

The Influence of Work Discipline and Motivation on Employee Performance

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Abstract

This study aims to determine the effect of discipline and work motivation on employee performance at the Meteorology, Climatology and Geophysics Center Region II, South Tangerang City. This study uses quantitative method with an associative approach. The sampling technique used saturated sampling and the sample in this study was 82 respondents. Multiple data analysis using validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. The results showed that work discipline has a positive and significant effect on performance with a tcount of 13.332 > ttable of 1.664 and a significant value of 0.000 < 0.050. Work motivation has a positive and significant effect on performance with a tcount of 12,600 > ttable 1.664 and a significant value of 0.000 < 0.050. Discipline and Work Motivation simultaneously have a positive and significant influence on employee performance with a Fcount of 116.286 > Ftable of 3.112 and a significant value of 0.000 < 0.050.

Keywords: Discipline, Work Motivation, Performance

INTRODUCTION

Every institution, both private and government, expects quality employee performance. Even to realize a good government institution, good performance is needed, so that the target of work in good service to the community is achieved. In overcoming this, human resources (HR) are the most important thing that must be considered for its development because with good and professional HR it will greatly help in maximizing performance in a private or government institution.

The Meteorology, Climatology and Geophysics Center for Region II of South Tangerang City is very focused on improving the performance of each of its employees, so that this organization always emphasizes to all its employees in improving discipline, so that its service function as an information provider to the public can be provided efficiently and effectively. The use of technological tools as the main factor in providing effective and efficient information will not produce optimal quality service if it is not supported by strong discipline in carrying out duties and responsibilities as an employee. With motivation will encourage employees to have good work discipline for that, work motivation is related to work discipline at BBMKG Region II of South Tangerang City.

Law No. 31 of 2009 on Meteorology, Climatology, and Geophysics. The development of science and technology has an impact on the implementation of meteorology, climatology, and geophysics globally so that it needs to be anticipated and responded to through international cooperation, by forming a Law on Meteorology, Climatology, and Geophysics.

Discipline is formed from employee habits that are carried out every day in their organization and have been determined through regulations that have been issued by a higher organization or regulations issued through presidential regulations or ministerial regulations. Good discipline will accelerate the achievement of organizational goals, while low discipline will be a barrier and obstacle to achieving the goals of an organization.

According to Afandi (2018: 12), discipline is a tool used by managers to change behavior and as an effort to increase a person's awareness and willingness to obey all company regulations and applicable social norms.

The problem of work discipline of employees of the Meteorology, Climatology and Geophysics Center Region II of South Tangerang City is that not all employees comply with all regulations in force in the company, this causes the work environment to be uncondusive and there are still few employees who are able to complete the work given. Employees are still often late and absent from work, this affects reduced working hours, causing employee performance in the company to decline.

RESEARCH METHODS

The research was conducted with the aim of being able to reveal the problems being studied. In the study of the Influence of Motivation and Work Discipline on Employee Performance at the Meteorology, Climatology and Geophysics Center for Region II, South Tangerang. This research method uses a quantitative method. Quantitative research is a type of research whose specifications are systematic, planned and clearly structured. According to Sugiyono (2017: 7) "The quantitative research method can be interpreted as a research method based on the philosophy of positivism, used to research certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical in nature with the aim of testing the established hypothesis". This research approach uses causal associative with the aim of finding out whether there is a relationship between two or more variables and how far the correlation is between the variables being studied. According to Octaviani (2019: 84) the definition of "causal associative research is research that aims to determine the relationship between 2 (two) or more variables". According to Sugiyono (2016:59) "Causal relationship is a relationship that is cause and effect, one variable (independent) affects another

variable (dependent). This study aims to determine the causal relationship between the variables of motivation, work discipline and employee performance.

In this study, the research location was the Center for Meteorology, Climatology and Geophysics Region II of South Tangerang, located at Jl. H. Abd. Gani No. 05, Cemp. Putih, Kec. Ciputat Timur., South Tangerang City, Banten 15412. The research was conducted in 2023 for 4 (four) months, starting from March to June. What will be discussed is limited to how much influence work discipline and work motivation have on employee performance.

Population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2016: 135). The population in this study was all employees of the Meteorology, Climatology and Geophysics Center Region II, totaling 82 people.

According to Sugiyono (2016: 81), Sample is as follows: "Sample is part of the number and characteristics possessed by the population, If the population is large, and researchers cannot study everything in the population, for example due to limited funds, manpower and time, then researchers can use samples taken from that population". So, the research sample for this study was all employees of the Meteorology, Climatology and Geophysics Center for Region II of South Tangerang City, totaling 82 people.

Sampling techniques can basically be grouped into two, namely Probability Sampling and Nonprobability Sampling. The sampling technique used in this study is Nonprobability Sampling. Probability Sampling according to Sugiyono (2018: 80) is "A sampling technique that provides equal opportunities for each element (member) of the population to be selected as a sample member". While Nonprobability Sampling According to Sugiyono (2017: 84) is a sampling technique that does not provide equal opportunities and chances for each element or member of the population to be selected as a sample. Based on the explanation above, the sampling technique that will be used in this study is Nonprobability Sampling.

According to Sugiyono (2017: 85) the definition of saturated sampling is a sampling technique when all members of the population are used as samples. The author conducted sampling using the saturated sampling technique, which means a sampling technique when all members of the population are used as samples. Sampling was carried out at the Center for Meteorology, Climatology and Geophysics, Region II, South Tangerang City. Thus, the population in the study was all employees in the company, which in total amounted to 82 people. Because the population is less than 100 people, the author decided to take the population of all employees in the company.

Data collection method is a step that must be taken in research to obtain data information that can explain or answer research problems. In this proposal, data collection method is used to collect data used to achieve the goal of obtaining an overview of employee activity patterns from the perspective of discipline and work motivation and its influence on employee performance at the Center for Meteorology, Climatology and Geophysics Region II, South Tangerang City.

RESULT AND DISCUSSION

Brief History of BMKG Region II, South Tangerang City

The history of meteorological and geophysical observations in Indonesia began in 1841, starting with observations conducted individually by DR. Omen, the head of the Bogor hospital, year after year his activities developed in accordance with the increasing need for weather and geophysical observation data. In 1866, the individual observation activities were officially established by the Dutch East Indies government as a government agency named Magnetischen Observatorium or Magnetic and Meteorological Observatory led by Dr. Bersgma. In 1879 a rain gauge network of 74 observation stations was built in Java. In 1902, observations of the earth's magnetic field were moved from Jakarta to Bogor.

In 1879, a rain gauge network of 74 observation stations was built in Java. In 1902, observations of the earth's magnetic field were moved from Jakarta to Bogor. During the Japanese occupation between 1942 and 1945, the name of the Meteorology and Geophysics Agency was changed to Kisho Kauso. After the proclamation of Indonesian independence in 1945, the agency was split into two: in Yogyakarta, the Meteorology Bureau was formed which was located in the Indonesian People's Army Headquarters specifically to serve the interests of the Air Force. Furthermore, in 1950, Indonesia officially entered as a member of the World Meteorological Organization (WMO) and the head of the Meteorology and Geophysics Agency became the Permanent Representative of Indonesia with WMO.

In 1955, the Meteorology and Geophysics Office was changed to the Meteorology and Geophysics Institute under the Department of Transportation, and in 1960 its name was returned to the Meteorology and Geophysics Office under the Department of Transportation, and in 1969 its name was returned to the Meteorology and Geophysics Office under the Department of Air Transportation. In 1972, the Directorate of Meteorology and Geophysics, an echelon II agency under the Department of Transportation, and in 1980 its status was raised to an echelon I agency with the name Meteorology and Geophysics Agency, remained under the supervision of the Department of Transportation.

In 2002, its organizational structure was changed to a Non-Departmental Government Institution (LPND) with the permanent name of the Meteorology and Geophysics Agency, changing its name to the Meteorology, Climatology, and Geophysics Agency (BMKG) with the permanent status as a Non-Departmental Government Institution.

On October 1, 2009, the Republic of Indonesia Law Number 31 of 2009 concerning Meteorology, Climatology and Geophysics was ratified by the President of the Republic of Indonesia, (Susilo Bambang Yudhono, (download Explanation of Law of the Republic of Indonesia Number 31 of 2009). As an organization whose duties include conducting weather observations, BMKG has 5 regional offices, namely BMKG Region I in Medan, BMKG Region II in BMKG Region II in Ciputat, BMKG Region III in Denpasar, BMKG Region IV in Ujung Padang, and BMKG Region V in Jayapura.

Vision and Mission of BMKG Region II, South Tangerang City

1. Vision

To create a reliable, responsive and capable BMKG in order to support public safety and the success of national development, and play an active role at the international level.

2.Mission

- a. Observing and understanding meteorological, climatological, air quality and geophysical phenomena means that BMKG carries out operational observations and data collection regularly, completely and accurately to be used to identify and understand the characteristics of meteorological, climatological, air quality and geophysical elements in order to make accurate forecasts and information.
- b. Providing meteorological, climatological, air quality and geophysical data, information and services to users according to their needs and desires with a high level of accuracy and in a timely manner.
- c. Coordinating and facilitating activities in accordance with the authority of BMKG, BMKG is obliged to supervise operational implementation, provide technical guidelines, and is authorized to calibrate meteorological, climatological, air quality, and geophysical equipment in accordance with applicable regulations.
- d. Actively participating in international activities means that BMKG in carrying out operational activities always refers to international provisions considering that meteorological, climatological, air quality and geophysical phenomena are not limited and not bound by the territorial boundaries of any country.

Discussion**The Influence of Discipline (X1) on Employee Performance (Y)**

Based on the test results, the hypothesis test obtained a calculated t value $> t$ table or $(13.332 > 1.664)$ This is also reinforced by the p value $< \text{Sig.}0.050$ or $(0.000 < 0.050)$. Thus, H_{01} is rejected and H_{a1} is accepted, this shows that there is a significant influence between discipline and employee performance at BMKG Region II South Tangerang.

The Influence of Work Motivation (X2) on Employee Performance (Y)

Based on the test results, the hypothesis test obtained a calculated t value $> t$ table or $(12.600 > 1.664)$. This is also reinforced by the p value $< \text{Sig.}0.050$ or $(0.000 < 0.050)$. Thus, H_{02} is rejected and H_{a2} is accepted, this indicates that there is a significant influence between work motivation and employee performance variables at BMKG Region II, South Tangerang City.

The Influence of Discipline (X1) and Work Motivation (X2) on Employee Performance (Y)

Based on the research results, it shows that Discipline (X1) and Work Motivation (X2) have a significant effect on Employee Performance with the regression equation $Y = 4.587 + 0.488X_1 + 0.398X_2$. The correlation coefficient value or level of relationship between the independent variable and the dependent variable is obtained at 0.810 or 81% where the value is in the interval 0.800-0.1000 meaning that the discipline and work motivation variables have a very strong relationship to employee performance. The determination coefficient value or contribution of its influence simultaneously is 0.739 then it can be concluded that the variable work discipline and motivation influence on variable employee performance of 73.9% while the remainder of $(100 - 73.9\%) = 26.1\%$ was influenced by other factors that were not researched. Hypothesis testing obtained the calculated F value $> F$ table or $116.286 > 3.112$, this is also strengthened by p value $< \text{Sig.}0.050$ or $(0.000 < 0.050)$. Thus, H_{03} is rejected and H_{a3} is accepted, this shows that there is a significant simultaneous influence between discipline and work motivation on employee performance at BMKG Region II, South Tangerang City.

CONCLUSIONS

From the results of research and discussion conducted by researchers related to the influence of Discipline and Work Motivation on the Performance of BMKG Region II Employees, South Tangerang City, the following conclusions can be drawn:

The Influence of Discipline (X1) on Employee Performance (Y)

Based on the test results, the hypothesis test obtained a calculated t value $> t$ table or $(13.332 > 1.664)$ This is also reinforced by the p value $< \text{Sig.}0.050$ or $(0.000 < 0.050)$. Thus, H_{01} is rejected and H_{a1} is accepted, this indicates that there is a positive and significant influence between discipline and employee performance at BMKG Region II, South Tangerang City.

Based on the test results, the hypothesis test obtained a calculated t value $> t$ table or $(12.600 > 1.664)$. This is also reinforced by the p value $< \text{Sig.} 0.050$ or $(0.000 < 0.050)$. Thus, H_{02} is rejected and H_{a2} is accepted, this shows that there is a positive and significant influence between work motivation and employee performance at BMKG Region II, South Tangerang City.

Based on the research results, it shows that Discipline (X1) and Work Motivation (X2) have a positive and significant effect on Employee Performance with the regression equation $Y = 4.587 + 0.488X_1 + 0.398X_2$. Hypothesis test obtained F count value $> F$ table or $116.286 > 3.108$, this is also strengthened by p value $< \text{Sig.}0.050$ or $(0.000 < 0.050)$. Thus, H_{03} is rejected and H_{a3} is accepted. The correlation coefficient value obtained is 0.810 which means that both

variables have a very strong correlation relationship. The determination coefficient value (R^2) is 0.739 (73.9%) while the remaining 26.1% is influenced by other factors. So it can be concluded that there is a positive and significant influence simultaneously between discipline and work motivation on employee performance at BMKG Region II, South Tangerang City.

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