

The Effect of Work Motivation and Work Discipline Toward The Performance of Toma District Officers at South Nias

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Abstract

Work motivation and work discipline are factors that must be given special attention in the staffing system in each government organization. With work motivation and work discipline that employees have will improve employee performance. This study aims to determine the effect of work motivation and work discipline on the performance of employees of the Toma sub-district office in South Nias Regency. This type of research is an quantitative study with 30 employees as respondents, data collection is done through questionnaires. The method used is a multiple regression analysis method that was applied through the SPSS 15.0 program. The results show that work motivation and work discipline have a positive and significant effect on employee performance. This means that the higher the work motivation and work discipline of employees, the higher the performance produced by employees. With the discipline of work makes employees obedient to organizational regulations, the working atmosphere becomes orderly and orderly so that employees can carry out their work to the maximum and produce satisfactory performance. The leader should be a driver of employee morale and always cultivate the attitude of the work discipline by managing the organization effectively and efficiently through maximum employee motivation and supervision of violations of work discipline laws.

Keywords: work motivation; work discipline; employee performance

1. Introduction

The sub-district office is one of the organizations within the government whose main responsibility is to carry out government tasks and serve the community at the sub-district level. Meeting these services requires good human resources and is one of the main assets in holding an important role for organizational success. The quality of

human resources can be seen from the motivation, quality of work, services provided to the community, which in turn will produce quality employee performance.

Each organization often produces a different quality of performance from each individual employee. The difference is caused by several factors including work motivation and work discipline. Work motivation and work discipline are factors that must be given special attention in the employment system in every government organization in order to improve work productivity and employee performance. At present the increase in services and demands of the community are an unavoidable condition, meaning that they demand professionalism in the bureaucracy. There are a number of organizations that have formally established training programs on interpretation and administration but very few have in-depth programs on improving work motivation and work discipline.

Sub-district office employees are one of the elements of the state apparatus whose job is to provide services to the community in a professional, honest, fair and equitable manner in carrying out government and development tasks, but there are problems with work motivation and employee discipline that are still felt to be unfavorable. Where there are found some employees who are indicated to lack work motivation in themselves, and this can be seen from the way employees who work daily at work are just being passive and not eager to work, some employees seem to rarely enter the office (absent from work), employees display a displeasure about tasks and tend to be indifferent to work when serving the community. Discipline of sub-district office employees' work that seems to be lacking, in this case employees also have obligations that must always be considered and carried out, among others, to carry out their duties and responsibilities as well as possible in carrying out their duties to the community according to their respective fields of work, obeying all statutory regulations and applicable organizational regulations. Employees are not allowed to take an action that can result in hindering or complicating the parties they serve, resulting in losses for the parties served. There are some employees who do not obey the organization's work regulations by frequently arriving late to the office or leaving the office without information before working hours are finished, often delaying the tasks assigned, and more clearly can be said of lack of discipline in work. This problem is clear that the work motivation and work discipline factors of sub-district office

employees really need to be improved again so that overall employee performance is better. Good work motivation and employee discipline, reflecting that the HRM functions (Human Resources Management) have been carried out according to plan. With work motivation, employees can work hard and work smartly as expected. If an employee has high work motivation, he will continue to maintain work motivation in the employee. The impact is felt in an atmosphere of good work discipline when an organization can carry out its work program in an orderly and orderly manner so that it can achieve the stated organizational goals. Based on the description above, a study was conducted on the "influence of work motivation and work discipline on the performance of the employees of the Toma Sub-district Office of South Nias Regency".

2. Research methods

This type of research is an associative quantitative research that aims to determine the effect of two or more variables. (Sugiyono 2011:8) This type of research data is primary data sourced directly from respondents and the source of data in this study was obtained through the distribution of questionnaires about work motivation (X1), work discipline (X2) and employee performance (Y). Data collection techniques used in this study using a list of statements (questionnaire) is closed. This list of statements is composed of 60 items based on a Likert scale with answer options including: statement of strongly agree (SS) given a score of 5, statement of agree (S) score of 4, statement of doubt (RR) score of 3, statement of disagreement (TS) score 2, and statement strongly disagree (STS) score 1. The method of data analysis uses the method of multiple regression analysis with a mathematical model. (Sugiyono, 2011:188) as follows: $Y = f(x_1, x_2)$. The linear regression equation is $Y = a + b_1X_1 + b_2X_2$.

3. Literature Review

3.1 The Concept of Work Motivation

Many experts from various disciplines formulate the concept of work motivation. Among them according to Hasibuan (2012:141) in the concept states "work motivation is the thing that causes, channeling, and supporting human behavior, so they want to work actively and enthusiastically to achieve optimal work results". Usman (2014:276) said "work motivation can be interpreted as a desire or need that motivates a person so that he is motivated to work". Sedarmayanti (2016:257) said that "work

motivation is a willingness to spend a high level of effort towards organizational goals conditioned by the ability of the effort to meet individual needs" Samsudin (2010:282) said that "work motivation is something that gives rise to encouragement or enthusiasm work affected by superiors, physical facilities, policies, regulations, service fees, types of work and challenges "

According to Fahmi (2013:108) work motivation appears in the form of two bases, namely:

- a. Extrinsic motivation, which is motivation that comes from outside a person and then further encourages that person to build and foster enthusiasm. Extrinsic motivation is to do something to get something else (a way to achieve goals) for example: a person wants to be a civil servant because he can get a position or status at work and to get old age insurance (pension funds)
- b. Intrinsic motivation, that is motivation that arises and grows and develops in that person, which in turn influences him in doing something meaningfully and meaningfully. For example: a person wants to become a civil servant because he really likes this job, he feels satisfied and challenged in doing his work so that he has a greater sense of responsibility and is keen to improve his work performance in order to get recognition and feel proud because he can serve the country to serve the community.

Based on the above forms of work motivation that to generate work motivation itself, an employee must have a clear goal to be achieved and fought for. If the goal is able to realize it will lead to satisfaction with employees and can produce good performance and work motivation that comes from within the employee will be more effective than work motivation arising from outside or from other factors. So the indicators of work motivation are security / security guarantee; organizational management policy; challenging work; working environment conditions; recognition/appreciation; development efforts; social relations; incentive; responsible; compensation for services (salary)/decent wages. From the concept of work motivation proposed by the experts above it can be concluded that work motivation is the effort and willingness of employees to take action and support employee behavior so that they

want to work actively with their desires and sincerity to achieve organizational goals and at the same time in order to meet their needs.

3.2 The Concept of Work Discipline

The concept of work discipline according to Thoha (2008:76) states "work discipline is accuracy in carrying out work assignments or more emphasis on output. Employees are required to be able to complete their duties according to the specified schedule ". Fathoni (2006:126) states "work discipline means that employees always come and go home on time, do all their work well, comply with all organizational rules and social norms in force". Then Mangkunegara (2013: 129) said that "work discipline is as an implementation of management to reinforce organizational guidelines".

According Afandi (2016:7) suggests three forms of work discipline activities, namely:

- a. Preventive discipline is the discipline of prevention in order to avoid violations of organizational rules that are shown to encourage employees to discipline themselves by obeying and following various established standards and rules.
- b. Corrective discipline is an activity taken to deal with applicable violations and correct them for the future and comply with regulations in accordance with applicable guidelines in the organization.
- c. Progressive discipline is the granting of more severe penalties for repeated violations. The aim is to give employees the opportunity to take corrective action before more serious penalties.

Based on the expert opinion described above, it can be concluded that the activities regarding the forms of work discipline are carried out to encourage employees to obey organizational regulations with self-awareness to avoid violations as applicable norms that need to be carried out comprehensively in the organization. With indicators, namely the leader's example; remuneration; waskat; obedience to time; presence; responsible; human relations; use of time; legal sanctions.

3.3 Employee Performance Concept

A good organization is able to show the performance of one of its employees from the form of services provided both in quantity and quality of the performance.

According to Mangkunegara (2013: 67) stated "employee performance is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him". Wibowo (2014: 7) states that "employee performance has a broader meaning, not only the results of work, but includes how the work process takes place". Furthermore, Prawerosentono in Syakur (2016: 133) argues that "An employee's performance will be good, if the employee has high expertise, willingness to work, the existence of proper rewards or wages and has future expectations". Based on the concept of employee performance that has been described above, it can be concluded that employee performance is the result of an employee's work in quality and quantity based on the abilities and abilities possessed and his willingness to work in accordance with the responsibilities given to him so that he produces something that is the goal his work Then the performance indicators are competencies; tools and facilities; motivation; work commitments; responsible; quality and quantity of work; obedience and honesty; and cooperation.

Results and Discussion

Based on the linear regression equation, $Y = a + b_1X_1 + b_2X_2$. then $Y = 17,989 + 0,246 (X_1) + 0,564 (X_2)$. Can be known the constant value (a) of 17,989, meaning that if the work motivation variable (X1) and work discipline (X2) value is zero, then the value of employee performance variable (Y) is 17,989. The regression coefficient value of work motivation variable (X1) is 0.246 meaning that if other independent variables have a fixed value and work motivation has increased by 1% then the employee's performance increases by 0.246. Positive coefficient means that there is a positive influence between work motivation and employee performance. The more work motivation increases the higher employee performance. The regression coefficient value of the work discipline variable (X2) was 0.564, meaning that if other independent variables had a fixed value and the work discipline had increased by 1%, the employee's performance would have increased by 0.564. Positive coefficient means that there is a positive influence between work discipline and employee performance. The more discipline the work gets, the higher employee performance.

4.1 Effect of Work Motivation on Employee Performance

Based on the results of multiple regression analysis that t_{count} the work motivation variable is 2.665 and the significant level is 0.13. While the value of t_{table} at 0.05 is 2.042. $t_{\text{count}} (2,665) > t_{\text{table}} (2,042)$ where $dk = n-k (30-3) = 27$ with the result of table 1.703 at the level of $\alpha = 0.05$. This means that the work motivation variable has a positive and significant effect on the performance of sub-district office employees and sees the highest score of work motivation variable in the service reward indicator. Sub-district office employees do their work only because of salary. By getting a salary that is in accordance with the wishes and expectations of employees, it will motivate employees to improve their performance. This is reinforced by the theory of Notoadmojo (2009:125) which says "Salary/incentive is the most effective tool to increase work motivation which will further improve employee performance in a work organization". Employee performance will be good and increase if the employee has a high work motivation in every action. Work motivation is something that causes, distributes, and supports human behavior, so that they want to work hard and enthusiastically to achieve optimal performance. This is in line with the results of relevant research by Sarumaha (2016) "Awards directly affect organizational commitment, meaning that appropriate and appropriate rewards can lead to increased organizational commitment and factors that have a relationship forming commitment is by giving rewards in accordance with lecturer performance" Means that rewards in the form of incentives or salaries encourage employee commitment in addition to performance that makes the organization better. The results show that there is a positive and significant influence between work motivation variables on the performance of district office employees.

4.2 Effect of Work Discipline on Employee Performance

The results of the study showed that there was a positive and significant influence between the variables of work discipline on the performance of Toma sub-district office staff in South Nias Regency. Based on the results of the regression analysis that the t_{count} of work discipline variables is 5.779 and the significant level is 0.000. While the value of the table at $\alpha = 0.05$ is 2.042. $t_{\text{count}} (5,779) > t_{\text{table}} (2,042)$ where $dk = nk (30-3) = 27$ with the results of $t_{\text{table}} 1.703$ at the level of $\alpha = 0.05$ means that the work discipline variable has a positive and significant effect on the performance of

district office employees and see the highest score Work discipline variables are found in indicators of legal sanctions.

The Toma Sub-District Head attempted to uphold employee work discipline by cultivating habits that support the upholding of employee work discipline to avoid violations that result in the provision of legal sanctions. In line with that Afandi (2016:3) says that "work discipline must be upheld in an organization because discipline is the key to the success of an organization and must be cultivated among employees because it is a form of compliance with work rules and also as self responsibility to the organization. " Work discipline must be upheld in the organization because without the support of good employee discipline, it is difficult for the organization to realize its objectives. This is in accordance with Fathoni's (2009: 172) which states that "work discipline is the most important operative function of human resource management because the better employee work discipline the higher the performance it can achieve. Without good discipline, it is difficult for organizations to achieve optimal work results." With the work discipline will create an orderly and orderly work atmosphere so that employees can work better and produce excellent performance. So there is an influence of work motivation and work discipline on the performance of district office employees through legal sanctions in the form of work mutations or evaluation of rank advancement.

4.3 Effect of Work Motivation and Work Discipline on Employee Performance

The results of this study indicate that work motivation and work discipline have a positive and significant effect on the performance of district office employees based on simultaneous test results to explain how much the overall independent variable can affect the dependent variable, the results of the simultaneous test produce $F_{\text{count}} (40,457) > F_{\text{table}} \text{ values } (3.35)$ with $\alpha = 0.05$ (5%) means that all independent variables (work motivation and work discipline) can jointly influence the dependent variable (employee performance). Employee work motivation is present in every employee because of the need to get an incentive / salary that is sufficient that will cause employees to work hard so actively from this will have an impact on improving employee performance to the maximum. Employee work discipline will support employee work processes to be more effective because work results will be optimal and

in accordance with the right target time so that employees can improve their performance better. The results of this study are supported by previous research conducted by Arsyenda (2013) which states that "work motivation and work discipline that are felt directly by employees can improve employee performance. In addition, the relationship between the influence of work motivation and work discipline on performance is supported by the theory of Sedarmayanti (2016: 358) which states that "work discipline and work motivation are inseparable from all work culture values that are expected to be developed by each employee so that it will foster responsibility towards increasing employee productivity and performance ". Research by Julfikar (2017) "Work motivation variables that oppose the performance of employees given: morale, level of participation, level of discipline and level of work according to a predetermined time target". So, employees who have good work motivation and high work discipline will produce excellent performance and the achievement of these organizational goals will be achieved.

CONCLUSION

Based on the results of research that has been done, then some conclusions can be drawn as follows:

1. Work motivation has a positive and significant effect on the performance of district office employees. High performance is obtained from employee work motivation that arises because of the provision of service fees. With work motivation, employees work harder and produce improved performance and have an impact on organizational success.
2. Work discipline has a positive and significant effect on the performance of sub-district office employees. The existence of high work discipline from an employee can produce excellent performance. Legal sanctions play a role in maintaining employee work discipline. Efforts to cultivate habits that support the establishment of work discipline can avoid violations that result in sanctions. With the discipline of work makes employees obedient to organizational regulations, the working atmosphere becomes orderly and orderly so that employees can carry out their work to the maximum and produce satisfactory performance.
3. Work motivation and work discipline have a positive and significant effect together on the performance of sub-district office employees, work motivation through

rewards is a driving force for employees to be able to work actively and produce excellent performance and work discipline as supporting employee behavior in carrying out their work . The higher the work motivation and work discipline perceived by employees, the better the resulting performance.

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