

The Influence of Work Motivation, Work Discipline And Workload on Employee Performance at PT Sanwa Engineering Batam

Pengaruh Motivasi Kerja, Disiplin Kerja dan Beban Kerja Terhadap Kinerja Karyawan Di PT Sanwa Engineering Batam

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ABSTRACT

To determine the success of an organization, the most important thing is the existence of employees who are capable and skilled, and have high morale so that employee performance can produce good output. One thing that needs to be considered by the company towards its employees is work motivation, work discipline and workload. Therefore this study aims to determine the extent to which work motivation, work discipline and workload affect employee performance. Which this research will be conducted at PT Sanwa Engineering by distributing questionnaires to employees. This type of research is quantitative research. The sample used in this study was 193 respondents using the non-probability sampling technique. The data analysis technique used is multiple linear regression. The results of multiple linear regression show that work motivation has a positive and significant effect on employee performance with a t count of 4.791 > t table of 1.973. The work discipline variable has a positive and significant effect on employee performance with a t value of 6.208 > a t table value of 1.973. The workload variable has a positive and significant influence on employee performance with a t count of 4.818 > t table of 1.9726.

Keywords: Work Motivation, Work Discipline, Workload, Employee Performance

ABSTRAK

Untuk menentukan keberhasilan suatu organisasi yang paling utama yaitu adanya pegawai yang mampu dan terampil, Serta memiliki semangat kerja yang tinggi agar kinerja karyawan dapat menghasilkan output yang baik. Salah satu yang perlu diperhatikan perusahaan terhadap karyawan nya yaitu motivasi kerja, disiplin kerja serta beban kerja. Oleh karena itu penelitian ini bertujuan untuk mengetahui sejauh mana motivasi kerja, disiplin kerja dan beban kerja mempengaruhi kinerja karyawan. Yang mana penelitian ini akan di lakukan di PT Sanwa Engineering dengan menyebarkan kuesioner terhadap para karyawan. Jenis penelitian ini yaitu penelitian kuantitatif. Sampel yang digunakan dalam penelitian ini sebanyak 193 responden dengan menggunakan teknik sampel nonprobability sampling. Teknik analisis data yang digunakan yaitu regresi linear berganda. Hasil regresi linear berganda menunjukkan bahwa motivasi kerja berpengaruh secara positif dan signifikan terhadap kinerja karyawan dengan nilai t hitung 4,791 > t tabel 1,973. Variabel disiplin kerja berpengaruh secara positif dan signifikan terhadap kinerja karyawan dengan nilai t hitung 6,208 > nilai t tabel 1,973. Variabel beban kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t hitung 4,818 > t tabel 1,9726.

Kata Kunci: Motivasi kerja, Disiplin Kerja, Beban Kerja. Kinerja Karyawan

1. Introduction

In an era that continues to experience many developments both for science and technology, this development will also have an impact on a company. For companies, this technology development has a good influence because companies can be more time efficient in achieving maximum output. However, this progress has made competition in the business world increasingly stringent, therefore, to remain competitive, of course, companies must be able to improve their

maximum performance. In this case, of course, human resources who have integrity and reliable skills are needed in their fields.

A company can run well and smoothly in achieving its goals if the company has employees who excel at work. Therefore companies need to pay attention to and regulate the work activities of their employees as a form of effort to increase the effectiveness of the work of employees so that the vision and mission of the company can be realized. Good employees are employees who are able to carry out their work painstakingly and have a level of productivity that the company can rely on. In general, companies do not only want employees who are capable and skilled, but employees must also have the will from within to provide good performance (Andriani & Sunaryo, 2020). Employee performance is the result of a person as a whole during a certain period in carrying out tasks, such as work standards, targets or criteria that have been determined in advance and agreed upon (Rindorindo et al., 2019). Meanwhile according to (Ahmad et al., 2019) Employee performance is a real behavior that is displayed by everyone as work performance produced by employees according to their role in the company. According to (Prasetyo et al., 2021) performance is basically something that is given by employees in determining how much employees contribute to the company in the form of production and services provided. In research (Neksen et al., 2021) found that there are 5 indicators of employee performance, namely quality, quantity, timeliness, effectiveness and independence. While in research (Herman, 2022) states that there are 4 indicators in employee performance, namely quality, quantity of work, cooperation, and responsibility.

One of the factors that can affect employee performance is work motivation, work discipline and workload. According to (Hakman et al., 2021) work motivation is one of the factors that encourage someone to do a particular activity. Employees who have work motivation can, of course, carry out their responsibilities properly, so with this, employee performance will experience an increase. Work motivation is a stimulant of desire and the driving force of one's will to work, which means encouragement or movement (Sembiring et al., 2021). Meanwhile according to (Sadat et al., 2020) Work motivation is the provision of driving force that creates enthusiasm in a person in carrying out his responsibilities towards the company. The higher the motivation, of course, the higher one's performance. According to (Taufik et al., 2022) There are 4 indicators that measure work motivation, namely the need for income, the need for relaxation, the need for profit and encouragement to work.

In addition, it is not only work motivation that can increase employee performance, work discipline also needs to exist in a company, this is intended so that work can be carried out properly in accordance with predetermined work guidelines. According to (Pharisees, 2018) Work discipline is the attitude or behavior of employees who can obey both written and unwritten rules set by the company. Work discipline is a person's awareness or willingness to comply with company regulations and applicable social norms (Andriani & Sunaryo, 2020). Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations, so if these rules are violated or not implemented, this means that employees have poor work discipline. (Prasetyo et al., 2021). According to (et al., 2020) there are 4 indicators that serve as a benchmark for work discipline, namely coming to work on time, using time effectively, never being absent/non-working and finally complying with all company organizational regulations.

In addition to work motivation and work discipline, another factor that can affect employee performance is workload. Excessive workload will make employees feel pressured, this will certainly affect the productivity of employees so that the resulting performance will not be optimal. According to (Ahmad et al., 2019) workload is all forms of work assigned to human

resources and completed within a certain timeframe. Workload is the high volume of work in a unit of time that must be carried out by employees. High demands on working time are identified as directly proportional to the workload of employees. Therefore it is necessary to regulate the distribution of volume and work time arrangements in accordance with this aim so that employees do not have excessive workload (Yosephine et al., 2021). According to (Neksen et al., 2021) workload is a group or number of activities that must be completed by an organizational unit or position holder within a certain period of time. If work ability is higher than work demands then this will not become an employee's workload because employees work according to the skills possessed by employees, whereas when work demands are higher than work abilities then this will become a workload because employees work beyond their capabilities or skills possessed by employees. According to (Herman, 2022) There are 4 dimensions viz

1. irregularity has four indicators consisting of job changes, unclear roles, differences in policies and conflicts between employees;
2. do not like overtime work consisting of 3 indicators, namely the number of orders, order due dates, and confusion;
3. acceleration of work, consisting of 5 indicators namely time constraints, amount of work, job demands, lack of employees, and number of orders;
4. too many tasks, consisting of 5 indicators, namely excessive work, limited time and lack of employee skills.

As for the framework in the research that became the independent variable (X), namely work motivation, work discipline and workload while the dependent variable (Y) in this study was employee performance. The following below is a picture of the framework.

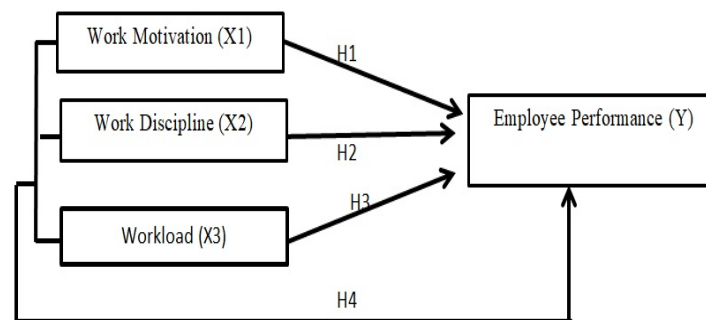


Figure 1. Framework

Source: Researcher, 2023

PT Sanwa Engineering Batam is a manufacturing company located in the Batamindo Muka Kuning Industrial Area which is based on PT Sanwa Plastic Industry Pte Ltd located in Singapore. The company is engaged in the production of one-stop precision manufacturing services. Based on data obtained by researchers, PT Sanwa Engineering Batam has 701 employees from various departments and various national backgrounds. Due to increasingly fierce competition, of course companies must pay attention to existing human resources to improve the performance of their employees. One of the factors that can affect employee performance is work motivation, work discipline and workload. In this case PT Sanwa Engineering Batam also implements various ways to achieve good performance. However, there are still employees who do not comply with the regulations set by PT Sanwa Engineering Batam. The following is the absence of attendance from employees of PT Sanwa Engineering Batam:

Table 1. List of attendance of employees of PT. Sanwa Engineering Batam

Month	Number of employees	Type of Absence		
		Late	Permission	Without explanation
January	701	32	14	16
February	701	43	26	13
March	701	25	34	18
April	701	41	26	24
May	701	32	19	23
June	701	44	18	15
July	701	21	27	28
August	701	38	24	22
September	701	43	29	16
October	701	44	27	37
November	701	43	23	24
December	701	41	25	31

Source: PT. Sanwa Engineering Batam, 2023

From table 1 it can be seen that there are still many employees who are absent without any explanation, of course this will have an impact on the company's output due to a shortage of workers. In addition, there is a workload that can be seen from the following table:

Table 2. Employee Performance at PT. Sanwa Engineering Batam

Month	Realization	Target	Percentage
January	56,762,309	90,000,000	63.07%
February	94,730,394	90,000,000	+100%
March	97,135,840	90,000,000	+100%
April	96,239,113	90,000,000	+100%
May	98,575,375	90,000,000	+100%
June	89,185,085	90,000,000	99.09%
July	82,529,088	90,000,000	91.70%
August	103,217,469	90,000,000	+100%
September	93,515,926	90,000,000	+100%
October	92,767,793	90,000,000	+100%
November	68,578,425	90,000,000	76.20%
December	74,678,405	90,000,000	82.98%

Source: PT. Sanwa Engineering Batam, 2023

From the data table 2 above, it can be seen that during that one year only 7 months employees got the target that had been set. So that the overall average obtained during 1 year of realization is only 97.03%. This is a problem because the target is not fulfilled 100%.

Based on the explanations and existing problems, the researcher wants to know the extent to which work motivation, work discipline and workload affect the performance of employees at PT. Sanwa Engineering Batam. Therefore researchers conducted research with the title "The Influence of Work Motivation, Work Discipline and Workload on Employee Performance at PT Sanwa Engineering Batam"

2. Methods

This study uses a quantitative descriptive technique. The nature of this study is replication because what is used in this study is a reference from previous studies in testing variables. The data source in this study is derived from primary data obtained through distributing questionnaires to PT Sanwa Engineering Batam employees, while secondary data is obtained from PT Sanwa Engineering Batam company data. The data in this study are in the form of numbers and use a statistical tool, namely SPSS version 25. The population in this study is 193. Meanwhile, the sample in this study is 193 respondents using a sampling technique. *non-probability sampling*.

Data analysis method used is Descriptive statistical analysis is tests carried out to process data by drawing conclusions using descriptive data techniques. Descriptive statistical analysis is a test that can describe whether a variable is included in the good, good enough, or bad category (Sugiyono, 2019). The normality test is a test carried out with the aim of knowing whether the data in this study are normally distributed. This test uses the histogram test and p-plot test (Ghozali, 2018:161). The multicollinearity test is a test conducted to measure the level of relationship between the independent variables and the dependent variables (Ghozali, 2018:107). Heteroscedasticity test is a test conducted to find out the variance observed in the regression model which is a function of the test performed (Ghozali, 2018:137). Multiple linear regression analysis is a test performed as an estimate of partial correlation showing the direction and magnitude of the relationship between two variables (Ghozali, 2018:185). The following is the equation of the multiple linear regression test:

$$Y = \alpha + 1X_1 + 2X_2 + 3X_3 + e$$

Information:

e : error

β_{123} : the coefficient value of the independent variable

α : constant

Y : Dependent variable (employee performance)

X₁ : Work motivation

X₂ : Work discipline

X₃ : Workload

Analysis of the coefficient of determination or R² test is a test performed to determine the most accurate level of regression analysis (Ghozali, 2018:97). Test T test conducted to determine whether each independent variable affects the dependent variable. The calculation of the T test is by comparing the calculated T value with the T table. If T count is greater than T table, the independent variables have an influence on the dependent variable. Conversely, if the calculated T value is smaller than T table, then there is no influence between the independent variables and the dependent variable (Ghozali, 2018:179). The F test is a test conducted to find out whether the independent variables have a joint effect on the dependent variable. This test is obtained by comparing F count with F table. If F count > F table, the independent variables have a joint effect on the dependent variable, otherwise if F count < F table, the independent variables do not have a joint effect on the dependent variable (Ghozali, 2018:179).

3. Results and Discussion

Validity test

Table 3. Validity Test Results

Work Motivation (X1)			
Statement	R count	R table	Information
X1.1	0.657	0.1413	Valid
X1.2	0.721		
X1.3	0.791		
X1.4	0.716		
X1.5	0.747		
Work discipline (X2)			
Statement	R count	R table	Information
X2.1	0.692	0.1413	Valid
X2.2	0.712		
X2.3	0.840		
X2.4	0.640		
X2.5	0.733		
Workload (X3)			
Statement	R count	R table	Information
X3.1	0.724	0.1413	Valid
X3.2	0.710		
X3.3	0.736		
X3.4	0.666		
Employee Performance (Y)			
Statement	R count	R table	Information
Y. 1	0.674	0.1413	Valid
Y.2	0.736		
Y.3	0.701		
Y.4	0.643		
Y.5	0.535		
Y.6	0.629		

Source :SPSS Data Output version 25, 2023

It can be seen in the table above that each variable has a calculated R value > R table, so it can be concluded that each variable can be said to be valid.

Reliability Test

Table 4. Reliability Test Results

No	Variable	Cronbach Alpha	Information
1	Work motivation	0.777	Reliable
2	Work Discipline	0.774	Reliable
3	Workload	0.671	Reliable
4	Employee performance	0.732	Reliable

Source :SPSS Data Output version 25, 2023

It can be seen from the table above that each variable can be said to be reliable because each variable has a Cronbach alpha value greater than 0.60.

Normality Test Results

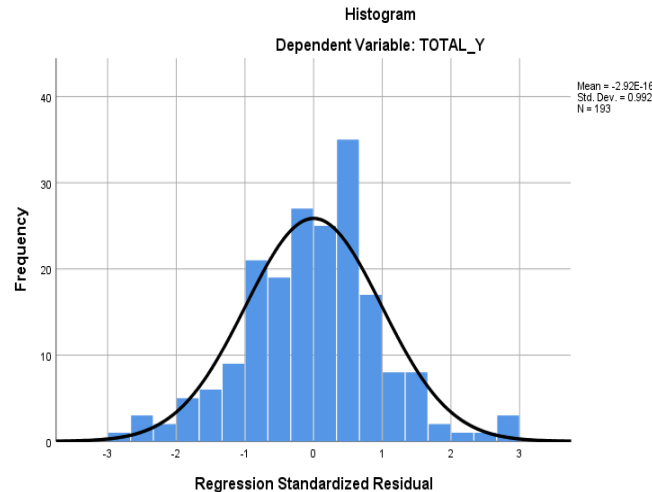


Figure 2. Histogram Graph

Source: Data Output SPSS version 25.2023

It can be seen in the picture above that the bell-shaped curve that is visible on the tenth bar graph in the picture shows that the data is normally distributed. To support this result here's a picture of the p-plot:

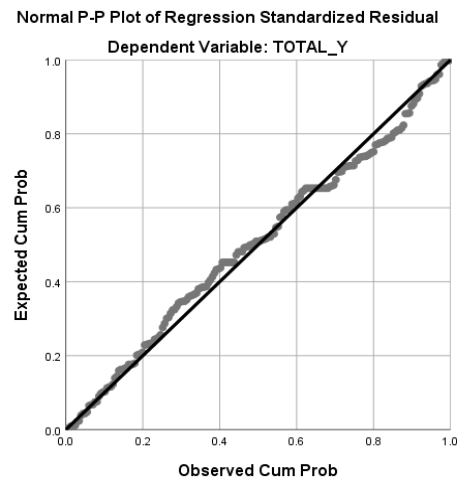


Figure 3. P-Plot graph

Source: Data Output SPSS version 25, 2023

The image above illustrates the results of the normality analysis carried out using a p-plot showing that the data has been stored and displayed with lines from the bottom to the top of the image. To be more certain, the researchers used the Kolmogorov-Smirnov test, which is as follows:

Table 5. Test Kolmogorov Smirnov

		<i>Unstandardized Residuals</i>
N		193
Normal Parameters, b	<i>Means</i>	.0000000
	<i>std. Deviation</i>	2.25207197
Most Extreme Differences	<i>absolute</i>	.059
	<i>Positive</i>	.059
	<i>Negative</i>	-.051
Test Statistics		0.59
asympt. Sig. (2-tailed)		.200c,d

a. Test distribution is Normal

b. Calculated from data

Source :SPSS output version 25, 2023

From the table above, the data will be said to be normal if the value of Asymp.Sig is greater than 0.05. The table shows an Asymp.Sig value of 0.200 so it can be concluded that the data used in this study are normally distributed.

Multicollinearity Test Results

Table 6. Multicollinearity Test

Model		Collinearity Statistics	
		tolerance	VIF
1	Work motivation	0.580	1,723
	Work Discipline	0.515	1,943
	Workload	0.638	1,568

Dependent Variable : Employee Performance

Source :SPSS output version 25, 2023

Correlation between variables will not be found if $VIF < 10$ and tolerance value > 0.10 . So it can be concluded that there is no multicollinearity to the independent variables because the VIF value of X1 is $1.723 < 10$, X2 is $1.943 < 10$ and X3 is $1.568 < 10$. As for the tolerance value of X1 is $0.580 > 0.10$, X2 is $0.515 > 0.10$ and X3 is $0.638 > 0.10$.

Heteroscedasticity Test Results

If the absolute residual value is below 0.05, then heteroscedasticity occurs; conversely, if the residual absolute value is above 0.05, heteroscedasticity does not occur. The results of the heteroscedasticity test are as follows

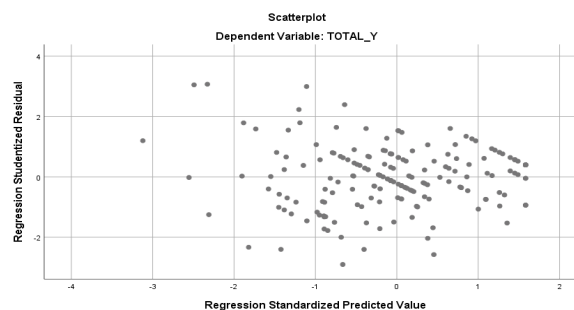


Figure 4. Heteroscedasticity Test Results

Source: SPSS output results version 25, 2023

From Figure 4 it can be seen that there is no clear pattern formed by the points on the scatterplot shown above. The points on the Y axis are spaced above and below the value of 0. So it can be concluded that the variables in this study did not have heteroscedasticity. To further support this result, it can be seen from the glacier test below:

Table 7. Glacier Test

	Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig
		B	std. Error	Betas		
1	Constant	24,871	3,945		6,304	.000
	Work motivation	-.386	.198	-.173	-1,948	.053
	Work Discipline	-.355	.217	-.155	-1,639	.103
	Workload	.304	.271	-.095	-1,119	.264

a. Dependent Variable : R2

Source :SPSS output version 25, 2023

From the table above it can be concluded that in this study no symptoms of heteroscedasticity were found due to the sig. > 0.05, namely X1 is 0.053, X2 is 0.103 and X3 is 0.264 greater than 0.05.

Influence Test

Multiple Linear Analysis Test

Table 8. Multiple Linear Analysis Test

	Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig
		B	std. Error	Betas		
1	Constant	4,931	1.142		4,317	.000
	Work motivation	.275	.057	.280	4,791	.000
	Work Discipline	.389	.063	.385	6.208	.000
	Workload	.379	.079	.268	4,818	.000

a. Dependent Variable : Employee Performance

Source : SPSS output version 25, 2023

The value of each variable can be arranged to form a linear regression as follows:

$$Y = 4.931 + 0.275 X1 - 0.389X2 + 0.379X3 + e$$

From the equation above, it can be concluded that the constants contained in the regression model are 4,931 which means it shows that motivation, work discipline and workload are worth 0, then the employee's performance is worth 4,931. Variable Work motivation (X1) shows the value 0.275 or 27.5% means when all other independent variables are constant and if the work motivation variable increases 1% each, it can cause an increase in the variable employee performance (Y) of 0.275. Work discipline variable (X2) shows value 0.389 or 38.9%, meaning that when all other independent variables are constant and if the work discipline variable increases 1% each, it can cause an increase in the variable employee performance (Y) by 3.86%. Workload Variable (X3) obtained a value of 0.379 or 37.9%, means when all other independent variables are constant and if variable workload increases every 1%, it can cause an increase in employee performance variable (Y) of 0.379.

Test R2

Table 9. Determination Coefficient Test

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.791a	.626	.620	2.2699

a. Predictors: (Constant), Work Motivation, Workload, Communication

b. Dependent Variable: Work productivity

Source : SPSS output version 25, 2022

The coefficient of determination test shows an R Square result of 0.626. It can be concluded that employee performance variables can be influenced by work motivation, work discipline and workload variables with a percentage of 63% and the remaining 37% is influenced by variables not included in this study.

Hypothesis test

T test

Known t table on sig. 0.05 is obtained at 1.97260 and the degrees of freedom are $df = nk-1$ or $193-3-1 = 189$. The results of this test can be seen from the following table:

Table 10. T test

Model		Unstandardized Coefficient		Standardized Coefficient	t	Sig
		B	std. Error	Betas		
1	Constant	4,931	1.142		4,317	.000
	Work motivation	.275	.057	.280	4,791	.000
	Work Discipline	.389	.063	.385	6.208	.000
	Workload	.379	.079	.268	4,818	.000

b. Dependent Variable : Employee Performance

Source : SPSS output version 25, 2023

From the t test table for work motivation variables in the table above, it can be concluded as follows:

1. work motivation variable (X1) of 4,791 > from t table of 1.97260, with a significance value of $0.00 < 0.05$. Therefore, there is a rejection of the hypothesis H_0 and acceptance of H_a , in conclusion, work motivation has a significant influence on employee performance so that H_1 is accepted.
2. From the work discipline variable t test table (X2), it can be concluded that the work discipline variable is $6.208 >$ from the t table is 1.97260, and the significance value is $0.00 < 0.05$. Therefore, there is a rejection of the hypothesis H_0 and acceptance of H_a , in conclusion work discipline has a significant influence on employee performance so that H_2 is accepted
3. From the workload variable t test table (X3), it can be concluded that the communication variable is $4,818 >$ from the t table is 1.97260, and the significance value is $0.00 < 0.05$. Therefore, there is a rejection of the hypothesis H_0 and acceptance of H_a , in conclusion the workload has a significant influence on employee performance so that H_3 is accepted.

F test

The F table in this study has a magnitude of 3.06 and the degrees of freedom are $df = nk-1$ or $193-3-1 = 189$. The calculation results are shown as follows:

Table 11. F test

	Model	Sum of Square	df	MeanSquare	f	Sig
1	Regression	1632,447	3	544,149	105,612	.000b
	residual	973,791	189	5.152		
	Total	2606238	192			

a. Dependent Variable: Work productivity

b. Prediscctors: (Constant), Work Motivation, work discipline, workload

Source: SPSS output version 25, 2023

From the F test table in the table above it shows that the result of f count is 105,612 > from f table is 2.65, while the significance value is 0.00 < 0.05, so the conclusion is that Work Motivation, work discipline and workload simultaneously have a significant impact significant to employee performance, then H_0 is rejected and H_a is accepted, meaning H_4 is accepted.

The Effect of Work Motivation on Employee Performance

Judging from the results of the hypothesis testing that has been carried out by researchers, it gives the result that there is a significant influence between work motivation and employee performance at PT. Sanwa Engineering Batam. The facts that have been found by researchers based on the results of the t test obtained the results of the t value found from the analysis of 4.791 which turned out to be greater than the t table value of 1.97260 and has a significant value of 0.000 < 0.05. So based on these facts it can be declared that H_1 is accepted while H_0 is rejected. So it can be explained that work motivation has a positive and significant effect on employee performance. The results of this study are supported by research (Pharisees, 2018) which explains that work motivation has a positive and significant effect on employee performance. This means that the higher the motivation of employees, the better the performance of employees.

The Effect of Work Discipline on Employee Performance

Judging from the results of the hypothesis testing that has been carried out by researchers, it gives the result that there is a significant influence between work discipline on the performance of employees of PT. Sanwa Engineering Batam. The facts that have been found by researchers based on the results of the t test obtained the results of the t value found from the analysis of 6.208 which turned out to be greater than the t table value of 1.97260 and a significant value of 0.00 < 0.05. So based on these facts it can be declared that H_2 is accepted while H_0 is rejected. So it can be explained that work discipline has a positive and significant effect on employee performance. The results of this study are supported by research (Sadat et al., 2020) which states that work discipline has a positive and significant influence on employee performance. If work discipline is improved, employee performance will experience an increase.

Effect of Workload on Employee Performance

Judging from the results of the hypothesis testing that has been carried out by researchers, it gives the result that there is a significant influence between workload on the performance of employees of PT. Sanwa Engineering Batam. The facts that have been found by researchers based on the results of the t test obtained the results of the t value found from the analysis of 4.818 which turned out to be greater than the t table value of 1.97260 with a significant value of 0.00 < 0.05. So based on these facts it can be declared that H_3 is accepted while H_0 is rejected. Based on this, it can be explained that workload has a positive and significant effect on employee performance. The results of this study are in accordance with previous research conducted

by(Hakman et al., 2021)which states that workload has a positive and significant influence on employee performance. Because excessive workload will reduce the performance of employees.

The Effect of Work Motivation, Work Discipline and Workload on Employee Performance

The results of data processing by researchers can be explained that there is a joint influence of work motivation, work discipline and workload on the performance of employees of PT. Sanwa Engineering Batam. This is based on the test results which show that the f count is 105.612 which has a value greater than the f table value of 2.65 and has a significant value of 0.000 which is less than 0.05. This indicates that H4 can be accepted while H0 is rejected which can mean that there is a combined effect between work motivation, work discipline and workload in influencing employee performance. This statement is supported by research(Andriani & Sunaryo, 2020)which states that work motivation, work discipline and workload simultaneously influence employee performance. So the performance of employees can be improved if they have good work motivation and work discipline and not excessive workload

4. Conclusions

There is a final conclusion that the researcher summarizes as follows:

1. Variable work motivation has a positive and significant influence on employee performancePT. Sanwa Engineering Batam. This is because if employees have good work motivation, the performance produced by employees will also experience an increase.
2. Work discipline has a positive and significant influence on employee performancePT. Sanwa Engineering Batam. When employees work with discipline following an appropriate workflow, the resulting employee performance will definitely be maximized.
3. Workload variable has a positive and significant influence on employee performancePT. Sanwa Engineering Batam. When employees have excessive workload, this will have an impact on employee performance.
4. Employee performance of PT. Sanwa Engineering Batamsimultaneously influenced by the variables Work Motivation, Work Discipline and Workload with a percentage value of 62.6% or 63% while another 37% is influenced by other variables

Based on the above conclusions, the researcher's suggestions are as follows:

1. Due to the results of this study that the variables of work motivation, work discipline and workload only have an effect of 63% on employee performance while 37% are influenced by other factors that have not been examined in this study, therefore to perfect this research it is hoped that further research can continue research this with other factors that can affect employee performance.
2. Work motivation possessed by employees of PT. Sanwa Engineering Batam can be said to be quite good, but the company must continue to motivate employees to keep working hard, provide support to employees so they can develop their abilities.
3. PT. Sanwa Engineering Batam must further increase the level of work discipline towards employees. So that employee performance continues to experience an increase.
4. PT. Sanwa Engineering Batam must always pay attention to assignments so as not to burden employees so that employee performance will be better

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