

The Effect of Discipline and Work Motivation on Employee Performance at PT Yala Kharisma Shipping, Palembang

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ABSTRACT

This study aims to explore the impact of work discipline and work motivation on employee performance at PT Yala Kharisma Shipping Palembang Branch. Data was collected through observation and distributing questionnaires to 40 respondents. Data analysis used multiple linear regression methods. The results of the analysis show that individually, both work discipline and work motivation have a significant influence on employee performance. In addition, together, the two factors also have a significant effect on employee performance. This research provides implications for PT Yala Kharisma Shipping Palembang Branch, that to improve employee performance, companies must pay attention to both work discipline and work motivation.

Keywords: *optimalization, the role of mosque, a means of worship, Islamic education.*

ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi dampak disiplin kerja dan motivasi kerja terhadap kinerja karyawan di PT. Yala Kharisma Shipping Cabang Palembang. Data dikumpulkan melalui pengamatan dan penyebaran kuesioner kepada 40 responden. Analisis data menggunakan metode regresi linier berganda. Hasil analisis menunjukkan bahwa secara individu, baik disiplin kerja maupun motivasi kerja memiliki pengaruh signifikan terhadap kinerja karyawan. Selain itu, secara bersama-sama, kedua faktor tersebut juga berpengaruh signifikan terhadap kinerja karyawan. Penelitian ini memberikan implikasi bagi PT Yala Kharisma Shipping Cabang Palembang, bahwa untuk meningkatkan kinerja karyawan, perusahaan harus memperhatikan baik disiplin kerja maupun motivasi kerja.

Kata kunci: optimalisasi, peran masjid, sarana ibadah, pendidikan Islam.

INTRODUCTION

Discipline and motivation are critical elements in a company's success. Without these two factors, improving employee performance and maintaining company competitiveness will be difficult. Both profit and non-profit oriented companies have a goal to achieve and maintain their success (Sianturi et al., 2021; Erlangga, 2021; Sari et al., 2020). Work discipline is needed so that the work process runs effectively and efficiently, while motivation can encourage employees to achieve optimal performance (Triani et al., 2020; J, 2020; Surajiyo et al., 2021; Putra, 2021; Amha & Brhane, 2021).

According to Edy Sutrisno (2016), discipline refers to behavior that is in accordance with existing work rules and procedures, both written and unwritten. Meanwhile, motivation, according to Winardi (2016), is an internal or external drive that encourages individuals to achieve certain goals or needs. In the context of a company, motivation can be provided through rewards such as promotions or incentives to outstanding employees.

Motivation is an internal force that exists within people, which can develop through internal and external drives such as monetary and non-monetary rewards. This can affect performance outcomes positively or negatively. Meanwhile, performance, according to Kasmir (2016), includes the results of a person's work and work behavior in a certain period, usually one year, which can be measured from his ability to complete the assigned tasks and responsibilities.

From these theories, work discipline and motivation have a significant influence on employee performance. Motivation encourages a person to act to achieve the desired work results, while discipline provides a sense of responsibility and consequences for violating the rules. Both play an important role in creating good performance.

To examine the effect of work discipline and work motivation on employee performance, this research will be conducted on employees of PT Yala Kharisma Shipping Palembang branch. Based on this, the authors are interested in conducting research with the title "The Effect of Work Discipline and Work Motivation on Employee Performance of PT Yala Kharisma Shipping Palembang Branch".

LITERATURE REVIEW AND STUDY FOCUS

According to Edy Sutrisno (2016), Work Discipline refers to the attitude of a person's willingness and willingness to obey and obey the norms of the rules that apply in their environment. Simamora in Sari (2013) mentions several indicators of work discipline, including: Effective at work

Work effectiveness in an organization includes efforts to achieve maximum achievement by utilizing available resources in a relatively short time, without waiting for harmony between goals, tools, energy, and time. Compliance with regulations is also an important indicator in assessing the level of employee discipline. Rules and regulations, whether written or not, are made to achieve organizational goals properly, therefore, employee loyalty to the rules that have been set is required.

Corrective action is a response to rule violations that have already occurred. This action aims to prevent further violations so that future behavior is in accordance with established standards.

Punctual attendance is also an important indicator in measuring the level of discipline. Employees who have low discipline tend to be often late in carrying out their

duties. In addition, completing work on time is also something that is expected of every employee. This can only be achieved if time management is done efficiently. According to Edy Sutrisno (2016), work motivation is a drive that encourages a person's desire and enthusiasm to work, because each motivation has a certain goal to be achieved. According to Maslow's theory mentioned by Hasibuan (2003), there are several indicators of work motivation, namely:

a. Physiological Needs

This is reflected in the provision of decent salaries to employees, bonuses, food money, transportation money, as well as housing facilities, and so on.

b. Security

This is manifested in work security and safety facilities, such as labor social security, pension funds, health benefits, health insurance, and work safety equipment.

c. Social

This is seen in interactions with others, such as establishing harmonious working relationships, the need to be accepted in a group, and the need for affection.

d. Reward

This is reflected in the recognition and appreciation of one's work achievements, namely the need to be respected and appreciated by coworkers and leaders for their performance.

e. Self-Actualization

This is seen in the interesting and challenging nature of work, where employees have the opportunity to develop their potential and talents.

According to Kasmir (2016), performance refers to the results of a person's work and work behavior in a period, usually for one year. To achieve the targets set by the organization, employees must prioritize interests and satisfaction by providing the best service, discipline, working well, and being innovative, so that they will produce good performance. Performance can be measured from a person's ability to complete the tasks and responsibilities given. According to Cashmere (2016), there are several indicators of employee performance, namely:

a. Quality

Performance measurement can be done by looking at the quality of work produced through a certain process. This quality reflects the level of perfection in the completion of an activity.

b. Quantity

Performance can also be measured by the number of results produced by a person.

c. Timeframe

For certain types of work, a time limit is often given in completing the work.

d. Cost Emphasis

The costs incurred for each company activity are budgeted before the activity is carried out.

e. Supervision

Supervision of work in progress is generally required in almost all types of work.

f. Employee Relations

Performance appraisals are often related to cooperation, harmony between employees, and relationships between leaders.

Previous research has also revealed some findings related to the influence of factors such as discipline, motivation, work environment, and leadership on employee performance. For example, research by Erga Adnan Ramatha (2015) shows that work discipline and work motivation together have a positive and significant effect on employee performance at SMP Negeri 3 Surakarta. Likewise, research by Zulfikar (2020), which found that work discipline, motivation, work environment, and leadership simultaneously affect employee performance at Bankaltimtara.

RESEARCH METHODS

This study adopts the Explanatory Research type with the aim of explaining the effect of Work Discipline and Work Motivation on Employee Performance at the Palembang Branch of PT Yala Kharisma Shipping. The population studied was all employees of PT Yala Kharisma Shipping Palembang Branch, totaling 40 people, with the research location at PT Yala Kharisma Shipping Palembang Branch. The sampling technique used was Saturated Sampling. Quantitative data in this study were obtained through a questionnaire. The variables in this study are divided into two, namely the dependent variable and the independent variable. The dependent variable is employee performance, which refers to the results of a person's work and work behavior in a certain period. While the independent variables are work discipline and work motivation. Work discipline is an attitude of a person's willingness and willingness to comply with regulatory norms that apply around him. Indicators of work discipline include effectiveness at work, compliance with regulations, corrective action, timely attendance, and timely completion of work. Work motivation refers to the stimulation of desire and the driving force of a person's willingness to work, which is driven by certain goals. Indicators of work motivation include physical, security, social, reward, and self-actualization needs.

RESEARCH RESULTS AND DISCUSSION

The data collection technique was carried out through distributing questionnaires to respondents according to predetermined characteristics. The questionnaire contains indicators that are relevant to the variables studied in this study. In this study, the characteristics of respondents include several important points: (1) the number of respondents was 40 people, (2) the majority of respondents were male, with a total of 29 people, (3) the majority of respondents had the latest high school / vocational high school education, as many as 19 people, (4) most respondents had less than 5 years of work experience, with a total of 34 people, and (5) the majority of respondents were between 20 and 30 years old, with a total of 31 people.

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The results of the partial t test on Work Discipline (X1) using the SPSS (Statistical Product and Service Solution) 23 program produced the following data:

Table 1. Partial t Test Table of Work Discipline (X1)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19.980	5.544		3.604	.001
Total_X2	.315	.141	.342	2.243	.031

Source: Data processed (SPSS 23 output)

The results showed that work discipline has a significant effect on employee performance at PT Yala Kharisma Shipping Palembang Branch. The t value for the work discipline variable (X1) is 38.344, exceeding the t table value of 2.028. In addition, the significance level obtained is less than 0.05 ($0.00 < 0.05$). This shows that work discipline partially has a significant influence on employee performance in the company. In this context, all work discipline factors, including effectiveness at work, adherence to regulations, corrective action, punctual attendance, and timely completion of work, have a positive contribution to employee performance. This confirms that an employee's level of discipline has a direct impact on his or her performance. This opinion is in line with the theory put forward by Suprpto, which indicates that employee performance is highly dependent on their ability to carry out tasks in accordance with applicable rules. In the partial t test results

for the Work Motivation variable (X2) at PT Yala Kharisma Shipping Palembang Branch, the calculated t value is 28.621, which exceeds the t table value of 2.028. There is also a significance level value that is less than 0.05 ($0.00 < 0.05$). This indicates that partially, work motivation has a significant influence on employee performance in the company.

Tabel 2. Tabel Uji Parsial t Motivasi Kerja (X2)
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	722.165	2	361.083	717.897	.000 ^b
Residual	18.610	37	.503		
Total	740.775	39			

Source: Data processed (SPSS 23 output)

In other words, the level of work motivation individually makes a significant positive contribution to employee performance at PT Yala Kharisma Shipping Palembang Branch. This indicates that the higher the level of work motivation of an employee, the better his performance. The results of the analysis show that both work discipline and work motivation have a significant effect on employee performance at PT Yala Kharisma Shipping Palembang Branch. The calculation of t count for the work discipline variable (X1) shows a value of 38,344, which far exceeds the t table value of 2,028. Likewise, the work motivation variable (X2), which has a t count of 2.243, also exceeds the t table of 2.028. With a significance level of less than 0.05 ($0.031 < 0.05$), the two variables partially have a significant influence on employee performance. From these results, it can be concluded that the level of work discipline and work motivation plays an important role in improving employee performance at PT Yala Kharisma Shipping Palembang Branch. This finding is consistent with previous research which shows that work discipline and work motivation jointly affect employee performance. Therefore, companies need to pay attention to and improve both factors as part of a strategy to improve overall employee performance.

The F test results show the calculated F value of 717.897, which far exceeds the f table value of 3.26, with a significance level of less than 0.05 ($0.000 < 0.05$). This shows that simultaneously, both work discipline and work motivation have a positive and significant influence on employee performance at PT Yala Kharisma Shipping Palembang Branch. Thus, the hypothesis in this study is accepted.

Tabel 3. Tabel Uji Simultan f
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	722.165	2	361.083	717.897	.000 ^b
Residual	18.610	37	.503		
Total	740.775	39			

Source: Data processed (SPSS 23 Output)

This finding is consistent with the view of Hasibuan (2013: 34) which states that factors that affect performance can come from internal and external factors. Internal factors, such as work discipline, work motivation, and others, come from within the employee, while external factors are supporting factors from outside the employee, such as leadership style, work environment, and company management system. This study focuses on work discipline and work motivation as independent variables because of their relevance to the problem under study, namely how these two variables affect employee performance. This finding is in line with Maria Hartiningsih's research (2017), which also shows a significant influence between work discipline and work motivation on employee performance. Therefore, companies need to pay attention to and improve these two factors in order to improve overall employee performance.

CONCLUSIONS

Based on the data that has been obtained and has been processed using the SPSS v.23 application, then the results of research on the Effect of Work Discipline and Work Motivation on Employee Performance of PT. Employees of PT Yala Kharisma Palembang Branch, can be concluded as follows:

1. Work discipline variables partially have a significant effect on employee performance
Yala Kharisma Shipping Palembang Branch
2. Work motivation variables partially have a significant effect on employee performance
PT Yala Kharisma Shipping Palembang Branch

3. Work discipline and work motivation variables have a significant effect on the performance of employees of PT. employees of PT. Yala Kharisma Shipping Palembang Branch

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