

THE EFFECTS OF MOTIVATION AND DISCIPLINE TO CV. MMR'S WORK HABIT

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ABSTRACT

This study is conducted to determine the effect of motivation and discipline on the performance of CV.MMR employees. The sampling technique used in the study is non-probability sampling with purposive sampling approach. The sample used in this study were employees of the financial division of 46 employees and 1 head of division, and to work for a minimum of 3 years. Motivation variable in this study was measured by Maslow's hierarchy of need. Discipline variables in this study was measured using indicators developed by Ardansyah and Wasilawati. Performance variable in this study was measured by indicators as described Indonesian Institute of Accountants. Results of the study showed that motivation and discipline as predictor variables together have a significant effect simultaneously on employee performance in CV. MMR. Motivation significantly influence employee performance in CV. MMR. Discipline also significantly influence employee performance in CV. MMR. The results also showed that 68.4% of employee performance in CV. MMR is affected by motivation and discipline.

Keywords: motivation, disciplin, performance

INTRODUCTION

Human resource is one of the most important assets in a company to reach their goals. Beside, it is also a benchmark to indicate how succesful is the company. Thus, it is an important thing for a company to maximize their employees work habit. One of the ways to increase the employees' work discipline is giving them a motivation, in order to get better work habit from them.

The decrease of motivation which has effect on the work habit is one of the first symptoms of the human resource management trouble. This thing, absolutely worth to be the subject of the research since motivation will have negative effect for employees' discipline level. Beside, the motivation problem seems something like unimportant subject and classical to happen in a

company, nevertheless without any solutions, it will make a company to face a serious problem in the future.

There is a linear connection between motivation and discipline, if motivation is high amongst employees, then it can be expected the discipline level is also high. This could be happened since the higher the level of discipline, then everything else seems easier and in order.

Other than that, disciplinary is also a support factor to motivate employees. The function from the discipline is to keep the relationship amongst employees and or between employees and employer can be better, hence the work environment can be maintained at the highest level. And if this situation can be reached, employees can work in a good situation and could be supportive to reach the company's goals and target.

LITERATURE REVIEW

Motivation Defined

Abraham Maslow in Bangun (2012) says that every human being has their needs which depend on the individual's interest. So that's why Abraham Maslow divided the needs into five levels, thus motivation theory often called "the five hierarchy need".

Here is the five levels of needs:



Figure 1. "the five hierarchy need"

Resource: Bangun (2012:318)

The other definition which is submitted by Douglas McGregor, oftenly mentioned as X and Y theory in Bangun (2012). This theory says, there are two different views that owned by mankind. X theory that represents negative views, and Y theory that represents positive views. Thus, a manager can conclude that individual characteristic can be based on a grouping with assumptions.

So, the conclusion, motivation is something which originated from human itself in order to reach a target which wanted thus can fulfil the needs

Discipline Defined

Sutrisno (2010) says that discipline is where an employee can show their obedience and respect to the company rules that has been made by company and employees.

Beside, Yoesana (2013) says that discipline is an obedience in order to respect and performing a system that oblige an individual to obey the decision, order, or rules that apply.

Hasibuan (Ardansyah and Wasilawati, 2014) says that the meaning of work discipline is when an employee always obey all the company rules and society norms that apply, like an employee always come to work and back from work at the right work hours, and do all the duties well. Hence, can be concluded that discipline is a giving of rules to all employees that is appropriate with the applied norms. Although, it has to be done by all of the employees so they obey all of the applied rules.

Performance Defined

Ardansyah and Wasilawati (2014) says that performance is a description of the achievement level in connection with duty implementation in an organization in order to realize a target, goal, mission, and vision from an organization.

According to Kartika and Sugiarto (2014) performance is a result which got by individuals or group in an organization in accordance with the responsibility and authority, in order to reach the company goals according to applied laws and norms.

Hence, a performance concluded, it is a result or a success for reaching a goal that is wanted and done by an organization or individual in accordance with fulfil their duties.

The Connection From Motivation and Performance

In management, it is common that motivation is only applicable to human resources, specifically to the employees. The problem itself is how to each of the employees reach their maximum potential, then the company target or goal can be achieved. Therefore, motivation is an important aspect since it is a supportive, causing, and channelling mankind behaviour so that it can help to fulfil the target.

Beside, motivation is so important for the company management since the existence of duties and tasks division for the employees, will help the employees to reach the company's goal and target. A company is not only hoping that their employees capable, skillful, and competent on their duties, but the company will also expect their employees to work optimally and have a want to perform greatly. Hasibuan (2009:14)

A Connection Between Discipline and Performance

A good discipline is how big someone's feeling of responsibility to his duties. This can be a pushover for an employee to reach their company's goal and target. So, it is an important factor for the company to establish and maintain the level of employees' discipline. There's no easy way to get to the highest level of discipline, since there are factors that affect someone's level of discipline. Discipline is a must, it has to be shown and done properly in a company. Without a good level of discipline, a company will face a harder way to reach their maximum performance. Discipline is one of the keys to successful company. Hasibuan (2009).

Framework of Thinking

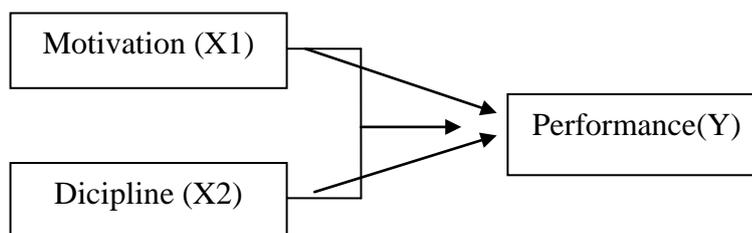


Figure 2. Framework of Thinking

Variable Research

The research variables consisted of three variables:

1. The independent variable that serves to influence the other variables. In this study, the independent variable is the motivation (X1) and discipline (X2).
2. The dependent variable is the variable that is influenced by other variables. In this study, the dependent variable is the performance (Y).

The data used in this study was obtained from respondents through the questionnaire with scoring using a Likert scale. Every questions that posed to respondents consisted of four answer choices. As for the use of a scale one to four for each of respondents were divided into four categories, namely:

Population and Sample

Sugiyono (2012: 61) says that the population is a generalization region consisting of the object or subject that has certain qualities and characteristics where researchers are decisive for further studies and thus can be deduced. The number of populations in CV. MMR is 108 employees. In addition, the sample is part of the number and characteristics possessed by this population (Sugiyono, 2014: 148).

This study used a non-probability sampling method. The purpose of the non-probability sampling method according to Martoyo (2010) is a sampling technique that does not give a chance or equal opportunity for every member of the population is chosen as samples.

According Sugiyono (2014: 156) sampling technique used is the technique of non-probability sampling with purposive sampling approach sampling technique with particular requirements or criteria.

Analysis Techniques

This study using a regression analysis techniques in which this is used to see the effect of several independent variables of the dependent variable (Kuncoro 2009: 235), in accordance with the problem formulation of this study in order to determine whether there is influence between independent motivation variable (X1) and discipline (X2) on the performance of dependent variable (Y). Models of multiple linear regression are as follows:

$$Y = \beta_0 + \beta_1 X_1 + X_2 + \beta_2 \epsilon$$

Description:

Y: Variable CV.MMR employee performance.

β_0 : Constants.

β_1 : Regression coefficients X1 variable studied.

β_2 : regression coefficient X2 variables studied.

X1: Variable motivation.

X2: Variable discipline.

ϵ : Residual.

RESULTS AND DISCUSSION

Result

This study is using doubled regression analysis techniques in which this is used to see the effect of several independent variables and several dependent variables (Kuncoro 2009: 235), in

accordance with the problem formulation of this study in which to determine whether there is influence Motivation Independent variable (X1) and Discipline (X2) on the performance of dependent variable (Y). Models of multiple linear regression generated in this study are as follows:

Table 1 Results of Multiple Linear Regression Analysis

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	0,227	0,363
	MOTIVASI	0,518	0,081
	DISIPLIN	0,386	0,126
a. Dependent Variable: KINERJA			

Based on Table 1, the regression models generated in this study can be formulated into:

$$Y = 0.227 + 0,518X1 + 0,386X2$$

Based on the interpretation results, could be concluded that when there is an increasing in the performance in motivation and discipline of employees, it will also increase the performance of the resulting employee CV. MMR.

DISCUSSION

t statistical test is basically aimed to show how big the influence of an independent variable on the dependent variable (Kuncoro 2009: 238). T Statistical tests were performed using SPSS are as follows:

Table 2. Table Test Statistic t

Model		t	Sig.
1	(Constant)	0,626	0,535
	MOTIVASI	6,421	0,000
	DISIPLIN	3,064	0,004
Dependent Variable: KINERJA			

Based on Table 2, it can be seen that the value of t_{sig} from the relationship between motivation (X1) and Performance (Y) is $0.000 < 0.05$. It shows that the motivation variable (X1) has a significant effect on performance (Y) of CV. MMR employees. The result of Descriptive analysis as shown in Table 5.4, shows that the mean total of respondents to variable motivation (X1) is equal to 4. This value indicates that overall the average response of respondents to variable motivation of employees in the work are in the category of very well.

Abraham Maslow in Bangun (2012: 317) says that every human being has the dependent needs in accordance with the needs of the individual themselves. Therefore Abraham Maslow divides these needs into five levels, so the theory of motivation is often called "the five hierarchy need".

From the highest to the lowest, levels of need include: self-actualization, taste appreciated, loved and possessed a sense, a sense of security as well as physiological needs. According Hasibuan (2009: 141), motivation is important for the company management in order to make the work could be done as what it is desired by the company. In addition, the company not only expects employees capable, skilled, and competent in performing a given task but also important that employees are willing to work optimally and have a desire to be able to achieve the maximum performance possible.

The Facts proved that the field of self-actualization, taste appreciated, loved and possessed a sense, a sense of security as well as physiological needs are all factors that determine the motivation of employees CV. MMR in their works. Results of this study are also consistent with research conducted Hyejin, et al (2013) and Yoesana (2013) which showed a significant influence on the relationship between motivation and performance of employees.

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