THE EFFECT OF MOTIVATION, SATISFACTION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF PT. TRIWIRA INSANI LESTARI TBK

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ABSTRACT

This study aims to determine the effect of motivation, satisfaction and work discipline simultaneously on the performance of employees of PT. Triwira Insani Lestari Tbk, to know the effect of motivation on employee work performance partially, to know the effect of job aging on employee work performance partially and to determine the effect of work discipline on employee performance of the company. The data collected came from 52 employees of PT. Triwira Insani Lestari Tbk. The amount is all of the employees in the company. The data is then analyzed using regression and statistical testing with the F test and t test. Job satisfaction variables partially affect the performance of employees of PT. Triwira Insani Lestari Tbk amounted to 75.0% while the rest was influenced by other variables which were not analyzed or not included in the model. The t value is 12.237 and the significance value is 0.000. This means that the job satisfaction variable has a significant effect on employee performance. Discipline variable partially affects the performance of employees of PT. Triwira Insani Lestari Tbk amounted to 42.5% while the rest was influenced by other variables which were not analyzed or not included in the model. The t value is 6.084 and the significance value is 0.000. This means that the discipline variable has a significant effect on employee performance.

Keywords: motivation, satisfaction, work discipline, employee performance

INTRODUCTION

Every company must be able to compete with other companies in winning business. To be able to compete with other companies, the company must have quality resources. If the company does not want to compete with other companies, the company will die either slowly or quickly. Quality resources can produce good performance.

Internal factors that need to be considered in improving performance are individual motivation to work, job satisfaction and work discipline. Generally, individuals work for reasons to earn income, channel their hobbies to a job, fill their time and so on. However, for professional resources, work activities are professional activities to be able to earn sufficient income for themselves and their

families. Strong motivation for a workforce or employee will have an impact on achieving a good level of performance.

Someone's satisfaction at work also plays a role in producing high performance. The higher the level of individual satisfaction at work, the greater the individual's performance will be. Another factor that needs to be considered in improving individual performance is work discipline. Discipline plays an important role for the success of one's work.

As a company listed on the stock exchange, PT. Triwira Insani Lestari Tbk must be able to compete with other companies. One of the strengths of the company is the development of its human resources to produce good performance. To be able to produce good performance, management must pay attention to motivation, satisfaction and work discipline of employees at the company.

In connection with this research on performance, there are several problems at PT. Triwira Insani Lestari Tbk, namely (1) Motivation of employees consisting of employees is still low. Employees have motivation which is indicated by the activities in carrying out their duties not entirely carried out with full motivation. (2) Job Satisfaction has not been as expected, this is an obstacle to improving employee performance at work. (3) Work discipline carried out by employees has not been as expected. Work discipline needs to be done better because low work discipline will hinder employee performance. (4) Employee performance is still low, the impact of motivation, satisfaction and low work discipline will hinder performance employees at work. Therefore, employees need to increase the variables that affect performance.

Based on the background of the problem, the main problems examined in this study are: The formulation of this problem is as follows: (1) How do motivation, satisfaction and work discipline simultaneously influence the performance of PT. Triwira Insani Lestari Tbk? (2) How the influence of motivation partially on the performance of employees of PT. Triwira Insani Lestari Tbk? (3) How is the effect of partial satisfaction on the performance of employees of PT. Triwira Insani Lestari Tbk? (4) How is the partial influence of discipline on the performance of employees of PT. Triwira Insani Lestari Tbk?

METHOD

This research method using quantitative with explanatory analysis approach. This means that every variable presented in the hypothesis will be observed through testing the causal relationship of the independent variable to the dependent variable.

To obtain concrete and objective data, research must be conducted on the problem under study, while the steps that the researcher takes in data collection are

a. Primary data

Primary data is data obtained directly from the object of research. In this case, primary data is obtained from field research, namely the data collection method which is carried out by direct research on the object of research in question.

b. Secondary data

Secondary data is data obtained indirectly from the object of research. In this case, secondary data is obtained from the research library, namely the method of collecting data by studying and understanding literary books created by authors who can be justified in their theoretical basis.

Population is a generalization area consisting of objects / subjects that have certain quantities and characteristics set by the researcher for study and then draw conclusions (Sugiyono, 2005). The sample

is a part of the population to represent the entire population (Winarno Surakhmad, 1990). The sample used by the authors in this study were company employees.

The total number of employees is 52 people. The total number of works is assumed to be entirely in data analysis as the research sample. The sampling technique uses saturated samples. The samples included are company employees who work without paying attention to years of service and education level A

FINDINGS AND DISCUSSION

1. Classic Assumption Testing

The regression equation generated from calculations using SPSS version 21 must be tested for quality using classical assumptions so that it meets the requirements of Best Linear Un] Estimated (BLUE). Some classic assumption tests that must be met are normality, autocorrelation, multicollinearity and heteroscedasticity tests.

2. Normality Test

Data normality testing is used to draw conclusions on whether the data under study is normally distributed so that if it is described it will form a normal curve. The data normality test used the Kolmogorov Smirnov with the results can be seen in the following table.

Table 4.40. Kolmogorov Smirnov's calculation results

One-Sample Kolmogorov-Smirnov Test

		MOTIVASI	KEPUASAN	KEDISIPLINAN	KINERJA
N		52	52	52	52
Normal Parameters[a,b]	Mean	24,5385	28,1538	27,1731	28,5577
	Std. Deviation	5,87271	5,86911	5,97288	6,19112
Most Extreme Differences	Absolute	,145	,134	,123	,105
	Positive	,096	,084	,123	,067
	Negative	-,145	-,134	-,098	-,105
Test Statistic		,145	,134	,123	,105
Asymp. Sig. (2-tailed)		,308[c]	,020[c]	,068[c]	,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: data analyzed

Based on the table above, it is known that the data meets the normality assumption if the significance value has a number greater than 0.05. The data in the table above illustrates that the data has a significance value above 0.05, so it can be said that the data in the questionnaire results have a normal distribution.

1. Data Autocorrelation Test
   This test includes testing whether the data on one variable has a significant correlation or not. Autocorrelation testing can be seen using the Durbin Watson value as follows.

Table 4.41. Results per Durbin Watson count

Based on the table above, it is known that the data meets the normality assumption if the significance value has a number greater than 0.05. The data in the table above illustrates that the data has a significance value above 0.05, so it can be said that the data in the questionnaire results have a normal distribution.

3. Data Autocorrelation Test

This test includes testing whether the data on one variable has a significant correlation or not. Autocorrelation testing can be seen using the Durbin Watson value as follows.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,917[a]	,841	,831	2,54142	1,792

a. Predictors: (Constant), KEDISIPLINAN, MOTIVASI, KEPUASAN

b. Dependent Variable: KINERJA

Table 4.41. The results of Durbin Watson's calculations

4. Data Multicollinearity Test

The multicollinearity test of data is a test to see whether there is a high correlation between the independent variables. This assumption is tested using the VIF value. If the VIF value is less than 5, multicollinearity does not occur between the independent variables. The results of VIF calculations can be seen in the following table.

Table 4.41. VIF calculation results

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	MOTIVASI	,405	1,469
	KEPUASAN	,185	1,417
	KEDISIPLINAN	,258	1,871

a. Dependent Variable: KINERJA

3.1.1 Simultaneous Influence of Motivation, Job Satisfaction and Discipline on Employee Performance at PT. Triwira Insani Lestari Tbk.

This analysis is to answer whether the first hypothesis can be accepted. This analysis uses multiple linear regression equations. The calculation of the regression coefficients to form the regression model was carried out using SPSS version 21. The results of data analysis can be seen in the following table

Table 4.42. The results of the multiple regression equation data analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,636	1,789		1,474	,147
	MOTIVASI	,399	,095	,378	4,187	,000
	KEPUASAN	,926	,141	,878	6,562	,000
	KEDISIPLINAN	,366	,117	,353	3,118	,003

a. Dependent Variable: KINERJA

Source: data analyzed

To form a multiple regression equation, it is necessary to know the coefficient of each variable and the value of the constant a. Based on the table above, it is known that the multiple regression equation can be made as follows:

$Y = 2{,}636 + 0{,}399X1 + 0{,}926X2 + 0{,}366X3$

  in this case

Y = performance

a = 2,636

b1 = 0.399

b2 = 0.926

X1 = Motivation

X2 = job satisfaction

X3 = Discipline

Y = performance

The coefficient values of b1, b2 and b3 are positive, meaning that the greater the organizational motivation, job satisfaction and discipline, the greater the employee's performance. Whether these three variables simultaneously affect employee performance, it is necessary to test the F count with the following results.

Table 4.43. The result of F calculation on the simultaneous equation

ANOVA\u1d43

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1644,803	3	548,268	84,886	,000\u1d47
	Residual	310,024	48	6,459		
	Total	1954,827	51			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), KEDISIPLINAN, MOTIVASI, KEPUASAN

Based on the table above, it is known that the F value is 84.886 with a significance level of 0.000, it can be concluded that motivation, job satisfaction and discipline have a simultaneous effect on employee performance.

The magnitude of the influence of the motivation, job satisfaction and discipline variables on performance can be calculated using r squared with the following results Table 4.44. The result of calculating the simultaneous r quadratic equation

Model Summary\u1d47

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,917\u1d43	,841	,831	2,54142	1,792

a. Predictors: (Constant), KEDISIPLINAN, MOTIVASI, KEPUASAN

b. Dependent Variable: KINERJA

Source: data analyzed

Based on the data above, it is known that the value of r squared is 0.841. This means that the variables of motivation and work pressure have an effect on employee performance by 84.1%, while the rest is influenced by other variables that are not included in the equation model.

4.2.3. Analysis of the influence of motivation variables partially on the performance of employees of PT. Triwira Insani Lestari Tbk.

The model to partially describe the effect of discipline on performance can be drawn from the results of the calculation of the equation from SPSS as shown in the following table.

Table 4.45. The result of calculating the partial model coefficient 1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,263	2,135		3,402	,001
	MOTIVASI	,868	,085	,823	10,251	,000

Source: data analyzed

The partial equation can be made as follows

$Y = 7.263 + 0.868X1$

in this case

Y = performance

X1 = Motivation

a = 7,263

The value of the coefficient X1 is positive, this means that the greater the motivation, the greater the employee's performance. Does the motivation variable have an effect on performance, then testing is done using t as follows.

Table 4.46. The results of the first partial equation test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,263	2,135		3,402	,001
	MOTIVASI	,868	,085	,823	10,251	,000

a. Dependent Variable: KINERJA

Source: data analyzed

Based on the table above, it is known that the significance of t count is 10.251 and the significance is less than 5% and this shows that the motivation variable has a partial effect on performance.

The magnitude of the influence of the motivation variable on performance can be calculated using r quadra with the following results.

Table 4.47. The result of r squared for the first partial equation

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,823[a]	,678	,671	3,55032

a. Predictors: (Constant), MOTIVASI

Source: analyzed data

Based on the table above, it is known that the squared value of 0.678 means that the motivation variable affects the performance variable by 67.8%, while the rest is influenced by other variables not studied.

4.2.4. Effect of job satisfaction partially on the performance of employees of PT. Triwira Insani Lestari Tbk

The second simple regression equation model can be described as follows.

Table 4.48. Second regression model

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.
1	(Constant)	2,843	2,146		1,325	,191
	KEPUASAN	,913	,075	,866	12,237	,000

a. Dependent Variable: KINERJA

source: data analyzed

The second regression model can be written as follows

Y = 2.843 + 0.913X2

in this case

Y = performance

X2 = job satisfaction

a = constant

b2 = coefficient of variable X2

Based on the table above, the coefficient of job satisfaction is positive, this means that the higher the job satisfaction, the greater the employee's performance.

Does the job satisfaction variable affect performance partially, then an analysis of t is carried out with the following results.

Table 4.49. The t value of the second regression equation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,843	2,146		1,325	,191
	KEPUASAN	,913	,075	,866	12,237	,000

a. Dependent Variable: KINERJA

Sumber: data dianalisis

Based on the table above, it is known that the count value is 12.237 with a significance of 0.00 or less than 5%. This means that the job satisfaction variable partially affects performance.

The magnitude of the influence of job satisfaction on performance can be seen by using the value of r squared with the following results.

Table 4.50. The value of r squared from the second partial equation model

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,866^a	,750	,745	3,12835

a. Predictors: (Constant), KEPUASAN

Source: data analyzed

Based on the table above, it can be seen that the r-squared value of 0.750 means that the job satisfaction variable affects performance by 75.0%, while the rest is influenced by other variables not included in the model.

4.2.5. The influence of discipline partially on the performance of employees of PT. Triwira Insani Lestari Tbk

The second simple regression equation model can be described as follows.

Table 4.51. Second regression model

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,188	3,090		3,297	,002
	KEDISIPLINAN	,676	,111	,652	6,084	,000

a. Dependent Variable: KINERJA

source: data analyzed

The second regression model can be written as follows

Y = 10.188 + 0.676X3

in this case

Y = performance

X3 = discipline

a = constant

b3 = coefficient of variable X3

Based on the table above, the discipline variable coefficient is positive, this means that the higher the work discipline, the greater the employee's performance.

Does the discipline variable affect performance partially, then an analysis of t is carried out with the following results.

Table 4.52. The t value of the third regression equation

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,188	3,090		3,297	,002
	KEDISIPLINAN	,676	,111	,652	6,084	,000

a. Dependent Variable: KINERJA

Source: data analyzed

Based on the table above, it is known that the count value is 6.084 with a significance of 0.00 or less than 5%. This means that the job satisfaction variable partially affects performance.

The magnitude of the effect of discipline on performance can be seen by using the value of r squared with the following results.

Table 4.53. The value of r squared from the second partial equation model

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,652[a]	,425	,414	4,73990

a. Predictors: (Constant), KEDISIPLINAN

Source: data analyzed

Based on the table above, it can be seen that the value of r squared is 0.425, meaning that the job satisfaction variable affects performance by 42.5% while the rest is influenced by other variables not included in the model.

CONCLUSIONS

This study examines the effect of motivation, satisfaction and work discipline simultaneously on the performance of employees of PT. Triwira Insani Lestari Tbk in general can be concluded that

The variables of motivation, satisfaction and work discipline simultaneously affect the performance of employees of PT. Triwira Insani Lestari Tbk. 84.1% while the rest is influenced by

other variables which are not analyzed or not included in the model. The F value of the simultaneous equation is 84.886 with a significance of 0.00. This means that motivation, satisfaction and work discipline simultaneously influence the performance of the employees of PT. Triwira Insani Lestari Tbk.

Partially, the motivation variable affects employee performance by 67.8%, while the rest is influenced by other variables that are not analyzed or are not included in the model. The t value is 10.251 and the significance value is 0.000. This means that the motivation variable has a significant effect on employee performance.

Job satisfaction variables partially affect the performance of employees of PT. Triwira Insani Lestari Tbk amounted to 75.0% while the rest was influenced by other variables which were not analyzed or not included in the model. The t value is 12.237 and the significance value is 0.000. This means that the job satisfaction variable has a significant effect on employee performance.

Discipline variable partially affects the performance of employees of PT. Triwira Insani Lestari Tbk amounted to 42.5% while the rest was influenced by other variables which were not analyzed or not included in the model. The t value is 6.084 and the significance value is 0.000. This means that the discipline variable has a significant effect on employee performance.

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