

## THE RELATIONSHIP BETWEEN WORK MOTIVATION AND EMPLOYEE DISCIPLINE IN THE SECRETARIAT OF THE PLANTATION SERVICE OF WEST SUMATRA PROVINCE

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### ABSTRACT

This research was conducted at the Department of Provincial Plantation employee of West Sumatra. This study aimed to examine the relationship between work motivation with employee discipline in West Sumatra Plantation Office at the secretariat. The hypothesis is the presence of a positive relationship between work motivation and work discipline means that the higher level of motivation to work, the higher the employee discipline in doing his job, and vice versa, the lower the lower the motivation of the employee discipline in doing his job. The population in this study were all employees of the Department of the Province of West Sumatra Plantations secretariat section numbering 36 people. The sampling technique used in this study is the sample saturated. Saturated sample is sampling technique when all members of the population selected as a sample (Martono, 2011). This is done because the population is relatively small and the researchers wanted to make generalizations with very small error. All employees structural or non- physical work in West Sumatra Plantation Office secretariat section numbering 36 people, so the sample in this study was 36 people. Measuring instruments used is Work Motivation Scale and Scale Work Discipline stacking based on the theory that researchers argued by Gibson and Donnelly (in Arisandy, 2004) and Joseph (in Resti, 2013). Data analysis methods used for testing the hypothesis in this study is using the Pearson product moment correlation showed that  $(r) = 0.716$  with a value of  $(p) = 0.000$  ( $p < 0.01$ ), meaning that there is a significant relationship between motivation with positive direction working with labor discipline. Means the research hypothesis is accepted.

**Keywords:** Work Motivation, Work Discipline.