

The Effect of Motivation, Discipline and Job Satisfaction on Employee Performance in Printing Division PT. Yasunli Abadi Utama

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Abstract

This research was conducted to determine the effect of motivation, discipline and job satisfaction on employee performance. This research is a quantitative research using multiple regression analysis to find the value of the regression coefficient of each independent variable in this study, namely motivation, discipline and job satisfaction while the dependent variable is employee performance. The population in this study were employees of the Printing Division of PT. Yasunli Abadi Utama. Determination of the sample of this study using probability sampling technique with a simple random method (simple random sampling). The sample in this study were 67 people. While the types of data used are library research and field research with data collection techniques using questionnaires, observation. The technique used to analyze the data are: multiple linear regression analysis, using the t hypothesis test and the F hypothesis test and analysis of the coefficient of determination. From the research results, the regression coefficient value of the motivation variable is 0.231 where the value of t count = 2.501 > t table = 1.9983 with a significance of 0.001 which indicates that the motivation variable significantly affects employee performance, as well as the regression coefficient value of discipline of 0.420 where the value of t count = 4.660 > t table 1.9983 with a significance of 0.000 < 0.05 which indicates discipline affects employee performance and the regression coefficient value of the job satisfaction variable is 0.388 where the value of t count = 4.155 > t table = 1.9983 with a significance 0.000 < 0.05 which indicates job satisfaction significantly affects performance. Then from the simultaneous test where the calculated F value = 103.571 > F arithmetic = 4.13 with a significance of 0.000 < 0.05 which means that simultaneously the motivation, discipline and job satisfaction variables can significantly affect the performance of employees in the printing division of PT. Yasunli Abadi Utama. Furthermore, from the analysis of the coefficient of determination (R²) simultaneously of 0.831 which shows that 83.1% of the variation in employee performance can be explained by the variables of motivation, discipline and job satisfaction of employees in the printing division of PT. Yasunli Abadi Utama. The conclusion from the results of this study is that the increase in employee performance cannot be separated from motivation (safety and security needs, salary and wage needs, self-esteem needs, and love and social needs), Discipline (always present on time, always using working hours effectively and efficiently, complete work on time, have high morale and work as a team), Satisfaction (have work skills in their field of work, get good work results according to expertise, have supporting equipment and equipment, get more appreciation if you do a good job, get moral support from colleagues and superiors in case of problems). With high work motivation, work discipline and job satisfaction, it will be easier to improve employee performance.

Keywords: Motivation, Discipline, Job Satisfaction, Employee Performance.

1. Introduction

The progress of a company cannot be separated from the human resources it has. Human resources play an important role in a company because they always play an active and dominant role in every company activity. Every company, both in the service and industrial sectors, always strives to manage human resource management in professional ways to improve employee performance. In an effort to improve performance, the presence of employees who have work experience, social competence, work discipline and work motivation is needed. The human resources needed by the company are educated and ready to use workers to support the company's development. In this case the expected increase in employee performance is to be able to improve their performance as much as possible to provide satisfactory service. Every company that works in the service sector has several goals that need to be achieved. This goal is made in order to be able to face the situation in competition from several other service companies, and this goal also requires many or even more human resources as the main implementation of the company's activities.

In today's world of work, it is clear that competition between workers or companies is demanded to improve the quality of performance, intelligence and skills. then in terms of achieving this, the company must be able to employ a minimum of human resources in order to achieve the target as much as possible according to the company's goals, for that the company tries to focus on handling workers who are the core business in the service business, the support is that workers must be able to speak good words , attractive and clean appearance both in terms of the surrounding environment or the workers themselves. Employee work motivation is formed from each of the surrounding work scopes, sometimes the work environment requires extra workers to work in order to meet work standards, face customer complaints from superiors or other workers, these demands from the company will affect employee motivation to work better such as What companies expect in service companies to pay more or some kind of overtime can motivate workers to be more active at work. Theoretically, apart from motivation, discipline is believed to have an influence on employee performance.

Work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate course of action and adopt certain behaviors. This motivation will supply energy to work or direct activities during work and cause an employee to know that there are relevant goals between organizational goals and personal goals. If someone is motivated, he will try his best to achieve what he wants. However, it is not certain that this hard effort will produce the expected productivity, if it is not channeled in the desired direction. Work motivation relates to the extent to which an employee wants or is willing to try to achieve good performance. To move employees to conform to what the organization wants, it is necessary to understand the goals of employees working and the actions that will be taken to achieve these goals. The success of an organization is strongly influenced by the performance of its employees. Every organization or company will always try to improve the performance of its employees in the hope that the company's goals are achieved. To achieve these results, factors that influence the achievement of performance are needed, consisting of many factors, including work motivation, work discipline and job satisfaction.

Motivation itself is a condition where employees have the will or need to achieve certain goals, motivation is a behavioral concept that includes the power that exists within a person to initiate and direct behavior in order to achieve certain goals, motivation will not exist if someone does not have the necessary drive or need. comes from him. In order to achieve the goals of the workers and the company, good work discipline is needed from the members of the organization concerned. Work discipline itself is something that must be instilled in every employee, employee awareness is needed by complying with applicable regulations. Good discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him with all the regulations drawn up by the organization through the management that encourage the enthusiasm of employees to work and realize what is the responsibility of the organization.

Not apart from motivation and work discipline, job satisfaction can also have an effect in increasing maximum performance. Job satisfaction is a way to qualify yourself, so that a psychological maturity will be achieved in employees. Job satisfaction factor is very supportive of how the performance of employees in an organization. Job satisfaction is a pleasant or unpleasant emotional state where employees view their work, job satisfaction is a factor in achieving maximum performance. Satisfaction can be seen as a positive statement as a result of employees' assessment of what the organization has done to its employees. Job satisfaction is believed to be able to foster employee motivation to stay in the organization. Job satisfaction refers to an individual's general attitude towards his job. A person with a high level of job satisfaction has a positive attitude towards his job, while someone who is dissatisfied with his job has a negative attitude towards his job. This statement shows that each individual has a different level of satisfaction from one employee to another.

Job satisfaction or employee dissatisfaction depends on the difference between what is expected. Conversely, if what employees get is lower than expected, it will cause employees to be dissatisfied. The factors that influence job satisfaction or dissatisfaction are: type of work, co-workers, benefits, fair behavior, job security, opportunity to contribute ideas, salary/wages, performance recognition, and growth opportunities. Employee dissatisfaction can occur if the work done is not in accordance with what is obtained from the company. The dissatisfaction of these employees causes things that are not desirable and can be detrimental to the company concerned. For example, there are strikes, employee absenteeism increases, employee performance decreases, and so on. Which in turn will reduce the performance of the company itself. So, leaders should understand what employees need and know what desires make employees satisfied and improve their performance, along with all the consequences, including what and how much bonus they will receive if the target or work goal is achieved. So that employees do not do things that are not appropriate to be done.

Performance is the result of employee work both in terms of quality and quantity based on predetermined work standards. So work performance is the result of the relationship between effort, ability, and perception of the task. Another opinion, performance is a result achieved by a worker in his work according to certain criteria that apply to a job. In an effort to improve employee performance, it is necessary to establish several efforts that aim to motivate employees to be able to be disciplined and have work enthusiasm in doing their work, as for these efforts by providing several facilities. Very supportive work facilities can provide employee job satisfaction, so that maximum employee performance is achieved.

2. Methodology

The study was conducted on employees of the printing division at PT, Yasunli Utama Abadi Plastik by taking a sample of 67 employees who were obtained by simple random sampling from the population of employees in the printing division. And hypothesis testing is done by using the t test and f test with an error rate (α) = 0.05 with a one-sided test. The t-test was conducted to partially test the value of the coefficients of the independent variables, namely motivation, work discipline and job satisfaction on employee performance and the F-test was conducted to simultaneously test the independent variable on employee performance as the dependent variable. With $n = 67$ and $\alpha = 0.05$ with degrees of freedom (df) = $n - k - 1 = 67 - 3 - 1 = 63$, the value of t count = 1.9983. The value of the F table is obtained by the degrees of freedom of the numerator $k = 3$ and the degrees of freedom of the denominator = $n - k = 66 - 3 = 63$, so the calculated F value = 4.13.

3. Result and Discussion

Partial Influence Analysis with T Test

Partial testing was conducted to see the effect of work motivation (X1), Work Discipline (X2) and Job Satisfaction (X3) partially on employee performance variables in the Printing Division of PT. Yasunli Abadi Main Plastics Division.

Table 1. T Test

		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	
1	(Constant)	-1.876	2.336		.425
	Motivation	.231	.092	.208	.015
	Discipline	.420	.090	.372	.000
	Satisfaction	.388	.093	.422	.000

Dependent Variable: Performance

The results of tests carried out using the SPSS program are obtained as follows: Hypothetical testing of t test on the value of the work motivation variable coefficient (X1) It is known that the regression coefficient value of the work motivation variable (X1) is 0.231 and the result of the t-test for the work motivation variable (X1) is 2.501 where the t-count value is $2.501 > t \text{ table} = 1.9983$ with a significance level of $0.015 < 0.05$. This means that the variable work motivation can significantly affect the performance of employees in the Printing Division of PT. Yasunli Abadi Utama Plastics Division.

Hypothetical testing of the t test on the work discipline variable (X2). It is known that the regression coefficient value of the work discipline variable (X2) is 0.421 and the result of the t-test for the work discipline variable (X2) is 4.660 where t count is $4.660 > t \text{ table} = 1.9983$ with a significance level of $0.000 < 0.05$. This means the work discipline variable can significantly affect the performance of employees in the Printing Division of PT. Yasunli Abadi Utama Plastics Division.

Hypothetical testing of the t-test on the job satisfaction variable (X3). It is known that the regression coefficient value of the job satisfaction variable (X3) is 0.338 and the result of the t-test for the job satisfaction variable (X3) is 4.155 where t-count = $4.155 > t \text{ table} = 1.9983$ with a significance level of $0.000 < 0.05$. This means that the variable satisfaction work can significantly affect the performance of employees in the Printing Division of PT. Yasunli Abadi Utama Plastics Division.

Simultaneous Influence Analysis with F Test

Simultaneous testing was carried out using the F test. This test was carried out to see the simultaneous effect of work motivation variables (X1), work discipline variables (X2) and job satisfaction variables (X3) on employee performance in the printing division of PT. Yasunli Abadi Utama Plastic Division.

Table 2. F Test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1338.266	3	446.089	103.571	.000 ^b
	Residual	271.346	63	4.307		
	Total	1609.612	66			
Dependent Variable: Performance						
Predictors: (Constant), Satisfaction, Discipline, Motivation						

From the test results on the calculated F value = 103.571 > T table = 4.13, a significance level of 0.000 is obtained, this indicates that simultaneously the variables of work motivation, work discipline and job satisfaction can affect employee performance in the printing division of PT. Yasunli Abadi Utama Printing Division.

Analysis of the Coefficient of Determination (R²)

Analysis of the coefficient of determination was carried out to see how much the contribution of the three independent variables, namely the work motivation variable, work discipline variable and job satisfaction variable could explain the variation of employee performance variables in the printing division of PT. Yasunli Abadi Utama Printing Division.

Table 3. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.912 ^a	.831	.823	2.075
Predictors: (Constant), Satisfaction, Discipline, Motivation				

Based on the Model Summary table above, it is known that the coefficient of determination or R square is 0.831. The magnitude of the coefficient of determination (R square) is 0.831 or equal to 83.1%. This figure means that the variables of Work Motivation, Work Discipline, and Job Satisfaction simultaneously affect employee performance by 83.1%. While the rest (100-83.1 = 16.9%) is influenced by other variables outside the variables studied.

4. Conclusion

There is a positive influence of the motivation variable on employee performance at PT. Yasunli Abadi Utama which is indicated by the regression coefficient value of the motivation variable of 0.231 which indicates that if there is one unit increase in the motivation variable, it will increase employee performance by 0.231 units. There is a positive influence of the discipline variable on employee performance at PT. Yasunli Abadi Utama which is indicated by the regression coefficient value of the discipline variable of 0.420 which shows that if there is a change in one unit increase, the increase in the discipline variable will increase employee performance by 0.420 units. There is a positive influence of the variable job satisfaction on employee performance at PT. Yasunli Abadi Utama, which is indicated by the regression coefficient value of the job satisfaction variable of 0.388,

which indicates that if there is a change in the increase in job satisfaction, one unit will increase employee performance by 0.388 units.

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