Increasing Employee Performance through Motivations and Work Discipline in UPPKH Bandung City

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ARTICLE INFO	ABSTRACT
	The purpose of this study is to examine and analyze the influence of motivation and work discipline on employee performance. Data collection was carried out by distributing questionnaires, the population of this study was the UPPKH Bandung City, amounting to 60 by using purposive sampling obtained a sample of 58. This research method uses a quantitative descriptive approach. The results showed that simultaneously motivation and work discipline have an effect on employee performance. This is evidenced by the results of the simultaneous test and partial test. Therefore, the test results of this study indicate that there is a simultaneous influence between motivation and work discipline variables on the performance of employees in UPPKH Bandung City. Keywords: Employee Performance, Motivation, Work Discipline

INTRODUCTION

Improved employee performance will bring progress for the company to be able to survive in an unstable competitive business environment (Ichsan et al., 2020). Efforts to improve employee performance are the most serious management challenges because success in achieving the goals and survival of the company depends on the quality of the performance of the human resources in it (Rodríguez-Sánchez et al., 2020). Sedarmayanti (2017) states that human resources are all the potentials possessed by humans that can be given to the community to produce goods/services. Companies that are advanced and successful are not only seen from the amount of profit earned by the company, but there are several other supporting factors, one of which is the quality of the company's human resources. Human resources itself is the workforce or employees who strive to work and achieve company goals. Motivation is a process that describes the intensity, direction, and persistence of an individual to achieve his goals. The three main elements in this definition are intensity, direction and persistence. Based on Abraham Maslow's hierarchy of needs theory, Douglas McGregor's theory X and Y as well as contemporary motivation theory, the meaning of motivation is the 'reason' that underlies an act committed by an individual. Employees who have high motivation have very strong reasons to achieve what they want by doing their current job. In contrast to motivation in the sense that develops in society which is often equated with 'spirit', such as the example in the conversation "I want my child to be highly motivated. Discipline is a tool used by managers to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms (Afandi, 2018). Discipline is an attitude,

behavior, and actions that are in accordance with the rules of the organization, both written and unwritten (Sutrisno, 2011).

This study is carried out on employees of the Unit Pelaksana Program Keluarga Harapan (UPPKH) of Bandung City, West Jawa. As part of the government agency, UPPKH is included in the public organization. UPPKH has the main role to assist the Ministry of Social Affairs of the Republic Indonesia in overcoming poverty in the community, as well as increasing the human quality in the field of education and health. One of the programs that becomes the responsibility of UPPKH is conditional cash transfers for the targeted community. Based on the initial observation conducted by the researcher, it was found that the performance of employees in the UPPKH is not yet optimal. This leads to the condition by which the service provided by UPPKH is considered unsatisfactory. It becomes a problem since government institution or agency has the main principles for attending to all aspects of public services. The condition of the non-optimal performance of employees in UPPKH Bandung triggers this study to identify the factors that can drive employee performance, namely motivation and work discipline.

In this study, the researcher refers to previous research as a reference material to see how much influence the relationship between one research variable and other research variables has. The basis or reference in the form of theories or findings through the results of various studies before being used as supporting data. In addition, previous research can be used as a source of comparison with research that is currently being carried out by researchers and also to find out the similarities and differences with previous researchers. The title of the research taken as a comparison is the one that has independent variables regarding motivation and work discipline with the dependent variable being employee performance. The following is table 1 regarding several previous studies obtained from journals.

Table 1. Previous Research

No	Author and Years	Research methods	Research result
1	Bahri and Nisa (2017)	Multiple regression analysis, classical assumption test, hypothesis testing (T test and F test) and determination.	Career development has a positive effect on job satisfaction, which means career development can increase employee job satisfaction. Motivation has no effect on job satisfaction. That career development and motivation have a significant effect on job satisfaction.
2	Nasrullah et al. (2017)	The percentage technique is then interpreted descriptively	Employee work motivation at Makassar Main Harbormaster Office is in the high category. Judging from the maintenance factor and satisfaction factor with sub-indicators of organizational policy. Good supervision. Adequate compensation, work environment, job satisfaction, work performance, and responsibility.
3	Ardansyah and Wasilawati (2014)	Quantitative analysis method	Supervision has a very high and positive relationship with KSK performance, work discipline. Having a very high and positive relationship with KSK performance, as well as supervision and work discipline together have a very high

			and positive relationship with performance
4.	Masambe, Soegoto, Sumarauw (2015)	Multiple regression analysis	Leadership style, organizational culture and leader innovation simultaneously influence. Partially the influence of leadership style and leader innovation has a good and positive effect on the performance of Daihatsu Kharisma Manado employees. While the influence of organizational culture on employee performance has no significant and negative effect.
5.	Situmeang (2017)	Descriptive research and descriptive explanatory research	The results of this study indicate that supervision and work experience have a positive and significant effect on employee performance at PT. Mitra Karya Anugrah Medan

Source: Rrevious Research

Based on table 1 above, the researcher understands that the comparison between previous researchers and research conducted by researchers is contained in several aspects, namely the variables used in previous studies but there are variables that will not be examined in this study including, Leadership and Supervision Style or leadership, place or object previous research with a different research plan unit. With the relevant research results in this study, this researcher has a reference to strengthen the hypothesis used.

Work motivation is very influential on employee performance that can be achieved on the job. Motivation is a person's encouragement to take action in order to achieve the desired direction. Rivai and Sagala (2013) argues that basically motivation encourages employees to be able to work hard to achieve the goals they want. In addition, discipline is an important thing in the company, because in it employees must meet the rules that have been set by the company. Mathis and Jackson (2010) state that the main standard in measuring performance is one of them by measuring the level of attendance, namely the assumptions used in measuring or assessing the work of employees by looking at the attendance list. If the employee's attendance is below the set standard, then the employee is not able to make an optimal contribution to the organization. Therefore, the purpose of this study is to examine the influence of motivation and work discipline on employee performance, partially and simultaneously, in UPPKH of Bandung City, West Java.
H1 : Motivation has a positive effect on employee performance
H2 : Work Discipline has a positive effect on employee performance
H3 : Motivation and work discipline have a positive effect on employee performance

METHODS

This research uses survey research type. According to Sugiyono (2017) survey methods are: "The survey method is a research method used to obtain data from certain natural (not artificial) places, but researchers carry out treatments in data collection, for example by distributing questionnaires, library research and so on. This research method uses a quantitative descriptive approach. In this study for data collection by distributing questionnaires to all employees, with several questions containing the variables studied. The population of this study are all employees of UPPKH Bandung, totaling 60 employees and a sample of respondents totaling 58 employees. This study uses a

quantitative descriptive approach, multiple linear regression analysis and uses the simultaneous test (f test) and partial test (t test).

RESULTS AND DISCUSSION

Characteristics of respondents are used to determine the diversity of respondents based on gender, education and position/position. This is expected to provide a fairly clear picture of the condition of the respondents and their relation to the problems and objectives of the research. The diversity of respondents by gender can be shown in the table below:

Table 2. Respondents' Profile

Group	Amount	Percentage
Gender		
Male	27	46%
Female	31	54%
Education		
Junior High School	4	7%
Senior/Vocational High School	50	86%
Diploma/Bachelor	4	7%

Source: Data Processing Result (2022)

Based on the gender characteristics of the respondents, there were 27 male respondents with a percentage (46%) and female respondents as many as 31 people with a percentage of (54%). Most of the respondents were female respondents, which amounted to 31 (54%). Based on the educational characteristics of the respondents in the table above, it shows that respondents with junior high school education are 4 people with a percentage of 7%, respondents who have high school education / vocational school are 50 with a percentage of 86%, respondents who have diploma and bachelor education are 3 with a percentage of 7%. Most of those who work in UPPKH Bandung City have a senior/vocational high school education, which is 86%.

Validity Test
This study uses the number of respondents as many as 58 people and the error rate is determined at 5%, then the value of r table can be obtained through df = n - 2, df = 58 - 2 = 56, then the value of r table = 0.218.

Table 3. Results of Validity Test

Variable	Statement	r count	r tabel 5%	Information
Motivation (X1)	X1-1	0.763	0.218	Valid
	X1-2	0.745	0.218	Valid
	X1-3	0.739	0.218	Valid
	X1-4	0.814	0.218	Valid
	X1-5	0.802	0.218	Valid
	X1-6	0.695	0.218	Valid
	X1-7	0.635	0.218	Valid
	X1-8	0.804	0.218	Valid
Work Discipline (X2)	X2-1	0.822	0.218	Valid
	X2-2	0.884	0.218	Valid
	X2-3	0.893	0.218	Valid
	X2-4	0.584	0.218	Valid
	X2-5	0.873	0.218	Valid

Employee Performance (Y)	Y1-1	0.762	0.218	Valid
	Y1-2	0.859	0.218	Valid
	Y1-3	0.893	0.218	Valid
	Y1-4	0.673	0.218	Valid
	Y1-5	0.850	0.218	Valid

Source: Data Processing Result (2022)

The calculated r value > r table (0.218) based on a significant test of 0.05, meaning that each of the above questions is valid. Therefore, it can be used as the next research instrument.

Linear Regression Analysis
Table 4 indicates the results of multiple linear regression analysis between motivation variable (X1) and work discipline (X2) on employee performance (Y).

Table 4. Results of Hypothesis Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.841	1.533		1.853	.069
Motivasi	.069	.058	.116	1.183	.242
Disiplin Kerja	.743	.095	.767	7.826	.000

Source: Data Processing Result (2022)

It is known that the sig value, for the influence of motivation on employee performance is $0.242 > 0.05$ and the t value is $1.183 <$ t table 1.673, so it can be concluded that H1 is rejected, which means there is no influence of motivation on employee performance UPPKH Bandung City

The sig value for the influence of Work Discipline on Employee Performance is $0.000 < 0.05$ and the t value is $7.829 >$ t table 1.673, so it can be concluded that H2 is accepted which means that there is an influence of Work Discipline on Employee Performance UPPKH Bandung City.

Table 5 indicates the results of simultaneous test between motivation variable (X1) and work discipline (X2) on employee performance (Y).

Table 5. Results of Hypothesis Test

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	438.342	2	219.171	72.548	.000[b]
Residual	166.158	55	3.021		
Total	604.500	57			

Source: Data Processing Result (2022)

Determinant Coefficient
Based on the output above, it is known that the significance for the influence of Motivation (X1) and (X2) simultaneously on Employee Performance (Y) is $0.000 < 0.05$ and the value of F count is $72,548 >$ F table 3.16, so it can be concluded that H3 is accepted which means there is an influence of motivation. and work discipline simultaneously on the performance in UPPKH employees in Bandung City.

Table 6. Determinant Coefficient

| R | R Square | Adjusted R Square | Std. Error of the Estimate |
| .852[a] | .725 | .715 | 1.73812 |

a. Predictors: (Constant), Work Discipline, Motivation
Source: Data Processing Result (2022)

Based on the output above, it is known that the R Square value is 0.725, this means that the influence of the motivation variable and work discipline simultaneously on the employee performance variable is 72.5%. The results of this study indicate that the influence of the independent variable on the dependent variable. Based on statistical calculations, obtained = 2.841 + 0.069X1 + 0.743X2.

Discussion

The results of multiple linear regression analysis, the value of the motivation coefficient is 0.069, it can be concluded that motivation has a positive effect on employee performance. Thus the hypothesis which says that motivation has a positive effect on employee performance (H1) is accepted. The results obtained from the t test, the significance value for work motivation is 0.242, which means that motivation has no significant effect on employee performance. The results of this study support the results of previous research conducted by Riyanto, Sutrisno, and Ali (2017). The results of this study conclude that work motivation affects employee performance. Work motivation as a factor in improving employee performance, it is a form of attention from a leader who provides opportunities for employees to excel and develop the potential that exists in employees to further explore their creativity, thus the company will produce employee performance good and quality.

The results of multiple linear regression analysis, the value of the motivation coefficient is 0.743, it can be concluded that work discipline has a positive effect on employee performance. Thus the hypothesis which says that work discipline has a positive effect on employee performance (H2) is accepted. The results obtained from the t test, the significance value for work discipline is 0.000 which means that work discipline has a significant effect on employee performance. The results of this study support the results of previous research conducted by Yudiningsih, Yudiatmaja, and Yulianthini (2016) Farisi and Fani (2019), the positive influence of work discipline on employee performance. Good discipline reflects the magnitude of the employee's responsibility for the tasks given. More discipline comes from within the employees themselves which are shown in the form of complying with existing regulations within the company, completing tasks on time. To maintain and enforce good discipline, there are many factors that influence it, including welfare, education and training, motivation, leadership, organizational culture and work environment.

The results of the calculation of multiple regression analysis using IBM SPSS Statistic 22, it is known that a (constant) is 2.841 and b X1 is 0.069 and b X2 is 0.743. so we can get Y = 2.841 + 0.069X1 + 0.743X2. the results of the calculation of the coefficient of determination R Square of 0.725. Employee performance is influenced by motivation and work discipline by 72.5%. Based on the data above, it is known that the value of Fcount > Ftable or sig < 0.05, then 72,548 > 3.16 and the value of sig 0.000 < 0.05, thus it can be concluded that motivation and work discipline have a significant effect on employee performance. The results of this study support previous research conducted by Priyono, Marjuki and Yoyok Soesatyo (2016) based on research that there is a positive influence of motivation and work discipline on employee performance. High employee performance improvement is very important in an organization, because with high employee performance it will be able to increase employee work productivity with increased productivity, the goals of the organization will be achieved by itself.

CONCLUSION

Motivation has a positive effect on the performance of UPPKH employees in Bandung. It can be concluded that Ho is rejected and Ha is accepted, or in other words, work motivation has a positive but not significant effect on employee performance, the higher employee motivation will improve employee performance. Work discipline has a significant effect on employee performance. This shows that work discipline can improve employee performance, the higher employee work discipline will improve employee performance. Motivation and work discipline have a joint effect

on employee performance in UPPKH Bandung City. This study shows that simultaneously motivation and work discipline have a significant effect on employee performance.

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