

# The Influence Of Work Discipline And Motivation On Employee Performance At PT Expert Jaya Mandiri, Tangerang Selatan City

Muhamad Abid<sup>1</sup>, Nila Rukmana<sup>2</sup>

<sup>1,2</sup>Universitas Pamulang

e-mail correspondence: dosen02466@unpam.ac.id

*Abstract — This study aims to determine the effect of discipline and work motivation on the performance of employees of PT. Expert Jaya Mandiri, South Tangerang City. This study uses quantitative methods with the sample used in this study as many as 55 respondents. The sampling technique used the Saturated sample. Data collection using SPSS 25 program. Data analysis using validity test, reliability test, classical assumption test, regression analysis, coefficient of determination analysis in hypothesis testing. The results of this study are a discussion of the effect of discipline and work motivation on employee performance, as follows: Discipline has a significant effect on employee performance with the regression equation  $Y = 12,501 + 0.230 X1$ , the correlation value is 0.230, meaning that both variables have a strong relationship with the coefficient of determination by 62%. Hypothesis test obtained  $t \text{ count} > t \text{ table}$  or  $(2,209 > 2,007)$ . Thus  $H_0$  is rejected and  $H_1$  is accepted, meaning that there is a significant influence between discipline on employee performance. Motivation has a significant effect on employee performance with the regression equation  $Y = 12,501 + 0.448 X2$ , the correlation value is 0.448, meaning that the two variables have a strong relationship level with a coefficient of determination of 62%. Hypothesis test obtained  $t \text{ count} > t \text{ table}$  or  $(4,953 > 2,007)$ . Thus  $H_0$  is rejected and  $H_2$  is accepted, meaning that there is a significant influence between work motivation on employee performance. Discipline and work motivation have a significant effect on employee performance with the regression equation  $Y = 12,501 + 0,230 X1 + 0,448 X2$ . The correlation value of 0.796 means that the independent variable and the dependent variable have a strong relationship with a coefficient of determination of 62% while the remaining 38% is contributed by other factors. Hypothesis test obtained value  $F \text{ count} > F \text{ table}$  or  $(44.983 > 4.03)$ . Thus  $H_0$  is rejected and  $H_3$  is accepted. This means that there is a simultaneous significant influence between Discipline and Work Motivation on Employee Performance at PT. Expert Jaya Mandiri, South Tangerang City.*

**Keywords :** *Organizational Culture, Leadership Style, Performance Discipline, Work Motivation, Employee Performance*

## I. INTRODUCTION

In 2019, an outbreak of the corona virus (covid-19) was detected in Wuhan, China. WHO (World Health Organization) declared the disease a pandemic and began to enter Indonesia in 2020. Not only Indonesia, but the whole world felt the effects. As a result of this pandemic, as a whole many companies have gone out of business. Even so, there are also several companies that have survived in the midst of a pandemic. Competition between companies during the pandemic is getting tougher. However, the company is still trying to survive and maintain the company's important assets, including HR (Human Resources). Human resources must be a concern for the company because without human resources the company will not run smoothly. Professional human resources are human resources who are reliable and capable in completing the tasks assigned by the company. PT. Expert Jaya Mandiri is one of the companies that is surviving in the midst of a pandemic. PT. Expert Jaya Mandiri must be able to maintain its existence in the midst of a pandemic effect on home sales.

There is very little consumer interest in buying a house, due to a very significant economic downturn during the pandemic. Under these circumstances, PT. Expert Jaya Mandiri must improve the quality of the company and also its human resources. To assess the quality of existing Human Resources, it can be measured by employee performance. Employee work results are work results obtained in quality and quantity, which are achieved by an employee in carrying out tasks in accordance with the responsibilities given, the demands of the task are not in accordance with the needs and abilities, the employee will experience a decrease in performance.

Performance has a very important role in the company, because performance is the final form of the process of employees completing their tasks. Employees who complete their duties properly and correctly will have high performance. In the organizational world, employee performance plays an important role in achieving

organizational goals. PT. Expert Jaya Mandiri is a company engaged in the field of General Construction and Trading Developers, namely an agency that builds housing with various types of houses to marketing to the public and guaranteeing the quality of the buildings to satisfy prospective buyers. Human resources at PT. Expert Jaya Mandiri, especially the marketing department, has a very important role in marketing products to the market with various sales strategies, so that even in a pandemic situation, home sales to consumers are still good. For that, the marketing department PT. Expert Jaya Mandiri must have good performance. However, in recent conditions, home sales have seen a decline from year to year. Sales decline that occurred in the last 3 years with an average of 12.3%. The decline in house sales is of course a problem for PT. Expert Jaya Mandiri, these problems can of course be caused by many factors that are still problematic and must be fixed.

In managing the company, discipline is the main thing that must be owned by every employee, because the key to the success of an employee will be a driving factor to achieve goals. Based on observations made by the author, problems were found, so that employee performance was not optimal. Furthermore, the condition of employee absences at PT. Expert Jaya Mandiri shows a very high level of employee tardiness, this can happen due to low employee motivation. Every employee must realize that his presence in the company is very important, because employees who have and understand their goals have high motivation to work in the company. In a job, an employee is able to carry out the duties and responsibilities only when the employee receives compensation equal to the duties and responsibilities assigned to him. We can understand that motivation is an approach, both formally and informally in improving employee performance, with high encouragement and enthusiasm for employees, the company can achieve the desired goals. In addition to this motivation, companies must understand that employee motivation will grow or increase.

Based on the data, overall that employee salaries are very far from the maximum salary. First, from the marketing staff division, the salary is very far from the maximum, namely a difference of 50%, around IDR 2,000,000, admin, a difference of 62.5%, around IDR 1,500,000, financial staff, a difference of 20%, around IDR 500,000, office boy/girl, a difference of 50%, around Rp. 1,500,000, in-house marketing with a difference of 20%, around Rp. 500,000, marketing agents with a difference of 60%, around Rp. 1,000,000, drivers with a difference of 20%, around Rp. 500,000, general staff with a difference of 20%, around Rp. 500,000. From this presentation it can be concluded that the salary earned by employees is very small and has an impact on the needs of these employees, this also affects employee performance.

## II. LITERATURE REVIEW

### A. Discipline

Discipline is a direction to train and shape someone to do something better. Discipline is a process that can foster a person's feelings to maintain and improve organizational goals objectively, through compliance with organizational regulations. According to Hasibuan in Sinambela (2018) "Work discipline is the ability to work regularly, diligently continuously and work in accordance with applicable rules and not violate the rules that have been set". According to Hasibuan (2013) "stating discipline is the sixth operative function of human resource management". Discipline is the most important operative function of human resource management because the better the employee discipline, the higher the work performance that can be achieved. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results.

According to Hasibuan (2013) "declaring discipline is one's awareness and willingness to comply with all company regulations and applicable social norms". Good discipline reflects the magnitude of a person's responsibility for the tasks assigned to him. This will encourage work passion, morale, and the realization of organizational goals. Sutrisno (2011) suggests that work discipline has several indicators, namely:

1. Obey the rules of time. Judging from the hours of entry to work, hours of return, and hours of rest that are on time in accordance with the rules that apply in the agency.
2. Obey agency regulations. Basic rules on how to dress, and behave in work.
3. Obey the rules of conduct in work. Demonstrated by how to do the jobs in accordance with the position, duties, and responsibilities as well as how to relate to other work units.
4. Obey other regulations in the agency. Rules about what is allowed and what is not allowed to be done by employees in agencies.

### B. Motivation

The term motivation in English comes from the word motion which originates from another word *movete* which means to move. Motivation can also be interpreted as efforts that can cause someone to move to do something because they want to achieve the goal they want or get satisfaction with actions. According to Irham Fahmi (2017) "Motivation is a behavioral activity that works in an effort to meet the desired needs". Meanwhile,

according to Widodo, Suparno Eko (2015) states that, "Motivation is the power that exists within a person that encourages his behavior to take action. The amount of intensity of power from within a person to do a task or achieve a goal shows the extent of the level of motivation".

Indicators of work motivation according to Hafidzi et al (2019) consist of physical needs, needs for security, social needs, needs for appreciation, needs for encouragement to achieve goals:

1. Physical Needs, the need for supporting facilities that can be obtained at work, for example supporting facilities to facilitate the completion of office tasks.
2. The need for security, these needs for security, including a sense of physical security, stability, dependability, protection and freedom from threatening forces such as: fear, anxiety, danger.
3. Social needs, needs that must be met based on shared interests in society, these needs are met together, for example good interaction between people.
4. The need for appreciation, the need for appreciation for what has been achieved by someone, for example the need for status, glory, attention, reputation.
5. The need for encouragement to achieve goals, the need for encouragement to achieve something desired, for example motivation from the leadership.

### C. Performance

Performance comes from the word job performance or actual performance which means work performance or actual achievement achieved by someone. The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his functions in accordance with responsibility assigned to him. According to Heidjrachman, Suad Hasan in Sunyoto (2017) "Work achievement is something that is achieved by someone in completing the work assigned to him". According to Rivai & Basri in Masram (2017) "declaring performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or goals as well as predetermined criteria that have been agreed upon together".

According to Amstrong and Baron in Wibowo (2016) stated "Performance is the result of work that has a strong organizational strategic relationship, customer satisfaction and makes an economic contribution". Meanwhile, according to Ratundo and Sacket in Paramarta (2021) defines "Performance is an activity that includes all actions or behaviors that are controlled by individuals and contributes to achieving company goals". According to Hariandja in Paramarta (2021) that "Performance is the result of work produced by employees or employees or real behavior that is displayed in accordance with their role in the organization.

The employee performance indicators put forward by Mangkunegara (2011: 61), namely:

1. Quality of Work. Demonstrate tidiness, accuracy, relevance of work results without ignoring the volume of work. The existence of good quality work can avoid the error rate in completing a job that can be beneficial for the progress of the company.
2. Working Quantity. Shows the large number of types of work carried out at a time so that effectiveness and effectiveness can be carried out in accordance with company goals.
3. Responsibility. Shows how much the employee accepts and carries out his work, is responsible for work results and the facilities and infrastructure used and his work behavior every day. Is the level of activity completed at the start of the stated time, seen from the point of view of the organization with output results and maximizing the time available for activities other.
4. Cooperation. Willingness of employees to participate with other employees vertically and horizontally both inside and outside of work so that work results will be better.

## III. METHOD

### A. Types of research

Based on its classification, this research is a type of quantitative research in which the approach used is focused on paying attention to symptoms that have certain characteristics in objects in human life and to produce information obtained based on statistical measurement procedures. Meanwhile, from the level of explanation, it is associative with causal or causal properties where there are variables that can be the cause of the dependent variable.

### B. Operational Variables

The following is the operational definition of the research variables as well as a summary of the research instrument grid used as a measuring tool or main data source, namely the research questionnaire.

**Table 1. Variable Operationalization**

	<b>Indicator</b>	<b>Statement</b>	<b>Scale</b>
<b>Work Discipline (X1)</b> Sutrisno (2011)	Obey the rules of time	1, 2, 3	<b>Likert</b>
	Obey company regulations	4, 5, 6	
	Obey the rules of conduct at work	7, 8	
	Comply with other regulations in the company	9, 10	
<b>Work Motivation (X2)</b> Hafidzi dkk (2019)	<b>Indicator</b>	<b>Statement</b>	<b>Likert</b>
	Physical Needs	1, 2	
	The need for security and safety	3, 4	
	Social Needs	5, 6	
	The Need for Appreciation	7, 8	
	The Need for Encouragement to	9, 10	
<b>Employee Performance (Y)</b> Mangkunegara (2011)	<b>Indicator</b>	<b>Statement</b>	<b>Likert</b>
	Quality	1, 2, 3	
	Quantity	4, 5	
	Cooperation	6, 7	
	Responsibility	8,9,10	

### C. Research Sample

Determination related to the population and sample where the research subjects are employees who work at the object or place where this research is carried out, namely at PT. Expert Jaya Mandiri at Serua Permai Block A No. 15/13, City of South Tangerang. For more details, the authors describe in detail the population and research sample as follows:

1. Population. The population in this study in terms of quantity and characteristics, namely totaling 55 people or employees of PT. Expert Jaya Mandiri.
2. Samples. Based on the known population, in determining the research sample, the researcher used the total population or employees of PT. Expert Jaya Mandiri with a total of 55 employees.

### D. Data Analysis Technique

According to Sugiyono (2018), "In quantitative research, data analysis is an activity of collecting data from sources obtained". Activities in data analysis are grouping data based on variables and types, tabulating based on variables, presenting data based on the variables studied, performing calculations to answer the formulation of the problem, and performing calculations to test the hypotheses that have been proposed.

In this study, the F test was used to determine the significance level of the effect of the independent variables together on the dependent variable. Hypothesis testing is done by using the F test (Anova). The F test can be done by looking at the level of significance or comparing the calculated F with the F table. The significance level uses = 5% (significance 5% or 0.05). According to Ghazali (2006) t statistical test basically shows how far the influence of one independent variable individually in explaining the dependent variable. This test is carried out with the following steps, if the value of Sig < = (0.05), then independent variables have significant affects to dependent variable.

## IV. RESULT

### A. Validity and Reliability Test

In this test the validity test can be seen that = 0,2681, each item of the statement can be said to be valid if rcount is greater than rtable 0.294. The results of the data validity test in this study can be seen in the following tables:

**Table 2. Dicipline Validity Test Results**

Statement	r count	r table	Info
X1.1	0,834	0,2681	Valid
X1.2	0,751	0,2681	Valid
X1.3	0,771	0,2681	Valid
X1.4	0,777	0,2681	Valid
X1.5	0,624	0,2681	Valid
X1.6	0,756	0,2681	Valid
X1.7	0,620	0,2681	Valid
X1.8	0,651	0,2681	Valid
X1.9	0,838	0,2681	Valid
X1.10	0,758	0,2681	Valid

**Table 3. Motivation Validity Test Results**

Statement	r count	r table	Info
X2.1	0,860	0,2681	Valid
X2.2	0,876	0,2681	Valid
X2.3	0,788	0,2681	Valid
X2.4	0,870	0,2681	Valid
X2.5	0,809	0,2681	Valid
X2.6	0,737	0,2681	Valid
X2.7	0,718	0,2681	Valid
X2.8	0,477	0,2681	Valid
X2.9	0,751	0,2681	Valid``
X2.10	0,403	0,2681	Valid``

**Table 4. Performance Validity Test Results**

Statement	r count	r table	Info
Performance_1	0,708	0,2681	Valid
Performance_2	0,790	0,2681	Valid
Performance_3	0,565	0,2681	Valid
Performance_4	0,648	0,2681	Valid
Performance_5	0,809	0,2681	Valid
Performance_6	0,434	0,2681	Valid
Performance_7	0,487	0,2681	Valid
Performance_8	0,652	0,2681	Valid
Performance_9	0,701	0,2681	Valid
Performance_10	0,888	0,2681	Valid

Based on the results of data processing, all question items on the variables in this study are valid, because all have an r value > 0,600. while the results of the reliability test can be seen in the following table:

**Table 5. Reliability Statistics**

Variable	Cronbach's Alpha	N of Items
Discipline	0,907	10
Motivation	0,907	10
Performance	0,865	10

The standard of reliability testing using Cronbach's alpha value is 0.6, based on the results of calculations, all reliability test results are above 0.6 so that all are reliable.

## B. Classic Assumption Test

### 1. Normality Test

The normality test has the aim of knowing whether the residual value resulting from the regression is normally distributed or not. To find out whether a data is normally distributed or not by looking at the significance value in the Kolmogrov-Smirnov table. Normal if the significance value is more than 0.05 (sign > 0.05).

**Table 6. Normality Test**

N		55
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.75008257
Most Extreme Differences	Absolute	.103
	Positive	.074
	Negative	-.103
Test Statistic		.103
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

Based on the results of the normality test in table 6, it can be seen that the significant value in the Kolmogorov-Sminorv section is 0.200, which means that all variables in this study are normally distributed.

### 2. Multicollinearity Test

The results of the multilinearity test can be seen through the values of Tolerance and Variance Inflation Factor (VIF). If the tolerance value is > 0.10, it can be concluded that there is no multicollinearity in the regression model between the independent variables, and vice versa if the tolerance value is < 0.10 it can be concluded that there is multicollinearity in the regression model between the independent variables. Furthermore, if the VIF value is > 10, it can be concluded that there is multicollinearity, and if the VIF value is < 10, it can be concluded that there is no multicollinearity.

**Table 7. Multicollinearity Test**

Model		Coefficients	
		Tolerance	VIF
1	X1	.499	2.003
	X2	.499	2.003

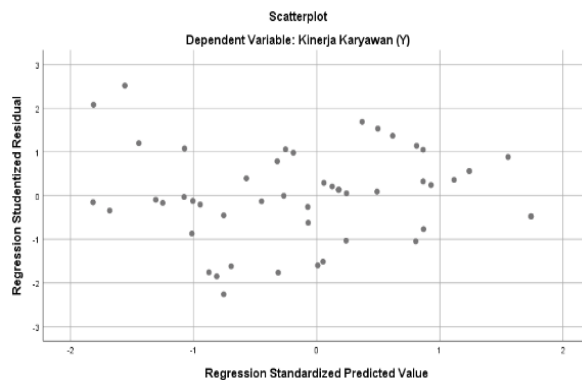
a. Dependent Variabel: Y

a. Dependent Variable: Performance

Based on the table above, it shows that each variable of work discipline ( $X_1$ ) and motivation ( $X_2$ ) has a tolerance value of 0.499 and a VIF value of 2.003. So it can be concluded that the variables  $X_1$  and  $X_2$  have a tolerance value of  $0.499 > 0.1$  and a VIF value of  $2.003 < 10$ . Thus, this shows that the regression model in this study is free from multicollinearity.

### 3. Heteroscedasticity Test

Heteroscedasticity test can be done by looking at the scatter plot graph. If the points spread above and below the number 0 on the Y axis without forming a certain pattern, then there is no heteroscedasticity.



Graph 1. Scatter Plot

Based on the picture above, it can be seen that the results of the heteroscedasticity test show that the points on the scatterplot graph do not have a clear distribution pattern and the points spread above and below the number 0 on the Y axis, it can be concluded that there is no heteroscedasticity disorder in the model regression.

**C. Multiple Regression Analysis**

This test is used to determine the relationship between the independent variables simultaneously on the dependent variable, and the relationship between the independent variables partially on the dependent variable. Multiple regression test results using SPSS 25.0 application program. The following are the results of multiple regression tests.

Table 8. Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.501	3.046		4.105	.000
	Work Discipline	0.230	0.104	0.262	2.209	.032
	Work Motivation	0.448	0.090	0.588	4.953	.000

a. Dependent Variable: Performance

Based on table 8, the multiple linear regression equation can be formulated as follows.

$$Y = 12,501 + 0,230X_1 + 0,448X_2$$

Tabel above show, it can be seen that the constant value of 12,501, dicipline (X<sub>1</sub>) is 0,230 and Motivation style (X<sub>2</sub>) is 0,448.

1. A constant value of 12.501 so that it can be stated that if the value of work discipline and motivation variables does not exist or = 0, then the value of employee performance at PT. Expert Jaya Mandiri of 12,501.
2. The regression coefficient of the work discipline variable is 0.230, indicating that any change in the work discipline variable by 1 time (unit) will increase employee performance at PT. Expert Jaya Mandiri of 0.230.
3. The regression coefficient of the motivational variable is 0.448, indicating that any change in the motivational variable of 1 time (unit) will increase employee performance at PT. Expert Jaya Mandiri of 0.448.

**D. Hypothesis Testing**

The partial test aims to test whether there is a partial or individual effect of each independent variable on the dependent variable. As for determining the magnitude of the t table value, search using the following formula, df = (n-k) then obtained (55-3) = 52, then t table = 2.007.

1. Referring to table 8, the value of t count > t table or (4,953 > 2.007) is obtained, this is reinforced by the p value < sig 0.05 or (0.32 < 0.05). Thus Ha is accepted, this shows that there is a significant influence then Ha between discipline (H1) on employee performance (Y) at PT. Expert Jaya Mandiri City of South Tangerang

2. Referring to the results of table 8 above, the value of  $t$  count  $>$   $t$  table or ( $4,953 > 2.007$ ) is obtained and the significant value is less than 0.05 ( $0.000 < 0.05$ ). Thus  $H_a$  is accepted, this shows that there is a significant influence then  $H_a$  between motivation ( $H_2$ ) on employee performance ( $Y$ ) at PT. Expert Jaya Mandiri City of South Tangerang

The F test was used to determine the joint effect of the independent variables on the dependent variable of employee performance ( $Y$ ). The test results are presented in the following table:

**Table 9. ANOVA**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	35.640	2	17.820	44.983	.000 <sup>b</sup>
Residual	249.527	52	4.799		
Total	285.167	54			

Based on the results of the F test above, the Fcount value is 44.983 and a significant value is 0.000. So that it can be concluded that work discipline and work motivation simultaneously have a positive and significant effect on employee performance. This is evidenced by the value of Fcount  $>$  Ftable ( $44.983 > 4.03$ ) and a significance value of  $0.000 < 0.05$ . So it can be concluded that  $H_0$  is rejected and  $H_1$  is accepted.

### E. Correlation and Determination Coefficient

The coefficient of determination is carried out to measure how far the model's ability to explain the variation or influence of the dependent variable through independent variables.

**Table 10. Correlation and Determination Coefficient**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.796 <sup>a</sup>	.634	.620	2.802

a. Predictors: (Constant), Work Motivation (X2), Work Discipline (X1).

Based on the test results in the table above, a correlation coefficient value of 0.796 is obtained where the value is in the interval 0.60 - 0.79 meaning that the variables of work discipline and motivation have a strong relationship to employee performance. Referring to the table above, it shows that the adjusted R Square ( $R^2$ ) value is 0.634 or equal to 63,4%. These results indicate that the relationship between discipline and motivation greatly influences performance by 63,4%, while the rest (100% -62%) is influenced by other variables not examined.

## V. DISCUSSION

The effect of work discipline on employee performance has  $t$  count of  $2,209 >$   $t$  table 2.007 with a significant value of  $0.005 < 0.05$  then  $H_1$  accepted. This means that there is a significant and positive effect partially between work discipline on employee performance at PT. Expert Jaya Mandiri. The regression coefficient of the Work Discipline variable is 0.230. This shows good Work Discipline, so that if Work Discipline is increased by 100% it will affect employee performance by 23% while the remaining 77% is influenced by other variables not examined in this study. This is in line with research conducted by Aden Prawiro Sudarso (2020: 187) with the research title the effect of work motivation and discipline on employee performance at the Pamulang District Office, South Tangerang City. The results of the study show that work discipline has a significant effect on employee performance.

The effect of work motivation on employee performance has a  $t$ -value of  $4,953 >$   $t$ -table of 2.007 and a significant value of  $0.000 < 0.05$ . Then  $H_2$  is accepted. This means that there is a significant and positive effect partially between motivation on employee performance at PT. Expert Jaya Mandiri. The regression coefficient of the Motivation variable is 0.448. This shows good work motivation, so if work motivation is increased by 100% it will affect employee performance by 44.8%, while the remaining 55.2% is influenced by other variables not examined in this study. This is in line with research conducted by I Nyoman Marayasa, Anggi Faradila (2019: 120) with the research title the effect of motivation and work discipline on the performance of employees of PT. Indonesian Dinar Bank. The research results show that work motivation has a significant effect on employee performance.

The Effect of Discipline and Work Motivation on Employee Performance at PT. Expert Jaya Mandiri. Simultaneously that the variables of discipline and motivation have a significant effect on employee performance. Based on the results of the F test, the Fcount value was 44.983 from Ftable 4.03 with a significant value of 0.000, less than 0.05. Thus  $H_0$  is rejected and  $H_3$  is accepted simultaneously affecting the performance of employees at PT. Expert Jaya Mandiri. If the better the level of work discipline and motivation obtained, the



employee's performance will increase. Based on the results of research conducted by Dio Christian, M. Kurniawan (2021: 122) with the research title the effect of work discipline and work motivation on the performance of employees of PT. Yala Kharisma Shipping Palembang Branch. The research results show that discipline and work motivation simultaneously have a significant effect on employee performance.

## VI. CONCLUSION

Based on the results of research and discussion regarding the Effect of Discipline and Work Motivation on Employee Performance at PT. Expert Jaya Mandiri, South Tangerang City, which has been statistically described using the SPSS version 25 program, this research can be concluded as follows:

1. There is a positive and significant effect of work discipline on employee performance at PT. Expert Jaya Mandiri. This is indicated by a tcount of 2,209 > t table of 2.007 with a significant value of 0.005 < 0.05, then H1 is accepted because there is a significant influence of the Work Discipline variable (X1) on Employee Performance (Y) at PT. Expert Jaya Mandiri City of South Tangerang.
2. There is a positive and significant influence of work motivation on employee performance as indicated by a t-count value of 4,953 > t-table 2.007 with a significant value of 0.000 < 0.05, so H2 is accepted because there is a significant influence of the Work Motivation variable (X2) on Employee Performance at PT. Expert Jaya Mandiri City of South Tangerang.
3. There is a positive and significant effect of Work Discipline and Work Motivation simultaneously on employee performance. This is evidenced by the regression value  $Y = 12.501 + 0.230 X1 + 0.448 X2$  and Fcount of 44.983 > Ftable 4.03 with a significance of 0.000 < 0.05. The Rsquare value of 0.634 means that work discipline (X1) and work motivation (X2) simultaneously affect the employee performance variable (Y) by 63.4% while the remaining 36.6% is influenced by other variables that were not examined in this study .

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