



The Influence of Motivation and Work Discipline on Employee Performance at Yamaha Arista Jatiwangi

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In a company there are many factors that affect employee performance, including seen from the motivation and discipline possessed by employees. This study aims to determine the effect of motivation and discipline on employee performance. This study uses descriptive and verification methods. Data collection techniques by distributing questionnaires. The population in this study were 35 employees, and used a saturated sampling technique of 35 people. This study uses a Likert measurement scale. Data analysis using normality tests, multiple regression analysis, multiple correlations, coefficients of determination and hypothesis testing using partial tests with t tests and simultaneous tests with F tests. The results of the study partially state that motivation has a positive and significant effect on employee performance. Work discipline has a positive and significant effect on employee performance. The results of the study simultaneously state that motivation and work discipline have a positive and significant effect together on employee performance.

Keywords: Motivation; Work Discipline; Employee Performance

Dalam sebuah perusahaan ada banyak faktor yang mempengaruhi kinerja karyawan diantaranya dilihat dari motivasi dan disiplin yang dimiliki oleh karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan disiplin terhadap kinerja karyawan. Penelitian ini menggunakan metode deskriptif dan verifikatif. Teknik pengumpulan data dengan cara menyebar kuesioner. Populasi dalam penelitian ini sebanyak 35 orang karyawan, dan menggunakan teknik sampling jenuh yakni sebanyak 35 orang. Penelitian ini menggunakan skala pengukuran Likert. Analisis data dengan menggunakan uji normalitas, analisis regresi berganda, korelasi berganda, koefisien determinasi serta pengujian hipotesis menggunakan uji parsial dengan uji t dan uji simultan dengan uji F. Hasil penelitian secara parsial menyatakan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil penelitian secara simultan menyatakan bahwa motivasi dan disiplin kerja berpengaruh positif dan signifikan secara bersama-sama terhadap kinerja karyawan.

Kata Kunci: Motivasi, Disiplin Kerja, Kinerja Karyawan.

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INTRODUCTION

Human resources play an important role in achieving the goals set by the company. The quality of human resources will support success in completing work. Every company always tries to improve the performance of its employees, with the hope that the company's goals can be achieved optimally (Sari et al., 2022). In an organization, it is necessary to pay attention to employee performance in each job. This is because if employee performance decreases, it will affect the work results that will be achieved less than optimally.

Companies employ human resources to support their activities, because even though companies have large capital and modern technology, without human support as resources, the company's goals cannot be achieved. Employee quality can be measured by their work effectiveness. In addition, companies must always strive to improve employee motivation and work discipline to improve employee performance.

Yamaha Arista Jatiwangi is one of the Arista Group business units operating under PT. Arista Mitra Lestari as an official dealer of leading national motorcycle brands engaged in motorcycle sales and after-sales services. Yamaha Arista Jatiwangi prepares educated and ready-to-use employees so that they can support the company's development. To achieve company goals, optimal employee performance is required, so the company needs to make efforts to improve employee performance, one of which is through employee motivation and work discipline. It is necessary to encourage employees to be motivated to be able to work and contribute optimally in the company. Discipline is also important in improving employee performance, because with work discipline, employees will be able to improve their performance optimally. This is in line with the results of research (Nurhalizah & Oktiani, 2024; Pokhrel, 2024) which states that employee work motivation and work discipline can have a positive influence on improving employee performance in the company.

From company data, it is known that in the period from January to December 2023, employees tended to arrive late more often. This indicates a decline in the performance of Yamaha Arista Jatiwangi employees. In the company's operations, one of the

performance priorities is the level of employee attendance and work productivity, where this is a benchmark for the company's success in achieving its goals . Seeing this urgency, the author is interested in conducting a study entitled: "The Effect of Motivation and Work Discipline on Employee Performance at Yamaha Arista Jatiwangi". The purpose of this study is to determine the effect of motivation and work discipline on employee performance at Yamaha Arista Jatiwangi.

METHODOLOGY

The methods used in this research are descriptive and verification. The population in this study was 35 employees. The sample size in this study was 35 people. The sampling technique used saturated *sampling*, namely a sampling technique where all members of the population are used as samples (Sugiyono, 2020). The research instrument used was a questionnaire. To determine the quality of the questionnaire used, validity and reliability tests were carried out. Before conducting hypothesis testing, a data normality test is first carried out to determine whether the collected data is normally distributed. To analyze the research data, multiple linear regression tests, multiple correlation tests, and determination coefficient tests were carried out, while partial t-tests and simultaneous F-tests were used for hypothesis testing. This data analysis was carried out using SPSS software version 23.

RESULT AND DISCUSSION

a. Result

Respondents in this study were employees at Yamaha Arista Jatiwangi. Respondent characteristics can be described as follows:

Table 1 Respondent characteristics

Category	Frequency	Percentage
Gender		
Man	25	71.4
Woman	10	28.6
Age		
20 – 25 Years	18	51.4
26 – 35 Years	14	40
36 – 50 Years	3	8.57
Working Period		
< 1 Year	7	20
15 years	23	65.7
6 – 10 Years	5	14.3

Source: processed data (202 4)

Based on table 1, it can be concluded that the majority of respondents are male, as many as 25 people (71.4 %). The age of the respondents is mostly in the range of 20-55 years, namely 18 people (51.4 %). As many as 23 respondents have worked for more than 1-5 years or as many as 23 people (65.7%).

To obtain research results that can be accounted for, the first time a validity test and reliability test were conducted on the motivation instrument (questionnaire) , work discipline and employee performance . The results of the instrument test can be seen in table 2.

Table 2. Instrument Test Results (Questionnaire)

Variables	Statement Items	Validity		Reliability	
		Correlation Coefficient	Information	Cronbach's alpha	Information
Motivation	No. 1 – 8	>0.30	Valid	0, 935	Reliable
Work Discipline	No. 9 – 16			0, 905	
Employee performance	No. 17 – 24			0, 901	

Source: processed data (202 4)

Based on the results of the validity test calculations using the product moment correlation formula , the correlation coefficient value for each questionnaire statement item was obtained with a value of more than 0.30, so that 3 3 statement items The questionnaire is declared valid. The next step is to conduct a reliability test using the Cronbach alpha formula with the provision that $r_{count} \geq r_{table}$ with a significance level of 5%, and the results of all questionnaire statement items for each variable are said to be reliable, so they can be used for research.

A recapitulation of the results of the descriptive analysis of respondents' answers related to the motivation, work discipline and employee performance questionnaires can be described in Table 3.

Table 3

Variables	Total Score	Ideal Score	Percentage	Category
Motivation	1257	1400	89.8%	Very good

Work Discipline	1263	1400	90.2%	Very good
Employee performance	1273	1400	90.9%	Very good

Source: processed data (202 4)

Based on the results of descriptive analysis of respondents' answers from the research variables, it shows that the variables of motivation, work discipline and employee performance are in a very good position. The following are the results of research data processing using SPSS software version 23.

Table 4 . Coefficients ^a

Model		Unstandardized Coefficients		Standardized	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	13,640	4,890		2,790	.009
	Motivation	.288	.142	.302	2.033	.020
	Work Discipline	.462	.147	.466	3.142	.004

a. Dependent Variable: Employee Performance

Based on the results of the data analysis displayed in table 2, the regression equation $Y = 13.640 + 0.288 X_1 + 0.462 X_2$ can be interpreted as follows:

- 1) The constant of 13,640 means that if motivation and work discipline are 0, then the employee performance value is 13,640
- 2) The regression coefficient of the motivation variable is 0.288 , meaning that if the work discipline variable remains the same and motivation increases by 1 unit, employee performance will increase by 0.288 . A positive coefficient means that the higher the motivation , the higher the employee performance .
- 3) The regression coefficient of the work discipline variable is 0.462 , meaning that if the motivation variable remains the same and work discipline increases by 1 unit, employee performance will increase by 0.462 . A positive coefficient means that the higher the work discipline , the higher the employee performance .

Table 5. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.658 ^a	.433	.398	2.87299

a. Predictors: (Constant), Work Discipline, Motivation

Based on table 5 , the correlation value (r) is 0.658, meaning that motivation and work discipline at Yamaha Arista Jatiwangi have a strong relationship with employee performance . While the magnitude of the determination coefficient is 0.433 , meaning that employee performance influenced by motivation and work discipline is 43.3 % . While the remaining 56.7 % is influenced by other variables or factors that are not studied.

From the test results that has been done, the relationship between each variable of motivation, discipline and employee performance can be described in the following path diagram :

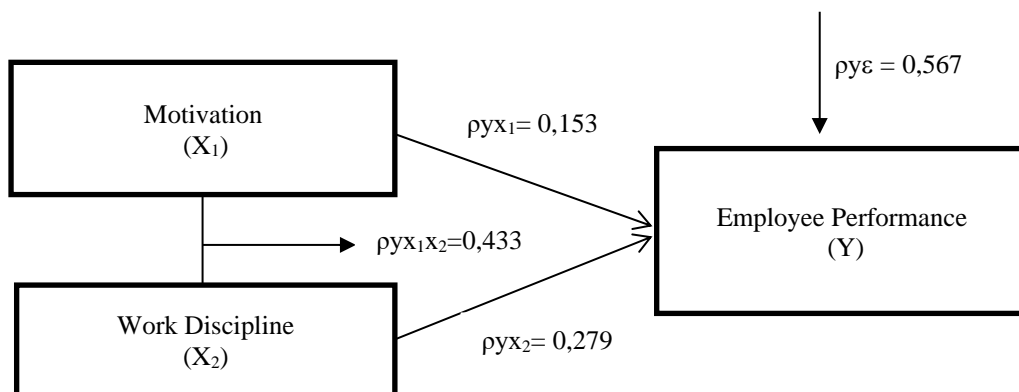


Figure 1. Causal Relationship Structure X1 , X2 towards Y

Based on the data in Figure 1, the following information can be obtained:

- 1) The contribution of motivation (X1) which directly influences employee performance (Y) is $0.508 \times 0.302 \times 100\% = 15.3 \%$ or 0.153
- 2) The contribution of work discipline (X2) which directly influences employee performance (Y) is $0.600 \cdot \times 0.466 \times 100 \%$ = 27.9 % or 0.279
- 3) The contribution of motivation (X1) and work discipline (X2) simultaneously which directly affects employee performance (Y) is $0.433 = 43.3 \%$. The remaining $0.567 = 56.7 \%$ is influenced by other factors not explained in the study.

b. Discussion

1) The Influence of Motivation on Employee Performance

Based on the results of partial hypothesis testing, it shows that motivation has a positive and significant effect on employee performance at Yamaha Arista Jatiwangi. This motivation is measured by six dimensions, namely: 1) The drive to achieve goals 2) Work enthusiasm, 3) Initiative and creativity, and (4) Sense of responsibility, each of which is included in the very good category, this is proven to improve employee performance. Respondents gave a very good category to employee work motivation at Yamaha Arista Jatiwangi due to several reasons, namely related to the salary and benefits received by employees can motivate employees to work enthusiastically, the company provides opportunities for employees to continue to develop themselves so that employees can always try to be able to complete tasks well and have full responsibility in completing their tasks.

The results of this study are in accordance with the results of previous research (Adinda et al., 2023; Jufrizen, 2021; Suryawan & Salsabilla, 2022) which states that motivation has a positive and significant effect on employee performance. In the results of his research, it is explained that motivation contributes to improving employee performance. Increasing employee work motivation will also improve employee performance in completing company tasks.

2) The Influence of Work Discipline on Employee Performance

Based on partial hypothesis testing, it shows that work discipline has a positive and significant effect on employee performance. The implementation of work discipline can be seen based on several dimensions, namely: 1) Compliance with time rules, 2) Compliance with company rules, 3) Compliance with company behavior rules, 4) Compliance with other regulations. Respondents gave a very good category to the implementation of work discipline at Yamaha Arista Jatiwangi on the grounds that the rules and regulations at Yamaha Arista Jatiwangi can be implemented with full responsibility by all employees, so that the implementation of tasks can run optimally which will ultimately encourage the achievement of company goals.

The results of this study are consistent with the results of previous studies (Putra & Haryadi, 2022; Raymond et al., 2023; Yhonanda Harsono, 2023) which states that work discipline has a significant positive effect on employee performance. Work discipline is one of the determining factors in the effectiveness of employee performance in a company, the higher the employee discipline, the more the employee's performance will improve.

3) The Influence of Motivation and Work Discipline on Employee Performance

Based on the results of the hypothesis test, it shows that motivation and work discipline have a positive and significant effect on employee performance. Employee performance is said to be high based on several indicators, namely: 1) Quality, 2) Quantity, 3) Implementation of tasks and 4) Responsibility. There are several conditions that indicate high employee performance at Yamaha Arista Jatiwangi, namely employees are present on time to work, can work according to SOP, and can complete work according to the targets set by the company. This increase in employee performance cannot be separated from the motivation and work discipline possessed by each employee.

The results of this study are in line with the results of research (Daspar, 2020; Fitrianto, 2020; Sadat et al., 2020), which states that motivation and work discipline affect employee performance. Work motivation will provide an initial impetus for employees to start working, and with work discipline will ensure employees to stay on track and make consistent progress in accordance with company goals. So with high work motivation and high work discipline, employee performance will also be high, so that company goals will be achieved.

CONCLUSIONS AND SUGGESTIONS

Based on data analysis and discussion related to the influence of discipline and motivation on employee performance, it can be concluded that employee motivation, work discipline and employee performance at Yamaha Arista Jatiwangi are included in the very good category. Motivation has a positive and significant effect on employee performance, meaning that the higher the motivation, the higher the employee performance. Work discipline has a positive and significant effect on employee performance, meaning that the higher the work discipline, the higher the employee performance. Motivation and work discipline together have a positive and significant effect on employee performance, meaning that the higher the motivation and work discipline, the higher the employee performance at Yamaha Arista Jatiwangi.

The suggestions that the author conveys are based on obtaining research results and are supported by theoretical studies, namely: 1) The research results of the indicator with the lowest value on the motivation variable are that the work carried out can have an impact on career advancement in the company, therefore the author suggests to the Management of Yamaha Arista Jatiwangi to re-evaluate employee performance targets, especially for the marketing department and other sections, so that they are adjusted to their respective fields according to their competencies to improve employee performance. 2) Based on research results, the indicator with the lowest value in the work discipline variable is that employees contribute to the company's progress, therefore the author suggests to Yamaha Arista Jatiwangi management to supervise employees who receive external assignments. 3) Based on research results, the indicator with the lowest value on the employee performance variable is that employees have a sense of responsibility towards their work, therefore the author suggests to the Management of Yamaha Arista Jatiwangi to evaluate new tasks carried out by employees who have worked for a long time and provide rewards to employees who excels..

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