DISCIPLINE AND MOTIVATION ANALYSIS OF EMPLOYEE PERFORMANCE IN PROPERTY COMPANIES IN BATAM CITY

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Abstract

The state of property during the Covid-19 period, when numerous sectors felt the effects of the epidemic, including the property sector, served as the inspiration for this study. This study sought to ascertain how incentive and discipline impacted worker performance at a Batam City real estate firm. Five sizable property enterprises in Batam City that served as study samples were surveyed and given questionnaires as part of the methodology used in this study. 115 samples total were used in the analysis. According to the findings of the validity test, the x variable, the discipline variable, the work stress and motivation variables, and the y variable, which measures performance, were all valid with a value above 0.6. All research variables were confirmed to be reliable according to the reliability test results. According to the study's findings, Batam City property companies' employee performance is influenced by motivation, work stress, and discipline. The Q square test results indicate that the independent variable can account for 75% of the variance in the dependent variable. This means that the factors of discipline, work stress, and motivation can influence employee performance to a 75% degree, while the remaining 25% is influenced by factors not related to the research.

Keywords: discipline and Motivation, Employee performance

INTRODUCTION

This chance is a very promising business because of the rapid expansion of Batam City, which has given rise to a variety of enterprises including manufacturing, real estate, and service industries. Property firms like PKP, Cipta, and several more firms develop their operations to satisfy client needs. Any business will find it exceedingly challenging to deal with the Covid outbreak from 2020 to 2022, which will ultimately affect practically all businesses.

Employee discipline issues persist in Batam City's real estate firms, as seen by the numerous employees who arrive late to work (20% of the workforce frequently arrives late for a variety of reasons, including weather, traffic, and family obligations). The next issue that arises in real estate companies is work stress, which is brought on by the substantial amount of work that employees are required to complete, such as work targets, sales targets, and other targets, which result in a heavy workload for employees, cause work stress, and ultimately result in a decrease in employee motivation to complete work and a decline in employee performance. The researcher is interested in performing research with the title: "Analysis of

Discipline and Performance Motivation of Property Company Employees in Batam City" based on a brief explanation of the backdrop.

For a business or government organization to achieve its goals, work discipline is crucial. Without strong work ethics, a business will struggle to perform at its best. The degree of a person's responsibility for the responsibilities given to him is reflected in his level of discipline.

"Discipline is one's awareness and willingness to comply with all firm standards and related social norms," writes Hasibuan (2019: 193). "Discipline" is defined by Latainer in Sutrisno (2019: 87) as "a force that develops within the employee's body and causes employees to adjust voluntarily to decisions, regulations, and high values from work and conduct."

According to Hasibuan (2017: 143), the availability of a motivating force that sparks excitement for someone's work results in their desire to collaborate, perform well, and integrate all of their efforts in order to obtain fulfillment. Then, according to Mangkunegara (2016: 61), motivation is a state or force that propels workers who are led or directed to accomplish the organizational goals of the enterprise. In the meantime, according to Serdamayanti (2014: 233), motivation is the readiness to put forth a significant amount of effort toward organizational goals, contingent upon the capacity of that work to satisfy personal needs.

If human resources work to enhance employee performance to meet established company objectives, the business can be deemed to be successful. According to Sandy (2015: 11), performance refers to the accomplishments made by personnel in completing the assigned work. Meanwhile, performance, also known as work performance, is the outcome of a person's job based on his or her work behavior in carrying out tasks at work, according to Sutrisno (2016: 151).

From the description above, it can be made a framework as follows:
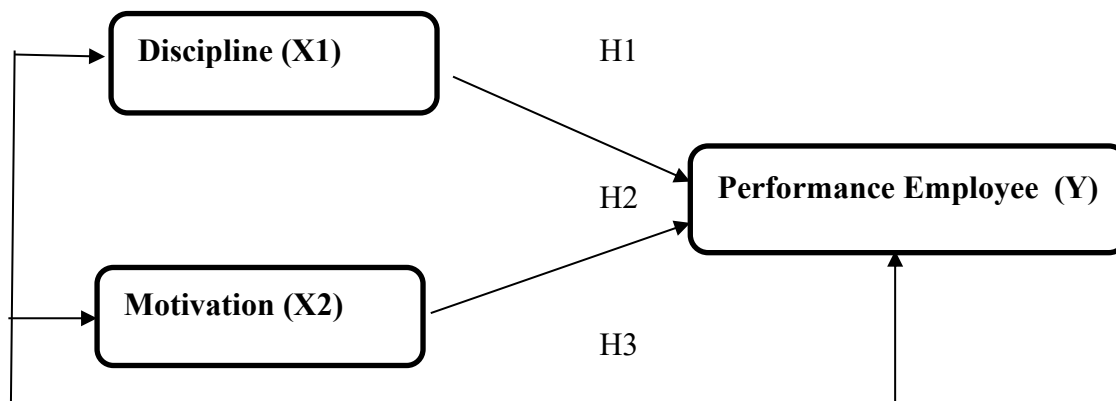

Figure 1: Thinking Framework

Based on the framework and literature review described above, the hypothesis of this study is:

H1: Discipline has a significant effect on employee performance at the Batam City Property Company
H2: Motivation influences employee performance at Property companies in Batam City
H3: Discipline, work stress and motivation simultaneously have a significant effect on employee performance at Batam City property companies

METHODS

Research design

A researcher's framework for selecting the research methods and techniques is known as the research design. The structure enables researchers to develop successful research strategies and set up their investigations for success. The type of research (experimental, survey research, correlational, semi-experimental, review) and its subtypes are described in the research topic design (experimental design, research problems, descriptive case studies). What is meant by qualitative research, according to Keirl and Miller in Moleong (2018: 11), is "a certain tradition in the social sciences that primarily relies on observation, which is done to get the most out of it."

Research sites

The research location is a Property company in Batam City

Population And Sample

The population used was 200 respondents using the Slovin formula with a tolerance error rate of 5%, while the sample used was 115 respondents.

RESULTS AND DISCUSSION

Respondent Profile

The results of the analysis of respondents based on gender can be seen in the following table:

Table 1 Profile of Respondents by Gender

No	Description	Frequency	Percent
1	Male	72	62
2	Woman	43	38
	Total	115	100,0

Source: Results of 2022 Primary Data Processing

Table 1's findings show that there were 115 total respondents in this survey, 72 of them were men and represented a proportion of 62.0%; the remaining 43 respondents represented a percentage of 38.0%. This demonstrates that there are more men than women among respondents.

Discipline variable validity test (X1)
The results of validity data processing can be seen in table 2 below:

Table 2 Discipline Validity Test Results (X1)

Discipline			
Statement	r-hitung	r-tabel	Description
X1_1	0,732		Valid
X1_2	0,670		Valid
X1_3	0,740	0,2079	Valid
X1_4	0,710		Valid
X1_5	0,770		Valid

Source: Results of 2022 Primary Data Processing

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Table 2 shows that, for all variable X1 statements, the rcount value is higher than the rtable value (Df = 115). As a result, all disciplinary variable statements (X1) are recognized as true and are available for use in subsequent testing.

Tabel 3 Motivation variable validity test (X3)

Motivation			
Statement	r-hitung	r-tabel	Description
X2_1	0,630		Valid
X2_2	0,730	0,2079	Valid
X2_3	0,720		Valid
X2_4	0,670		Valid

Source: Primary data

The rcount number for every variable X2 statement is higher than the rtable value of 0.2079 (df = 113), as can be seen from Table 3 above. As a result, all assertions relating to the motivating variable (X3) are deemed genuine and may be applied to additional testing.

Table 4 Uji validitas variabel kinerja karyawan (Y)

Kinerja Karyawan			
Pernyataan	r-hitung	r-tabel	Keterangan
Y_1	0,710		Valid
Y_2	0,720		Valid
Y_3	0,640	0,2079	Valid
Y_4	0,710		Valid
Y_5	0,640		Valid

Source: Primary Data

The rcount number for every variable Y statement is higher than the rtable value of 0.2079 (df = 123), as can be seen in Table 4 above. As a result, all claims regarding the employee performance variable (Y) are deemed true and may be applied to additional testing.

Reliability Test Results

By computing the Cronbach alpha correlation for each statement item in one variable and comparing the results, the reliability test can be used to gauge how trustworthy a measuring instrument is, with > 0.6 denoting reliability and 0.6 denoting unreliability.

Table 5 Reliability Test Results

No	Variabel	Cronbach's Alpha	N of Items	Keterangan
1	Discipline	0,780	5	Reliabel
2	Motivation	0,820	4	Reliabel
3	Performance Employee	0,840	5	Reliabel

Source: Primary Data

Based on Table 5, it is known that the employee performance variable has a Cronbach's Alpha value of 0.840, the motivation variable has a value of 0.820, and the discipline variable has a value of 0.780. The value of Cronbach's Alpha for each variable is greater than 0.6, indicating the reliability of this research tool.

Classical Assumption Test Results
Multicollinearity Test Results
According to Sugiyono (2016: 87), a test tool called the Variance Inflation Factor can be used to determine multicollinearity symptoms (VIF). The secret is to compare each independent variable's value to the dependent one. The absence of multicollinearity symptoms in the model is shown by a VIF value of less than 10.

Table 6 Multicollinearity Test Results
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,041	1,112		3,532	,000		
	Disipline	,624	,081	,414	4,340	,000	,413	2,880
	Motivation	,566	0,85	,510	4,361	,000	0,531	1.814

Dependent Variable: Employee Performance

The Variance Inflation Factor (VIF) value of each variable of disciplinary pay and motivation is 2.880 10, which indicates that multicollinearity does not occur, as can be seen from Table 6 above.

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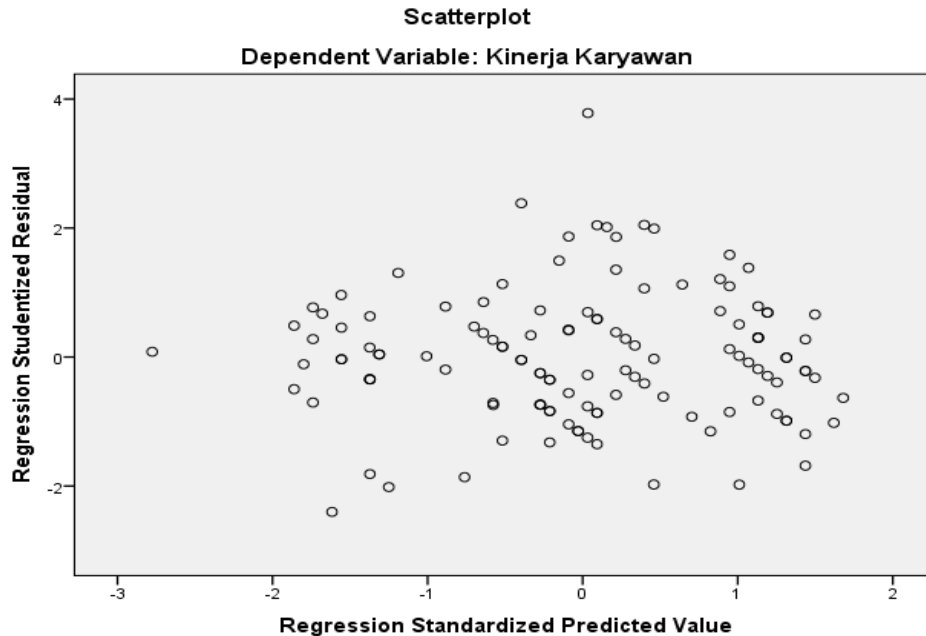
Heteroscedasticity Test Results

Figure 2 Scatter Plot Graph

The results of the scatter plot graph above show that the dots are dispersed and do not clearly create a pattern. Therefore, it may be said that the regression model does not have a heteroscedasticity issue.

Test Results for the Coefficient of Determination (R2)

The percentage of variance in the independent variables employed in the model that can explain the variation in the dependent variable is indicated by the coefficient of determination (R2). If R2 is equal to 1, then the percentage of influence given by the independent variable to the dependent variable is perfect. If R2 is equal to 0, then there is not even the least amount of influence contribution given by the independent variable to the dependent variable.

Table 7 Test Results for the Coefficient of Determination (R2)

Model Summary

Model	R	R Square	Std. Error of the Estimate
1	,850[a]	,810	2,070

a. Predictors: (Constant), Disiplin dan Motivasi

Based on Table 7 it can be concluded that R Square = 0.870 means that discipline and motivation have an effect of 87% on employee performance.

DISCUSSION

A. Discipline affects employee performance

The findings of this study have demonstrated that employee performance is influenced by discipline. Given the results of the computations, it can be concluded that Ho is rejected and Ha is accepted since tcount (4.361) > ttable (1.97944) and significant value = 0.000 less than 0.05. This study provides statistical evidence that employee performance in Batam City real estate firms is significantly impacted by punishment.

B. Motivation influences employee performance

The findings of this study have demonstrated that employee performance is influenced by motivation. Given the results of the computations, it can be concluded that Ho is rejected and Ha is accepted since tcount (5.830) > ttable (1.97944) and significant value = 0.000 less than 0.05. This study provides statistical evidence that the performance of Batam City employees of property companies is significantly influenced by motivation.

C. Discipline and motivation affect employee performance

The findings of this study have demonstrated that employee performance at cargo enterprises in Batam City is influenced by salary, motivation, and discipline. According to the outcomes of the computations, Ho is rejected and Ha is accepted since the value of Fcount (184.500) > Ftable (3.07) and a significant value = 0.000 0.05. It demonstrates how discipline and incentives work together to influence how well workers at cargo companies in Batam City perform by rejecting Ho and accepting Ha.

CONCLUSION

Based on the results of the research and discussion above, several conclusions were made, namely:

a) a) In light of the findings of this study, employers must stress the value of discipline to all employees since it affects how well property firm employees in Batam City perform.

b) The study's findings indicated that employee performance is influenced by motivation. In order for employees to increase firm performance, employers must be able to motivate them.

c) Based on the findings of this study, it is concluded that employee performance is influenced by motivation and discipline, and that company involvement is necessary to boost employee competence, discipline, and work motivation.

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