

## The Influence Of Motivation And Discipline On The Performance Of PT Employees. Sanbe Farma Cimareme

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Article Info	ABSTRACT
<b>Keywords:</b> Dicipline, Motivation, Performance	Finding out how motivation and discipline affected the employees' productivity at PT Sanbe Farma Cimarene was the aim of this study. The sample employed in this inquiry consisted of thirty responders from among all employees. In this study, descriptive and associative methods of data collection are employed through the use of a questionnaire. Multiple linear regression was employed in this study's data analysis using the SPSS software, version 22 for Windows. The results of the study indicate that the independent variables of discipline (X2) and motivation (X1) have a substantial impact on employee performance (Y) (F test), and these variables have a significant impact on employee performance in part (t test).
This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license	<b>Corresponding Author:</b> Puspita Hasri Digital Technology University <a href="mailto:puspita10120350@digitechuniversity.ac.id">puspita10120350@digitechuniversity.ac.id</a>



### INTRODUCTION

In general, management is the process of organizing, transforming, guiding, and even directing human resources to achieve certain goals. According to existing literature, there are three definitions of management: management as a process, management as a human community, and management as a senior and body of knowledge. Policies and practices related to management relating to "human" elements such as recruitment, selection, training, compensation and evaluation, are known as human resource management (Sedarmayanti, 2019) .

According to (Henry Sinamora, 2014) the management process involves human resources and mental material to achieve goals. Organizational structure, risk assessment, coordination, and individual evaluation are all steps necessary to achieve this goal. The management silus functions to align various resources and accountabilities to achieve the organization's desired results.

Employee performance is an employee's ability to perform a certain skill. Therefore, employee performance is very important. A worker's ability to complete certain tasks at work is known as employee performance. This type of work is very important because it shows how employees can effectively complete the tasks given (Sinambela, 2019) . Employee performance is considered influential because it measures how well an employee brings positive work results to the organization. Employee performance can be influenced by motivation and work discipline.

Motivation, or the desire that drives people to achieve goals, is another element that influences their performance; this is a list of requirements that employees need to review to align their work environment with their own work environment (Mangkunegara, 2017) . The aim of providing motivation to employees is to increase employee morale and productivity, uphold employee stability and dedication to the organization, increase employee discipline, and encourage employee involvement and innovation.

Discipline in the workplace can have an impact on employee performance. Because discipline is people's knowledge and readiness to comply with all applicable social norms and business policies. Being aware of one's obligations and responsibilities and voluntarily following all the rules is an attitude of awareness. Discipline is defined as an individual's desire and awareness to comply with all relevant social and business conventions. Conscientiousness is a person's willingness to stick to the rules and obey them without question (Hasibuan, 2017) .

Currently there are several businesses in Indonesia involved in the pharmaceutical industry. Pharmaceutical companies have started collaborating with state governments under the national health insurance (JKN) program. Every pharmaceutical company will work hard to increase production of medicines, especially generic medicines, the demand for which has continued to increase since the JKN program began. A large number of business actors in the pharmaceutical industry are undertaking business development to meet the increasingly urgent needs of patients.

Sanbe Farma is one of the few pharmaceutical companies that have been approved by the Indonesian government to produce medicines. Therefore, PT. Sanbe Farma needs to monitor and evaluate drug use in any country. Sanbe Farma also always opens up new innovations that will enable human resources to be creative and open in expressing opinions.

An important component of any company is human resources. Therefore, the company will strive to increase the number of days employees work so they can participate in initiatives aimed at increasing employee productivity and increasing the number of employees working in order to meet the goals set by the company. According to (Wilson, 2012) , performance is the result of a person's work completed in accordance with their work ethics. Good employee work practices aim to increase productivity. For this reason, every employee in the company contributes to improving the business system, namely an effective personnel management system. A workforce management system is a process for identifying, adjusting and establishing employee working hours in an organization .

Companies and employees have an unbreakable bond because they need each other. Companies also need to develop effective management aimed at increasing competitiveness and improving employee performance. The formation of strong motivation not only leads to the quality of the work performed, but also to good results and performance. Maintaining discipline also helps employees understand and comply with the policies, procedures and rules that apply within the company. To ensure that workers follow current company policies, it is very important to improve work discipline within the

organization. In this way, business operational activities can run orderly, transparently and quickly, and company goals can be achieved .

## METHODS

Experimental techniques using quantitative methodology were used in this research. The aim of using this method is to conduct research in a way that provides logic, either testing hypotheses or drawing conclusions. The research was carried out from November 2023 to February 2024 at PT. Sanbe Farma Cimareme.

### Population And Sample

Population is defined as a generalization domain that assigns numerical values or characteristics to subjects or objects that have been identified by researchers in order to fulfill research objectives and obtain more accurate information. (Sugiyono, 2021) . Therefore, the population is the entire subject, including its specific characteristics and quantities, a topic that the researcher decides to look into in more depth. There were thirty people who took part in this research.

Some of the numbers and characteristics are included in the sample. If there are many people in a population, it is doubtful that researchers will be able to study every member (Sugiyono, 2021) . The sample, as defined by (Arikunto, 2019) is a portion of the population that will be the focus of the research.

### Method Of Collecting Data

Descriptive analysis is a statistical technique applied to analyze collected information without formulating hypotheses for evaluation in terms of validity or generalization (Sugiyono, 2021) .

- a. questionnaire
- b. Interview
- c. Observation

## RESULTS AND DISCUSSION

### Multiple Linear Regression Analysis

The impact of the independent variable is ensured through the use of a specific multiple regression analysis on the dependent (dependent) variable. The purpose of this investigation is to measure how employee performance (Y) is influenced by motivation (X1) and discipline (X2). The SPSS 22 for Windows program was used to process data for this research, and the results showed the following:

### Multiple Linear Regression

**Table 1**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19,856	1,510		13,150	,000
	Motivasi	,214	,046	,660	4,649	,000
	Disiplin	,173	,047	,570	3,667	,001

a. Dependent Variable: Kinerja

- a. The value  $a = 19.856$  is a constant or point where the labor variable is not influenced by other variables, namely discipline variables ( $X_1$ ) and motivation ( $X_2$ ). If there are no independent variables, there will be no change in the labor variable.
  - b.  $\beta_1$  (regression coefficient  $x_1$  value) of 0.214, the motivation variable has a positive effect on employee work performance, meaning that for every one or two variables used, employee performance will be influenced by 0.214 with the assumption that this research cannot look at other variables.
  - c.  $\beta_2$  (regression coefficient  $x_2$  value) the discipline variable has a positive effect on employee performance with a regression coefficient  $x_2$  of 0.173. This means that every time a single discipline
- The following is the regression equation derived from the table above:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 = e$$

$$= 19.856 + 0.214 X_1 + 0.173 X_2$$

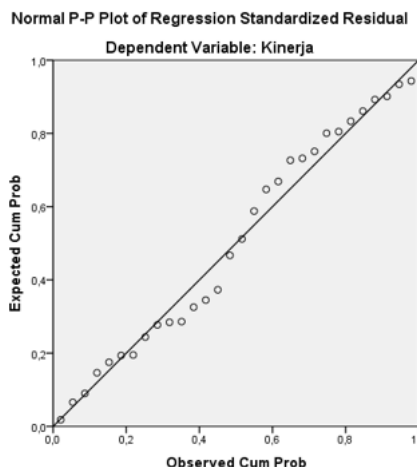
The following interpretation can be made from the results of multiple regression equation analysis : variable is changed, employee productivity will be affected by at least 0.173 .

**Classic assumption test**

**Data Normality Test**

According to Ghozali (2011), the purpose of the normality test is to determine whether the residual variables, also known as confounding components, in the regression model have a normal distribution. To determine whether the regression model contains normality. (Ghozali, 2013) . After analyzing the data with SPSS version 22, the following results were achieved:

**Figure 1**  
**Normality test**



Based on a typical graph according to Probability-Plot, the points cross the diagonal line and the points that are near it. Based on the histogram graph, the points form a mountain or bell, which can lead to the conclusion that the residuals are normally distributed.

### Multicollinearity Test

The multicollinearity test is defined as the relationship between regression variables and a line segment (Ghozali, 2013, p. 105) , the variance inflation factor (VIF) and tolerance values can be used to evaluate multicollinearity. When there is multicollinearity, tolerance  $\leq 0.10$  or  $VIF \geq 10$  is usually used as the cutoff value.

The results of the multicollinearity test can be seen as follows:

**Table 2**  
**VIF Value**

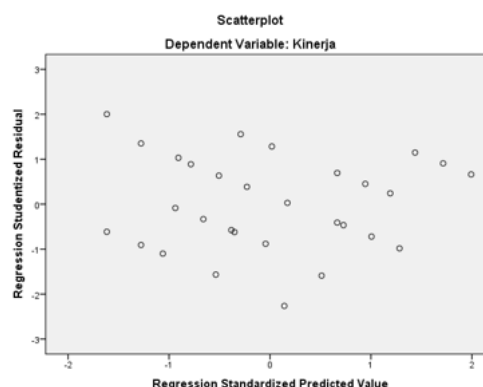
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Motivasi	.428	2,339
Disiplin	.428	2,339

So it can be concluded from the table above that multicollinearity will not occur in the data if the variance inflation factor (VIF) is less than or equal to 10 and the tolerance value is less than or equal to 0.1. The variables motivation (X1) and discipline (X2) have VIF values of 2.339 and 0.428  $> 0.1$  respectively .

### Heteroscedasticity Test

The purpose of the heteroscedasticity test, according to (Ghozali, 2013) is to ascertain whether there is the same residual variation to ensure whether there is the same residual variation for each regression model. This test can be seen in the following picture :

**Figure 2**  
**Heteroscedasticity test**



The points in the graph above do not match the current pattern, which is located on the Y axis below the number 0 (zero) . Therefore, it can be said that the regression model used in this research does not show heteroscedasticity .

### Autocorrelation test

The autocorrelation test is used according to (Ghozali, 2013) to ascertain whether the output of a line segment at time t and the output of the segment at time t-1 in a particular

regression model are correlated . The following formula is used in this investigation to test autocorrelation using Durbin-Watson : a.) When the DW value is smaller than -2, there is positive autocorrelation. b). DW numbers between -2 and 2 indicate the absence of autocorrelation. c). A DW number greater than two indicates negative autocorrelation .

**Table 3**  
**Autocorrelation Test**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,669 <sup>a</sup>	,447	,406	,929	2,178

a. Predictors: (Constant), Disiplin, Motivasi

b. Dependent Variable: Kinerja

Based on the table above, 2.178 is the Durbin-Watson value. Below we will compare this value with the 5% significance table value:

$$\begin{aligned}
 n &= 30 \\
 d &= 2.178 \\
 dL &= 1.2837 \\
 dU &= 1.5666 \\
 &= 4 - 1.2837 = 2.7163 \\
 &= 4 - 1.5666 = 2.4334
 \end{aligned}$$

Therefore , it can be said that the regression model used in this research does not contain autocorrelation.

**Determination Test**

The aim of the coefficient of determination experiment is to identify several significant endogenous variables that simultaneously reveal exogenous variables. Greater accuracy in the model is indicated by a higher R-square value. The dependent variable receives contributions from independent variables that are independent of each other, and these contributions can be identified and measured using the coefficient of determination ( $R^2$ ). The range of the constant coefficient of determination is 0 – 1. When the value is higher than 1, almost all the information needed to determine the dependent variable is provided by the dependent variable . (Ghozali, 2018) . Below are the results of data processing with SPSS version 22 software:

**Table 4**  
**Determination Test**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,669 <sup>a</sup>	,447	,406	,929

a. Predictors: (Constant), Disiplin, Motivasi

b. Dependent Variable: Kinerja

The R Square (R2) value, as shown in the previous table, is approximately 0.447, or 44.7%. This indicates that employee performance is significantly influenced by the motivation component, namely around 0.447 or 44.7%.

**T test (partial)**

As stated in (Priyanto, 2014, p. 143) , to ascertain whether variable x has a significant or insignificant impact with respect to variable y, one can use a statistical measure known as t count. To ensure the significance of the results, compare the t number with the t table.

Test criteria:

Ho is rejected and Ha is accepted if t count > t table.

Ho is accepted and Ha is rejected if t count < t table .

Based on significance:

Ho is accepted if it is significant > 0.05.

Ho is rejected if significance is greater than 0.05.

From the regression results the output can be produced as follows :

**Table 5**  
**Motivational T test (X1)**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19,856	1,510		13,150	,000
	Motivasi	,214	,046	,660	4,649	,000

a. Dependent Variable: Kinerja

The partial t-test value is around 4.649 < 2.052, indicating the existence of Ho1 and Ha1, and the significance level of the influence of motivation (X1) on employee performance (Y) is estimated at around 0.000 < 0.05 based on the results of the partial t-test. Motivation has a major influence on employee performance at work

**Table 6**  
**Disciplinary T Test (X2)**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21,160	1,558		13,580	,000
	Disiplin	,173	,047	,570	3,667	,001

a. Dependent Variable: Kinerja

The results of the partial t test in the table above show that Ho1 is rejected and Ha1 is accepted. The significance of the influence of work discipline (X2) on performance (Y) is  $0.001 < 0.05$ , and the t-count for Y is  $3.667 > 2.052$ . So it is true that employee performance is influenced by discipline .

**F test (simultaneous)**

According to (Priyanto, 2014) , the f test or regression coefficient, is calculated jointly to determine the significance of the impact of several independent variables on the dependent variable. Test criteria:

When F exceeds F in the table, Ho is removed and Ha is entered.

When F is below F in the table, Ho is entered and Ha is rejected . .

The F test, also called the simultaneous test, is a technique for finding out how one independent variable (motivation and discipline) affects one dependent variable (performance) in a self-reinforcing way. It is possible to conclude the following from the regression results :

**Table 7**  
**F Test**

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18,857	2	9,429	10,921	,000 <sup>b</sup>
	Residual	23,309	27	,863		
	Total	42,167	29			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Disiplin, Motivasi

So it can be seen from the table above that the impact of discipline (X2) and motivation (X1) on worker performance (Y) is significant at f count  $10.921 > 3.35$  and  $0.00 < 0.05$ . This shows that even though Ho3 is rejected, Ha3 is accepted. This shows that discipline (X2) and motivation (X1) have a significant influence on employee performance .



## Discussion

### The Effect of Motivation on Employee Performance

This research shows that employee motivation (X1) at PT. sanbe Farma Cimareme has a significant and positive influence on employee performance (Y). The calculated t value is higher than the t table value of 2.052 of 4.649, indicating that there is a gap in motivation (X1) in employee performance (Y). One important component for those who want to continue to develop in a career and reach a higher career level is work motivation. Kija exists, it will encourage organizational performance in terms of team and individual work comfort, help achieve or speed up the process of completing tasks and responsibilities in the workplace to meet goals .

### The Effect of Discipline on Employee Performance

The research conducted shows that the discipline variable (X2) has a beneficial and significant effect on employee performance (Y) at PT. sanbe Farma Cimareme. When the t table value is 2.052, it is assumed that discipline (X2) has a positive effect on employee performance (Y). The most important factor in enforcing work discipline is ensuring employees follow company policies. Strong work ethics among employees can accelerate the achievement of the company's mission. A company will find it difficult to achieve its goals without strong employee discipline .

### The Influence of Motivation and Discipline on Employee Performance

The f-calculated value for motivation and discipline is  $10.921 > 3.35$ . As a result, factors related to performance (Y) and motivation (X1) and discipline variables (X2) are correlated. As long as motivation and discipline are maintained, the quality of the work produced will also increase. The R-square value of 0.447 shows that motivation and discipline have a positive impact on employee performance at PT. Sanbe Farma Cimareme was 44.7%, while research findings showed that other factors were more likely to have a negative impact .

## CONCLUSIONS

Conclusions can be drawn from this research based on a thorough investigation of the influence of motivation and discipline on employee performance at PT. Sanbe Farma Cimareme. This research is descriptive in nature and includes a sample of 30 respondents: Multiple linear regression analysis of the SPSS version 22 program shows a positive relationship between employee performance and motivation and discipline, which is supported by the findings of the completed descriptive analysis. Findings The t-count variable is higher than the t-table on performance, indicating that there is a substantial influence for the motivation (X1) and discipline (X2) variables. employees and can potentially be used to identify more specific needs. The impact of motivation and discipline on employee performance is shown by the R-Square (R<sup>2</sup>) value ranging between 0.447 or 44.7% based on the determined coefficient of determination. The remaining factors were not covered in this study.

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