THE EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION TOWARDS THE PERFORMANCES OF LPP RRI EMPLOYEES

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ABSTRACT

This research in conducted to find the relationship between work discipline and work motivation towards the performances both partially and simultaneously of LPP RRI employees. This research employs a descriptive quantitative method to know the effect of independent variable (X) and the dependent variable (Y), with the respondents of LPP RRI employees of Belajasumba regions (RRI Bengkulu, RRI Bandar Lampung, RRI Jambi, RRI South Sumatra, and RRI Bangka Belitung), with the total number of 125 respondents, using the instrument of research such as questionnaires spread by online link. To test and analyze the data, the writer employs software program of SPSS version 23.

The result of the study shows that the work discipline factor has a positive effect with the regression coefficient score of 0.264 by the statistical t score of 3.304 with the significance level of 0.001 < 0.05 meaning that the hypothesis $_0$ of this research is accepted. The work motivation factor also has a positive effect with the t $_{count}$ score of 7.762 with the significance level of 0.000 < 0.05 meaning that the hypothesis $_0$ of this research is accepted. The result of f test analysis shows that f count score of 139.267 with the significant level of 0.05 in which the significance score of 0.001 < 0.05 meaning that the hypothesis is accepted. Then, the result of determination coefficient (R^2) gets the result score of 0.695. This means that 69.5% of employees' performance variable of variation (Y) can be determined by the work discipline (X_1) dan work motivation (X_2), whereas the rest 30.5% portion is determined by other factors of variables that are not tested in this research.

Keywords :

Work Discipline, Work Motivation, Performance

ABSTRAK

Penelitian ini dilakukan untuk mengetahui hubungan antara disiplin kerja dan motivasi kerja terhadap kinerja baik secara parsial maupun simultan karyawan LPP RRI. Penelitian ini menggunakan metode kuantitatif deskriptif untuk mengetahui pengaruh variabel bebas (X) dan variabel terikat (Y), dengan responden karyawan LPP RRI wilayah Belajasumba (RRI Bengkulu, RRI Bandar Lampung, RRI Jambi, RRI Sumatera Selatan, dan RRI Bangka Belitung), dengan jumlah total 125 responden, menggunakan instrumen penelitian seperti kuesioner yang disebarkan melalui tautan online. Untuk menguji dan menganalisis data, penulis menggunakan program perangkat lunak SPSS versi 23.

Hasil penelitian menunjukkan bahwa faktor disiplin kerja berpengaruh positif dengan nilai koefisien regresi 0,264 dengan nilai statistik t sebesar 3,304 dengan tingkat signifikansi 0,001 <0,05 yang berarti hipotesis 0 penelitian ini diterima. Faktor motivasi kerja juga memiliki pengaruh positif dengan nilai thitung 7,762 dengan taraf signifikansi 0,000 <0,05 yang berarti hipotesis 0 penelitian ini diterima. Hasil analisis uji f menunjukkan skor f hitung sebesar 139,267 dengan taraf signifikan 0,05 dimana skor signifikansi 0,001 <0,05 artinya hipotesis diterima. Kemudian, hasil koefisien determinasi (R2) mendapat skor hasil 0,695. Ini berarti bahwa 69,5% dari variabel kinerja karyawan variasi (Y) dapat ditentukan oleh disiplin kerja (X1) dan motivasi kerja (X2), sedangkan sisanya 30,5% porsi ditentukan oleh faktor-faktor lain dari variabel yang tidak diuji dalam penelitian ini.

Kata kunci:

Disiplin Kerja, Motivasi Kerja, Kinerja

INTRODUCTION

Human resource, as a matter of fact, is one of the capital which hold the most important role in successfulness of an institution. A good management of human resource become the success key in reaching the institution's goal. Human resource could give an unvaluable contribution for the strategy in reaching the institution's goal.(Syamsuddinnor, 2014)

Measuring the employee's work performance is very important. So the efforts in increasing the employee's work performance become a very serious challenge for the management due to the successfulness in reaching the goals and the survival of the company depends on the work quality of the human resource in it.

Work motivation is the condition where the employees move themselves in line to reach the organisation's goal. Work motivation is one of the influential factors of the employee's..., so that it's needed to be increased to give a high quality service to the community (Mangkunegara,2013).

Besides motivation, to increase the human resource's performance in an organisation, it is related to the discipline. Discipline concept is an attitude of obedience to the rules and regulations, whether written or unwritten and the ability to run and accept the sanctions if disobeying the given duty and the authority (Siswanto, 2010).

Some previous studies that have been conducted by other researchers who support this research include Suradi, et.al. (2015) with the title Effect of Work Discipline, Work Ability and Work Motivation on Employee Performance in his research revealed that Work Discipline, Work Ability and Work Motivation employees jointly affect employee performance. Harlie, et.al (2010) The influence of work discipline, motivation and career development on employee performance. The results of the study found that work discipline, motivation and career development had a positive and significant effect on employee performance. Reza, et.al (2011) with the title Effect of Leadership Style, Motivation and Work Discipline on Employee Performance with the results of the study showed a positive and significant relationship between all independent variables on the dependent variable.

The purpose of this research are :
1. To analyze the influences of the work discipline towards work performance of the employees in LPP RRI

2. To analyze the influences of work motivation towards work performance of the employees in LPP RRI

3. To analyze the influences of the work discipline and work motivation towards work performance the employees in LPP RRI

LITERATURE REVIEW

THE PERFORMANCE

Mangkunegara(2013): employee's performance (achievements) is the results of the employee's work whether in quality or quantity that they have reached in doing their jobs according to the responsible given.

Whereas Robbins (2012) said that performance is the most important thing because it could be used as an information to make a decision.

According to Fahmi (2014) performance is the result achieved by whether profit oriented or non-profit oriented organisation in a certain period of time. Widodo (2015) said that work performance is a grade of achievement which is the result of the implementation of a certain task.

Accordinng to Mangkunegara (2013) work performance are indicated as follow : 1. Work quality, 2. Work Quantity, 3. Responsibility, 4. Cooperation, 5. Initiative

WORK DISCIPLINE

Hasibuan (2013): Discipline is a state of being aware and capable to obey all rules and regulations stated by the company and social norms occurred. Mulyadi (2015) discipline is a respective attitude and the awareness of the employees towards regulations made by the company/organisation.

According to Sutrisno (2011) discipline is someone's readiness to obey norms and regulations occurred in the organisation. Siswanto (2010) said that the indicators of work discipline are as follow : 1. Frequency of presence, 2. Readiness, 3. Obedience to the standard of work, 4. Obedience to the regulations at work, 5. Work etiquette

MOTIVATION

According to Pamela & Oloko (2015) Motivation is the key of a successful organisation in maintaining the survival of works in the organisation with a strong program and help to survive. Motivation is to give a right consulting or guidance, resources and feedback in order to guess, inspired and interested to work by the way you wanted to. Chukwuma & Obiefuna (2014) said that....

Griffin (2013) said that motivation is a set of strength that cause people act in a certain way. According to Mangkunegara (2013) there are two indicators of work motivation : 1) Generating and 2) Guiding

THE HYPOTHESIS OF THIS RESEARCH:

For H – 1 :

Ho : Work discipline variables do not have significant effect towards employee's performance In LPP RRI

Ha : Work discipline variables have a significant effect towards employee's performance In LPP RRI

For H – 2 :

Ho : Work motivation variables do not have significant effect towards employee's performance In LPP RRI

Ha : Work motivation variables have a significant effect towards employee's performance In LPP RRI

For H – 3 :

Ho : Work discipline and motivation variables do not have significant effect towards employee's performance In LPP RRI

Ha : Work discipline and motivation variables have a significant effect towards employee's performance In LPP RRI

The theoretical construction of this research which describes the connectivity among the variables can be seen at the chart below :
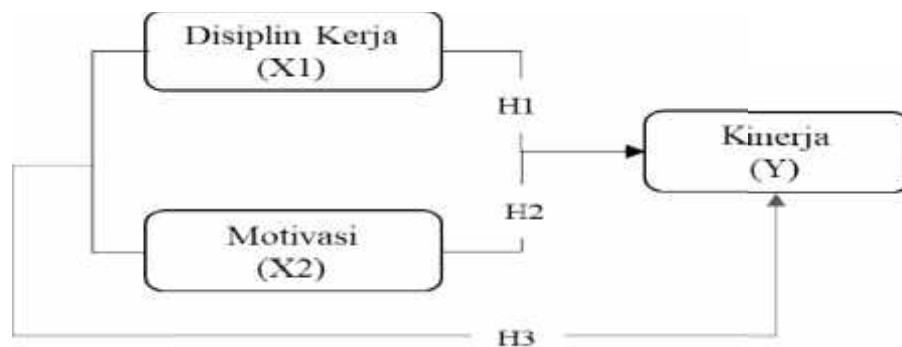

Figure 1. Construction of Thought

RESEARCH METHOD

Population and Sample

Population in this research are the employees of LPP RRI Belajasumba while sample in this research are 125 employees of LPP RRI Belajasumba (Bengkulu, Lampung, Jambi, South Sumatera, and Bangka Belitung.

Data Colleting Technique

In gaining the information and data related to this research, the writer used the method of data collecting by spreading the poll and questionnaire to 125 employees of LPP RRI Belajasumba by using on-line internet with Likert Scale Technique.

Analysis Method

This research used a descriptive and statistical/verification analysis. Analysis in this research used an SPSS software 23 version and statistical technique used in this research is Double Linier Register. And the resemblance of regression used are as follow :

Double Linier Register model are formulated as follow :

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Explanation :

Y = Performance

a = Constancy

$b_1..b_2$ = Variable of Coefficient $X_1...X_2$

X_1 = Work Discipline
X_2 = Work Motivation
e   = error / unexamined variables

OPERATIONAL VARIABLES

Operational variables in this research are divided into work discipline (X_1) and Work Motivation (X_2) as independent variables, employee's performance (Y) as dependent variable.

RESULTS AND REVIEWS

Respondent Characteristics

The research has been done in LPP RRI Belajasumba involving 125 respondent . In this part the writer will explain about respondent's data based on age, sex, education background and length of work time of the respondents.

Based on the age, could be explained that from researched on 125 respondents indicated that there are 45 respondents which aged 51 – 60 years old or 36%, followed by 39 respondents aged 31 – 40 years old or 31,2% . Then 32 respondents aged 41 – 50 years old or 25,6%, followed by 9 respondents aged 21 – 30 years old or 7,2%.

Table 1. Respondent's Age

No	Age	Amount	Percentage (%)
1	< 20 years old	0	0,00
2	21 – 30 years old	9	7,2
3	31 – 40 years old	39	31,2
4	41 – 50 years old	32	25,6
5	51 – 60 years old	45	36,0
	Total	125	100

Source : Mixed Prime Data, 2019

Based on sex, could be explained that from researched on 125 respondents dominated by male with 75 respondents or 60%, while 50 others are female or 40%.

Table 2. Respondent's Sex

NO	Sex	Amount	Percentage (%)
1	Male	75	60,0
2	Female	50	40,0
	Total	125	100

Source : Mixed Prime Data, 2019

Based on education background, could be explained that from researched on 125 respondents dominated by S1 graduate with 73 respondents or 58,4 %, while 32 others are High School (SLTA) or 25,6 %. Followed by S2 post graduate with 14 respondents or 11,2 % and Diploma (D3) with 6 respondents or 4,8 %.

Table 3. Respondent's education background

NO	Education	Amount	Percentage (%)
1	High School (SLTA)	32	25,6
2	DIPLOMA (D3)	6	4,8
3	S1 Graduate	73	58,4
4	Post Graduate (S2)	14	11,2

		Total	125	100

Source : Mixed Prime Data, 2019

Based on length of work time, could be explained that from researched on 125 respondents the majority of them have worked between 6 – 15 years with 47 respondents or 37,6%.

Table 4. Respondent's Work time

NO	Length	Amount	Percentage (%)
1	< 5 years	7	5,6
2	6 – 15 years	47	37,6
3	16 – 25 years	35	28,0
4	26 – 35 years	28	22,4
5	> 36 yearsS	8	6,4
	Total	125	100

Source : Mixed Prime Data, 2019

Data Validity Test

Data validity test is used to examine whether or not the measurement used is valid related to what is meant. Due to the research done is a quantitative research, which used data collecting technique by only spreading the questionnaires, so that the approach to examine the validity of data instrument is by correlating the scores of each variable indicators with the scores of the total of that variable. Pearson correlation formula used to test data validity by software program SPSS. If value $_r$ count > $_r$ table, so the question items or the questions in questionnaire is correlated significantly to the total scores (it means that the questionnaire item is stated valid).

Table 5. Result of Data Validity

No	Variable/Indicator	$_r$ Count	Significance	Description
	WORK DISCIPLINE (X$_1$)			
1	X1.1	0.736	0.000	Valid
2	X1.2	0.852	0.000	Valid
3	X1.3	0.834	0.000	Valid
4	X1.4	0.783	0.000	Valid
5	X1.5	0.759	0.000	Valid
6	X1.6	0.798	0.000	Valid
7	X1.7	0.830	0.000	Valid
	WORK MOTIVATION (X$_2$)			
1	X2.1	0.753	0.000	Valid
2	X2.2	0.820	0.000	Valid
3	X2.3	0.816	0.000	Valid
4	X2.4	0.782	0.000	Valid
5	X2.5	0.826	0.000	Valid
6	X2.6	0.790	0.000	Valid

		PERFORMANCE (Y)		
1	Y1	0.660	0.000	Valid
2	Y2	0.749	0.000	Valid
3	Y3	0.612	0.000	Valid
4	Y4	0.621	0.000	Valid
5	Y5	0.774	0.000	Valid
6	Y6	0.748	0.000	Valid
7	Y7	0.729	0.000	Valid
8	Y8	0.797	0.000	Valid

Source : Mixed Prime Data, 2019

The table above indicates that the result of data validity test to the examined variable, work discipline, (X_1), work motivation (X_2) and employee's performance (Y) each have coefficient correlation for each indicator is less than 0,05 (a = 5 %).

Data Reliability Test

The measurement instrument or the method used in this research is *Cronbach's Alpha*. The instrument tested could be said reliable if the *Cronbach's Alpha* value is more than 0,60.
The result of reliability test on each variables by using *Cronbach's Alpha* is indicated in the following table :

Table 6. Result of Reliability Test

No	Variables	Amount of Indicators	Cronbach Alpha	Description
1	Work Discipline (X1)	7	0,793	Reliable
2	Work Motivation (X2)	6	0,798	Reliable
3	Employee's Performance (Y)	8	0,773	Reliable

Source : Mixed Prime Data, 2019

From the above table, based on the reliability test we could the data find that work discipline variable (X_1) is measured by 7 indicators. The *Cronbach's Alpha* value is 0,793 and it is more than 0,60. It means that the measurements for work discipline variables is reliable. In other words, there are internal consistency between the measurements or indicators used to represent the variable of work discipline. By that description, the 7 indicators of work discipline is reliable so that it could be analyzed further. Motivation (X_2) is measured by 6 indicators. The *Cronbach's Alpha* value is 0,798 and it is more than 0,60. It means that the measurements for work motivation variables is reliable. In other words, there are high enough internal consistency between the measurements or indicators used to represent the variable of work motivation. Employee's performance (Y) is measured by 8 indicators. The *Cronbach's Alpha* value is 0,773 and it is more than 0,60. It means that the measurements for Employee's performance variables is reliable. In other words, there are high enough internal consistency between the measurements or indicators used to represent the variable of Employee's performance. This results show us that the *Cronbach's Alpha* coefficient for all the variables tested is more than 0,60, so that the data used in this research is stated reliable.

Multi co-linierity Test

The purpose of multi co-linearity test is to find a perfect relation between free variables in regression1 model. The multi co-linearity test in this research used the Variance Inflation Factor (VIF) method. The multi co-linearity symptoms could be seen from the *tolerance* value and Variance Inflation Factor (VIF) value. If the VIF value is less than 10 and *tolerance* value is more than *tolerance* value 0,1 or 10 % so it could be concluded that there is no multi co-linearity in this regression model. The result of the multi co-linearity test can be seen in the table below :

Tabel 7. The Result of Multi co-linierity Test

Variables	Tolerance Value	VIF Value (%)
Work Discipline(X1)	0,398	2,510
Work MotivationX2)	0,398	2,510

Table 7 above indicates that VIF value of all free variables in this research is less than 10 but the Tolerance Value of all free variables is more than 10 % which means there is no correlation between free variables having value of more than 90 %. By this explanation we could conclude that there is no multi co-linearity symptoms between free variables in the regression model.
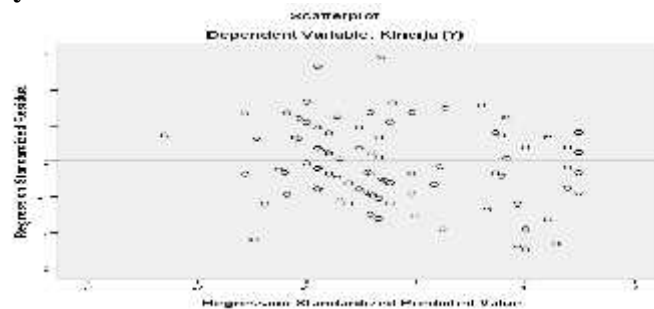
Hetero schedastisity Test

Figure 2 Hetero schedasticity Test

The graph above shows that there are dots spread randomly, not forming a certain and clear formula, and spread out randomly whether upper or lower of the zero line Y pith ,so it means that there is no classic hetero schedasticity biased assumption in the regression model has been made, In other words, this homo schedasticity hypothesis is accepted.

Normality Test

The purpose of normality test is to examine whether in the regression model, free variables and attached variables normally distributed or not. Data normality in this research can be seen by paying good attention at dots in *Normal P—Plot of Regression Standardized Residual* of the attached variables. Requirements of the normality test is if the data spreading around diagonal line and following the direction of the diagonal line, means that regression model fulfil the normality assumption. But if the data spreading out far from the diagonal line and or is not following the diagonal line, means that regression model do not fulfil the normality assumption.
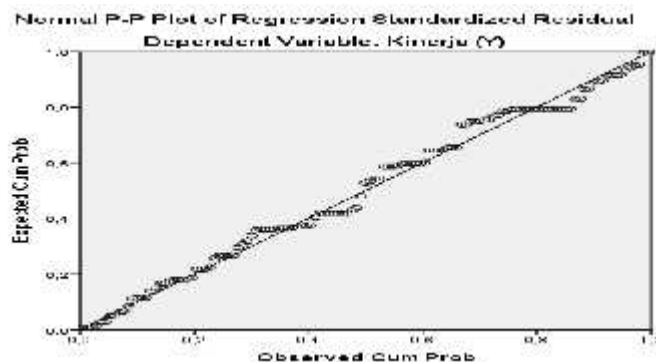
Figure 3. Normality Test Result

Examining the Hypothesis

To examine the validity of hypothesis used in this research, we use the double linear regression analysis model by simultaneous total test (test-F) and partial test (test-t) as shown by the table below :

Table. 8 Estimation Result

Variable	Coef det (R^2)	t	Sig
Constance	7,368	4,515	0,000
Discipline	0,264	3,304	0,001
Motivation	0,729	7,762	0,000
R^2　　　＝　　0,695			
F　　　＝ 139,267			
Sig. F　　＝　　0,000			

Table. 9 analysis regression result

Table 8 above shows that determination coefficient (R square) gained 0,695 or 69,3 %. It means that 69,5 % variation variables of employees of LPP RRI Sungailiat Bangka Belitung performance can be described by the variables of work discipline and work motivation, while the rest of 30,5 % can be described by other variables which not included in this research. So it could be said that the two free variables, work discipline and work motivation, with a attached variable, employee's performance, indicate that there is a strong influence between one to another (employee's high performance).

Test F (simultaneously Testing)

From the result of statistical counting of test F in table 8 above, it is indicating that value gained of test F $_{count}$ is 139,267. By using significance limitation 0,05 , an be decided that hypothesis Ha is accepted and hypothesis Ho is refused. Accepting hypothesis Ha means accepting requirements that there are influences in work discipline and work motivation against work performance of LPP RRI Belajasumba employees. It means that there is a

significant influence simultaneously with work discipline and work motivation variables against work performance of the employees.

Test t (partially testing)

From table 8 we got the result regression coefficient of work discipline is 0,246 with the test t value is 3,304 and significant is 0,001, less than 0,05. From that result we could explain that work discipline partially influenced the performance of LPP RRI employees positive and significantly, and so that the hypothesis is accepted. It also about work motivation partially influenced the performance of LPP RRI employees positive and significantly, where regression coefficient is 0,729 with test t value is 7,762 and significant is 0,000 means less than 0,05, so that the hypothesis is accepted.

Regression coefficient between work discipline and employee's performance factors is 0,264. It means that each 1 % increasing, work discipline will increase26,6 5, by the assumption that constant motivation is static. But the significance test between work discipline and employee's performance is 0,000 < 0,005, indicates that there is positive influence or equal with the performance LPP RRI Belajasumba employees. I t means that if the factor of work discipline increases, work performance will increase, too.

Review

After statistically tested it could be clearly seen that all free variables (individual) have influence to attached variables. The influence given by the two free variables have positive impact, it means that the higher work discipline and motivation is, the better work performance produced These results match with the hypothesis proposed. The result of this research is also match with the previous research. The explanation of each variables influence can be described as follow :

1.) Work discipline partially influences the employee's performance

Hypothesis 1 which proposed in this research states that work discipline has positive influence to the employee's performance of LPP RRI . The result of *unstandardized* statistic test with standard error is 0,080 and statistic t value is 3,304 with significant value of 0,001 less than 0,05 means that the hypothesis in this research accepts Ha. This test statistically proves that work discipline has significant influence to the performance of LPP RRI Belajasumba employees.

2.) Work motivations partially influences the employee's performance

The result of hypothesis test proved that motivation has positive influence to employee's performance. From the calculation made, resulted t $_{count}$ value is 7,762 where significant is 0,000 less than 0,05 means that the hypothesis in this research accepts Ha and refuses Ho. This test statistically proves that work motivation has positive influence to employee's performance. It means that there is influences from motivation variable to performance variable. These results support the previous research done by Reza (2010), which stated that between independent variables and dependent variables there are positive and significant influences to the work performance which means that the higher work discipline and motivation is, the better work performance is.

3.) Work discipline and motivation have simultaneous influences to work performance

The result of hypothesis test proved that there is significant influence work discipline and motivation variables simultaneously to employee's performance variable. It is proven by the calculation test F where F $_{count}$ is 139,267. By using significance limit 0,05 we got significance value 0,000 less than 0,05 which means that the hypothesis in this research

accepts Ha and refused Ho. The previous research done by Reza (2010) proved that there are positive and significant relation between all independent variables to dependent variables.

Model ability in explaining the variation of dependent variables indicated by the value of determination coefficient (R^2) is 0,695 or 69,5 % which means that there is 36,2 % the rest of employee's performance influenced by other factors of other models. Tightness relation between work discipline and motivation variables to employee's work performance variable is proven by the correlation coefficient value which is 0,834 or 83,4 %.

CONCLUSION

According to the results of analysis and review from this research that has explained in the previous chapters,, we can conclude that :1. Work discipline has partially significant influence towards employee's performance in LPP RRI Belajasumba 2. Work motivation has partially significant influence towards employee's performance in LPP RRI Belajasumba 3. Work discipline and work motivation has simultaneously significant influence towards employee's performance in LPP RRI Belajasumba. How big the Work discipline and work motivation influence……

According to the conclusion above, the writer suggest that : 1.To LPP RRI, especially LPP RRI Belajasumba, should increase employee's work performance by stressing work discipline and work motivation. This is related to answers from the questionnaire given where the responses from the LPP RRI employees who have high motivation in doing their jobs, indicated that most of employees chose to be agreed. Motivating the employees could be done by giving awards to the successful employee or by promoting them in order to increase their performance. And so that in the variables of discipline most of employees agree to be given sanctions for their disobediences as a logic consequence. 2. To whom who want to make a further research, it is suggested to add other variables that influence the employee's performance. Because the better employee's performance is, it would affect the institution or organisation.

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