

Analysis of the influence of work motivation, discipline and work culture on employee Performance CV. Roda Jati Kabupaten Demak

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ABSTRACT

The research objectives are to analyzing the impact of work motivation, work discipline, and work culture on employee performance. CV. Roda Jati

The research method used is a quantitative type with an explanatory design. The research subjects were all employees of CV. Roda Jati, totaling 57 people. The method of collecting power used was observation, documents, and questionnaires. The results of the study concluded that: 1) work motivation has a positive and significant effect on employee performance by 0.324 or 32.4%; 2) work discipline has a positive and significant effect on employee performance by 0.326 or 32.6%; 3) work culture has a positive and significant influence on employee performance by 0.314 or 31.4%; and 4) work motivation, work discipline, and culture have a positive and significant impact on employee performance CV. Roda Jati amounted to 0.321 or 32.1%.

Keywords: work motivation, work discipline, and work culture, employee performance.

1. Introduction

Leaders or managers are "people who achieve results by" assistance from others, among these others some are workers or subordinate. With regard to their duties and responsibilities, every leader strives to subordinates have achievements. In carrying out their duties and responsibilities, subordinates are expected to show good performance so that achievements are obtained maximum work as a result of the implementation of maximum performance (Gibson et al, 2015).

Achievements achieved by employees are obtained from three reasons, namely: motivation, discipline, and work culture. Motivation is the driving force that exists within a person, so the driving force is In a person, a superior needs to be raised, so that the circumstances outside that person also influence him. Apart from motivation matters that are directly related to the implementation of employee work are discipline in work (Ali, 2015).

Discipline in the work must be balanced with the implementation of tasks and obligations as employees. If the duties and obligations of an employee carried out optimally, which is

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expected to have a positive influence on the companies in improving their performance, then discipline in work employees is also something very important. In addition to motivation and discipline, efforts to create a conducive work culture so that in carrying out tasks work can be carried out optimally with full discipline in accordance with the prevailing culture in the company environment (Anoraga, 2017).

The work culture itself does not appear suddenly, but its existence is built from the ground up, because culture is related to character and character individual personality per individual in an employee. Given the many employees in CV. Roda Jati, so the characters are different too owned so that if the situation and conditions have been created properly, then this condition proves the existence of cohesiveness "employees in doing work have been" maximally obtained. Employee work culture shown by discipline in work that is manifested in the implementation of work optimally in form of performance.

However, the performance of the employees at CV. Roda Jati has not shown maximum results, this is based on preliminary data on pre-survey on the performance of 52 employees. Based on the survey results obtained an average score of 27.2 and the percentage of 52.3% on the low criteria, it can be stated that employee performance CV. Roda Jati is low. Phenomena that occur in the field, namely in CV. Roda Jati is still found that some of the subordinates have not shown motivation when doing work less than optimal on the one hand, on the other hand discipline so too. This is partly due to the salary of employees who is unfair, caused by the provision of an unbalanced workload, unequal work, and the provision of salaries that are sometimes late (backwards), plus an unfavorable work atmosphere. This condition makes employees have less than optimal work motivation, are not disciplined in obedience to the time of entry and rest at work, this is if it lasts for a long time it is feared that a worse work culture will occur, as employees will absenteeism or truancy at work, so the three causes make performance less employees. The absence of employees as a form of lack of discipline at work, so if this condition is allowed to drag on late, it is feared that low employee performance will occur. This is the reason why researchers assigned a title: "Analysis of Effect of Work Motivation, Discipline, and Culture Work on Employee Performance" on employees CV. Roda Jati".

2. Research Method

The type of research used in this study is quantitative, because to test hypotheses using statistical test tools with questionnaires and processing statistics. This is done starting from the collection, interpretation and presentation in the form of numbers based on the results of statistical processing.

2.1 Research Variables and Operational Definition

2.1.1 Research Variables

In this study, the independent variables are work motivation (X1), work discipline (X2), and work culture (X3). In this study, the dependent variable is the performance of employees who are given the symbol Y.

2.1.2 Operational Definitions and Indicators

Work motivation is someone's encouragement to do work related to the activities carried out, with indicators: Food needs, Health needs, Interact with others, Respected by others, and Accepted in the group. Work discipline is self-awareness an employee in carrying out duties and obligations in working on an institution or company without there is an element of coercion, with indicators: On time in presence, On time in task completion, Obey the rules, Not lazy at work, and Don't like lying. Work culture is consciously coordinated social unit with a limit that relatively identified, which works relatively constantly for achieve the objective or group goals, with indicators: Respond to situations, Work atmosphere, Job goal, Job acknowledgment, and Loyalty to the institution (Gibson et al, 2015). Performance is a comparison between results

achieved by participation of energy time union work, with indicators: Attachment, Motives, Faith, Achieving goals, and Intensive/reward and sanction (Davis et al, 2016).

2.1.3 Population and Samples

The population of this research is all employees at CV. Roda Jati numbered 57 people. The entire population is taken to be used as a subject, so this research including population studies with saturated subjects or samples.

3. Results and Analysis

3.1 Data Analysis Result

3.1.1 Model Test

Based on the results of data processing with the help of the SPSS program, the results if the data model can be shown in the following table.

Table 3.1 Model Summary

Model R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	.344 ^a	.118	.629	5.354
				.582

a. Predictors: (Constant), Motivasi Kerja, Disiplin Kerja, Budaya Kerja

b. Dependent Variable: Kinerja Karyawan

Based on table 3.1 above, it is known that the Durbin-Watson results obtained equal to 0.582, then for Cronbach's alpha is = 0.5 then the equation is is $0.582 > 0.05$, so it can be stated that the model is linearity condition. This linearity is indicated by the influence of the independent variable (work motivation, work discipline, and work culture) on the dependent variable (performance employees) with a coefficient of 0.582, this means that work motivation, work discipline, and work culture have an influence on employee performance of 0.582 or 58.2%, while the remaining 41.8% is influenced by other variables in addition to the variables of work motivation, work discipline, and work culture.

Thus, the coefficient of determination test is a joint test. the same from the three variables X (X1 = work motivation, X2 = work discipline, X3 = culture work) to Y (employee performance) indicated by the value of Adjusted R Square of 0.629 or 62.9%, this shows that the performance variable employees can be explained by variations in the variables of work motivation, work discipline, and work culture of 0.629 or 62.9%.

3.1.2 Hypothesis Testing

Based on the analysis of SPSS processing data, the results are obtained in the following table.

Table 3.2 Coefficients

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	VIF
1	(Constant)	51.122	10.292		24.967	.000		
	Motivation	.376	.163	.324	3.812	.001	.994	1.006
	Discipline	.392	.169	.326	3.981	.003	.994	1.006
	Culture	.351	.158	.314	2.324	.002	.994	1.006

a. Dependent Variable: Kinerja Karyawan

Based on table 3.2 above, it can be seen the level or magnitude of the coefficient of the effect of each variable X on the variable Y as follows.

The coefficient of the influence of work motivation (X1) on employee performance (Y) is 0.324 with a significance of 0.001. Number $0.001 < 0.05$, so it says significant, because the effect of X1 on Y = 0.324 is positive, it means that there is a positive and significant effect of work motivation on performance employees by 32.4%.

The coefficient of the influence of work discipline (X2) on employee performance (Y) is

0.326 with a significance of 0.003. The number $0.003 < 0.05$, so it is said significant, because the effect of X2 on $Y = 0.326$ is positive, it can be it is said that there is a positive and significant effect of work discipline on employee performance by 32.6%.

The coefficient of the influence of work culture (X3) on employee performance (Y) is 0.314 with a significance of 0.002. The number $0.002 < 0.05$, then it is said to be significant, because the effect of X3 on $Y = 0.314$ is positive, it means that there is an effect of positive and significant work culture on employee performance by 31.4%.

Coefficient of influence on work motivation variable (X1), discipline work (X2), and work culture (X3) on employee performance (Y) can be seen from display t (constant) obtained a number of 24,967 with a significant 0.000, because $0.0000 < 0.050$, so it is said to be significant, because the effect is together of 24,967 (constantly) is positive, so it can be it is said that there is a positive and significant influence on work motivation, work discipline, and work culture on employee performance obtained by: $0.324 + 0.326 + 0.314 = 0.964/3 = 0.321$ or 32.1%.

The results above can be described that the regression coefficient of the work motivation variable (X1), work discipline (X2), and work culture (X3) can explain the variation of values on employee performance (Y) with a significance of 0.000, because $0.000 < 0.05$, then the proposed working hypothesis model can be accepted.

3.2 Discussion

3.2.1 The effect of work motivation on employee performance

The effect of work motivation on employee performance is obtained by the beta coefficient standard of 0.324 with a significance of 0.000. The equation is $0.001 < 0.05$, p This can be explained that the work motivation of employees has a positive and significant effect on employee performance of 0.324 or 32.4%. If you look at the numbers he gets of 0.324, this means that work motivation has a positive effect on employee performance with an increase of 32.4%, in addition to other factors as an influence on employee performance. Meanwhile, when viewed from significance, obtained a number of 0.001, the number is greater than 0.05, because $0.001 < 0.05$, Crobach Alpha, then the proposed hypothesis: motivation work has a positive and significant effect on employee performance CV. Roda Jati. Thus, briefly stated that the better the work motivation created by employees, the better will get better and the performance that is owned and carried out will increase by employees (Ali, 2018). On the contrary, the less good (read: low) motivation the work owned by employees, the lower the performance carried out by employees of CV. Roda Jati

The influence of work motivation variable on employee performance has been conducted research by (Ardi, 2018). One of the variables is related to the question of the effect of work motivation on performance employee (Brigita, 2015). The results of the partial count of motivation have a positive and significant effect on employee performance. Analysis of work motivation, simultaneously has a positive and significant effect on employee performance, thus the proposed working hypothesis is accepted.

Work motivation is not limited to financial results, it is often employees financial problems become number two (Murgianto et al, 2016). Even though you really can't undeniably always needed (Putra et al, 2018). But psychologically, the work motivation that dealing with inner problems is more difficult to measure by any yardstick, so that if employees already have motivation at work, namely in the form of: implementation of activities in the form of work as performance, employees will balance or will realize the work motivation by working maximally as the embodiment of employee performance (Suddin et al, 2015). Based on the description in above, the hypothesis that explains the effect of work motivation on performance employees are as follows.

H1: Work motivation has a positive and significant effect on employee performance CV. Roda Jati.

3.2.2 The effect of work discipline on employee performance

The effect of work discipline on employee performance is obtained by beta score standard of 0.326, this shows that the work discipline by CV employees. has a positive and significant effect on employee performance or employee performance is influenced and caused by employee discipline owned by employees. It can explained that employee performance can be influenced by the strength of discipline work done by employees. Work discipline can be explained through indicators that explore it, such as: time discipline and discipline activity. These indicators are what lead to good work discipline include: punctual in attendance, punctual in completing tasks, obeying the rules, not lazy at work, and don't like to lie, so that employee performance can increase. Therefore it is not surprising if the work discipline possessed by employees has a positive and significant effect on their performance. This shows that employees need to have work discipline as the application of motives so that employees feel comfortable at work, as a result, the job description owned by employees will have a positive impact on the performance of employee (Ardi, 2018).

When viewed from the numbers obtained by 0.326, this means that work discipline has a positive effect on employee performance by increasing by 32.6%, in addition to other factors as an influence on performance employee. Meanwhile, when viewed from the significance, obtained a figure of 0.001, the number is greater than 0.05, because $0.001 < 0.05$, so influence can be positive and significant. Thus the working hypothesis: work discipline has a positive and significant effect on employee performance CV. Roda Jati, can be briefly stated that the better the work discipline created by employees, the better will get better and the performance that is owned and carried out will increase by employees. Conversely, the less good or low work discipline owned by employees, the lower the performance carried out by employees of CV. Roda Jati.

The effect of discipline in work on employee performance has been conducted by previous researchers (Brigita, 2015). The results of the study show discipline in every activity, including discipline in work absolutely necessary, especially for employees of a company, so that work discipline is needed as a "coercion" so that employees have discipline in working regularly. In the early stages, "coercion" this seems to rob employees of their rights, but after running it will provide extraordinary habits, employees will carry out activities with full awareness, without any coercion from superiors or fellow workers. Even after employees have the awareness to be disciplined at work, expected to work not as an obligation, but more than that that is is a necessity. When all employees have awareness about with this work discipline, it is not impossible if in a company experience a success.

The performance is related to the implementation of the tasks that must be carried out seriously and maximally by employees. When the performance has done well, it is not surprising that the results of the implementation the task will also be obtained a success. This is related to demands for an employee, apart from being required to be professional in accordance with his career, employees are also required to master skills in accordance with the task with all its supporters in the form of the use of facilities and equipment work infrastructure. Employees are required to have a good personality, apart from have a social spirit, in the form of the ability to communicate or relationships, both to leaders and fellow employees, thus if an employee already has good discipline, it is possible performance is also good (Suddin et al, 2015). Thus the hypothesis that explains the effect of work discipline on employee performance are as follows.

H2: Work discipline has a positive and significant effect on employee performance CV. Roda Jati

3.2.3 The effect of work culture on employee performance

The influence of work culture on employee performance obtained a beta score standard of 0.314, this shows that the work culture that occurs and created in the work environment has a positive and significant effect on performance employee. It can be explained that the work culture owned by employees have a strong influence on the performance of employees. This condition can occur, because employees feel cared for by the company by creating a healthy and conducive

work culture, so that employees balance by doing work in the form of solutions work to the fullest. This is when it is associated with instruments that explore it about work culture related to: responsive to situations, atmosphere work goals, job goals, job recognition, and organizational loyalty. While the employee performance instruments include: attachment, driving motives, beliefs, goal attainment, and incentives or rewards and sanctions (Ali, 2018).

Based on the results of the calculation shows the influence of work culture on the performance of the employees. This influence is supported by the calculated result is 0.314 at 0.002 significant, because $0.002 < 0.05$ Crobach Alpha, then the proposed hypothesis: work culture has a positive and significant effect on the performance of employees CV. Roda Jati, was accepted. The influence of work culture on employee performance obtained results 0.314, This means that work culture is related to the work environment, namely the atmosphere that occurred in the CV company environment. Culture is also related to the habits that occur, the atmosphere and the environment as well as related by communicating and collaborating. In essence, leaders need employees, because leaders cannot work without getting support from employees, as well as leaders. But what needs to be emphasized here, no single component can stand alone, it is necessary synergistic cooperation between management and employees. One form or example What can be done is, the leader must try to create a work atmosphere comfortable, shady, cool and conducive. When a family atmosphere is created, it is not impossible if employee performance will increase (Putra et al, 2018).

If seen from the calculation results obtained, it is 0.314, or 31.4% shows that the employee's performance as shown by his culture in work is not only influenced by work culture, but there are other factors that can trigger employees to improve performance (Ardi, 2018). It can explained that the work culture in the work environment is different from the culture within the company. In the corporate environment, there is complete homogeneity, meaning that in a work environment not only from one background, but of course from various community backgrounds (Surya et al, 2019). Therefore, employees too must be aware that what is faced from various sources and circles, however not the case with CV employees. Employees can accept and realize about it, it's proven employees claim to have performance or work related to with culture and work environment. Given the significant result of $0.002 < 0.05$, the hypothesis proposed: work culture has a positive effect and significant to the performance of employees CV. Roda Jati, so that it can be briefly emphasized that the better the culture the work created, it will increase the performance of employees (Suddin et al, 2015).

On the other hand, if a work culture is created with an uncomfortable atmosphere, then the lower the performance of the employees. The influence of work culture on employee performance is as follows.

H3: Work culture has a positive and significant effect on employee performance CV. Roda Jati

3.2.4 There is a positive and significant influence on work motivation, work discipline, and culture work on employee performance

The influence of work motivation, work discipline, and work culture on performance employee is the accumulation of the three variables x together in influencing the performance of employees. The influence of work motivation, work discipline, and work culture on performance This employee obtained a score from the Adjusted R Square value of 0.629, this is means that there is a positive and significant influence. This is proven with a probability number of 0.000. The number 0.000 is smaller than significance 5% (0.05), or an equation can be made: $0.000 < 0.05$, so that it can be stated that the proposed null hypothesis (H_0) is rejected and vice versa the proposed work hypothesis (H_a): work motivation, work discipline, and work culture has a positive and significant effect on employee performance CV. Roda Jati is accepted, so it can be interpreted that partially (together) work motivation, work discipline, work culture positive and significant effect on employee performance.

Therefore briefly it can be emphasized that the better work motivation, work discipline, and work culture that is created, it will increase the performance of employees (Suddin et al, 2015). On the other hand, the less good the work motivation, work discipline, and work culture that is created, the less or lower the performance will be owned by CV employees. Motivation is the encouragement possessed by employees, both motivation from within yourself as well as motivation from outside, be it friends, bosses, or surrounding environment. Given the problem of work motivation needed by employees for the implementation of work optimally, so it is expected that work motivation owned by employees becomes a trigger in improving work in the form of performance employee. Work motivation is not limited to financial results, it is often employee financial problems become something that has an effect. However, psychologically, work motivation related to inner problems is more difficult to measure with any yardstick. Thus, if employees already have motivation, in work, then employees will compensate or will realize motivation work to the fullest. Execution of work This maximum by human resource management is referred to as performance. With Thus, if the employee already has work motivation, then the employee will show good and maximum performance.

This is when studied will deeply affect the results achieved, in the form of: achievement of work results within the company, as well as work has been carried out with full of discipline so as to increase employee performance (Putra et al, 2018). Work culture is needed by an employee, because with work culture conducive environment, employees feel comfortable in carrying out their work. This matter not only seen from the comfort of employees at work, but can be analyzed also that the performance possessed by employees is carried out optimally, so that from the implementation of the maximum duties and obligations have an impact on the employee performance improvement. Thus, it can be briefly emphasized that the better and more conducive the work culture is, the employees will increase to carry out their duties and obligations demonstrated by its performance (Murgianto et al, 2016).

On the other hand, it's getting worse and worse The less conducive the work culture created, the less employees in carrying out their duties and obligations as indicated by performance, resulting in decreased or low performance (Ardi, 2018). Performance is always shown by working more enthusiastically to achieve organizational or company goals. These goals are not limited to organizational goals, but each employee has a goal according to his job. On the side On the other hand, humans, including employees, are social beings, employees has two social and basic needs, namely a sense of unity and support. A sense of unity will be obtained by communicating about whatever related to work that can be done together. Whereas support can be obtained from colleagues, superiors or even subordinates, either in the form of awards or in the form of assistance if needed. This can become a motivation for workers in carrying out their duties. Those conditions describes culture as a work environment, especially in the form of a good working relationship can make one way of meeting needs to achieve optimal job satisfaction as indicated by its performance (Ali, 2018).

Thus, it can be shortened that the better and higher work motivation, work discipline, and work culture owned by employees, then it will be higher and the performance possessed by employee. On the other hand, the less good and the lower work motivation, discipline, work, and work culture owned by employees, it will be lower employee performance (Brigita, 2015). Based on the description above, it can be stated hypotheses that explain the effect of work motivation, work discipline, and work culture on employee performance as follows.

H4: Work motivation, work discipline, and work culture have a positive and positive effect significant to the performance of employees CV. Roda Jati

4. Conclusion

Based on the formulation of the problem that has been stated in Chapter 1, then obtained the following conclusions.

1. Work motivation has a positive and significant influence on performance CV employees. Roda Jati Mranggen by 0.324 or 32.4%.
2. Work discipline has a positive and significant effect on employee performance CV. Roda Jati by 0.326 or 32.6%.
3. Work culture has a positive and significant influence on employee performance CV. Roda Jati by 0.314 or 31.4%.
4. Work motivation, work discipline, and culture have a positive and significant to employee performance CV. Roda Jati of 0.629 or 62.9%. so it can be interpreted that partially (together) work motivation, work discipline, work culture positive and significant effect on employee performance.

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