

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.

INTRODUCTION

A government or private organization, in carrying out its daily activities, must have pre-planned goals, both in the short term, medium term and long term. Human resources play a very important role in realizing these planned goals. Improving the quality of human resources is a definite necessity. Increasing employee needs aims to change their behavior into behavior that is capable of carrying out activities in all fields, because basically human behavior can affect every action in achieving the goals to be achieved (Yoesana, 2013).

Every government organization is required to be able to optimize human resources and how human resources are managed. The management of human resources is inseparable from the factor of employees who are expected to perform as well as possible in order to achieve the goals of government organizations. Employees are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities (Analisa, 2011). An alternative to increasing employee empowerment is to increase work discipline (Yoesana, 2013).

Work discipline is an obedient and obedient attitude shown by employees to comply with existing regulations in the company, both written and unwritten so that employees can voluntarily adjust to the company regulations to realize company goals. The existence of work discipline is very important because in a disciplined work atmosphere an office can carry out the work program that has been planned. Work discipline will be closely related to the work regulations drawn up by an organization or office. These regulations will become a reference for employees to become a common guide and at the same time to unify and align various goals and individual values held by employees (Yoesana, 2013).

Work discipline will emphasize awareness efforts and the formation of employee behavior to comply with the regulations that have been drawn up by an office. Awareness and formation of these behaviors will establish alignment between the individual goals of each employee and those of the office. Office management must be able to make policies to encourage increased employee work discipline (Yoesana, 2013). According to Gouzali (in Bangsawan, 2012), work discipline is the work attitude and behavior of an employee which is manifested in the form of an employee's willingness with full awareness and sincerity or without coercion to obey and carry out all company rules and policies in carrying out duties and responsibilities. responsibility as an effort to make a maximum contribution in achieving company goals.

Based on the observations of researchers in the field on the staff of the Secretariat of the Plantation Office from 22 January 2020 - 2 February 2020, there were several employees who showed low discipline, such as the presence of several employees who left the responsibilities and tasks assigned, kept absent with co-workers, had not been able to carrying out the task properly can be seen by the presence of work delays, the presence of employees who arrive late and go home earlier than the set time. Even though the finger print system has been used, fraud is still found in its implementation. Based on the results of the researcher's interview with the Head of Personnel Subdivision at the West Sumatra Provincial Plantation Service on February 3 2020, information was obtained that there were still employees who had not been able to carry out their duties properly and employees who arrived late so that high awareness and responsibility were needed from employees to comply with all established rules.

Often employees are late from a predetermined schedule, taking absences with co-workers, this is in line with the opinion of Bangsawan (2012) which states the level of employee discipline can be seen from the absence and behavior of employees in carrying out their duties.

The level of employee discipline in an organization can be influenced by several indicators such as the goals to be achieved and the abilities of employees, the sanctions imposed and the firmness of leaders towards their subordinates (Hasibuan, 2012). Efforts to encourage employees to comply with these regulations require appropriate management strategies and policies. One of the right strategies is to increase the motivation of its employees (Noble, 2012).

Motivation according to Munandar (2010) is a process where the need encourages someone to carry out a series of activities that lead to achieving certain goals. Motivation is also interpreted as a resource power that drives and controls human behavior. Motivation is an effort that can give encouragement to someone to take the desired action. There is accurate data and information regarding the motivation and work discipline of its employees in formulating policies related to this motivation. The motivation given to each employee plays an important role in achieving effective work results (Yoesana, 2013). Employees who have high work motivation will work harder in carrying out their work. Conversely, with low work motivation,

employees do not have enthusiasm for work, give up easily, and have difficulty completing their work (Analisa, 2011).

Employee work motivation can come from within a person which is often known as internal motivation and external motivation that arises because of outside influences to encourage them to do something in accordance with the expected goals. In addition, motivation can also increase the work of employees who are goal-oriented and have clear work targets both individually and in groups.

Based on the description above, the researcher is interested in conducting research on the relationship between work motivation and employee work discipline at the secretariat of the West Sumatra Provincial Plantation Service.

METHOD

The population in this study were all structural or non-physical employees who worked at the Secretariat Section of the West Sumatra Provincial Plantation Office, totaling 36 people. The sampling technique used in this study is a saturated sample. Saturated sample is a sampling technique when all members of the population are selected as samples (Martono, 2011). This is done because the population is relatively small and researchers want to make generalizations with very small errors. All structural or non-physical employees who work at the Secretariat Section of the West Sumatra Provincial Plantation Service are 36 people, so the sample in this study is 36 people.

The measurement tools used in this study include a work discipline scale based on Gibson and Donnelly's theory (in Arisandy, 2004) using a work motivation scale based on Yusuf's theory (in Resti, 2013). The data collection method used in this research is the scale method. The scale used on the work discipline scale and work motivation scale is the Likert model which has been modified into four alternative answers, namely SS (Strongly Agree), S (Agree), TS (Disagree) and STS (Strongly Disagree). The items on this scale are grouped into favorable and unfavourable items. The work motivation variable has item correlation coefficients ranging from 0.325 to 0.759 while the reliability coefficient is 0.875. The work discipline variable has a correlation coefficient ranging from 0.327 to 0.653 while the reliability coefficient is 0.896.

The data in this study were analyzed using the Pearson product moment correlation technique, but before testing the hypothesis, an assumption test was carried out which included a normality test and a linearity test.

RESULTS

Based on the results of the normality test, the normality test in this study used the One Sample Kolmogorov-Smirnov analysis test using a significance level of 0.05 (Priyantno, 2008). Based on the results of data processing using the SPSS program version 22.0 for windows, a significance value was obtained on the work motivation scale of $p = 0.059$, these results indicate that the $p \text{ value} > 0.05$, meaning that the distribution of work motivation scales is normally distributed, while for the discipline work obtained a significance value of $p = 0.794$, these results indicate that the value of $p > 0.05$, meaning that the distribution is normally distributed.

Furthermore, based on the results of the linearity test using the Test for Linearity at a significance level of 0.05. Two variables are said to have a linear relationship if the significance (Linearity) is less than 0.05 (Priyatno, 2008). Based on the results of data processing using the

SPSS program version 22.0 for windows, the obtained value is $F = 53.552$ with a significance of $p = 0.000$ ($p < 0.05$), meaning that the variance on the scale of work motivation and work discipline is classified as linear.

Based on the results of data analysis using the Pearson product moment correlation technique from the work motivation scale and work discipline scale using 36 research subjects, it shows a significant correlation between work motivation and work discipline, namely $(r) = 0.716$ with a significance level of $p = 0.000$. This shows a positive correlation, meaning that if work motivation is high, then the work discipline of the West Sumatra Provincial Plantation Service employees will be high and vice versa if work motivation is low, then the work discipline of the West Sumatra Provincial Plantation Service employees will be low. This is reinforced by the results of the significance test with the help of SPSS version 21.0 for windows, obtained $p = 0.000 < 0.01$ level of significance (α), which means that there is a significant relationship between work motivation and work discipline of employees at the secretariat of the Plantation Office of Sumatra Province West.

DISCUSSION

An overview of work motivation with work discipline can be identified by categories which are divided into three kinds, namely low, medium and high. The categories used are three-level categories:

Table 1: mVariable Category Norm

Norm	Categorization
$X < (\mu - 1,0 \sigma)$	Low
$(\mu - 1,0 \sigma) \leq X < (\mu + 1,0 \sigma)$	Currently
$(\mu + 1,0 \sigma) \leq X$	Tall

Information :

X : Raw score of the sample

μ : Mean or average

σ : Standard Deviation

Based on the norms above, the categorization of research subjects on work motivation and work discipline variables is obtained as follows:

Table 2: Descriptive Statistics of Work Motivation and Work Discipline

Empirical Means					
Variable	N	Minimum	Maximum	Means	Standard Deviation
Work Motivation	36	26	52	40,22	7,867
Work Discipline	36	22	47	32,91	7,400

Table 3: Categories of Work Motivation and Work Discipline

Variable	Score	Amount	Percentage (%)	Category
Work Motivation	$X < 32$	9	25 %	Low
	$32 - 48$	24	66,67 %	Currently
	$X \geq 48$	3	8,33 %	Tall
Work Discipline	$X < 25$	8	22,22 %	Low
	$25 - 40$	20	55,56 %	Currently
	$X \geq 40$	8	22,22 %	Tall

Based on table 3 above, it can be seen that the work motivation variable shows that employee motivation is in the high category, namely 8.33%, the medium category is 66.67% and 25% for the low category, while for the employee discipline variable in the high category namely 22.22%, medium category of 55.56% and 22.22% for the low category. It can be concluded that the average research subject has work motivation and work discipline in the medium category.

The magnitude of the effective contribution of work motivation to work discipline is 51% and another 49% is influenced by other factors, including the ability of employees, sanctions imposed, the firmness of leaders towards subordinates, compensation and the work environment can affect work discipline.

CONCLUSION

Based on the results of the research that the researchers have done, the following conclusions can be drawn:

1. Based on the results of the correlation test, it can be seen that there is a significant correlation between work motivation and work discipline, namely $r = 0.716$ with a significance level of $p = 0.000$. This shows that there is a significant relationship in a positive direction between work motivation and work discipline in the employees of the West Sumatra Province Plantation Office secretariat, meaning that the higher the work motivation, the higher the employee work discipline. This also applies vice versa, the lower the work motivation, the lower the employee work discipline.
2. The contribution of other variables obtained from the partial correlation using r square shows that the contribution of work motivation variables to work discipline is 51%. These results indicate that work motivation makes a fairly high contribution to work discipline, while for another 49% there are other factors that contribute to work discipline besides work motivation. Other factors such as the ability of employees, sanctions imposed, the firmness of leaders towards subordinates, compensation and work environment can affect work discipline.

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