

THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON THE PERFORMANCE OF PT EMPLOYEES. INDONESIA RAILWAYS (PERSERO) DIVRE III PALEMBANG

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Abstract: This research aims to determine the influence of work discipline and work motivation on the performance of PT. Indonesia Railways (Persero) Divre III Palembang. The type of research used is associative research. The data collection technique in this research is by distributing questionnaires. The population was 59 respondents. The analysis used in this research is multiple Linear regression analysis, with a significance level of 10%. The research results show that. 1) There is a positive and significant influence of work discipline and work motivation on employee performance at PT. Indonesian Railways (Persero) Divre III Palembang. 2) There is a positive and significant influence of work discipline on employee performance at PT. Indonesian Railways (Persero) Divre III Palembang. 3) There is a positive and significant influence of work motivation on employee performance at PT. Indonesian Railways (Persero) Divre III Palembang

Keywords: Work Discipline, Work Motivation and Employee Performance

INTRODUCTION

Human Resources have the ability to develop to determine the success of the company in the long term to achieve company goals so that they have a big influence on the survival of the company. Human resources in the company are employees in regulations that can make employees disciplined in their work and enthusiastically motivated to work well for his company.

Human Resources is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping the goals of the company, employees and society (Pandi, 2018). Motivated employees will give their best effort to complete their work well, so that their performance increases in doing their work.

According to Singodimedjo in (Sutrisno, 2019) Discipline is an attitude of a person's willingness and willingness to obey and adhere to the regulatory norms that apply around him. Work discipline is very important in a company or organization because employees can achieve the goals of the work program carried out in developing human resources, so work discipline is very necessary in a company to avoid negligence in carrying out work.

According to (Pandi, 2018) Motivation is a desire that arises from within a person or individual because he or she is inspired, encouraged, and driven to carry out activities with sincerity, joy, and sincerity so that the results of the activities he or she carries out can produce good and quality results. Work motivation is a stimulus for every employee to work in carrying

out their duties because motivation will create significant growth for the Company, if work motivation decreases it can affect the employee's performance, both themselves and the employee author conducted pre-research at PT. Indonesian Railways (Persero) Divre III Palembang employees get several phenomena which are described in table 1

Table 1.
Employee Performance Standards

No	Statement	Yes	No
1	The quantity bags going to is accordance conditions that been by company	11	19
2	quality employee bags has the set company	9	21
3	Employees miss on	10	20

Source : Employee - 2023

From Table 1. Pre-Research above, it can be seen that as many as 30 respondents were used in conducting interviews. There are still employees who do not meet the standards set by the Company because employees are still relaxing or resigning from doing their work. The quantity of employee work is still not in accordance with what has been determined by the company, such as not being careful in carrying out their work, so it must be improved. Employees have not completed work according to the specified time, this is because employees feel that the workload they have to carry out is not something that must be done quickly, because the work is fast or slow. This is what causes a decrease in performance at PT. Indonesian Railways (Persero) Divre III Palembang.

Table 2.
Employee Discipline Standards

No	Statement	Yes	No
1	and of the purchased are accordance the of employee .	13	17
2	Fill and fill the instructions as the correct .	10	20
3	Employees sanctions occur the .	12	18

Source : Employee - 2023

Based on table 2, above there are PT Work Discipline problems. The work of Indonesia Railways (Persero) Divre III, Palembang where the objectives and abilities of the work assigned do not match the abilities of the employees where many employees still feel that there is a lack of direction or training provided by the company which makes the work given feel difficult to be able to complete quickly. , Besides that Employees also do not really consider the sanctions given because they are still considered not a big problem and the lack of understanding of leadership directions means that employees still underestimate their responsibilities at work and can hinder employee performance. Apart from that, there are also problems that occur at PT. Railways Indonesia (Persero) Divre III Palembang where Work Motivation is a point in this research can be seen from the pre-research results as follows:

Table 3.
Employee Work Motivation Standards

No	Statement	Yes	No
1	Employees given promote positions if meet requirements .	8	22
2	Employees praise for satisfactory work .	10	20
3	Collaboration workers in where mobile are able employees go comfortably .	13	17

Source r: Employee Pre-Ri I Results, 2023

Based table can be that the employee in providing career that they competence in work . cannot be out even support not yet employeeshi no employees not me l ki sel to l good work . Furthermore co l si work in fourth of is be less concern for comfort employees in out their In , company feels .These have of crisis requires processing .

METHOD

Types of research

The type of research used in this research is associative research which is used to identify the extent of influence of variable X (independent variable) consisting of Work Discipline (X1) and Motivation (X2), on variable Y, namely Employee Performance (dependent variable).

Population

According to (Sugiyono, 2019) Population is a generalized area consisting of objects or subjects that have certain quantities and characteristics determined by the researcher to be studied and then conclusions drawn. The population in this study was 142 permanent employees of PT. Indonesia Railways(Persero) Divre III Palembang.

Sample

Me according to (sugiyono, 2019)Sample l is the of number and ri sti k character s in m li ki o le h p o a t i t e rse but. The total cells and the of calculated based formula lvi with error rate % it can be until l de only pe rhi calculation:

$$n = \frac{N}{1+N.(e)^2}$$

Information :

n = Number required

N = of

e = Error Level to %

$$n = \frac{142}{1+142.(10\%)^2}$$

$$n = \frac{142}{1+142.(0,01)}$$

$$n = \frac{142}{2,42} = 58.67$$

$$n = 59$$

Based on the results of calculations using the Slovin formula, the sample used in this research was 59 respondents at PT. Indonesian Railways (Persero) Divre III Palembang

Table 4
Sample Based on Employee Field of Work

No	Jobs Section	Population	Calculation	Sample
1	O pe rasi	7	(7 : 142) x 59	3
2	Means	8	(8 : 142) x 59	3
3	and Roads	13	(13 : 142) x 59	5
4	Si nte li s	8	(8 : 142) x 59	3
5	Building	5	(5 : 142) x 59	2
6	Security	4	(4 : 142) x 59	2
7	pe and me rsi al	10	(10 : 142) x59	4

8	Law	2	$(2 : 142) \times 59$	1
9	Public Relations	4	$(4 : 142) \times 59$	2
10	PBJ	7	$(7 : 142) \times 59$	3
11	Money	17	$(17 : 142) \times 59$	7
12	HR and GENERAL	24	$(24 : 142) \times 59$	9
13	Asset Safeguarding and	5	$(6 : 142) \times 59$	2
14	Si ste m I nfo rmasi	6	$(6 : 142) \times 59$	2
15	Te rmi nal Pe ti ke mas	10	$(10 : 142) \times 59$	4
16	I them	12	$(12 : 142) \times 59$	5
	Amount	142		59

Sourcer : PT. KAI (Pe rse ro) Di vre I I I Pale mban g, year 2023

The sampling technique used is the Probability Sampling Technique. Probability Sampling is a sampling technique that provides an equal opportunity for each element (member) of the population to be selected as a member of the sample (Sugiyong, 2019). With the Simple Random Sampling sample method. According to (Sugiyono, 2019) Simple Random

Sampling is said to be simple because the sampling of sample members from the population is carried out randomly without paying attention to the strata in the population.

Data source

The data required in this research is primary data and secondary data. This data is the respondents' answers to the questionnaire that will be distributed. Secondary data in this research was obtained through the employee section, namely in the form of the number of employees and target employees at PT. Indonesian Railways (Persero) Divre III Palembang.

Data Collection Techniques

The data collection technique in this research uses data collection methods in the form of questionnaires, observations, interviews, documentation of indicators developed from each research variable.

Data analysis and analysis techniques

The method used in conducting research is a quantitative qualitative analysis method, quantitative analysis is carried out using statistics from the results of the questionnaire, then the test results will be explained using sentences. In other words, qualitative analysis is used to see the results of the questionnaire using tabulation in the form of an assessment of results of filling out the questionnaire. In this research

The measurement used was a Likert scale. All respondents' answers have a score, so from the total score the average value of the score will be obtained. The average value obtained will be adjusted to the number that has been calculated to determine the information from the question items.

In principle, conducting research is taking measurements, so there must be good measuring instruments. Measuring tools in research can be called research instruments. According to (Sugiyono, 2019) a research instrument is a tool used to measure phenomenon observed natural and social. There are two tests in the instrument, according to (Sugiyono, 2019) these tests are:

a. The validity of

Validity is the degree of certainty between the data that occurs in the research object and the data that can be reported by the researcher. The Validity Test is used to determine the appropriateness of the items in a list of questions in defining a variable. Based on an r table with a total of 30 data and degrees of freedom (df)-1-2-28. The results will be shown by the corrected Pearson value with a significance level of 10% (0.1), then the Trabel obtained is (0.3061) < r calculated then it is declared valid. Validity testing can be done by correlating the score on each item with the total score which is the sum of the scores on each item. The total score is the result of adding up all the items in one variable

b. Reliability Test

Reliability test is the extent to which a measurement can be trusted. If the results of the measurements taken are relatively the same, then the measurement has good reliability. SPSS provides facilities for measuring reliability with the Cronbach's Alpha (a) statistical test. A variable is said to be reliable if the reliability coefficient (a) > 0.60. Reliability testing was carried out jointly on all question items. If the Cronbach's Alpha (a) value is <0.60 then it is not reliable.

5. Analysis techniques

a. Multiple Linear Regression

(Sugiyono, 2019) Argues that multiple linear regression analysis is used to predict the condition (up and down) of the dependent variable (criterion), if two or more independent predictor factors are manipulated (increasing and decreasing their value). So multiple regression analysis will be carried out if the number of independent variables is at least 2. Where the variable (Y) Employee Performance is connected or explained by more than one independent variable (X1) Influence of Work Discipline and (X2) Work Motivation but still shows a linear relationship diagram

$$Y = a + b_1 X_1 + b_2 X_2 + \epsilon$$

Information:

Y = Employee performance

X₁ = Work Discipline

X₂ = Work motivation

a = Constant value, which shows the magnitude of the Y value when (X₁, X₂ X_n-0)

b₁b₂ = Regression Coefficient (value of increase or decrease)

€ = Error or error level

b. Hypothesis Testing

According to (Hasan, 2017, Sugiyono, 2019) Simultaneous or joint hypothesis testing is testing the hypothesis of multiple regression coefficients with B_1 and B_2 simultaneously or together influencing Y . In this research the F test is used to test the joint influence between disciplines. work and work motivation

According to (Hasan, 2017), the test was carried out to determine the influence of each independent variable on the dependent variable. t test was used to determine the individual influence of physical, social and psychological factors on employee job satisfaction.

DISCUSSION

General Description of Respondents

Respondents indicated that 54% of the employees of PT Kerata Api Indonesia (Persero) Division III Palembang were male and 46% were female. The gender at PT. Indonesia Railways (Persero) Divre III Palembang, the most dominant among respondents, is male. Respondents in terms of tertiary education level are very dominant, namely the D3 tertiary education level at 25%, the D1 tertiary education level at 32%, the undergraduate education level at 32%, the postgraduate tertiary education level at 9% and the high school education level at 34%. %.

Most of the employees have worked for 3 to 6 years, with more than 3 years of service, it can be said that the employees of PT.Indonesia Railways (Persero) Division III Palembang have had quite a long working period.

Validity test

Validity test using the Cronbach's Alpha method, the t value is represented by Pearson Correlation using the help of SPSS for Windows version 16.0 with testing criteria. The value of $r_{table} = n-2$, with the condition 10%, if the value of $r_{count} \geq r_{table}$, the instrument is said to be valid, if the value of $r_{count} < r_{table}$, then the instrument is said not to be true

Employee Performance Variables

Table 5
Employee Performance Validity Test

Information	Person Correlation (Rcount)	R Table ($\alpha = 10\%$)	Validity Results
Y1.1	0.805	0.3061	Valid
Y1.2	0.654	0.3061	Valid
Y1.3	0.751	0.3061	Valid
Y1.4	0.785	0.3061	Valid
Y1.5	0.756	0.3061	Valid
Y1.6	0.735	0.3061	Valid

Source: Data Processing Results SPSS Versi 16.0

Based on table 5, above, the results of data processing for the employee performance variable (Y) using SPSS version 16.0 for Windows show that all person correlations have a value greater than R_{table} , meaning that all of these statements are used as valid measuring tools in the subsequent analysis.

Work Discipline Variables

data (X1) using SPSS Version 16.0 for Windows shows that all person correlations have values greater than R_{table} , meaning that all these statements are used as validation measuring tools in the subsequent analysis.

Table 6
Work Discipline Validity Test (X1)

Information	Person Correlation (Rcount)	R Table ($\alpha = 10\%$)	Validation Results
X1.1	0.821	0.3061	Valid
X1.2	0.809	0.3061	Valid
X1.3	0.830	0.3061	Valid
X1.4	0.835	0.3061	Valid
X1.5	0.806	0.3061	Valid
X1.6	0.818	0.3061	Valid

Source: Data Processing Results SPSS Versi 16.0

Based table , are of the the data in () the help SPSS Versi 16.0 fo r wi ndo ws me shows that entire pe rso n co rre lati o n me mil li ki ni lai le bi h Based table , the meaning of the but in becomes a measuring in the the results

Reliability Test

The reliability test can be carried out jointly on all question items. If the Cronbach's Alpha value is ≥ 0.60 then it is reliable. If the Cronbach's Alpha value is < 0.60 then it is not reliable. So the results of reliability testing for each variable are as follows

Table 7
Reliability Test

No	Variable	Cronbach Alpha (a)	Alpha Value	Reliability Results
1	Performance (Y)	0.843	0.60	Reliable
2	Work Discipline(X1)	0.902	0.60	Reliable
3	Work Motivations (X2)	0.866	0.60	Reliable

Source r : Results of Land Management Ve rsi 16.

Based on the reliability test in table 7 above, all the indicators used in each statement item in this study are said to be reliable, because all the indicators used have a value of > 0.60

Multiple Linear Regression Analysis

Analysis linear Doubles are to how employees ' and employee . results of the of results can the following :

Table 8
Multiple Linear Analysis

Coefficients ^a					
Models		Unstandardized Coefficient		Standardized Coefficient	t
		B	Std. Error	Beta	
1	(Constant)	.384	.303		1.269
	Work Discipline (X1)	.321	.128	.286	2.508

Work Motivation (X2)	.527	.124	.483	4.238	.000
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a. Dependent Variable: Employee performance (Y)

Source: Based on SPSS version 16.0 calculations

The results of the multiple linear regression test obtained are as follows:

$$Y = 0.384 + 0.321 X_1 + 0.527 X_2$$

means that if there is an increase in work discipline, employee performance will increase, and conversely, if work discipline decreases, employee performance will also decrease, assuming work motivation remains the same. The constant value of work motivation is 0.527 (Positive) indicating that work motivation has a positive influence on employee performance. This means that if there is an increase in professional discipline then employee performance will increase, and conversely, if work discipline decreases, employee performance will also decrease, assuming work discipline remains constant.

Hypothesis Test

F Test (Simultaneous)

The F test (Simultaneous) is intended to test the independent variables together against the dependent variable, with the following results:

Table 9
Simultaneous Hypothesis Test Results F

AN1OVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24,569	2	12,285	22,978	,000 ^a
	Residual	29.939	56	.535		
	Total	54.508	58			

a. Predictors: (Constant). Work Motivation (X2). Work Discipline (X1)

b. Dependent Variable: Employee performance (Y).

Source Based on SPSS 16.0 Calculations

Determining a Fable with a confidence level of 90% and an error rate of (a) 10% = 0.1 with a Degree of Freedom (df) = $v_i = k - 1 = 2$, and $v_a = n - k - 1 = 56$, so the value of the Fable = 2, 40. Based on table 9, it can be seen that the Fcount value, 22.978 > Ftable 2.40, with a sig. . Indonesian Railways (Persero) Divre III Palembang

t test (Partial)

The test is intended to test the independent variables partially individually against the dependent variable, with results as follows:

Table 10
Partial Hypothesis Test Results t

Coefficients ^a					
Model		Unstandardized Coefficient		Standardized Coefficient	t
		B	Std. Error	Beta	
1	(Constant)	.384	.303		1.269
	Work Discipline (X1)	.321	.128	.286	2.508
	Work Motivation (X2)	.527	.124	.483	4.238

a. Dependent Variable: Employee performance (Y)

Source: Based on calculations SPSS 16.0

Determining T_{table} confidence level of 90 and error % and (df) = nk. Then (df) = 0.1 (59-3) is 0.1=56, So nilai T_{table} = 1.67. Based 10, Test (t), can be follows :

t value for work discipline is 2.508 tabel 1.67, with a sig.t level of $0.015 < 0.1$ (significant), then H_0 is rejected and H_a is accepted, This means that there is an influence of work discipline on the performance of PT employees. Indonesia Railways (Persero) Divre III Palembang. The t value for work motivation is 4.238 tabel 1.67, with a sig.t level of $0.000 < 0.1$ (significant), then H_0 is rejected and H_a , meaning that there is an influence of work motivation on the performance of PT employees. Indonesian Railways (Persero) Divre III Palembang.

Coefficient of Determination (R^2)

The Determination Coefficient is used to determine how much the independent variables, namely work discipline and work motivation, contribute to the performance of PT employees. Railways Indonesia (Persero) Divre III Palembang, with the following results:

Table 11
Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.671 ^a	.451	.431	.73118

(Constant), Motivation work (X2), Discipline Work (X1)

Source: Based on calculations SPSS 16.0

Predictors:

Based on the calculation results in table 11 above, the Adjusted R square (coefficient of determination) value is 0.431 or $0.431 \times 100\% = 43.1\%$. This means that variables, work discipline and work motivation are able to contribute to the ups and downs in the performance of PT employees. Indonesia Railways (Persero) Divre III Palembang, with the amount of change caused being 43.1%. while the remaining $100\% - 43.1\% = 56.9\%$ is explained by other variables not included in this study.

Discussion

The Influence of Work Discipline and Work Motivation on Employee Performance

Based on the results of hypothesis testing, H_0 is rejected and H_a is accepted, meaning there is an influence work discipline and work motivation on the performance of PT employees. Indonesia Railways (Persero) Divre III Palembang. These results are also confirmed by the theory stated by Kasmir (2020). In line with this theory, work discipline and work motivation are among the factors that influence employee performance. 1) the work discipline factor is an employee's effort to carry out his work activities seriously. Work discipline in this case can be in the form of time, for example always coming to work on time. 2) work motivation factors Work Motivation is an encouragement for someone to do work. If you have strong encouragement from within yourself or encouragement from outside yourself. Then employees will be stimulated or encouraged to do something with Good

The research results are in line with research conducted by (Khumaedi E, 2016). The results of this research show that from simultaneous calculations, work discipline and work motivation have a significant effect on employee performance.

The Influence of Work Discipline on Employee Performance

The Influence of Work Discipline and Work Motivation on Employee Performance. Based on the results of the hypothesis test, H_0 is rejected and H_a is accepted, meaning that there is an influence of work discipline and work motivation on the performance of PT employees. Indonesia Railways (Persero) Divre III Palembang These results are also confirmed by the theory stated by Kasmir (2020), in line with this theory, work discipline and work motivation are among the factors that influence employee performance. 1) the work discipline factor is an employee's effort to carry out his work activities seriously. Work discipline in this case can be in the form of time, for example always coming to work on time. 2) work motivation factors Work Motivation is an encouragement for someone to do work. If you have strong encouragement from within yourself or encouragement from outside yourself. Then employees will be stimulated or encouraged to do something well.

The research results are in line with research conducted by (Khumaedi E, 2016). The results of this research show that from simultaneous calculations work discipline and work motivation have a significant effect on employee performance.

The Influence of Work Motivation on Employee Performance

Based on the results of hypothesis testing, there is an influence of work motivation on the performance of PT employees. Indonesia Railways (Persero) Divre III Palembang These results explain that good or bad motivation can determine good or bad employee performance.

These results are in line with the theory stated by (Mangkunegara, 2017: Kasmir. 2020). As the theory states, work motivation is one of the factors that influence employee performance. According to (Mangkunegara. (2017) motivation is a condition or energy that moves employees who are directed or directed towards achieve the company's organizational goals. Based on work motivation analysis, it can explain the problem of lack of motivation which has an impact on the low performance of PT employees. Indonesia Railways (Persero) Divre III Palembang because motivation is a driving factor for employees to carry out a certain activity, so that related to this the company lacks provide compensation for work given fairly, thus making employees less enthusiastic about doing the work, and not getting work promotions and promotions from satisfactory work results, thus making employees less enthusiastic about doing the work, as well as the facilities provided by PT. Indonesia Railways (Persero) Division III Palembang makes employees less enthusiastic about work.

The results of this research are in line with research conducted by (Khumaedi E, 2016). (Sari et al., 2016), (Harapap & Tirtayasa, 2020), (Sutra Dewi et al., 2022), who both state that there is an influence of work discipline on employee performance. The results of previous research and this research show similar results which prove that there is an influence of work discipline on employee performance.

CONCLUSION

Based on the research results, discipline and motivation affect the performance of PT employee PT Indonesia Railways (Persero) Divre III Palembang has a significant influence on work discipline and work motivation on the performance of PT employees. Indonesia Railways (Persero) Divre III Palembang, the better the employee's work discipline, the better their performance will be. Discipline and performance motivation have a significant influence on the performance of employees of PT. Indonesia Railways (Persero) Divre III Palembang.

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