discipline together on the performance of employees at PT. Indah Kiat Pulp & Paper.*

*The research method used in this research is Descriptive associative with quantitative approach, that is by describing the condition of respondent and description of research variables in the frequency table and the percentage of the spread of the questionnaire through the procedure of data analysis. The population of 57 people and sample of 57 people using saturated samples. Data analysis technique use validity test, reliability test, classical assumption test, product moment correlation, coefficient of determination, simple linear regression, multiple linear regression, t test and F test.*

*The results showed that : There is a positive and significant influence between work motivation on performance, evidenced by the value of t arithmetic greater than t table is  $10141 > 2.005$ . Correlation Coefficient of 0.807 which means there is a very strong relationship between motivation and performance. And contribution of R<sup>2</sup> (R Square) equal to 65,2%. There is a positive and significant influence between work discipline on performance, evidenced by the value of t arithmetic greater than t table is  $9.884 > 2.005$ . Correlation of 0800 which means there is a very strong relationship between work discipline and performance. And R<sup>2</sup> (R Square) is 64.0%. There is a positive and significant influence between the variables of work motivation and work discipline together on performance, evidenced by the value F count  $> F$  table is  $64.959 > 3.17$ . The correlation coefficient of 0.840 which means there is a very strong relationship between motivation and work discipline together. And performance and R<sup>2</sup> (R Square) of 70.6%.*

*Keywords : Work Motivation, Work Discipline and Performance*



### I. PRELIMINARY

Globalization shows an increasingly intense level of competition among firms, in order to survive and develop into a superior company, companies must have the power to move forward and face challenges. Many factors that determine the success of a company in the face of such competition. Both competitive resources, information systems, marketing systems, finance and sophisticated technological systems. The company must also be able to compete with the advantages it has, the advantage of the company can come from material factors, machinery, human resources, capital and others. So companies should be able to pay attention to one of the factors that greatly support the company's operational activities of human resources.

Human resource management is part of organizational management that focuses on human resources ie employees or employees who become implementers and active actors of every activity of the company or business entity. They have different needs, desires, abilities and goals and are the factors of production that need to be encouraged to handle, manage, and care for by their leaders. Human resources are central figures in organizations and companies. In order for the management activities to run properly, the company must have a knowledgeable and highly skilled employees and efforts to manage the company optimally so that employee performance increases. Increased employee performance will bring progress for the company to survive in a unstable business environment competition. Therefore, efforts to improve employee performance are the most serious management challenges because the success of achieving company goals and survival depends on the quality of human resources performance in it.

One of the most influential factors in human resources is the motivation factor. Any that drive that activity. Robbins in Wibowo (2007: 378) expresses motivation as a process that causes intensity, direction, and persistence of individual individuals and goals. Motivation is a supporting factor in improving employee performance level. Giving job satisfaction and motivating employees is just a part of human resource management. The other part is applying that knowledge. Many companies implement as a kind of program designed to make the job more attractive and more rewarding and to make the work environment more enjoyable. In addition to these motivations, the company should also provide as other motivations such as providing positive motivation that includes salary increases, promotion positions, allowances, bonuses and others that can improve employee performance.

Not only motivation, work discipline employees a factor that determines the success of an organization, because no matter how much capital invested by an investor, sophisticated any technology applied in the company and no matter how high the level of human resources education, without the attitude of discipline in work, impossible companies can achieve maximum profit targets of the target in the event. Consciousness itself is the attitude of a person who loves to obey all rules and is aware of his duties and responsibilities. So that employees will obey and comply with rules that are made well



instead of the applicable coercion. While consciousness it self is an attitude, behavior, and actions of someone in accordance with the rules of the company, whether written or not.

PT. Indah Kiat Pulp & Paper.Tbk (Sinar Mas Group) is a company engaged in pulp & paper located in the highway Serpong KM.8 Tangerang Selatan. Number of employees of PT. Indah Kiat Pulp & Paper.Tbk (Sinar Mas Group) is 57 people consisting of 45 shift employees and non shift 12 people. Where non shift employee activity is to control reports, and employee absent. While the activities of non shift employees to control the amount of production. The problems that occur in the company such as employee performance is not optimal, employee work motivation decreases, there are still many employees who are not discipline, lack of sense of responsibility of employees to their work, employees are not satisfied with the amount of compensation received, decreased employee morale, and lack of firmness in the provision of legal sanctions.

## II. RESEARCH METHODS

The research method used in this research is Descriptive associative with quantitative approach, that is by describing the condition of respondent and description of research variables in the frequency table and the percentage of the spread of the questionnaire through the procedure of data analysis. The population of 57 people and sample of 57 people using saturated samples. Data analysis technique use validity test, reliability test, classical assumption test, product moment correlation, coefficient of determination, simple linear regression, multiple linear regression, significance t test and F test.

## III. RESULTS AND DISCUSSION

### 1. Employee Perceptions About Work Motivation

In this section, the author will discuss about employee perceptions about work motivation. The indicators used to assess the employee's motivation are physiological needs, security needs, social needs, reward needs and self-actualization needs. Here is a response of respondents about motivation:

**Employee Perceptions About Work Motivation**

Number	Statement of Compensation	Answer				
		SS	S	R	TS	STS
<b>Physiological Needs</b>						
1	I am able to defend myself from everything that is done	12	32	10	3	0
2	I get encouragement from the boss by giving an extra bonus when it's good at work.	10	45	2	0	0



Security Needs						
3	My leadership provides protection from threats in the company.	9	41	7	0	0
4	I will never be afraid of the dangers that exist in the company both internally and externally.	8	29	19	1	0
Social Needs						
5	In my work I always propose ideas to the task that has been given.	6	37	14	0	0
6	I have the ability to act decisively in getting the job done	12	41	4	0	0
Need Awards						
7	With the status of position I received spurred me to improve the quality of work.	8	41	8	0	0
8	I work to achieve a good job performance.	10	40	5	1	1
Self Actualization Needs						
9	In my work I always propose ideas to the task that has been given.	12	35	8	2	0
10	I have the ability to act decisively in getting the job done.	10	28	16	3	0
	Amount	97	369	93	10	1
	Percentage	17,01	64,74	16,30	1,75	0,18

Employee perceptions of work motivation get a good response. Be aware of the responses of all 57 respondents with 10 statements that agree strongly with the frequency of 97 or 17.01%, then agree as much as 369 or 64.74%, hesitate as much as 93 or 16.30%, disagree as much 10 or 1.75% and strongly disagree as much as 1 or 0.18%.

## 2. Employee Perceptions About Work Discipline

In this section, the author will discuss about employee perceptions about the discipline of work. The indicators used to assess the discipline of employee work are goals and abilities, leadership examples, remuneration, justice, waskat, legal sanctions, assertiveness and human relations. Here is a response of respondents about the discipline of work:



**Employee Perceptions About Work Discipline**

Num ber	Disclaimer Details	Answer				
		SS	S	R	TS	STS
<b>Goals and Abilities</b>						
1	Employees are able to complete the job quickly and on time	16	30	9	2	0
<b>Leadership Example</b>						
2	Leaders exemplify exemplary in discipline that can motivate employee morale in work	14	40	3	0	0
<b>Remuneration</b>						
3	The compensation and incentives received by employees increases employees' discipline in their work	13	38	6	0	0
<b>Justice</b>						
4	Justice in decision making can create discipline within the company.	12	30	15	0	0
5	Giving punishment for the guilty will fairly affect the discipline of employees.	13	31	12	1	0
<b>Waskat (Inherent Control)</b>						
6	Waskat demands an active togetherness between superiors and employees in achieving company goals.	15	38	4	0	0
7	Direct supervision from employers to employees affects the level of discipline in work.	18	30	7	2	0
<b>Legal sanctions</b>						
8	Bosses punish employees who violate company regulations	19	26	8	3	1
<b>Firmness</b>						
9	The assertiveness given by the leader to admonish and punish the disciplined employee affects the discipline.	22	24	6	3	2
<b>Humanitarian Relations</b>						
10	Harmonious human relationships among employees and superiors helped create good discipline in the company.	20	23	9	3	2
<b>Amount</b>		<b>162</b>	<b>310</b>	<b>79</b>	<b>14</b>	<b>5</b>
<b>Percentage</b>		<b>28,42</b>	<b>54,38</b>	<b>13,86</b>	<b>2,45</b>	<b>0,88</b>



Employee perceptions of work discipline get a good response. Be aware of the results of all respondents who answered 57 respondents with 10 statements that answered strongly agree with the frequency of 162 or 28.42%, then agree as much as 310 or 54.38%, hesitate as much as 79 or 13.86%, disagree as much 14 or 2.45% and strongly disagree as much as 5 or 0.88%.

### 3. Employee Perceptions about Performance

In this section, the author will discuss about employee perceptions about performance. The indicators used to assess the performance of employees are the quality of work, quantity of work, employee consistency, and cooperation and employee attitudes. Here is a response of respondents about the performance:

**Employee Performance Perceptions**

Number	Statement of Compensation	Answer				
		SS	S	R	TS	STS
<b>Quality work</b>						
1	Employees are able to perform all their duties properly	23	25	6	3	0
2	Employees have skills that match their field of work	19	30	5	3	0
<b>Quantity work</b>						
3	Employees are now able to complete their work within the stipulated time	17	31	7	2	0
4	The volume of work given at this time is in accordance with the work skills of employees	12	33	11	1	0
<b>Consistency Employees</b>						
5	Employees who work now is in accordance with the applicable job description in the company	15	26	14	2	0
6	Employees now have knowledge of their work	12	31	13	1	0
<b>Cooperation</b>						
7	Employees today can work well together among employees	5	36	14	1	1
8	Cooperation among employees can produce good results	12	40	4	1	0
<b>Employee Attitude</b>						



9	Existing employees today have an attitude of mutual respect and mutual respect among employees	8	44	4	1	0
10	The relationship between superiors and subordinates is now well established	13	36	7	1	0
	Amount	136	332	85	16	1
	Percentage	23,86	58,24	14,91	2,80	0,18

Employee perceptions of performance get a good response. Be aware of the results of the responses of all respondents who numbered 57 employees with 10 statements that answered strongly agree with the frequency of 136 or 23.86%, then agree as much as 332 or 58.24%, hesitate as much as 85 or 14.91%, disagree as much 16 or 2.80% and strongly disagree as much as 1 or 0.18%.

#### 4. Multiple Linear Regressions

Simple linear regression equation is as follows:

$$Y = 6.431 + 0.479 X1 + 0.365 X2$$

- 1) The value of the intercept constants of 6.431 is a constant value (a)
- 2) The value of regression coefficient variable Motivation of Work to Performance is equal to 0.479. This means that if the variable Motivation Work up 1 unit will increase the variable performance a 0.479, assuming variable Discipline work is constant.
- 3) The value of regression coefficient variable Discipline work to Performance is amounted to 0.365. This means that if the variable Discipline of Work 1 unit will increase the variable Performance a value 0.336, assuming Work Motivation variable is considered constant.

#### 5. Test of Motivation on Performance

The t count for work motivation variable (X1) on Performance (Y) is 10141, while the t table value for n = 57 is 2.005. So because the value of t count > t table, that is 10141 > 2.005, the probability value (significance) = 0.000 is under 0.050 so it can be concluded that there is a positive and significant effect of work motivation variable (X1) on employee performance (Y) at PT. Indah Kiat Pulp & Paper

#### 6. Test of Discipline on Performance

t value for work discipline variable (X2) to Performance (Y) is equal to 9,884, while t table value for n = 57 is 2.005. So since t count > t table, that is 9,884 > 2.005, probability value (significance) = 0.000 that is under 0.05 hence can be concluded that there is positive influence and significant variable of work discipline (X2) to Performance (Y) employee at PT. Indah Kiat Pulp & Paper.



#### 7. Test F

The influence between Work Motivation (X1) and Work Discipline (X2), Together to Performance (Y) is Positive and significant because the value of  $F_{count} > F_{table}$  value is  $64.959 > 3.17$  so it can be concluded that there is a positive and significant influence between work discipline and work motivation jointly to employee performance at PT. Indah Kiat Pulp & Paper

#### IV. CONCLUSION

Based on the results of research and data analysis conducted in this study on the influence of work motivation and work discipline on employee performance at PT. Indah Kiat Pulp & Paper, the authors conclude as follows:

1. The influence of work motivation on performance partially on PT. Indah Kiat Pulp & Paper is good. The value of regression coefficient of work motivation variable to Performance is 0.840. This means that if the motivation to work up 1 unit then will increase performance a 0.840. Correlation Coefficient of 0.807 indicates that there is a very strong relationship between Work Motivation to Performance. The result of R<sup>2</sup> (R Square) showed that 65,2% Work Motivation have influence to Performance, while the rest equal to 34,8% influenced by other variable not examined in this research. There is a positive and significant influence of motivation variables working on performance, because  $t_{count} > t_{table}$  is  $10141 > 2.005$ .
2. The influence of work discipline on performance partially on PT. Indah Kiat Pulp & Paper is good. The value of regression coefficient variable discipline work on Performance is equal to 0.697. This means that if the chip is 1 unit then it will increase of 0.697. The correlation coefficient of 0.800 indicates that there is a very strong relationship between the Work Discipline on Performance. R<sup>2</sup> (R Square) shows that 64.0% Work Discipline has contribution influence to Performance, while the rest equal to 36,0% influenced by other variable not examined in this research. There is a positive and significant influence of work discipline variable to performance, because  $t_{count} > t_{table}$  ie  $9.884 > 2.005$ .
3. The influence of motivation and work discipline on employee performance simultaneously at PT. Indah Kiat Pulp & Paper is good. This can be seen from multiple regression  $Y = 6.431 + 0.479 X_1 + 0.365 X_2$ . The correlation coefficient of 0.840 indicates that there is a very strong relationship between work motivation and Work Discipline collectively to Performance. The result of R<sup>2</sup> (R Square) shows that 70,6% work motivation and work discipline together have contribution influence to Performance, while the rest of 29,4% influenced by other variable not examined in this research. There is a positive and significant influence between Work Motivation and Work Discipline variables on Performance (Y), because the value  $F_{count} > F_{table}$  value is  $64.959 > 3.17$ .





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