

THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON HUMAN RESOURCES OF LAMPUNG POLICE EMPLOYEE PERFORMANCE

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Abstract. *The research objective in this thesis is to examine the effect of work motivation and work discipline on the Performance of the Lampung Regional Police HR Bureau members. This study used a population research method with a total of 51 respondents. The analysis is used using quantitative analysis and data processing using the SPSS program. The results showed that work motivation affects the Performance of the members with an influence contribution of 84.3%.*

Furthermore, Work Discipline also affects the Performance of members with an influence contribution of 87%. Taken together, there is an influence between Work Motivation and Work Discipline on Member performance. The amount of influence of the two variables X1 and X2 on Y is 89.7%, the remaining 10.3% is influenced by other variables outside of this study.

Keywords: *Motivation, Discipline, and Performance.*

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA SATUAN KERJA BIRO SUMBER DAYA MANUSIA POLDA LAMPUNG

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Abstrak. Tujuan penelitian dalam tesis ini adalah untuk mengkaji pengaruh Motivasi Kerja dan Disiplin Kerja terhadap kinerja Anggota Biro SDM Kepolisian Daerah Lampung. Penelitian ini menggunakan metode penelitian populasi dengan jumlah responden sebanyak 51 Anggota. Analisis dipakai menggunakan analisis kuantitatif dan pengolahan data menggunakan program SPSS. Hasil penelitian menunjukkan bahwa Motivasi Kerja berpengaruh terhadap kinerja Anggota dengan kontribusi pengaruh sebesar 84,3%. Selanjutnya Disiplin Kerja juga berpengaruh terhadap kinerja Anggota dengan kontribusi pengaruh sebesar 87%. Secara bersama-sama terdapat pengaruh antara Motivasi Kerja dan Disiplin Kerja terhadap kinerja Anggota. Besarnya pengaruh kedua variabel X1 dan X2 terhadap Y sebesar 89,7%, sisanya 10,3% dipengaruhi oleh variabel-variabel lain di luar penelitian ini.

Kata kunci: Motivasi Kerja, Disiplin Kerja, dan Kinerja

PRELIMINARY

Human resources are the most critical factor in an organization. Thus, every organization must continuously improve the quality of its human resource performance to achieve the goals that have been set. The organization or agency does not only expect talented and skilled human resources, but more importantly, the organization expects its employees to be willing to work hard and have the desire to achieve optimal work results. (Trisnowati Josiah 2021)

This is due to the success of an organization or agency determined by human factors or employees in achieving its goals. An employee who has high and good Performance (work or work produced) can support achieving goals and objectives set by the organization or agency.

According to (Robbins 2001), motivation is a process as the first step for someone to take action due to physical and psychological deficiencies. In other words is an encouragement that is shown to fulfill specific goals.

Then work discipline in a company/organization also has a vital role in improving employee performance. (M.

Sinungan n.d.) discipline is an attitude of willingness and willingness of a person to obey and obey all the norms of the regulations that apply around him; efficient work requires productive working hours for members in terms of quality and quantity (Prawiro Sentono 2000).

According to (Rosmadi 2018), Performance is how a person is expected to function and behave according to the tasks assigned to him. Any expectations about how a person should act in

In achieving tasks by the main functions of functions according to Perpol Number 14 of 2018, employees at the Lampung Police HR Bureau Satker are required to have high Performance due to being a satker that carries out the function of managing human resources within the Lampung Regional Police organization.

The Saker of the Lampung Police HR Bureau to manage the organization following its main functions, an evaluation is carried out using a performance management system which includes two aspects of assessment, namely, the target work in (specific job assessment) and individual competencies (generic job

assessment) by giving a certain weighting which is further classified into A (Very good), B (Good), C (Enough), D (Poor) and E (very poor).

Individual work targets (specific performance assessments) are statements of the main tasks carried out by each individual in accordance with their job descriptions, while individual competencies (generic performance assessments) are skills needed by an employee to support the implementation of basic tasks.

From the *Subbagrenmin Biro SDM Polda Lampung* it can be seen that the number of employees of the Lampung Regional Police HR Bureau with a classification value of 1 (one) person or 2%, classification B as many as 18 (eighteen) people or 36%, classification C as many as 34 (thirty-four) people or 64.2% and there are no employees with classification values D and E or 0%. This explanation shows that the Performance of the HR Bureau's satker employees is still lacking.

In general, the Lampung Regional Police's HR Bureau satker is quite good in terms of quantity, with monthly report indicators reported to the leadership and sent to the Headquarters level on time. However,

from the results of the performance appraisal of the Lampung Police HR Bureau employees, there are still employee performances that are still in classification C. This is because employees are less active in developing their potential. So there is difficulty to be oriented when faced with new tasks.

THEORETICAL REVIEW

Understanding Motivation

Motivation that comes from within a person has two elements (Nawawi 2012), The first element is the impetus to act, the second element is the goal or goal (reward here can also be interpreted as a motivator) which the act will direct. Two elements in this motif that make a person want to do activities and at the same time achieve what is desired through these activities. The two elements cannot be separated because if one element is not present, then activity will not arise. While motivation that comes from outside is a stimulus from outside in the form of objects or non-objects that can encourage people to have, enjoy, control or achieve the object or not the object.

Motivation comes from within a person and inspiration outside of a person

has something in common, namely the existence of a goal or reward that someone wants to achieve by doing an activity. The goal to be achieved is basically to meet basic human needs that are physical 13 and non-physical. If these needs can be met, then work motivation in a person will increase.

Motivation Theory

(S. W. J. Kozlowski 1989) Maslow in Need Hierarchy Theory, states that human needs and satisfaction are plurals, namely psychological and biological needs in the form of material.

Maslow in (Malayu .S.P. Hasibuan 2001) classifies the existence of five human needs:

- a. Humans are social creatures who want and always want more. This desire is continuous and stops when the end of life arrives.
- b. A need that has been satisfied has become a motivational tool for the perpetrator. Only unmet needs become motivational tools
- c. Human needs are stratified. The levels of human needs that encourage humans to work, according to Maslow, are work discipline.

(Dharmawan 2020) argues that work discipline is the attitude of a person's willingness and willingness to obey and comply with all applicable local regulations. Work discipline also requires sanctions, namely certainty or obligation to impose penalties on anyone who dares to violate or ignore the rules that have been set.

The problem of work discipline is a very necessary problem attention because discipline can affect the effectiveness and efficiency of achieving organizational goals, both private and government.

Based on the understanding expressed above, it appears that discipline is a management action to encourage members of the organization to comply with various provisions and regulations that apply within an organization, which includes (Prawiro Sentono 2000) (1) the existence of rules or regulations - provision; (2) followers' obedience; and (3) the existence of sanctions for violators.

RESEARCH METHODS

The object of research is the object of study (Indonesian Dictionary). According to (Arikunto, Suharsimi 2010) , the object of research is a set of elements that can be in the form of people, organizations, or goods to be studied. In addition, the object of

research can be interpreted as the subject matter to be studied to obtain data in a more focused manner. The research objects in this paper include (1) Motivation, (2) Work discipline (3) Employee performance at the Lampung Police HR Bureau.

Primary data is data collected and processed by researchers directly from respondents. In this study, primary data was obtained by giving respondents a questionnaire (questionnaire), namely: employee at the Lampung Police HR Bureau.

Secondary Data, namely data obtained from other parties who have processing or publishing primary data such as obtained from the Annual Report of the Service, Scientific Magazines, Bulletins and so on.

Data collection techniques are the methods used by researchers to obtain data. With the right data collection techniques, objective, valid and reliable data can be obtained.

The data collection techniques obtained are as follows:

1. Literature study (Library Research) can be collected through literature and

scientific writings that relate to the problems studied.

2. Field studies (Field Research), carried out directly to the object of research, the types of data that will be revealed with each tool include:

- a. Observation, namely conducting direct comments on the thing of research
- b. The questionnaire, namely the primary data collection technique by submitting several written statements with alternative answers submitted to respondents

In the opinion of (Arikunto 2012) that if the population members are greater than 100, then a sampling method can be carried out by taking samples of 10%, 15%, and so on from the population members, but if the population members are less than 100 it is better to use the census method with examining all members of the population.

On the basis of the above, this study uses the census method by examining all members of the population, so that in this population study, the respondents were 53 employees, and the sample used was 51 employees because the head of the HR Bureau and researchers were not used as research samples.

The quantitative analysis used in this study aims to determine the effect of motivation and work discipline on employee performance at the Lampung Police HR Bureau.

Regression analysis is used to predict how far the value of the dependent variable changes if the value of the independent variable is manipulated/changed or increased or decreased.

RESULTS AND DISCUSSION

Simultaneous calculation between the variables of Work Motivation (X1) and Work Discipline (X2) together (simultaneously) on the Performance variable (Y) of the Lampung Regional Police HR Bureau through the results of calculations through the SPSS Program as follows:

Model Summary

Model R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
				R Square Change	F change	df1	df2	Sig F change
1	.947a	.897	2,75002	.897	207,972	2	2	.000

a. Dependent Variable: y

The correlation between work motivation and work discipline with Performance is 0.947, meaning that the three variables have a very strong and positive

relationship. It means that the better the Work Motivation and Work Discipline, the Performance will increase. On the contrary if the Work Motivation and Work Discipline is not good then the Performance of the Lampung Regional Police HR Bureau Members will decrease.

Coefficient of Determination (KD) = $R^2 = 0.897 = 89.7\%$. So it can be concluded that the magnitude of the influence of Work Motivation and Work Discipline on Performance is 89.7% and the remaining 10.3% is due to adjustment of other factors that the authors did not examine in this study.

Based on the results of the study, the data obtained from multiple regression calculations between Work Motivation (X1) and Work Discipline (X2) on Performance (Y) as following:

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	1,538	1,803		,853	,398
1 X1	,371	,106	,399	3,509	,001
X2	,587	,117	,569	5,002	,000

a. Dependent Variable: y

Based on the table above, then enter the equation: $Y = 1.538 + 0.371X1 + 0.587X2$.

1. Every time there is an increase in the value of the Work Motivation variable by one point, then Performance will increase by 0.371 points assuming other variables do not change.
2. Every time there is an increase in the value of the Work Discipline variable by one point, then the Performance will increase by 0.587 points assuming other variables do not change.
3. Based on the partial t test test, work motivation $t_{count} > t_{table}$ $3,509 > 1,67528$, then H_0 is rejected, and H_1 is accepted (research hypothesis), meaning that motivation has a real and significant effect on Performance with a significance level of 0.001. Work discipline variable $t_{count} > t_{table}$ $5,002 > 1,67528$ then H_0 is rejected, and H_1 is accepted (research hypothesis), meaning that work discipline has a real and significant effect on Performance with a significance level of 0.000. This shows that work discipline is the most important variable in determining employee performance in the organization. The following variable that has a significant role in influencing the Performance of members of the Lampung Police HR Bureau.

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	3145,622	2	1572,811	207,972	,000 ^b
Residual	363,005	48	7,563		
Total	3508,627	50			

a. Dependent Variable: y

b. Predictors: (Constant), x2, x1

From the ANOVA test or F test, the F count is 207.972 with a significant level of 0.000 because the probability is much smaller than 0.05, then the F table value is 3.19, this means that $F_{count} > F_{table}$ then Work Motivation (X1) and Work Discipline (X2) together (simultaneously) affect the Performance of Members (Y) of the Lampung Regional Police HR Bureau. Thus the hypothesis which states: There is an influence between Work Motivation (X1) and Work Discipline (X2) together on Performance (Y) The Lampung Regional Police HR Bureau is that it can be proven or accepted based on the results of the analysis carried out above.

CLOSING

Based on the results of research and discussion, it can be concluded that:

1. Communication has a significant and positive effect on Employee Performance at the Regional

Development Planning Agency of Way Kanan Regency with the model $Y = 3.040 + 0.916X_1$ and $R^2 = 0.822$ or $R^2 = 82.20\%$ or communication (X_1) has an effect on employee performance of 82.20 % and the rest is influenced by other variables.

2. Work Discipline has a significant and positive effect on Employee Performance at the Regional Development Planning Agency of Way Kanan Regency with the model $X = 0.833 + 0.977X_2$ and $R^2 = 0.843$ or 84.43% or Work discipline has an effect on Employee Performance (Y) of 84.43 % and the rest is influenced by other variables.
3. Communication and Work Discipline together have a real and positive effect on the Performance of the Regional Development Planning Agency of Way Kanan Regency with the model $Y = 0.266 + 0.413X_1 + 0.579X_2$ and $R^2 = 0.869$ or $R^2 = 86.90\%$ or Communication (X_1) and work discipline (X_2) together have an effect on employee performance by 86.90% and the rest is influenced by other variables that the authors do not examine.

Based on the conclusion, the implications that should be done to improve employee performance at Bappeda Way Kanan Regency are:

1. The communication variable in the statement of a good working relationship pattern between superiors and subordinates is obtained with the lowest score. To be able to improve communication and good relations with fellow co-workers, both superiors and subordinates so that they are always maintained in a harmonious, safe, comfortable and peaceful manner by holding informal activities such as outbound or family gatherings, increasing the intensity of formal meetings between work units such as scheduled meetings to evaluate work results. employees and organizations.
2. In the work discipline variable in the statement of utilizing working hours as much as possible only for office work purposes, the lowest score is obtained. To improve work discipline, employees of the Way Kanan Regency Bappeda should be able to utilize working hours as much as possible only for office work purposes in completing their main tasks and functions so that they will improve

the Performance of Way Kanan Regency Bappeda employees.

3. In the employee performance variable on the statement item being able to carry out every job on time, the lowest score is obtained. To be able to improve Performance, a leader clearly informs each job and its completion time, because this can improve employee performance at the Regional Development Planning Agency of Way Kanan Regency.

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