



Work Discipline Influenced by Work Motivation

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Abstract

Work discipline is an attitude that must be instilled by a worker in the world of work. Work discipline is influenced by various factors such as work motivation. The purpose of this study was to determine the effect of work motivation on one's work discipline. This research methodology is ex post facto with a quantitative approach. Respondents in this study amounted to 40 employees of PT Tirta Kencana Tata Warna (Avian Brands) Bengkulu who were taken by total sampling technique. Methods of data analysis in research using regression analysis. The results of this study are as follows; work motivation has a significant effect on work discipline, where work motivation has a 40.2% effect on work discipline while the remaining 59.8% is influenced by other variables outside this study.

Keywords: *Work Discipline; Work Motivation*

Introduction

Work discipline according to Muchdarsyah (2005) is "a mental attitude reflected in the actions or behavior of individuals, groups or communities in the form of obedience to regulations or provisions set by the government or ethical norms and rules that apply in society for certain purposes". Mangkunegara and Octorend (2015) found that work discipline and work motivation have a close relationship.

Wahyudi et al research (2020) found that work motivation can improve one's work discipline. Work motivation affects a person's attitude such as discipline in carrying out work (Sunarsi et al, 2021). In work discipline to improve performance is significantly influenced by work motivation (Uloli et al, 2019; Sutrisno, 2019). The same thing was found by Amri and Ramdani (2021) where work motivation can increase work discipline in order to improve one's performance at work

Based on the phenomena and various findings it is known that work motivation has a relationship to work discipline. The purpose of this study was to determine the effect of work motivation on work discipline. so that in the future it can contribute to agency decision-making in order to achieve good performance and can help the government for good economic growth.

Work Discipline

Work discipline according to Muchdarsyah (2005: 18) is "a mental attitude reflected in the actions or behavior of individuals, groups or communities in the form of obedience to regulations or provisions set by the government or ethical norms and rules that apply in society for the purpose of certain". Employee work discipline is very important for a company in order to achieve company goals. The attitude of work discipline possessed by employees is very important for a company in order to realize company goals. Without good employee work discipline, it is difficult for a company to achieve optimal results. Good discipline reflects the magnitude of a person's responsibility for the tasks assigned to him. This encourages work passion, morale, and the realization of company goals.

Work discipline is an attitude that is reflected in the actions or behavior of employees, in the form of obedience or adherence to the rules and regulations set by the company. In this case, discipline is not only in the form of obedience but also the responsibilities are given by the organization. Factors that affect work discipline, namely 1). Motivation, 2). Education and training, 3). Leadership, 4). Welfare related to compensation, 5). Discipline enforcement through law. Indicators of work discipline according to Sudarmanto (2009) are timeliness, using office equipment properly, high responsibility, and obedience.

Work Motivation

Motivation is a process as the first step for a person to take action due to physical and psychological deficiencies in other words, is an encouragement shown to fulfill certain goals (Luthans et al, 2021). Work motivation is the action of a group of factors that cause individuals to behave in certain ways (Griffin, 2003:38). Work motivation teaches how to encourage the morale of subordinates so that they want to work harder and work harder by using all their abilities and skills to be able to advance and achieve company goals. Work motivation is the driving force that causes a member of the organization to be willing and willing to take the time to carry out various activities for which they are responsible and fulfill their obligations in terms of achieving the goals and various predetermined organizational goals.

According to George and Jones (1997), work motivation is a psychological force within a person that determines the direction of one's behavior in the organization, the level of effort, and persistence in facing obstacles. Indicators of work motivation, namely the direction of behavior, level of effort, and level of persistence. Factors that influence work motivation are several factors, both internal and external, which include internal factors, namely one's perception of oneself, self-esteem, personal expectations, needs, desires, job satisfaction, and the resulting work performance. While external factors that affect a person's motivation include: the type and nature of work, the workgroup where a person joins, the organization where the person works, the work environment situation, and salary.

Research Framework and Hypothesis

The Effect of Work Motivation on Work Discipline

Research conducted by Mangkunegara and Octorend (2015) found that work discipline and work motivation have a close relationship. Wahyudi et al's research (2020) found that work motivation can improve one's work discipline. Work motivation affects a person's attitude such as discipline in carrying out work (Sunarsi et al, 2021). In work discipline to improve performance is significantly influenced by work motivation (Uloli et al, 2019). The same thing was found by Amri and Ramdani (2021), and Prayogi et al (2019) where work motivation can increase work discipline in order to improve one's performance at work.

H₁: Work motivation has a significant influence on work discipline

Based on various theoretical explanations, research findings, and developing hypotheses regarding the effect of work motivation on work discipline. So the research framework in (Figure 1) is as follows:

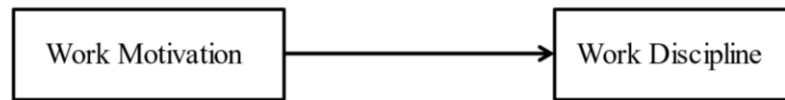


Figure 1. Research Framework

Methodology

This research uses ex-post facto research with a quantitative approach. According to Sugiyono (2015), ex-post facto is research conducted to examine events that have occurred and then trace back to find out the factors that could have caused these events. . While the quantitative approach is data in the form of numbers or qualitative data that is calculated (Efendi et al, 2019). Methods of data analysis in this study using multiple regression. The population in this study were 40 employees of PT Tirta Kencana Tata Warna (Avian Brands) Bengkulu who were taken by total sampling technique.

Findings

Table 1 below is the result of multiple regression analysis of research data, with the following research results:

Table 1. Characteristics of Respondents

Variable	Characteristics	Frequency	Percentage (%)
Gender	Man	35	87,5
	Woman	5	12,5
Age	21-30 year	4	10
	31-40 year	34	85
	41-50 year	2	5
Personal Status	Single	35	87,5
	Marry	5	12,5
Education	SMA	8	20
	DIPLOMA	10	25
	S1	22	55
Work Experience	1-5 year	5	12,5
	6-10 year	15	37,5
	11-20 year	20	50

Source: Primary data processed

Table 2. Regression Analysis Results

Variable	Koef. Regression (B)	T Statistic	Sig
Work Motivation	0.458	5.05 2	0.0 00
Constant	9.040		
R	0.634		
R ²	0.402		
F Statistic	25.523		
Sig	0.000		

Source: Primary data processed

The Effect of Work Motivation on Work Discipline

Based on the results of the regression analysis, it is known that work motivation has a significant influence on work discipline, shown in the regression coefficient value of 0.458. At a significance level of 5%, it is known that the t-value is 5,052 with a significance of 0.000. With these results, the first hypothesis is accepted because work motivation has a significant influence on work discipline.

Koefisien Determinasi R Square (R²)

The coefficient of determination R Square is used to show how large the percentage of work motivation variables is in influencing work discipline. The results of the regression analysis show that the coefficient of determination R² has a value of 0.402 or it can be said that 40.2% work discipline is influenced by work motivation variables and 59.8% is influenced by other variables outside this study.

Discussion

The Effect of Work Motivation on Work Discipline

Based on the results of the research that has been analyzed there is a significant influence between work motivation on work discipline. This is shown by the value of the regression coefficient of 0.458. At the 5% significance level, it is known that the t-value is 5.052 with a significance of 0.000. So it can be said that work motivation can have a good impact on one's work discipline in order to improve performance

The results of this study are supported by research by Mangkunegara and Octorend (2015) who found that work discipline and work motivation have a close relationship. Wahyudi et al's research (2020) found that work motivation can improve one's work discipline. Work motivation affects a person's attitude such as discipline in carrying out work (Sunarsi et al, 2021). In work discipline to improve performance is significantly influenced by work motivation (Uloli et al, 2019; Sutrisno, 2019; Razak, 2018). The same thing was also found by Amri and Ramdani (2021) where work motivation can increase work discipline in order to improve one's performance at work.

Coefficient of Determination R Square (R^2)

The results of this study indicate that there is a significant influence between work motivation on work discipline. This is indicated by the results of the test results with F test which obtained a calculated F value of 25,523 with an F significance value of 0.000 or $F < 0.05$. The coefficient of determination R Square is used to show how much the percentage of work motivation variables influences work discipline variables. The results of the regression analysis show that the coefficient of determination R^2 has a value of 0.402 or it can be said 40.2% of work motivation in influencing work discipline. and 59.8% is influenced by other variables outside of this study.

Conclusion

Based on the results and discussion in the research, we can conclude that; work motivation has a significant effect on work discipline, where work motivation has a 40.2% effect on work discipline while the remaining 59.8% is influenced by other variables outside this study. Together with the limitations, this study can be a reference material for further research in the future.

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