

Innovative Synergy: Leveraging Motivation and Discipline for Peak Employee Performance

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ABSTRACT

This study aims to determine the effect of motivation and work discipline on employee performance, both partially and simultaneously, at PT Putra Supra Jaya, specifically in the Langgam plantation area located in Riau province. A quantitative approach was employed for this research. The population consisted of 105 employees, with a sample size of 52 respondents selected using purposive sampling technique. The results indicate that both motivation and work discipline have a positive and significant impact on employee performance at PT Putra Supra Jaya in the Langgam plantation area.

Keywords : Motivation, Dicipline, Employee Performance

1. Introduction

PT. Putra Supra Jaya is a prominent palm oil company in Riau province, employing 105 individuals in various positions. Employee performance is crucial for the company's success, as it directly influences the achievement of corporate goals. The company continuously strives to enhance employee performance, aiming to reach its objectives effectively. Performance, as defined by Hasyim et al. (2020), is the outcome that individuals or groups within an organization attain by working towards the completion of goals aligned with their assigned tasks.

According to Wenny (2024), strong employee performance, coupled with a high work ethic, significantly aids a company in meeting its targets and generating profit. Conversely, poor employee performance can be detrimental, potentially causing financial losses and hindering progress. At PT. Putra Supra Jaya, performance issues are evident in the correlation between the salary allowances and motivation provided versus the amount of work responsibilities. Additionally, factors such as attendance rates, lack of discipline, and inefficient use of time further highlight the challenges in maintaining high performance levels (Marlius & Pebrina, 2022).

The company's approach to salary increments involves annual adjustments based on the Provincial Minimum Wage (UMP) and employees' work quality and experience. While employees acknowledge that the salaries are not exceedingly high, they appreciate the additional benefits provided, such as housing, utilities, clinics, and other facilities. These perks, along with the proximity of their homes to the workplace and the alignment of their skills with job requirements, motivate employees to remain with the company.

In an effort to boost motivation, PT. Putra Supra Jaya enforces strict discipline through the implementation of Standard Operating Procedures (SOPs) and attendance policies, alongside imposing sanctions for non-compliance. Work discipline is a critical factor influencing employee performance. Poor adherence to rules indicates a low level of discipline, whereas compliance reflects good discipline (FoEh, 2024). Martha & Miawan Putra (2020) emphasize that disciplined employees adhere to organizational expectations, fulfilling their responsibilities diligently.

Previous studies have consistently shown that both motivation and work discipline positively impact employee performance, either partially or simultaneously (Wenny, 2024; Hidayat et al., 2024; FoEh, 2024; Nurvi, 2024). However, contrasting findings exist. For instance, Kumarawati et al. (2017) and Permana & Antyo (2021) found that while motivation positively influences performance, discipline does not have a significant impact. Furthermore, Hidayat (2021) reported that motivation does not affect performance, but work discipline does.

This research aims to investigate the specific factors affecting employee performance at PT. Putra Supra Jaya, focusing on motivation and work discipline. By identifying the underlying issues and determining the effectiveness of current practices, the study seeks to provide actionable insights to enhance performance levels. The novelty of this research lies in its comprehensive analysis of motivation and discipline within the context of a palm oil company in Riau province, offering a unique perspective on the interplay between these variables and employee performance.

The urgency of this research stems from the need to address performance challenges that can significantly impact the company's productivity and profitability. By understanding and improving the factors that influence employee performance, PT. Putra Supra Jaya can better achieve its corporate goals, ensuring sustained success in a competitive industry.

2. Literature Review

Employee Performance

According to Kasmir (2019), performance is the result of work and actions achieved by fulfilling the duties and responsibilities given within a certain period. Performance is a form of work produced over a specific period in completing tasks, compared to possibilities such as work result standards, targets, or goals and criteria that have been determined and agreed upon (Marlius & Pebrina, 2022). Similarly, Wijaya and Diah (2021) state that performance is the result of work and actions achieved by fulfilling the duties and responsibilities given within a certain period. Desfitriady & Pandini (2023) add that performance is the process of evaluating how well employees are doing their jobs compared to set standards and then communicating this to employees.

Employee performance is crucial to the success of an organization. Performance evaluations help identify areas where employees excel and areas needing improvement. A clear understanding of employee performance allows companies to design effective improvement strategies and ensure organizational goals are met.

Motivation

Oktaviani & Darmo (2017) define work motivation as the tendency to activity, starting from an internal drive and ending with self-adjustment. The term motivation comes from the words motion (English) and movere (Latin), which mean to move. Thus, motivation can be interpreted as something that gives encouragement or motive. It can also be understood as a concept describing the power within employees that can initiate and guide behavior. Syahrial S (2019) states that motivation is activities that generate, channel, and maintain human behavior. Essentially, motivation is the individual's impulse to action, causing a person to behave in a certain way that leads to a goal (Hasyim et al., 2020).

Motivation plays a significant role in driving employee performance. Motivated employees tend to be more enthusiastic about their work, have higher productivity levels, and are more likely to achieve or even exceed work targets. Therefore, understanding the factors that influence employee motivation is essential for improving overall organizational performance.

Discipline

Hikmah Perkasa et al. (2023) suggest that discipline is an individual's willingness to follow all regulatory norms that apply around them. Discipline is the starting point of every success in achieving organizational goals. Implementing discipline in a company aims to ensure that all employees voluntarily and without coercion obey and comply with applicable regulations (Wijaya & Diah, 2021). Wahjono et al. (2020) add that discipline is a management activity to implement

organizational standards. According to Afandi (2021), there are several dimensions and indicators of work discipline, namely: the dimension of time observance, with indicators such as arriving at work on time, using time effectively, and never being absent/not working, and the dimension of work responsibility, with indicators such as complying with all organizational or company regulations, company targets, and making daily work reports.

Work discipline plays a crucial role in maintaining smooth company operations. Disciplined employees tend to be more reliable, have consistent performance, and contribute positively to a productive and professional work culture. Thus, effective discipline implementation can help companies achieve their goals and improve overall performance.

The Relationship Between Motivation, Discipline, and Performance

Previous research shows that motivation and discipline significantly influence employee performance. Wenny (2024), Hidayat et al. (2024), FoEh (2024), and Nurvi (2024) indicate that work motivation and discipline positively affect employee performance, both partially and simultaneously. However, the research by Kumarawati et al. (2017) and Permana & Antyo (2021) reveals that while motivation has a positive effect on performance, discipline does not have a significant influence. Conversely, Hidayat (2021) found that motivation does not affect employee performance, but work discipline does.

These varying findings highlight the complexity of the relationship between motivation, discipline, and performance. It underscores the importance of considering multiple factors and contexts when examining how to enhance employee performance. Understanding these dynamics can help organizations develop targeted strategies to improve both individual and collective performance effectively.

3. Research Methods

This research was conducted at PT Peputra Supra Jaya in Riau Province. The total population studied was 105 respondents who were employees at PT Peputra Supra Jaya Langgam plantation area. Determination of the number of samples in this study using the Slovin formula with an error rate of 10%, the following are the results of the study using the Slovin formula as follows:

$$n = \frac{N}{1 + N(e)^2}$$

caption :

n = sample size

N = Total population = 105

E = percent allowance for sampling error (10%)

Based on this formula, the following sample was obtained:

$$n = \frac{N}{1 + N(e)^2} = \frac{105}{1 + 105(0,1)^2} = \frac{105}{1 + 1,05} = \frac{105}{2,05} = 51,2 = 52 \text{ responden}$$

From these results, the sample of this study amounted to 52 employees of PT Pepiutra Supra Jaya Langgam Garden area. The analysis method used is quantitative method. Data analysis using multiple linear regression analysis and data processing with SPSS (Statistical Package for the Social Sciences) software applications.

There are two types of hypothesis testing: Partial hypothesis test (t-test) and simultaneous hypothesis test (F-test). The t – test is a partial individual regression coefficient test used to determine whether the independent variable affects the dependent variable individually. The F – test is needed to determine whether all independent variables simultaneously affect the dependent variable.

The coefficient of determination is used to explain the magnitude of the influence of the independent variable on the dependent variable which is the square of the correlation coefficient. on the dependent variable which is the square of the correlation coefficient. The coefficient of determination is a measure of how well the regression line fits the data and is used to determine

the magnitude of the influence of X1 (motivation), X2 (discipline) on Y (employee performance), which is expressed in percentage form (%).

4. Results and Discussions

Multiple Linear Regression Analysis Results

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 10,617 + 0,541X_1 + 0,419X_2$$

Description:

1. The constant value (a) is 10.617. This means that the performance of PT. Peputra Supra Jaya is fixed at 10.617 points if motivation and work discipline are assumed to be zero (0).
2. The regression coefficient value of 0.541 states that motivation has increased by 1 unit, then performance at PT Peputra Supra Jaya will increase by 0.541 points.
3. The regression coefficient of 0.419 indicates that the performance of PT Peputra Supra Jaya increases by 0.419 points when the discipline is increased by one unit.

Table 1. Multiple Linear Regression

Coefficients ^a								
		Unstandardized		Standardized				
		Coefficients		Coefficients		Collinearity Statistics		
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	10.617	4.210		2.522	.015		
	Motivation	.541	.100	.058	5.541	.011	.523	1.913
	Discipline	.419	.051	.880	8.246	.000	.523	1.913

Source: Processed Data (2024)

Partial Test Results (T-Test)

This test is carried out to determine the magnitude of the influence of the independent variables individually on the dependent variable. The formula for taking the t table with a significance value of 5% is as follows:

$$T \text{ table} = n - k - 1$$

$$T \text{ table} = 52 - 2 - 1$$

$$T \text{ table} = 2.009$$

With the decision-making criteria in the study are as follows:

Table 2. T-test results

Model	t	Sig.	Collinearity Statistics	
			Tolerance	VIF
1 (Constant)	2.522	.015		
Motivation	5.541	.011	.523	1.913
Discipline	8.246	.000	.523	1.913

a. If t count > t table with a significance value < 0.05 then the hypothesis is accepted.

b. If t count < t table with a significance value > 0.05 then the hypothesis is rejected.

Source: Processed Data (2024).

Based on table 2 above, it can be seen as follows:

1. The results of the research that has been done where the t value (5.541) > t table (2.009) and the resulting significance value of 0.011 is still below 0.05, then H_a is accepted and H_o is

rejected. Explains that motivation variables have a positive and significant influence on performance variables at PT Peputra Supra Jaya.

2. The results of the research that has been done where the t value (8.246) > t table (2.009) and the resulting significance value of 0.000 is still below 0.05, then H_a is accepted and H_o is rejected. Explaining the discipline variable has a positive and significant influence on the performance variable at PT Peputra Supra Jaya.

Simultaneous Test Results (F Test)

This test is used to see the effect of the independent variable on the dependent variable simultaneously by comparing F count with F table. If F count > F table then H_o is rejected and H_a is accepted. Based on the regression test conducted, the calculated f value is obtained as follows:

$$F \text{ table} = Df_1 = k - 1 : Df_2 = n - k - 1$$

$$F \text{ table} = Df_1 = 3 - 1 : Df_2 = 52 - 2 - 1$$

$$F \text{ table} = Df_1 = 2 : Df_2 = 49$$

$$F \text{ table} = 3.187$$

Table 3 - F Test Result

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	864.069	2	432.035	59.439	.000 ^b
	Residual	356.161	49	7.269		
	Total	1220.231	51			

Source: *Processed Data (2024)*.

From table 3 above, it is known that F count is 59.439 with a significance of 0.000. F table can be obtained from the F statistical table of 3.187. Thus it is known that F count (64.346) > F table (3.187) with Sig. (0,000) < 0,05. This means that simultaneously the variables of motivation and work discipline have a significant influence on employee performance variables at PT. Peputra Supra Jaya.

Determination Coefficient

Table 4 - Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.841 ^a	.708	.696	2.69603

Source: *Processed Data (2024)*.

From table 4 above, the adjusted R Square value of 0.708 explains that the motivation and work discipline variables can affect the performance variable at PT. Peputra Supra Jaya by 70.8% while the remaining 29.2% is influenced by other variables not examined in this study.

4. Discussion

The Effect of Motivation on Performance at PT. Peputra Supra Jaya, Langgam Plantation Area

Motivation plays a crucial role in stimulating employees to invest more energy and thought into achieving company goals. The results of the study indicate that motivation has a positive and significant influence on employee performance at PT. Peputra Supra Jaya. Improving employee performance hinges on providing motivation, as it drives employee morale, increases work productivity, and enhances job performance. To achieve optimal performance aligned with company goals, it is essential for the company to motivate employees, encouraging them to dedicate their energy and ideas to their work.

According to Pradana, Suliawati, and Novarika (2020), the success or failure of organizational performance impacts employee performance, with higher levels of employee motivation leading to maximum performance. Similarly, Pratama & Riana (2022) found that motivation significantly impacts employee performance, as highly motivated employees tend to perform their job duties optimally. However, this contrasts with the findings of Oktaviani & Darmo (2017), Hidayat (2021), and Permana and Antyo (2021), which state that work motivation has no significant effect on employee performance.

The Effect of Work Discipline on Employee Performance in Langgam Plantation Area

The study results show that work discipline positively and significantly influences employee performance at PT. Peputra Supra Jaya. Work discipline ensures order and smooth work implementation, leading to optimal results for both the company and employees. For the company, discipline prevents problems in task order and implementation, thus achieving the best results and company goals.

Djamil (2023) emphasizes that high work discipline leads to better performance, indicating that performance increases with desired discipline levels and decreases if discipline is lacking. Enhancing work discipline is necessary to boost employee performance. This study supports the findings of Wijaya and Diah (2021) and Wenny (2024), who report that discipline significantly influences employee performance. Conversely, Permana and Antyo (2021) and Muna & Isnawati (2022) found no significant effect of discipline on employee performance.

The Influence of Motivation and Work Discipline on Employee Performance at PT. Peputra Supra Jaya, Langgam Plantation Area

The study results indicate that both motivation and work discipline simultaneously have a significant influence on employee performance at PT Peputra Supra Jaya. Discipline involves the awareness and willingness to comply with social rules and standards, ensuring workers are punctual and complete their job duties properly. Work discipline binds and compels workers to adhere to established rules and procedures, enhancing their performance. Research conducted by Nurvi (2024), Hasyim et al. (2020), and Tusholihah et al. (2019) supports the simultaneous influence of motivation and work discipline on employee performance.

5. Conclusion

The findings of this study indicate that both motivation and work discipline significantly influence employee performance at PT Peputra Supra Jaya, particularly among employees in the Langgam plantation area located in Riau Province. The study demonstrates that higher levels of work motivation and discipline among employees lead to improved performance. Therefore, it is crucial for the company to consistently implement and enhance motivation and discipline strategies to achieve optimal employee performance. When employees are motivated and adhere to work discipline, their productivity and overall job performance increase, contributing to the success of the organization.

Future research should consider exploring additional variables that may impact employee performance to provide a more comprehensive understanding of the factors influencing employee productivity. Potential variables to investigate could include leadership styles, organizational culture, job satisfaction, employee engagement, and training and development opportunities. Additionally, comparative studies across different sectors and geographical locations could provide valuable insights into the generalizability of the findings. By incorporating a broader range of variables and contexts, future research can offer more robust strategies for improving employee performance and addressing workplace challenges.

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