The Influence of Motivation and Work Discipline against Employee Performance at Pt. Delisari Nusantara Medan Branch

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ABSTRACT

This research was conducted to determine the influence of motivation and work discipline on employee performance. This study uses quantitative and qualitative methods with causal associative methods. In this study, the population is employees at PT. Delisari Nusantara Medan Branch. The sampling technique used is the total sample technique which is all employees of PT. Delisari Nusantara Medan Branch with as many as 21 people. The data analysis technique uses validity test, reliability test, classical assumption test, multiple linear analysis test, t test, F test and coefficient of determination test (R2) using SPSS version 16 application. From the results of the study showed that the results of the t-test of the motivation variable tcount of 1.855 < ttable of 2.101, then motivation had an influence but not significant on the performance of employees at PT. Delisari Nusantara Medan Branch and the results of the t-test of the work discipline variable tcount of 3.017 > ttable of 2.101, then motivation has a significant and significant influence on employee performance at PT. Delisari Nusantara Medan Branch. And the results of the study indicate that the results of the F test together with motivation and work discipline Fcount of 9.274 > Ftable of 3.55 mean that motivation and work discipline together have a significant influence on employee performance.

KEYWORDS: Motivation, Work Discipline and Employee Performance

INTRODUCTION

A company needs resources which will run every part/division in the company, there are two resources, namely natural resources and human resources. Human resources are resources that have reason (thinking) and feelings which natural resources do not have. Human resources (humans) have different physical, expertise, talents (interests) and achievements in their respective fields. This performance is something that must be owned by a human resource called an employee who works in a company and this performance is definitely assessed, such as how well the target can be achieved by the employee or not achieved because of what and becomes a benchmark for superiors to employees for follow-up actions. further to be rewarded, improvements and even sanctions and performance also need to be compared to see the increase or decrease in the work achievement of the employees' targets.

PT. Delisari Nusantara was founded in 1997 as part of the Citra Bonang Group. Delisari Nusantara has been operating in Jakarta since 2001. Currently, Delisari Nusantara operates in various regions in Indonesia, namely Jakarta, Bandung, Surabaya, Semarang, Yogyakarta, Bali, Makassar, Manado, Balikpapan, Batam, Medan, Palembang, Malang and will opened a new branch in Pekanbaru, both through its branch offices and through local business partners. In becoming a branch supplier of PT. Delisari Nusantara Central Jakarta, PT. Delisari Nusantara distributes various types of cake and bread raw materials for the food industry, hotels, restaurants, cafes, bakeries, traditional markets, supermarkets, as well as national retail networks. PT. Delisari Nusantara Medan Branch always gets a good turnover if the overall turnover data is drawn in terms of sales and gets a top five or even three positions in terms of billing, this is definitely influenced by the performance of the employees in the company. PT. Delisari Nusantara

cooperates with its business partners in Australia, Belgium, Canada, China, France, Italy, Malaysia, Singapore, the United States and other countries to supply quality food and beverage ingredients for consumers in Indonesia.

The good performance of the employees here is that almost every month they reach the target and almost reach the specified turnover, the employees try hard to give the best they can so that they get incentives from the company, but the company's turnover continues to decline because many of the goods that consumers want are out of stock/ empty is not even available anymore. So the factors that affect the performance of an employee here, one of which is motivation according to **Davis in Mangkunegara (2019)**. **Hasibuan in Sutrisno (2020)** motivation is a matter that questions how to encourage subordinates to work hard by giving all the abilities and skills to realize company goals, motivation is the result of a person's interaction with certain situations he faces. An example of motivational problems in this company is that motivation is divided into two, namely intrinsic motivation (inside oneself) and extrinsic motivation (from outside oneself), in this company extrinsic motivation that often exists, motivation that comes from the Branch Manager (Branch Manager) when it has been motivated by Branch Manager then the employees will rush to do it, if not reminded then they will forget.

Another factor that affects performance is work discipline according to **Zesbendri and Aryanti (2009)** is work discipline. **Hartatik (2020)** states that discipline is a certain condition in which people who join the organization are happy to obey the existing regulations, then work is all human activities carried out to achieve the goals that have been set. **Davis in Mangkunegara (2020)** states that work discipline is the implementation of management to strengthen organizational guidelines. An example of this company's work discipline problem, most employees often take turns arriving late which company regulations stipulate at 08.10 am already at the office and often forgetting to be absent, often reprimanded but there are many factors that cause employees to arrive late and forget to be absent starting from family problems , vehicles to traffic jams and forgetting to be absent due to a lot of work or because of a rush that can be digested by logic and discipline problems began to improve from March to April 2022, employees arrived early. Although motivation and discipline had many problems the employees themselves, but it is undeniable that the achievement of payment of receivables has always reached the target and the achievement turnover of this branch company from December 2021 to January 2022 was

good, but in February the turnover target was not achieved, in March there was an increase from February 2022 the target was not achieved. the arena was cut back (goods returned) and April did not reach it because many of the items that consumers wanted were empty. Then the research title arises "The Influence of Motivation and Work Discipline on the performance of employees at PT. Delisari Nusantara Medan Branch".

LITERATURE REVIEW
Employee performance
Various experts expressed their opinions regarding employee performance, **Mangkunegara (2020)** stated that performance comes from the word Job Performance or Actual Performance (real work achievement or achievement achieved by someone). Employee performance is work performance or work (output) both quality and quantity achieved by employees by unit of time in carrying out their work duties in accordance with the responsibilities given to them. **Nawawi in Widodo (2020)** states that performance is the result of carrying out a job, both physical/material and non-physical/non-material. **Simanjuntak in Widodo (2020)** Performance is the level of achievement of results for the implementation of certain tasks, **Foster and Seeker in Widodo (2020)** state that this performance is the result achieved by a person according to the size applicable to the job in question. **Wibowo (2019)** states that performance comes from the word performance which is defined as the result of work or work performance. However, actually performance has a broad meaning, not only the results of work, but including how the work process takes place. Thus performance is about doing the work and the results achieved from the work. Performance is about what is done and how to do it. **Armstrong and Baron in Fahmi (2017)** state that performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and contributes to the economy.

Factors Affecting Employee Performance
Davis in Mangkunegara (2019) states which employee performance factors are:
1. Ability factor (ability)
2. Motivational Factors (motivation)

And work discipline is one of the aspects that affect employee performance which is stated by **Zesbendri and Aryanti (2009)** that discipline is the main capital that affects the level of employee performance.

Employee Performance Indicators
There are four employee performance indicators related to the performance of employees put forward by **Mangkunegara (2020)**, namely:

1. Work quality
2. Quantity of work
3. Reliable or not
4. Attitude

Motivation

The following experts put forward a definition of motivation, namely: **Togu Harlen Lbn Raja and H.D Melva Sitanggang (2018)** suggest that motivation comes from the word motivation which comes from the Latin word *movere* which means to move (source: wikipedia), then states motivation is a condition (strength / drive) that moves individuals in achieving a goal or several goals from a certain level produced by employees or employees who work. **Fahmi (2017)** states that motivation is a behavioral activity that works in meeting the desired needs. **Hartatik's opinion (2020)** states that motivation is a desire stimulant, the driving force of the will that creates a person's enthusiasm to achieve a desired goal. **Maslow in Togu Harlen Lbn Raja and H.D Melva Sitanggang (2018)** states that motivation is an internal drive to carry out activities if the individual concerned sees that the activity meets his needs at that time.

Motivation Indicators

According to **Maslow in Togu Harlen Lbn Raja and H.D Melva Sitanggang (2018),** suggesting that human needs are classified into five indicators, namely:

1. Physiological Needs
2. Safety and security needs.
3. Social Relationship Needs (Affiliation Or Acceptance Needs).
4. Recognition Needs (Esteem Or Status Needs).
5. Self-Actualization Needs.

Work Discipline

The opinions expressed by several experts regarding the definition of this work discipline are: **Hartatik (2020)** states that discipline comes from the English discipline which means followers, adherents, teaching, training and so on, according to **Singodimedjo in Sutrisno (2020)** stating that work discipline is an attitude of willingness and the willingness of a person to obey and obey the norms that apply around him (the company where he works). Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. **Davis' opinion in Togu Harlen Lbn Raja and H.D Melva Sitanggang (2018)** states that work discipline is a condition that must be obeyed by workers because it involves carrying out work with a full sense of responsibility in carrying out a good job.

Work Discipline Indicator

According to **Singodimedjo in Sutrisno (2020)**, the indicators related to work discipline include:

1. Obey the rules of timing.
2. Obey various company rules.
3. Comply with regulations on how to do work and relate to other work units.
4. Obey other regulations (which may and may not be) in the company.

Framework of Thinking

The framework of thinking is the rationale or logic of one's thinking when they want to do research which as a whole must still refer to the literature or reading materials needed to help scientifically a research that will be produced, according to **H.D. Melva Sitanggang and Togu Harlen Lbn Raja (2011)**

In the current study, the framework of thinking that can be described as the dependent variable is as follows:
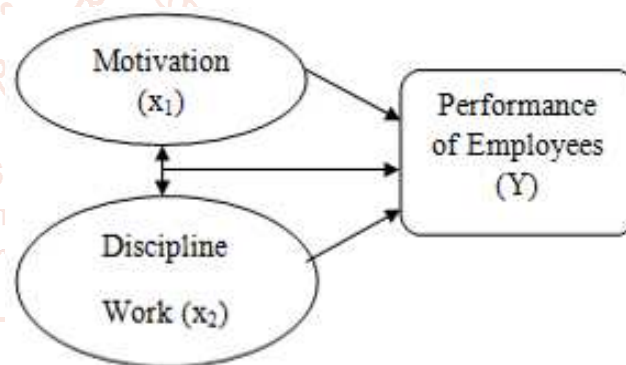
Hypothesis

The hypotheses that can be drawn in the current research are:

H1: It is suspected that motivation (X1) has an influence on employee performance at PT. Delisari Nusantara Medan Branch (Y)

H2: It is suspected that Work Discipline (X2) has an influence on employee performance at PT. Delisari Nusantara Medan Branch (Y)

H3: Allegedly Motivation (X1) and Work Discipline (X2) together affect the performance of employees at PT. Delisari Nusantara Medan Branch (Y).

RESEARCH METHODOLOGY
Types of Research

The current type of research is causal associative. According to Sugiyono (2019), causal associative is a research problem formulation that asks for the relationship between two or more variables. This causal relationship is a causal relationship.

Research sites

This research was conducted at the company PT. Delisari Nusantara Medan Branch is located at Jalan Selamat Ketaren, MMTC Warehousing Complex, Logistics Block C-16.

Research time

Research time is when data collection will be carried out and usually takes time, so the time of this research was carried out in January - June 2022.

Population

According to **H.D. Melva Sitanggang and Togu Harlen Lbn Raja (2011)** stated that the population is the entire unit of objects or subjects related to research and of course adapted to the root cause of the problem at the place of conducting research on the problems that occur. In this study using a limited population, because the total population is known where the population in this study are all employees at PT. Delisari Nusantara Medan Branch.

Sample

The sampling technique in this study is the total sample technique. According to **Sugiyono (2019)**, the total sample is a sampling technique when all members of the population are used as samples. In this study a sample of 21 people who are all employees of PT. Delisari Nusantara Medan, where the population meets the conditions described above that is smaller than 30 people, uses the total sample technique.

Data Type

According to **H.D Melva Sitanggang and Togu Harlen Lbn Raja (2011)** translated as research material obtained from various sources to answer problems that are happening in the field or existing phenomena. The types of data used in this study are quantitative data (experimental method) and qualitative data (observations and questionnaires).

Data Source

Sources of data according to **H.D Melva Sitanggang and Togu Harlen Lbn Raja (2011)** are subjects taken from phenomena or fields.

The data sources used in this study are divided into two types, namely:
1. Primary data.
2. Secondary data

Data Collection Technique

Data collection techniques are ways to obtain data from samples from this population. Data collection techniques in this study were carried out using observation and questionnaire techniques according to **H.D Melva Sitanggang and Togu Harlen Lbn Raja (2011),** namely:

1. Observation
2. Questionnaire.

Data Analysis Technique
Validity Test

Research needs to know how valid or not. An instrument carried out for data acquisition so that existing data obtained from the field will be seen for validity or validity so that the results obtained cannot be stated by **H.D Melva Sitanggang and Togu Harlen Lbn Raja (2011).** The validity and reliability of research instruments are the main things in increasing the influenceiveness of the data collection process as stated by **Best, Kahn in Sugiyono (2020).**

Reliability Test

In quantitative research that is tested is valid and reliable, while for qualitative research to obtain valid data, the tested data is the data. The technique for measuring reliability is Cronbach's alpha which is a one-time measure which then results are compared with other questions or measures the correlation between the answers to questions. A construct or variable is said to be reliable if it gives a cronbach alpha value > 0.70 as stated by **Nunnaly in Ghozali (2018)**, using the SPSS 16 program.

Classic Assumption Test
Normality Test

Based on the empirical experience of several statisticians, the number of data is more than 30 numbers (n > 30), so it can be assumed that the data is normally distributed which is usually referred to as a large sample. To provide certainty, the data held are normally distributed or not, this normality will be tested. **Ghozali (2018)** states that the normality test aims to test whether in the regression model, the independent and dependent variables are normally distributed or not. A good regression model has a data distribution that is normal or close to normal, that is, the distribution does not deviate to the left or to the right (normal curve).

Multicollinearity Test

Ghozali (2018) stated that the purpose of the multicollinearity test was to test whether the regression model found a correlation between the independent variables. A good regression model has a model in which there is no correlation between the independent variables. The multicollinearity test is seen from the tolerance value and Variance Inflation Factor (VIF). If the value of VIF < 10, it means that there is no multicollinearity. If the VIF value > 10 then there is multicollinearity in the data.

Heteroscedasticity Test

Heteroscedasticity test aims to determine whether in a regression model there is an inequality of variance

from the residual of one observation to another observation. Heteroscedasticity test to test whether or not heteroscedasticity occurs, it is seen from the value of the Spearman rank correlation coefficient between each independent variable and the confounding variable. If the probability value (sig) > from 0.05, then there is no heteroscedasticity stated by **Ghozali (2018).**

Multiple Linear Regression Analysis

According to **Yamin and Kurniawan (2019)**, multiple regression is an appropriate method of analysis when research involves one dependent variable which is estimated to be related to one or more independent variables. The multiple linear regression formula is:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

Description:
Y = Employee Performance
α = Constant
β_1, β_2 = Multiple Regression Coefficient
X_1 = Motivation
X_2 = Work discipline
ε = Standard error

Hypothesis Testing
Correlation Coefficient Analysis (R2)

This correlation coefficient analysis is used to find out how strong the relationship level of the variables is, **Sugiyono (2020)** suggests that this correlation coefficient is called the determinant coefficient.

Partial Test (T-Statistic Test)

If t count > t table or t test significance value < 0.05, it is concluded that individually the independent variables have a significant influence on the dependent variable stated **Ghozali (2018)**.

Simultaneous Test (F Statistical Test)

Simultaneous F test is a statistical technique that can be used simultaneously to explore the relationship between several categories of independent variables and usually with two or more dependent variables, this is stated by **Hair, Anderson, Tatham, Black in Yamin and Kurniawan (2019).** The F statistic value will be compared with the table F value with an error rate of = 5% (0.05).

RESEARCH RESULTS AND DISCUSSION
Respondent's Descriptive
Gender

The descriptive characteristics of employees are based on gender, which are 47.6% male and 52.4% female.

Age

Descriptive characteristics of employees based on age, namely, employees aged 21 - 30 years are 47.6%, employees aged 31-50 years are 52.4%.

Position

The results of 21 respondents that respondents who held positions as Sales amounted to 8 respondents who held positions as Drivers totaled 3 respondents who held positions as Branch Managers and Helpers, namely 2 respondents and those who held positions as Supervisor, Warehouse Admin, Sales Admin, Chef, Collector and Stocker. totaling 1 respondent which can be seen that the average position at PT. Delisari Nusantara Medan Branch is Sales with a total of 8 respondents.

Validity Test Results

That the validity test, the Pearson correlation value from the motivation test (X1), work discipline (X2) and employee performance (Y) produced a value greater than the r value of the moment product table with a value of 0.433 where this is for N = 21 respondents where the results The motivation validity test is 0.836 > 0.433, the r value of the moment product table is the result of the work discipline validity test 0.712 > 0.433 the r value of the moment product table, and the employee performance validity test together is 0.857 > 0.433 the r value of the moment product table, it can be concluded that this test is valid.

Reliability Test Results

The value was found to be 0.786 > 0.7 Cronbach's alpha for the reliability test on motivation, the value of Cronbach's alpha was found to be 0.767 > 0.7 Cronbach's alpha for the reliability test of work discipline and the Cronbach's alpha value was found to be 0.877 > 0.7 Cronbach's alpha on employee performance. So it can be concluded that the results of this test are reliable.

Classic Assumption Test Results

The classical assumption test consists of normality test, multicollinearity test, and heteroscedasticity test. The results of the data are normally distributed, there are no multicollinearity problems, no heteroscedasticity and no auto correlation symptoms.

Multiple Linear Regression Test Results

The results of the SPSS output on the coefficients describe the regression equation, namely:

$$Y = -0.302 + 9.779 X1 + 0.644\ X2$$

The result of the regression equation from multiple linear regression analysis is that the constant value (a) is negative, which is -0,302 meaning that if the motivation and work discipline are equal to zero (0) then the employee's performance has decreased. The value of the regression coefficient of motivation (X1) is 9.779 and the value of the regression coefficient of work discipline (X2) is 0.644. The results of the study that the value of the regression coefficient of

motivation (X1) is 9.779, which is greater than the value of the regression coefficient of work discipline (X2), which is 0.644, so motivation has a dominant influence on employee performance.

Hypothesis Test Results

Correlation Coefficient Test Results (R2). That the summary model has an adjusted R square value of 0.453 or 45.3%, which means that the independent variables of motivation and work discipline affect employee performance by 45.3% and the rest is influenced by other factors.

t Test Results

To find out whether the variable from motivation has an influence or not on the employee performance variable, t is used based on the criteria with a significance level of 0.05, the t table value is 2.101 as follows:

A. If the value of t count > t table, then H0 is rejected and H1 is accepted.

B. What if the value of t count < t count, then H0 is accepted and H1 is rejected.

The Results Of The t-Test Of The Correlation Of Motivation (X1) On Employee Performance (Y)

Based on table 4.13, the calculated t value for the motivation variable is 1,855 < t table of 2.101, then H0 is accepted and H1 is rejected. This means that partial motivation has a small influence on employee performance.

The Results Of The t-Test Correlation Of Work Discipline (X2) Against Employee Performance (Y)

In table 4.13, the calculated t value for the motivation variable is 3,017 > t

table is 2.101, then H0 is rejected and H1 is accepted. This means that work discipline partially has an influence on employee performance.

F Test Results

The results from table 4.14, for the F test to determine whether there is an influence of motivation and work discipline simultaneously on employee performance, with a significant level of 0.05, the F table value is 3.55 with the following criteria:

A. If the calculated F value > F table, then H0 is rejected and H1 is accepted.

B. What if the value of F count < F count, then H0 is accepted and H1 is rejected.

F Test Results The Influence Of Motivation (X1) And Work Discipline (X2) On Employee Performance (Y)

Based on the results of the SPSS application output shows that the calculated F is 9.274 > F table is 3.55, then H0 is rejected and H1 is accepted. This means

that motivation and work discipline together affect employee performance.

Discussion

The Influence of Motivation (X1) on Employee Performance of PT. Delisari Nusantara Medan Branch

Partial test results have shown that motivation has little influence on employee performance. Based on the results of the hypothesis test on the t-test on the motivation variable, there is a t-count value of 1.855 < t-table of 2.101, then H0 is accepted and H1 is rejected. This means that partial motivation has a small influence on employee performance. This is in accordance with **Davis' theory in Mangkunegara (2019)** which states that one of the factors that influence performance is the motivation factor and **Togu Harlen Lbn Raja in the Proceedings of Snira (2015)** states that high motivation will contribute to work productivity where motivation is the drive to work every day. employees to give energy and thoughts to work for the company to the maximum so that high results are realized.

The Influence of Work Discipline (X2) on Employee Performance of PT. Delisari Nusantara Medan Branch

The results of the partial test show that work discipline has a significant influence on employee performance. Based on the results of the hypothesis test on the t-test on the Work Discipline variable, there is a t value of 3.017 > t table of 2.101 then H0 is rejected and H1 is accepted. This means that work discipline partially has an influence on employee performance, then the second hypothesis is stated to be true.

This is in accordance with the theory of work discipline, which is one aspect that affects employee performance, which was stated by **Zesbendri and Aryanti (2009)** that discipline is the main capital that affects employee performance levels and **Togu Harlen Lbn Raja in the Proceedings of Snira (2015)** states that work discipline good work in the company will contribute to increasing work productivity.

The Influence of Motivation (X1) and Work Discipline (X2) Together Affect the Performance of Employees of PT. Nusantara Delisari

The results of the partial test have shown that motivation has a significant influence on employee performance. Based on the results of the hypothesis test on the F test on the Motivation and Work Discipline variable, there is a calculated F value of 9.274 > F table of 3.55 then motivation and work discipline together influence on employee

performance, it is stated that the third hypothesis is true. This is in accordance with the theory of **Togu Harlen Lbn Raja in the Proceedings of Snira (2015)** which states that jointly motivation and work discipline make a real contribution to the company's work productivity and this must be maintained by the company in achieving company goals.

CONCLUSION

Based on the results of research which aims to determine "The Influence of Motivation and Work Discipline on Employee Performance at PT. Delisari Nusantara Medan Branch", the following conclusions can be drawn:

1. Based on the results of the hypothesis test on the t-test on the Motivation variable, there is a t-count value of 1.855 < t-table of 2.101, then H0 is accepted and H1 is rejected. This means that motivation partially has a small influence on employee performance.

2. Based on the results of the hypothesis test on the t-test on the Work Discipline variable, there is a t-count value of 3.017 > t table of 2.101, then H0 is rejected and H1 is accepted. This means that work discipline partially has an influence on employee performance.

3. Based on the results of the hypothesis test on the F test on the Motivation and Work Discipline variable based on the output of the SPSS application, it shows an F count of 9.274 > F table of 3.55, so motivation and work discipline jointly affect employee performance.

4. Based on the results of the correlation coefficient test (R2), the adjusted R square value is 0.453 or 45.3%, which means that motivation and work discipline variables affect employee performance by 45.3% and the rest is influenced by other factors, such as leadership style, salary, work environment and so on.

SUGGESTION

Based on the conclusions from the results of the research above, the authors can provide suggestions that may be useful, namely as follows:

1. For Academics
This research can be used as a reference material to add insight in order to provide information on the results of research at the Indonesian Institute of Business and Computer Management Department.

2. For PT. Delisari Nusantara Medan Branch
This research can be used as a reference and consideration for PT. Delisari Nusantara in determining policies to improve employee performance.

The influence of motivation on employee performance.

Preferably the PT. Delisari Nusantara also pays attention to motivational factors to improve employee performance, considering that the motivational factors in this study have a small influence, it is necessary to evaluate and improve motivation and give rewards to employees who excel, and others. In this case PT. Delisari Nusantara in order to improve the system.

The influence of work discipline on employee performance

Preferably the party from PT. Delisari Nusantara can maintain and improve punctuality regulations, because the work discipline of the employees is good, it needs to be maintained and improved again.

3. For future researchers
As a reference material for future researchers and to examine the weaknesses of this study. The weakness of this study is that it does not pay attention to the normality of the data that is normally distributed, because the respondents in this study only amounted to 21. It is advisable for future researchers to add branches under study in order to meet the parametric requirements.

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