

## **The Effect of Discipline and Work Motivation on Work Productivity on Shaza Depok Employees**

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### **Abstract**

The purpose of this study was to determine the effect of discipline and work motivation on employee productivity at PT. SHAZA Depok. The population in this study were all employees, totaling 60 employees and in conducting this research used research methods (1). Types of research are library research and field research. (2). data collection techniques, namely observation, documentation, questionnaires, interviews. (3). Quantitative analysis tools using the SPSS 18 for Windows program. The Result of this study is Work discipline (X1) and work motivation (X2) simultaneously affect work productivity.

*Keywords: Discipline, Work Motivation, Work Productivity.*

### **1. Introduction**

The background of the problem in this research is about along with the progress of the times and science technology, work productivity in food products is also still the most important thing in human survival. With enough food, the human food chain will be fulfilled properly. remembering that, food is a basic need that is very important for human survival. Human resources are important in an organization because humans have reason, feelings, desires, abilities, knowledge, and work. All the potential of human resources is very influential on the organization's efforts in achieving its goals. Applying discipline and work motivation is a way for the company to achieve the goals of the company. Human resources are important in an organization because humans have reason, feelings, desires, abilities, knowledge, and work. All the potential of human resources is very influential on the organization's efforts in achieving its goals. Applying discipline and work motivation is a way for the company to achieve the goals of the company. Employees are human resources or residents who work in an institution, both government and private. To be able to realize the company's goals, it is necessary to have discipline in work and provide motivation to employees who make employees orderly and enthusiastic at work, thus creating high productivity. As revealed by Robbins and Mary in Suwanto (2011:171) formulate that work motivation is a willingness to carry out high efforts to achieve organizational goals conditioned by the ability of efforts to meet certain individual needs.

PT SHAZA Depok is a PT with its address at Jl. H. Nadin, Serua, Kec. Bojongsari, Depok City, West Java. PT. is one of the companies engaged in the production of ready-to-eat food whose production involves a lot of labor. Talking about the workforce means talking about human resources who come from different backgrounds and education and have different abilities to work. Discipline and motivation are very important for the employees themselves as individuals. In this study, to measure work discipline and employee motivation using the number of absences or absences, it can be seen that the attendance level of PT SHAZA Depok employees.

Based on table 1 it is known that the work attendance rate of employees at PT SHAZA Depok in 2016 was 28%, while in 2017 it increased to 32.14% and increased again in 2020 by 49.71%. This shows that the higher the percentage of employee absenteeism, the frequency of employee attendance decreases. Based on initial observations through interviews with the owner of PT SHAZA Depok, there is a lack of firmness and motivation given to employees to have a better sense of responsibility. From the background of the problem, the author conducted research entitled "The Influence of Discipline and Work Motivation on Work Productivity in Employees of PT SHAZA Depok.

## **2. Literature Review**

### **Discipline**

According to Hasibuan (2016, p.193) discipline is the most important HRM operative function because the better the employee discipline, the higher the work performance that can be achieved. Without good discipline, it is difficult for organizations and agencies to achieve optimal results. Discipline is a person's awareness and willingness to obey all agency regulations made by management which remembers members of the agency so that all employees can carry out both with their own awareness or by coercion. Edy Sutrisno (2016: 89) discipline is a person's behavior in accordance with regulations, existing work procedures or discipline is an attitude, behavior, and actions that are in accordance with the regulations of the organization both written and unwritten.

### **Work Motivation**

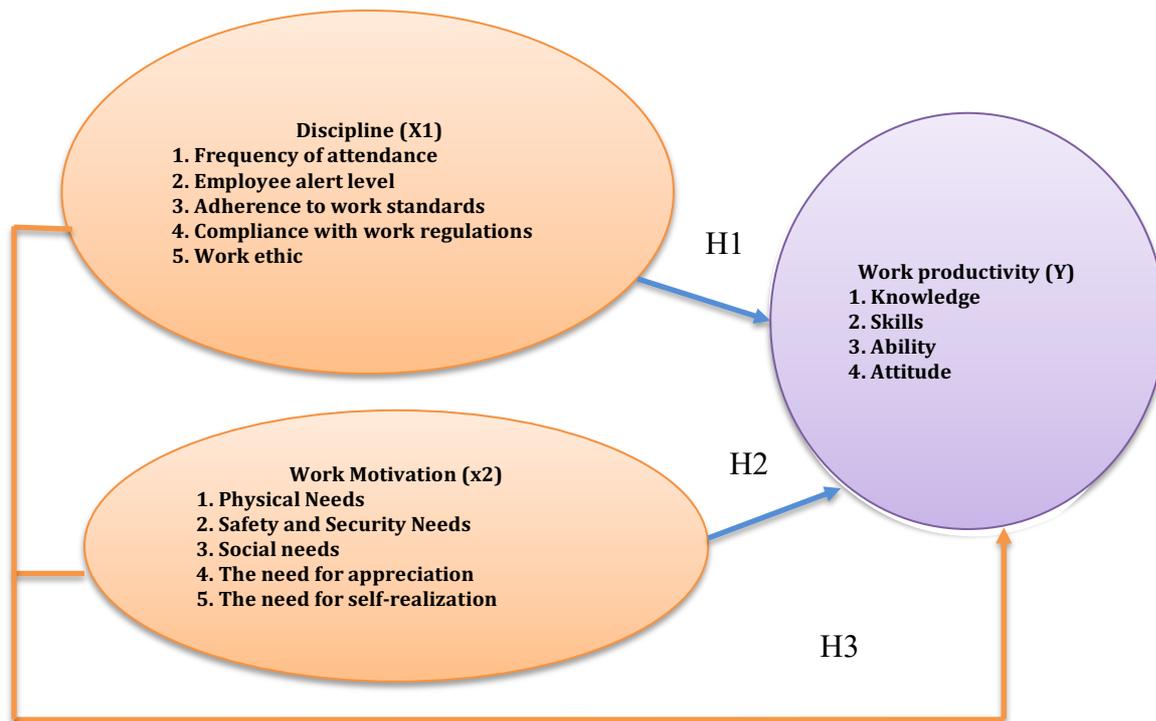
In organizations, giving encouragement as a form of work motivation for subordinates or employees is needed in order to increase employee productivity and company profits. Providing motivation in working to achieve organizational goals. According to Hasibuan (2014: 143) states that motivation is the provision of a driving force that creates the enthusiasm of a person's work, so that they want to work together, work and be integrated with all their efforts to achieve satisfaction. If someone is motivated, he will try his best to achieve what he wants. Giving motivation to employees aims to make them work hard and achieve company goals and each individual employee is willing to work hard and enthusiastically to achieve high productivity based on their needs satisfactorily, namely the need for sufficient wages for the needs of daily family life, family happiness, self-improvement, and so on. With the motivation it will increase employee productivity. Employees will be more enthusiastic in working so that they are able to achieve company goals, namely increasing company profits.

### **Work Productivity**

According to Basu Swasta and Ibnu Suktjo (2011: 281) productivity is a concept that describes the relationship between the results of the number of goods and services produced) and the sources (labor, raw materials, capital, energy, etc.) used to produce goods. the. According to Andreas A. Danadjaja (2016), productivity as a workforce is actually only part of the entire productivity of a

business. When productive thinking guides a person, he will change from non-productive to productive. Productive people have a productive personality with the characteristics, namely, the resulting production is of high value both qualitatively and quantitatively. The negative things can reduce the level of production can be suppressed as low as possible. For example, absences and delays in the use of raw materials and ineffective and inefficient production equipment, irregularities in work, illness, conflicts and so on.

### Framework



**Figure 1. Research Framework**

Hypothesis:

H1: Discipline has a positive and significant effect on Work Productivity.

H2: Work Motivation has a positive and significant effect on Work Productivity.

H3: Discipline and Work Motivation have a positive and significant effect on Work Productivity.

### 3. Methods

This type of research is field research, which is research conducted in the field or respondents. This study uses quantitative data which is a numerical record generated from a measurement process. This study aims to determine how the influence of discipline and work motivation on employee productivity at PT Shaza Depok. The nature of this research is descriptive quantitative, namely research writing that aims to describe findings based on processed data and facts in the field regarding the variables used in this study. The population and sample in this study amounted to 60 employees. data collection techniques, namely observation, documentation, questionnaires, interviews, quantitative with coefficient of determination analysis tools using the SPSS 18 for Windows program.

#### 4. Results and Discussion

##### Validity Test

Validity test is a measure of the processed data that shows the extent to which the measuring instrument can measure what it wants to measure. A valid instrument means that the measuring instrument used to obtain data (measure) is valid. Valid means that the instrument can be used to measure what it is supposed to measure. Based on the results of data processing, here are the results of the validity test in this study.

**Table 1. Validity Test**

Variables	Item	Validity
Discipline	10	Valid
Work Motivation	10	Valid
Work Productivity	10	Valid

Based on the test results from table 1, that the Discipline variable is 10 statements, Work Motivation is 10 statements, and Work Productivity is 10 statements. Of the three variables, all statements are declared valid because all of them have a calculated r number greater than the r-table number of 0,214 which means valid.

##### Reliability Test

Reliability test is used to determine the consistency of measuring instruments, whether the measuring instruments used are reliable and remain consistent if the measurement is repeated. The reliability test method that is often used is Cronbach's Alpha. A variable is said to be reliable using a limit of 0.6. Priyatno (2016: 60).

**Table 2. Reliability Test**

Variables	Cronbach Alpha	Alpha Standard	Status
Discipline (X1)	0,70	0,60	<i>Reliable</i>
Work Motivation (X2)	0,74	0,60	<i>Reliable</i>
Work Productivity (Y)	0,75	0,60	<i>Reliable</i>

Based on table 2 for the work discipline variable (X1) is 0.70 and the results of the reliability test for the work motivation variable (X2) are 074, while the Cronbach alpha value for the work productivity variable (Y) is 0.75 which means Cronbach's alpha value of the three variables in this study was greater than 0.60. Therefore, it can be concluded that the questionnaire statement items in this study are reliable or consistent, so that they can be used as research instruments.

**Hypothesis test**

**Table 3. Coefficient Test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.413	5.293		1.778	.081
	discipline (X1)	.723	.110	.673	6.579	.000
	work motivation (X2)	.330	.109	.028	5.278	.782

a. Dependent Variable: work productivity (Y)

Based on table 3, it can be concluded: H1 = Discipline (X1) partially affects work productivity. This can be seen from the value of t arithmetic > t table (6.579 > 1.667) so that Ho1 is rejected and Ha1 is accepted. H2 = work motivation (X2) partially affects work productivity (Y). This can be seen from the value of t arithmetic is greater than t table (5.278 > 1.667) so that Ho2 is rejected and Ha2 is accepted.

**Anova Test**

**Table 4. Anova Test**

**Anova**

Model		Sum of squares	df	Mean square	F	sig
1	regression	60.123	1	60.123	3.734	.058
	residual	933.811	58	16.100		
	total	993.933	59			

Based on table 3, it can be seen that the calculated F value is 3.734 which is greater than F table (3.734 > 2.40) and the significance value (sig.) is 0.058b, which means it is smaller than 0.1, so it can be concluded that: H3 = work discipline and work motivation simultaneously affect work productivity. This can be seen from the calculated F value is greater than F table (3.734 > 2.40) so that Ho3 is rejected and Ha3 is accepted. The significance value (sig.) shows a value of 0.058b which is smaller than 0.1, which means that the independent variables (X1 and X2) together have a significant effect on the dependent variable (Y).

**Correlation Coefficient Test**

**Table 5. Correlation Coefficient Test**

		Discipline	Work Motivation	Work Productivity
		(X1)	(X2)	(Y)
Discipline (X1)	Pearson correlation	1	.323*	.682**
	Sig. (2-tailed)		.012	.000
	N	60	60	60
Work Motivation (X2)	Pearson correlation	.323*	1	.246
	Sig. (2-tailed)	.012		.058
	N	60	60	60
Work Productivity (Y)	Pearson correlation	.682**	.058	1
	Sig. (2-tailed)	.000		
	N	60	60	60

Based on the test results in the table above, the R value of the work discipline correlation coefficient is 0.682 and the work motivation correlation is 0.246. So, by referring to the correlation coefficient interpretation table, it can be concluded that: The correlation value of discipline is 0.682, which means that the relationship between work discipline and work productivity has a strong relationship. The correlation value of work motivation of 0.246 means that the relationship between work motivation and work productivity has a low relationship.

**Coefficient of Determination (R2)**

**Table 6. Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	.638 <sup>a</sup>	.446	.447	03.052

Based on table 6, it can be seen that the R Square value is 0.466. Because the multiple determination coefficient test is obtained from multiple linear regression calculations, the coefficient of determination of 0.466 or R2 x 100% is 46.6%. This shows that the work discipline variable (X1) and work motivation variable (X2) affect work productivity by 46.6% and the remaining 53.4% is influenced by other variables outside of this study.

## **Discussion**

### *The Effect of Discipline on Work Productivity*

Discipline (X1) partially affects work productivity. This can be seen from the value of  $t$  arithmetic  $>$   $t$  table ( $6.579 > 1.667$ ) so that  $H_01$  is rejected and  $H_{a1}$  is accepted. The correlation value of discipline is 0.682, which means that the relationship between work discipline and work productivity has a strong relationship.

### *The Effect of Work Motivation on Work Productivity*

Work motivation (X2) partially affects work productivity (Y). This can be seen from the value of  $t$  arithmetic is greater than  $t$  table ( $5.278 > 1.667$ ) so that  $H_02$  is rejected and  $H_{a2}$  is accepted. The correlation value of work motivation of 0.246 means that the relationship between work motivation and work productivity has a low relationship.

### *The Effect of Discipline and Work Motivation on Work Productivity*

Work discipline and work motivation simultaneously affect work productivity. This can be seen from the calculated  $F$  value is greater than  $F$  table ( $3.734 < 2.40$ ) so that  $H_03$  is rejected and  $H_{a3}$  is accepted.  $R$  Square value is 0.466. Because the multiple determination coefficient test is obtained from multiple linear regression calculations, the coefficient of determination of 0.466 or  $R^2 \times 100\%$  is 46.6%. This shows that the work discipline variable (X1) and work motivation variable (X2) affect work productivity by 46.6% and the remaining 53.4% is influenced by other variables outside of this study.

## **5. Conclusion**

Based on the results of calculations and discussions in the previous chapter, the authors provide the following conclusions: Work discipline (X1) partially affects work productivity there is a positive and significant effect of discipline on work productivity. Work motivation variable (X2) partially affects work productivity (Y) There is a positive and significant effect of Work motivation on work productivity. Work discipline (X1) and work motivation (X2) simultaneously affect work productivity. there is a positive and significant influence between Work discipline and work motivation on work productivity.

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