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## ANALYSIS OF THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT SUPRATEX

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### Abstract

Human resource management can influence employee performance, which in turn can influence the company's capacity to achieve its objectives. Companies like PT. Supratex must maintain high levels of employee enthusiasm and work discipline in order to demonstrate the success of their personnel. The goal of this study is to look at the connection between work motivation and discipline at PT Supratex. This study's questionnaire is a quantitative component of the associative causal research approach. This study used a questionnaire approach to collect data, and the variables evaluated were employee motivation (variable X1), workplace discipline (variable X2), and performance metrics (variable Y). The data is examined using Multiple Linear Regression Analysis, R2 analysis, t-tests, and F-tests. The outcomes of this study reveal that PT Supratex employees' performance is influenced by motivation variables and work discipline at the same time, albeit only partial motivation has a relevant effect on performance and discipline has no effect on employee performance. Motivating elements and workplace discipline account for 76.5 percent of the total.

Keywords: Motivation, Discipline, Performance, Employees

### A. INTRODUCTION

Human resources are the driving force behind an organization's activities; an organization's success is contingent on the existence of its human resources. Therefore, human resources or employees in an organization are an essential concern in the context of organizational success efforts (Martini & Ismanto, 2021). Human resources are the driving force behind an organization's activities; an organization's success is contingent on the existence of its human resources. Therefore, human resources or employees in an organization are an essential concern in the context of achieving organizational success (Rohida, 2018).

The existence of an organization's human resources determines its success or failure (Yulianah & Supardi, 2022). Human resources are the driving force behind the activities of an organization. So that an organization's human resources or its employees become a priority in the context of its efforts

to attain success. With competent employees, a company's performance will increase, leading to the achievement of its objectives (Hasanudin, 2023).

An organization's performance is the end result of an individual's or team's efforts to carry out its mission in a way that complies with all applicable laws, ethical standards, and internal policies (Devi et al., 2022). Work performance is evaluated by contrasting actual output with target metrics. According to (Hasanudin & Budiharjo, 2021). Whether public or private, the ultimate purpose of any company is to maximize the productivity of its workers. A company's performance can be defined as the extent to which its personnel are able to accomplish its goals given a set of inputs and outputs, and hence is closely tied to the concepts of effectiveness and efficiency.

One aspect that has an important influence in determining good and bad employee performance is motivation and work discipline. These factors may come from the organization, from employees or from factors outside employees and organizations (Syafrina, 2017). According to Pio, et al (2015), to achieve the set targets (good performance), employees must prioritize the interests and satisfaction of customers by providing the best service, being disciplined, working motivated and innovative.

Motivation is a factor that is more directed to behavior in organizations. Within a person will always have the motivation that is used to drive his behavior in fulfilling certain goals. Employee motivation can be influenced by factors of interest, salary received, the need for a sense of security, interpersonal relationships and opportunities to work (Marpaung et al, 2014). The presence of motivation in the workplace might encourage workers to direct more of their attention and efforts toward the achievement of company objectives. According to Citra (2019), if the requirement for this is satisfied, there will be satisfaction as well as fluency in the process of enhancing employee performance.

Work discipline plays a very significant part in career progression, and it is necessary for both private organizations and the government to have it (according to Manoppo, 2015). This is because career progression is geared toward meeting future business issues and competing with other companies. Because employees of a firm are expected to maintain a high level of professionalism at all times, it is imperative that they be taught proper work discipline from an early age. Employees will eventually develop a habit of adhering to the discipline if it is consistently cultivated. Discipline is typically a trait that is highly prevalent in people who have achieved a great deal of success in their chosen industries. On the other side, lack of discipline is a common trait among those who are unsuccessful. In point of fact, this disciplinary problem is one that every single person on the planet should be concerned about (Hamid & Kurniawaty, 2020).

PT Supratex was established on September 20, 1989. With the rapid growth in demand for textiles throughout Indonesia, PT. Supratex has grown to become a leading yarn manufacturer locally and globally. Mission PT. Supratex is to produce the best quality yarn at competitive prices and provide the best service for all customers. PT Supratex is also committed to developing long-term relationships with suppliers and customers and continuously using the latest technology, new machines and utilizing the most efficient production methods available to achieve the highest levels of productivity. lastly PT Supratex continues to try to increase sales every year in major markets around the world.

The company has thousands of employees, due to human resources who do not understand technology. The company has experienced a decrease in consumer purchases of textiles, where

currently sales of textiles themselves are not good. In this regard, it is important for companies to motivate employees and improve work discipline which still needs to be considered by the company, followed by regular enforcement of discipline, it will create conditions that are orderly and comfortable, and can also reduce irregularities committed by company employees ( Andjarwati, 2015). Based on the background above, the objectives to be achieved in this study are to determine the effect of motivation and discipline on the performance of PT Supratex employees and to analyze the variables of motivation and work discipline simultaneously affecting the performance of PT Supratex employees.

## **B. LITERATURE REVIEWS**

### **1. Work motivation**

According to Afandi (2018), motivation is a desire that grows from within a person or individual as a result of that person being inspired, encouraged, and pushed to carry out activities with sincerity, pleasure, and earnestness in order for the results of the activities that he conducts to acquire good and quality results. To put it another way, motivation is a drive that comes from within. According to Sutrisno (2011), motivation can be defined as an aspect that inspires a person to carry out a specific action. As a consequence of this, motivation is frequently also considered to be a primary factor in one's behavior.

### **2. Work Discipline**

Everyone in a position of leadership or employment is expected to have high levels of discipline, as this reflects the individual's feeling of responsibility in carrying out the tasks assigned to them. Discipline, as defined by the research of Sastrohardiwiryo (2002), consists of an individual's willingness to accept responsibility for his actions and the consequences of those actions when he violates the tasks and authority delegated to him. Discipline entails a mentality that prioritizes authority figures and rules and regulations. Discipline, according to Hasibuan (2016), means being aware of and choosing to adhere to all norms and expectations of society. Someone with awareness is a great illustration of the mindset of someone who freely follows all rules and is aware of their commitments and responsibilities.

### **3. Performance**

According to Mangkunegara (2017), performance is the final result of an employee's efforts in terms of both the quality and quantity of the work that he does in the course of fulfilling his responsibilities. According to Noor (2013), an employee's performance or work performance is the end result of an employee's work during a given period compared to the possibilities, such as standards, targets/targets, or performance is a result achieved by a person in accordance with the measurements that apply to the job in question. In the meantime, work performance is the end result of an employee's work during a given period compared to the possibilities, such as standards, targets/targets, or performance is a result achieved by.

## **C. METHODS**

This research is quantitative and employs associative methods. According to Sugiyono (2011), the associative method is research that seeks to determine the relationship or effect of two or more

variables. The quantitative approach, on the other hand, involves obtaining data in numerical form and analyzing it using the statistical method of choice. This study's sample consisted of 31 personnel from the HR department at PT Supratex. In this investigation, a saturated sample will serve as the sampling method. Saturated sample is a sampling method in which all population members are used as samples. This study's sample consisted of 31 respondents. Using questionnaires and published materials, this study employs questionnaire- and literature-based data collection methods. Using multiple linear regression analyses, evaluate the impact of motivation and discipline on performance.

**D. RESULTS AND DISCUSSION**

**1. Multiple Linear Regression Test Results**

This analysis is set up to reveal whether the connection established between the research variables is positive or negative. The following table displays the relationship model from multiple linear regression analysis based on the preprocessed data:

**Table 1 Multiple Linear Regression Test Results  
Coefficients <sup>a</sup>**

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig.
	b	std. error	Betas		
1. Constant	10,426	3,186		3,299	.002
Motivation (X1)	.347	.087	.523	3,985	.000
Discipline (X2)	.380	.119	.413	3.147	.001

a. Dependent Variable: Performance

Multiple linear regression analysis reveals that when intrinsic motivation is high, performance is high as well. The motivational variable's regression coefficient is 0.347, which is positive. The discipline variable's regression coefficient is 0.380, which is positive and indicates that an improvement in the perception of discipline would lead to enhanced performance. Then, we plug those numbers into the multivariate linear regression equation:

$$Y = 10.426 + 0.347X1 + 0.380 X2$$

**2. Test Results for the Coefficient of Determination (R2)**

The R square value of the regression test results can be seen in table 2 below :

**Table 2 Test Results for the Coefficient of Determination (R2)  
Summary Model <sup>b</sup>**

Model	R	R Square	Adjusted R Square	std. Error of the Estimates

1	.802	.	.734	1648.45
r	a	765		

Based on the information in the table, the R<sup>2</sup> value is 0.765, which is equivalent to 76.5%. Based on this figure, it appears that work discipline (X2) and employee motivation (X1) together contribute 76.5% to overall employee performance (Y). While the remaining 23.5% is subject to the influence of other factors that were not taken into account in this research.

### 3. Test Results t

The results of the partial test or commonly known as the t test can be seen in Table 3 below:

**Table 3 Test Results t  
Coefficients<sup>a</sup>**

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig.
	b	std. error	Betas		
1. Constant	10,426	3,186		3,299	.002
Motivation (X1)	.347	.087	.523	3,985	.000
Discipline (X2)	.380	.119	.413	3.147	.001
b. Dependent Variable: Performance					

Based on table 6 above, the following is obtained :

- Testing X1 on Y produces a significance value of the t test of 0.000 which is less than 0.05 ( $\alpha = 5\%$ ) so it can be concluded that there is a partial effect between X1 and Y which is significant.
- Testing X2 on Y produces a significance value of 0.001 less than 0.05 ( $\alpha = 5\%$ ) so it can be concluded that there is a partial effect between X2 and Y which is significant.

### 4. F test results

From the regression output analysis, it can be seen that the F value is as shown in the following table:

**Table 4 Test Results f  
ANOVA<sup>a</sup>**

Model	Sum of Square	df	MeanSquare	F	Square
Regression	392,344	2	196,175	46,788	.000 <sup>b</sup>
residual	117,394	28	4,191		
Total	509,740	30			

Based on the above output, it is known that the significance value for the influence of Work Motivation (X1) and Work Discipline (X2) on Employee Performance (Y) is  $0.000 < 0.05$  and the calculated F value is  $46.788 > F$  table 3.33. Therefore, H<sub>3</sub> is accepted, indicating that Work Motivation (X1) and Work Discipline (X2) have an influence on Employee Performance (Y) simultaneously.

## **Discussion**

### **1. The Effect of Motivation on Employee Performance**

According to the research described in the preceding section, the level of motivation of PT Supratex's employees has a positive and significant effect on their overall performance. When a positive influence exists, it indicates that there is a correlation between an individual's level of motivation and the performance they are capable of producing. Motivated employees are more likely to be enthusiastic, to take initiative, and to focus on their work. They are internally motivated to achieve the organization's objectives and enhance the character of their contributions.

In addition, the size of the effect suggests that the relationship between employee motivation and performance is not merely coincidental, but rather robust and reliable. In the context of PT Supratex, the research findings indicate that motivation plays a significant role in influencing employee performance in a real and significant manner. Hadi Purnomo (2017) conducted research and concluded that employee motivation has a positive and substantial impact on performance. The findings of this study support or concur with those of Purnomo's study, which concluded that motivation has a positive and significant effect on employee performance, especially at PT. Prosperous Peaceful Body of Malang City. Therefore, motivation is a crucial factor; the more activities a company undertakes in relation to an employee's motivation, the greater the efforts made to enhance that employee's performance.

### **2. Effect of Work Discipline on Employee Performance**

According to the findings of this study, PT Supratex's emphasis on workplace discipline has a positive and significant effect on employee performance. Therefore, a high level of work discipline among employees has a positive and significant effect on their performance within their employer's organization. A positive influence indicates that the individual's level of work discipline is directly proportional to the level of performance they are capable of attaining. Employees with a high level of work discipline are more likely to adhere to the rules and procedures of their workplace, maintain punctuality, refrain from taking unapproved absences, and perform their duties consistently. Good workplace discipline enables employees to operate efficiently and effectively, which increases their output and decreases their error rate.

In addition, the size of the effect suggests that the relationship between work discipline and employee performance is not merely a coincidence, but rather a strong and dependable one. This indicates that the relationship cannot be explained by mere coincidence. In the context of PT Supratex, the research findings indicate that workplace discipline has a genuine and substantial impact on employee performance. According to the results of a study conducted by Setiawan (2013), who successfully demonstrated that there was no partial significance between work discipline variables and employee performance at the Kanjuruhan Regional General Hospital in Malang, this is supported by or consistent with the findings.

### **3. The Effect of Work Motivation and Discipline on Employee Performance**

This research shows that PT Supratex's employee performance improves significantly when workers are encouraged and disciplined at the workplace. This illustrates the importance of job motivation and discipline in boosting productivity at the organization. The more positive an effect is, the more likely it is that the employee's motivation and work discipline will increase the employee's

performance. Workers with high levels of motivation approach their task with verve, initiative, and focus. Employees with this kind of intrinsic drive go above and beyond to help the firm succeed. On the other side, when employees have good work discipline, they are more likely to be on time for work, follow established procedures, and deliver consistent results.

A substantial and constant correlation between employee motivation, work discipline, and performance is supported by this study's findings. Work motivation and discipline were found to have a significant and positive effect on staff performance at PT Supratex. Rozalia et al. (2015) found that motivation and work discipline have a small but favorable effect on worker productivity at PT. Pattindo Malang, which is corroborated by the present study.

## **E. CONCLUSION**

According to the results of the research conducted, the independent variable motivation has a significant impact on the performance of PT Supratex's employees, either jointly or separately. This is possible because employees are motivated to want to improve the quality of their work, be responsible, and remain optimistic in their pursuit of success, so the employee's performance will be affected by the level of motivation they possess. In addition, the independent variable of work discipline has a significant impact on the performance of PT Supratex employees, both partially and separately. This indicates that discipline is one of the factors that determine PT Supratex employees' performance. Therefore, if employees are disciplined at work, employee performance will increase and be achieved. Lastly, motivation and work discipline influence the performance of PT Supratex employees by 76.5 percent.

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