

The Effect of Work Motivation and Discipline on Employee Performance in Associations Indonesian Hypertension Doctor (PERHI) Jakarta

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Abstract

This study aims to determine whether motivation and work discipline affect the performance of the employees of the Indonesian Hypertension Doctors Association (PERHI) Jakarta. The research method used is descriptive quantitative with a questionnaire as a data source. The population in this study were 56 employees of the Indonesian Hypertension Doctors Association (PERHI) in Jakarta. The sample in this study were 56 people as respondents. The analytical tool in this study is multiple linear regression. The next stage is the questionnaire data was analyzed with the SPSS computer program tool. The results showed that there was a positive and significant influence between motivation (X1) and work discipline (X2) on employee performance (Y), this was proven by a significance level of $0.000 < 0.05$ then H_0 is rejected. and H_a accepted.

Keywords: Motivation, Work Discipline, Employee Performance

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INTRODUCTION

The survival of the company in its operations is largely determined by the quality of its human resources, in this case high-performing employees, who play a dominant role in running the company's operations. Therefore, organizations need to respect all aspects of employees in order to create quality human resources and have superior performance (Setiawan, 2013). Human resources are the main driver of the course of an organization's activities, because the progress of a company is determined by the presence of its human resources (Ismanto, 2020). So that human resources or employees in a company become an important concern in order to achieve company success (Izzaty et al., 1967). The success of a company is strongly influenced by the individual performance of its employees (Susanti, 2017). According to (Ady et al., 2012) argues that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Employee performance is a very important factor for a company (Setyawan, 2018). This is because the performance of employees as a determinant of the success and survival of the company. In every organization, humans are one of the most important components in turning the organization on, it must be supported by good performance, because without good performance, the organization will not achieve its goals.

Employee performance is not only influenced by several factors related to

the workforce itself or related to the company or organization environment, but is also influenced by various factors, such as work environment, work discipline, organizational culture, leadership, and work motivation. In discussing the concept of the work environment, we are actually talking about perceived traits or characteristics in the work environment that arise as a result of company activities (Ardista & Marpaung, 2022). Wexley and Yukl (2010: 97) identify factors that affect performance, among others, are motivation and work discipline. Motivational factors become important in improving employee performance. Motivation is the provision of a driving force that creates enthusiasm for one's work so that they are willing to work together, work effectively and be integrated with all their efforts to achieve satisfaction. Motivation is a driving force for someone to carry out an activity in order to get the best results. Employees who have high work motivation will have high performance as well (Arifin & Nurcaya, 2018).

One of the factors that affect performance is the motivation factor, where motivation is a condition that moves a person to try to achieve goals or achieve the desired results (Pratiwi & Ismi, 2014). Raditya Priyo et al, (2014:1) stated that with high motivation, high work discipline will be created. The best employee work discipline must be instilled in every employee, on the contrary, not by coercion or demands alone but based on the awareness from within each employee. To get good work discipline, employees must obey the rules of time, obey company regulations, obey the rules of behavior at work and obey other rules in the company.

Work discipline is a conscious attitude or willingness of an employee to perform and obey the rules set by the company. Employees with good work discipline are expected to be able to carry out and complete the work for which they are responsible effectively and efficiently and on time. Obedience in carrying out the rules determined or expected by the organization or company at work, with the intention that the workforce carries out their duties in an orderly and smooth manner, including refraining from committing acts that deviate from the regulations (Winarno, 2018). Someone who has discipline tends to work in accordance with the rules and obligations imposed on him (Setiawan, 2013). So discipline is a sincere obedience that is supported by awareness to carry out its duties and obligations and behaves that should apply in a certain environment (Junaidi, 2017). According to the statement of Susiarto and Ahmadi (2016: 90), employee work discipline is part of the performance factor. Meanwhile, Prasetyo (2014: 87) states that one of the determinants of performance effectiveness is work discipline.

The Indonesian Hypertension Doctors Association (PERHI) is a company engaged in services, in the form of scientific meetings, which really requires human resources who have high motivation and high discipline as well as the most important assets because they are directly related to service users. Coupled with the increasingly fierce level of competition and higher consumer demands as well as the spread of the COVID-19 virus, health care facilities are required to be able to produce services that are in accordance with patient needs (Khayah & Marpaung, 2022). For this reason, the Indonesian Hypertension Doctors Association (PERHI) requires human resources who have high competence in their

fields to serve the community in a professional, honest, fair and equitable manner so that in dealing with other people they feel comfortable with the services provided. This will greatly assist the Indonesian Hypertension Doctors Association (PERHI) in achieving its organizational goals and consistently maintain and even increase the productivity of the Indonesian Hypertension Doctors Association (PERHI). In addition to specialist doctors, employees are also the most important resource because they directly serve guests during scientific meetings or seminars. The service is carried out optimally by an employee which is a form of fulfilling good responsibilities and indicating good performance as well.

The Indonesian Hypertension Doctors Association (PERHI) is a service facility that always strives to foster motivation and work discipline for all employees. The motivation given to employees is to hold an annual seminar program in the form of giving bonuses from the profits of seminar activities. However, the problem is that the association has no monthly income unless there is a workshop contract from the pharmacy. Awards are always given to the chairman of the company / awards to those who excel in seminar participants. while for employees there has never been any award and basic salary below the minimum wage.

From the description above, it can be explained that motivation and work discipline are the most important factors. The objectives of this study are: 1. To find out whether motivation affects the performance of the employees of the Indonesian Hypertension Doctors Association (PERHI) Jakarta. 2. To find out whether work discipline affects the performance of the employees of the Indonesian Hypertension Doctors Association (PERHI) Jakarta. 3. To find out whether motivation and work discipline affect the employee performance of the Indonesian Hypertension Doctors Association.

Performance is a condition of a group where they do work harder and better with the goals of each individual (Refiza, 2016). An employee with high performance has positive attitudes such as joy, cooperation, pride in the company, obedience to obligations and the loyalty of the employee (Ratnasari & Sutjahjo, 2017). The characteristics of people who have high performance by Mangkunegara, (2014: 87) are 1. Having high personal responsibility. 2. Dare to take and bear the risks faced. 3. Have realistic goals. 4. Have a comprehensive work plan and strive to realize its goals. 5. Utilizing concrete feedback in all work activities he does. 6. Looking for opportunities to realize the plans that have been programmed.

Performance is measured through indicators as a. Joy, joy is the feeling of pleasure of employees that arises in themselves because of optimistic feelings. Optimism is an attitude or view of life which in all cases is considered good. Optimistic people are people who always look good in the face of everything. Employees who are always happy usually have a great opportunity to do well, while employees who are not happy, usually the work produced will not be optimal. b. Cooperation, Cooperation among co-workers is a condition desired by company management, so that every job can be completed properly. The work motivation of an employee cannot be separated from the work environment of an employee or his personal life. The relationship between employees in improving the quality of work life can vary. The various techniques used

essentially revolve around increasing the participation of employees in decision-making processes concerning their work and their relationships with co-workers. c. Pride in work, feeling happy about work is a feeling of pleasure in employees for the work given by the company. If a person does a job with pleasure or interest to himself, then the results of his work will be more satisfying than doing work that he does not like. Likewise, if you are going to give a task to someone, it would be nice if you know beforehand whether the person is happy or not with the work to be given. This is done in order to get a more satisfactory result. So feeling happy with a job is also a very important thing in improving the quality of production. d. Compliance with regulations, Obedience to obligations is an employee's action against the rules that have been set by the company whether they can obey them. Employees who have high consequences must be willing to comply with all their obligations in accordance with the agreement when they first work. Loyalty, Loyalty is the mental attitude of employees aimed at the existence of the company.

Motivation in each employee depends on their motives, such as: Needs, Wants, Drives so that it can be said that these factors are the basis for an employee to do something. There are several goals that can be obtained from providing motivation according to Hasibuan (2012: 146), namely: 1. Improving employee morale and job satisfaction, 2. Improving employee performance.3. Improve employee discipline4. Maintain company stability.5. Streamline the procurement of employees. 6. Creating a good working atmosphere and relationship. 7. Increase loyalty, creativity and participation. 8. Improving the level of employee welfare. 9. Increase the employee's sense of responsibility towards the task. 10. Increase efficiency in the use of tools and raw materials. In terms of providing this motivation, the leader must be able to see the situation and working atmosphere of the employees at work, this is useful for providing motivation at the time when employees are given motivation, both positive motivation and negative motivation. Mangkunegara, (2015: 94-98). Motivational theories are important, because this motivation theory can facilitate company management to move and encourage in carrying out the tasks assigned to employees. In particular, initially there were three theories of motivation, namely, the hierarchy of needs theory, two-factor theory, and X and Y theory (theory X and Y). Abraham H Maslow's Hierarchical Needs Theory One of the well-known motivational theories is Maslow's Hierarchical Needs Theory (Hierarchical of Needs Theory) Robbins & Judge, (2014:34).

According to David McClelland in Darmawan (2013:83) says that the indicators of motivation are: 1. The need for achievement. That is, the need for organizational members to work well and excel in the organization 2. The need for power. That is, the need for organizational members to gain power and get respect from others 3. The need for affiliation. the need for organizational members to cooperate with others.

Work discipline is very necessary in an agency because with work discipline, the agency will be able to carry out activities in order to achieve predetermined targets. Veithzal Rivai, (2014: 444) explains that work discipline has several indicators such as the following: Attendance. This is a fundamental indicator to measure discipline, and usually employees who have low work

discipline are accustomed to being late for work. Adherence to work regulations. Employees who obey work regulations will not neglect work procedures and will always follow the work guidelines set by the company. Adherence to work standards. This can be seen through the magnitude of the employee's responsibility for the tasks assigned to him. High level of alertness. Employees who have high vigilance will always be careful, calculating and thorough in their work, and always use things effectively and efficiently. Work ethically. Some employees may behave rudely to customers or engage in inappropriate behavior. This is a form of disciplinary action, so work ethically as a manifestation of employee work discipline. According to Harlie, (2010:98) the indicators of work discipline include the following: (1) always present on time (2) always prioritizing the percentage of attendance (3) always complying with the provisions of working hours (4) always prioritizing efficient working hours and effective (5) have work skills in their field of duty (6) have high morale (7) have a good attitude (8) always be creative and innovative at work. Work discipline is a way to raise awareness for subordinates to carry out the tasks that have been assigned to them.

The thinking framework is a mindset that shows the relationship between the variables to be studied which at the same time reflects the type and number of formulations that need to be answered through research, the theory used to formulate hypotheses, the types and number of hypotheses, and statistical analysis techniques to be used (Sugiyono, 2014 :42). The framework of thinking in this study is the influence of motivation (X1) and work discipline (X2) on employee performance (Y) the Indonesian Hypertension Doctors Association (PERHI) Jakarta can be described as follows:

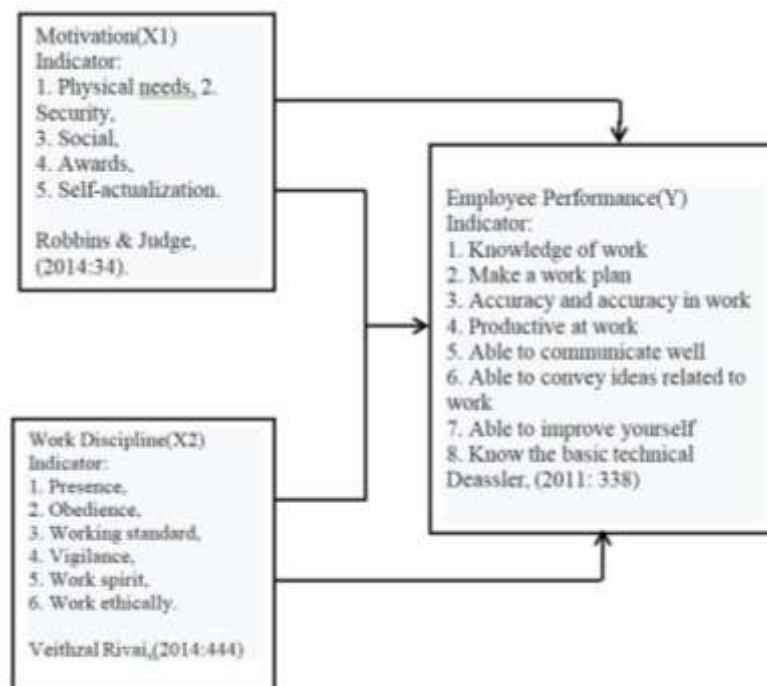


Figure.1. Framework

RESEARCH METHOD

This study uses a quantitative descriptive method. Data analysis uses statistics, starting from data collection, validation and so on. The population in this study were the employees of the Indonesian Hypertension Doctors Association (PERHI) Jakarta totaling 56 employees while the sample in this study amounted to 56 employees.

RESEARCH RESULTS AND DISCUSSION

Based on the results of the Classical Assumption Test, the Kolmogorov-Smirnov normality test, the employee performance variable is 1.529 and the significance value is 0.19, which is greater than 0.05 (Asymp. Sig. (2-tailed) 0.19 > 0.05, then H_0 is accepted which means that H_0 is accepted. means that the residual data is normally distributed, then the independent variable of motivation (X1) is 1.447 and the significance value is 0.030 greater than 0.05 (Asymp. Sig. (2-tailed) 0.030 > 0.05, then H_0 is accepted which means the residual data is distributed and the independent variable of work discipline (X2) is 1,507 and the significance value is 0.21 greater than 0.05 (Asymp. Sig. (2-tailed) 0.21 > 0.05, then H_0 is accepted which means residual data Normal distribution, from the three research variables, it is assumed that the values are normally distributed.

On the normality of the data with the Normal P-P plot (picture), the data on the employee performance variables used are declared to be normally distributed or close to normal. This is shown because the image with data points spread around the diagonal line and the spread of data points is in the same direction.

In the histogram graph, the data on the Employee Performance variable (Y) used is declared to be normally distributed. This is shown because the curve has a balanced tendency, both on the left and right and the curve resembles a bell that is almost perfect. Thus, the residuals are declared normal and the assumption of normality is fulfilled.

The results of the Coefficientsa test above, it can be seen that the value of motivation (X1) and work discipline (X2) is 0.999 > 0.1 and the VIF value is 1.001 < 10. Thus, this result means that the variable is free from the classical assumption of multicollinearity because the result is the Tolerance value. is greater than 0.01 and the VIF value is less than 10. So it can be concluded that the motivation variable (X1) and work discipline (X2) are not correlated with each other.

The results of the Heteroscedasticity Test can be concluded that this study is free from the assumption of heteroscedasticity because the data points are not patterned and spread above and below or around the numbers 0 and 2.

The results of the linearity test of the relationship between the motivation variable (X1) and employee performance (Y) has a significance value of 0.250 because both variables have a significance value greater than 0.05, namely (0.250 > 0.05), then the relationship is declared linear. The relationship between the work discipline variable (X2) and the employee performance variable (Y) has a significance value of (0.404 > 0.05), so the relationship is declared linear. The relationship between the motivation variable (X1) and work discipline (X2) on the employee performance variable (Y) is linear because it has a significance value greater than 0.05, so the relationship is declared linear.

Multiple Linear Regression Test Results

Based on the results of the calculation of multiple regression analysis, the multiple linear regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = -.062 + 0.064 X_1 + 0.955 X_2 \text{ or}$$

Employee performance (Y) = $-.062 + 0.064$ (motivation X1) + 0.955 (work discipline X2)

The equation shows the effect of the independent variable (X1) on the dependent variable (Y). The meaning of the regression coefficient is constant. It means that if motivation and work discipline are assumed not to exist, then employee performance will decrease by $-.062$. Regression coefficient (b1) = 0.064

This means that if X1 motivation is good, there will be an increase in employee performance of 0.064 units, assuming other variables remain. The value of b1 is positive, so if the motivation is better, it causes an increase in employee performance and vice versa. Regression coefficient (b2) = 0.955 This means that if the work discipline X2 is better, there will be an increase in employee performance of 0.955 units, assuming other variables remain. The value of b2 is positive, so if the work discipline is better, it will lead to an increase in employee performance and vice versa. **T Test Results (Partial)**

The results of testing the t-test hypothesis (partial) on the motivational variable (X1) of 0.064 and the t-value of 1.040 with a significance level of $0.303 > 0.05$ because the significance level is greater than 0.05 , the motivational variable (X1) has no positive and significant effect on performance employee (Y), Based on the results of the t test in the table above, it is known that the coefficient capacity is negative, so Ho is accepted and Ha is rejected. Thus it can be concluded that there is no significant effect of motivation variable (X1) on employee performance variables (Y) Indonesian Hypertension Doctors Association (PERHI) Jakarta, the second hypothesis in this study is work discipline (X2) has a positive and significant effect on employee performance (Y). Based on the results of the t-test in the table above, it is known that the coefficient capacity is positive at 0.955 and the t-count is $15,017$ (tcount $15,017 > t_{table} 0, 200$) with a significance level of $0.000 < 0.05$. then Ho is rejected and Ha is accepted. Thus it can be concluded that there is a positive and significant influence between the work discipline variable (X2) on employee performance (Y), the Indonesian Hypertension Doctors Association (PERHI) Jakarta.

F Test Results (Simultaneous)

F test results (simultaneous) F table at $df_1 = 2$ $df_2 = 56$ obtained from the distribution table Fcount of 113.940 at the 95% confidence level (Alpha = 5%). This proves that Fcount (113.940) $>$ from Ftable (0.200), while the significance (0.000) $<$ from alpha at the 95% confidence level (Alpha 5%). So that Ha which reads that there is a significant influence between motivation (X1) and work discipline (X2) on employee performance (Y) is accepted, while Ho which reads that there is no significant effect between motivation (X1) and work discipline (X2) on employee performance (Y) is rejected. Thus, it can be concluded that the third hypothesis Ho is rejected and Ha is accepted, which means that there is a significant influence between motivation (X1) and work discipline (X2) on employee performance (Y) Indonesian Hypertension Doctors Association

(PERHI) Jakarta

Determination Test Results (R²)

The results of the coefficient of determination test (R²) are known to have R Square of 0.811 that motivation (X1) and work discipline (X2) together affect employee performance by -7.11% while the rest of (100% - 811% = -7.11 %) is affected by other causes. From the results of the Coefficient of Determination Test above, the number R Square or the coefficient of determination is 0.811. The value of R Square ranges from 0 to 1. Multiple linear regression should use R Square that has been adjusted or written Adjusted R Square, because it is adjusted to the number of independent variables used. The R Square number is 0.811, meaning that -7.11% of the dependent variable on employee performance (Y) is explained by the independent variable consisting of motivation (X1) and work discipline (X2) and the rest (-7.11%) is explained by other variables in outside the variables used in this study. So, some of the dependent variables are explained by the independent variables used in the model. So it can be concluded that the coefficient of determination of the influence of motivation (X1) and work discipline (X2) on employee performance (Y) is strong, because the R Square value is close to 1. It means that employee performance (Y) can be explained by motivation (X1) and work discipline (X2) of 0.811% While the remaining -7.11% can be explained by other variables not examined in this study.

CONCLUSION

1. There is a positive and significant effect of motivation variable (X1) on employee performance variable (Y) Indonesian Hypertension Doctors Association (PERHI) Jakarta,
2. There is a positive and significant effect of work discipline variable (X2) on employee performance variable (Y) Indonesian Hypertension Doctors Association (PERHI) Jakarta,
3. There is a positive and significant effect of motivation variable (X1) and work discipline variable (X2) on employee performance variable (Y) Indonesian Hypertension Doctors Association (PERHI) Jakarta.

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