

The influence of Motivation and Discipline Against Productivity of Educational Staff in UIN Raden Intan Lampung

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ABSTRACT

The influence of motivation and discipline of the Work Productivity of Educational staff in the UIN Raden Intan Lampung

This study aims to find out the influence of motivation and discipline of the workplace productivity of educational staffs in the UIN Raden Intan Lampung as well as the partial simultaneously design and research using the survey design in a way to gather information from respondents with the statement (kuisisioner) that structured and patterned according to the needs and the title refers to the research and examined the variables that motivation is a variable (X1), variable-disciplinary work (X2) and a variable work productivity (Y).

The research was conducted specifically to the educational staffs in the UIN Raden Intan Lampung as many as 71 research respondents. Based on research results obtained significant F value of 0,000 was less than 0.05 level of significance means of discipline and motivation can have a significant effect on the productivity of Educational staffs. The influence that occurred between the motivation and discipline to work simultaneously work productivity (r_{yxj}) with a regression coefficient of 0,681 with a coefficient determinasinya (r^2_{yxj}) of 0.464, or 46.4% variable work productivity is influenced by the motivation and discipline of work.

The influence of motivation on the partial work productivity is very significant that this can be seen from the significant value of t the 0,000 amounting to less than 0.05 significance level.

Then the influence of the work discipline of the partial work productivity is very significant that this can be seen from the significance of 0,014 earned less than the 0.05 significance level.

The conclusions of this study are : 1) work motivation and work discipline together to influence on significant to the productivity of education personnel at State Islamic University Raden Intan Lampung (2) The influence of the work motivation of the partial work productivity have significant effect on labour productivity of labour force in UIN Raden Intan Lampung, (3) The influence of the work discipline of the partial work productivity have significant effect on labour productivity of labour force in UIN Raden Intan Lampung

Keywords: Motivation, Discipline of Work and Work Productivity

A. Background

Raden Intan State Islamic University of Lampung officially changed its status to the University on April 3, 2017 in accordance with Presidential Regulation No. 38 of 2017 before UIN Raden Lampung is the State Islamic Institute Raden Intan. The vision of UIN Raden Intan Lampung becomes the center of the development of superior and competitive multidisciplinary Islamic science. The mission is to (1) organize Islamic sciences education with international competitiveness and competence (2) to develop research of Islamic sciences relevant to the needs of society (3) to develop the pattern of empowerment of Muslim society. (Renstra UIN Raden Intan Lampung 2017-2021)

The success of education personnel in achieving campus goals and solving various problems that exist in the campus will depend on the productivity of educational personnel perform their duties. Education personnel who work with good performance productivity to achieve the desired campus goals.

Another factor that affects work productivity is the communication channel in the organization if communication is not running or not used properly, this affects the operational organization [campus]. The organization consists of a number of people; involves interdependence; dependency requires coordination; coordination requires communication. Limited facilities and communication equipment. From the technology side, the decrease with new findings in the field of communication and information technology advancement, so that communication channel can be reliable and efficient as communication media. Organization is closely related to

productivity, productivity is the best comparison between the results obtained with the amount of resources used. Indicator of productivity calculation of each source of work used economically can be judged by money eg, wages of employees, promotion costs and other costs. The results achieved not only counted from the quantity and quality of something produced, but also in terms of the number of results in the form of goods and services are used by the public as consumers.

Other indicators, in addition can be measured with money as a unit of value, productivity can also be measured with the efficiency (use) of personnel as labor. This productivity is illustrated by the accuracy of the use of existing methods or working methods and tools, so that the volume and workload can be completed according to the time available. The results obtained are non material. This productivity is encountered in an organizational environment whose volume and workload are in the form of service to the community. (Edy Sutrisno 2016)

Increased productivity activities should start with efforts to foster motivation or work motivation to succeed in carrying out the work based on the awareness of the employee concerned - In addition to motivation also needs to be considered are factors of work discipline, innovative attitude factors, and knowledge management factors. Work discipline is the adherence of employees to norms or norms in the organization. An organization will succeed or even fail to be largely determined by the work discipline of its employees. The role of the discipline of work is very important

in creating a conducive working behavior in accordance with the goals of the organization. If every employee has a significant work discipline, it is expected to increase the productivity of work.

Factors that also affect work productivity is motivation, motivation is *"a set of energetic forces that originates both within as well as beyond an individual's being, to initiate work-related behavior, and to determine its form, direction, intensity, and duration"*(Donovan, J.J 2001.). That is, Motivation is a driver that originates in and from outside the individual; can lead to work behavior; and can also determine the shape, purpose, intensity, and duration of working behavior earlier.

Based on the background of the above problems, the authors intend to conduct research and assessment with the theme "The Influence of Motivation and Work Discipline on the Productivity of Teaching Personnel at Raden Intan State Islamic University of Lampung".

B. Problem Formulation

Based on the background, then some of the issues that will be discussed in this research are:

1. Are the Motivation of work and discipline together to influence the productivity of educational personnel in UIN Raden Intan Lampung?
2. Does work motivation have an effect on the productivity of educational staff in UIN Raden Intan Lampung?
3. Does the work discipline have an effect on the productivity of education personnel in UIN Raden Intan Lampung?
- 4.

C. Research Hypothesis

situation and implicate the

The hypothesis proposed in this study is stated as follows:

1. Allegedly working motivation to give effect to work productivity of educational staff in UIN Raden Intan lampung;
2. Suspected Work discipline to give effect to the productivity of labor personnel in UIN Raden Intan Lampung;
3. Suspected motivation and discipline to give influence together to the productivity of educational personnel UIN Raden Intan Lampung

D. Research Objectives and Purposes

The purpose of this study are:

1. To determine the effect of motivation and discipline on labor productivity of labor force in UIN Raden Intan Lampung;
2. To determine the effect of motivation on work productivity of educational staff in UIN Raden Intan Lampung;
3. To know the effect of discipline on labor productivity working staff at UIN Raden Intan Lampung;

Usefulness of research:

1. As one of contribution for the development of empirical research in analyzing work performance of educational staff in UIN Raden Intan Lampung;
2. As an input to better understand the public view of UIN Raden Intan Lampung campus products and services;
3. As input in the formulation of policy and improvement of campus environment UIN Raden Intan Lampung.

E. Library Review

Several previous studies have been done to see what criteria are the main consideration of increasing labor

productivity of labor force in UIN Raden Intan Lampung.

The study of Noor Ikhsan Muttaqin and Jumadi Muhammad Noor, on the Influence of Motivation, Satisfaction, and Work Discipline on Employee Performance, found the results quite interesting. Through multiple linear regression analysis found that motivation, job satisfaction and work discipline proved to have positive and significant influence on α 1%. (Noor Ikhsan Muttaqin and Jumadi Muhammad Noor 2013)

Different studies conducted by Riyadi in Surakarta (2006) Central Java, The Influence of Satisfaction and Work Motivation on Employee Productivity of Palace Hotel by using Analytical Technique using multiple linear regression linear probability model find result, satisfaction and work motivation have significant effect to work productivity .

Another study conducted by Mahasusiawanto (2009) using multiple regression analysis to analyze the influence of motivation and work discipline on employee performance in regional office of National Land Agency of South Sumatera Province finds motivation and work discipline to give effect to work productivity

Agung Gita Subakti (2013) conducted The Influence of Satisfaction and Work Motivation on Employee Productivity of Cafe X bogor by using Analytical Technique using multiple linear regression linear probability model find result, satisfaction and work motivation have significant effect to work productivity

F. Theoretical Framework

This study uses theories that are closely related to each other

1. Work Motivation

Motives and motivations are closely related to appreciating a certain behavior needs to achieve the goal. Motives generate energy mobilization (spirit) and strengthen one's behavior. Edy Sutrisno suggests motivation is a factor that encourages a person to engage in a particular activity of desire within an individual that stimulates it to perform actions. (Edy Sutrisno 2016)

J. Winardi, (2011) Motivation is a willingness to carry out high efforts, to achieve organizational goals conditioned by ability, such attempts to meet the needs of a particular individual.

Motivation is a desire that stimulates a person to perform actions. On the one hand, when viewed from an active / dynamic, motivation appears to be a positive effort in mobilizing and also directing the power and potential of the workforce to productively achieve and achieve predetermined goals. Conversely, when viewed from the passive or static, motivation will appear as a need and also as stimulants to be able to move, directing potential and human labor in the desired direction.

Work motivation is an important factor that determines the rate of growth of society. He found three common characteristics of people who have achievement motivation, namely:

- a. Expertise sets high personal goals but can be rationally achieved.
- b. More commit to the satisfaction of personal achievement from within than the lure of the gift from the outside.
- c. The desire for feedback from his work.

In conclusion, the meaning of motivation in this research is a strong desire to achieve success in a job characterized by self-actualization

efforts, concern on excellence and the implementation of an optimal task based on a rational calculation. Indicators of self-actualization are dedication, responsibility, independence, confidence and personal satisfaction. (Veitzal Rivai, Ella Jauvani Sagala 2013)

put forward the theory of motivation that is closely related to the concept of learning. He argues that many needs are derived from culture. He argues that when a person's needs are urgent, they will motivate them to try hard to meet those needs.

McClelland argues that individuals have 3 kinds of needs that are "achievement" needs, "affiliation" and "power" needs. Needs achievers means someone will be driven to work seriously if you feel will have the opportunity to be able to show their full ability to obtain the best results. The need for unity means that one will be compelled to work earnestly when it feels that the outcome of his work will result in friendship with others. The need for power means that one will be driven to work earnestly when it feels to be able to obtain the desired position and be able to control others. (McClelland, dalam Wilson Bangun 2017)

2. Work Discipline

Discipline is one of the important functions of human resource management and is the key to the realization of goals, because without any discipline, it is difficult to realize the maximum goal. (McClelland dalam Kusdyah, 2007)

Siagian (1995) Discipline is a management action to encourage members of the organization to meet the demands of these various provisions. In other words, employee discipline is one form of work

motivation that seeks to improve and shape the knowledge, attitudes and behaviors of employees so that employees voluntarily try to work cooperatively and with other employees. and improve his work performance. There are two types of discipline within the organization, which are preventive and corrective.

To apply discipline to employees can be done by:

1) Patterns of modeling or examples

A leader will be more authoritative if the leader has good attitudes, behaviors and personalities in a sense that is truly acceptable to the employees of the organization itself.

2) Able to Solve Problems

A reliable leader is when the leader is able to solve problems including those pertaining to his or her field of work. The ability of leaders to solve problems depends on the potential and ability of the leader. (Richard M Steers, And Lyman W. Porter 1991)

Preventive disciplining is an action that encourages employees to comply with various applicable regulations and meet established standards. This means that through the clarity and explanation of the pattern of attitudes, actions and behaviors desired of each member of the organization cultivated prevention should not be the employees behave negatively. Corrective Discipline is performed if any employee who has committed a breach of any applicable provisions or fails to comply with established standards, shall be subject to disciplinary sanctions.

From the above description can be concluded that the discipline of work is a very important thing and must be owned by every employee in order to realize organizational goals.

Therefore, every leader is obliged to discipline his employees so that all employees can work effectively.

3. Productivity

Productivity contains a philosophical understanding and understanding of operational techniques. Philosophically, productivity is a mental attitude that always has the view that the quality of life today must be better than yesterday and tomorrow must be better than today

While technically operational, productivity is the efficient use of resources to produce output. Furthermore, it can be said that productivity is the ratio associated with the output (goods or services) to one or more of the inputs that produce the output. More specifically productivity is the volume of physical goods actually produced divided by the actual physical input volume as well

defines Productivity as the ratio between the totality of outputs for each given period of time with the totality of inputs for any given time period.

From the above opinions it can be concluded that productivity in general is a measure of the output of goods and services compared with labor inputs, materials, and equipment.

Increased productivity means getting more output from input. Increased productivity does not mean to work harder, but work smarter.

3.1. Approach Productivity, there are four factors that affect work productivity, namely:

- 1) Technology;
- 2) Methodology;
- 3) Competence;

3.2. Reject Measure Labor Productivity

When talking about productivity, it is usually always associated with the ratio of the output (output) generated with the inputs from the sources used to achieve the expected results.

In other words, the results referred to here relate to the effectiveness of achieving a mini or achievement. Meanwhile, the sources used are related to the efficiency in obtaining the results and using minimal resources. Thus it can be stated, in productivity there is a relationship between efficiency and effectiveness.

Factors Affecting Work Productivity

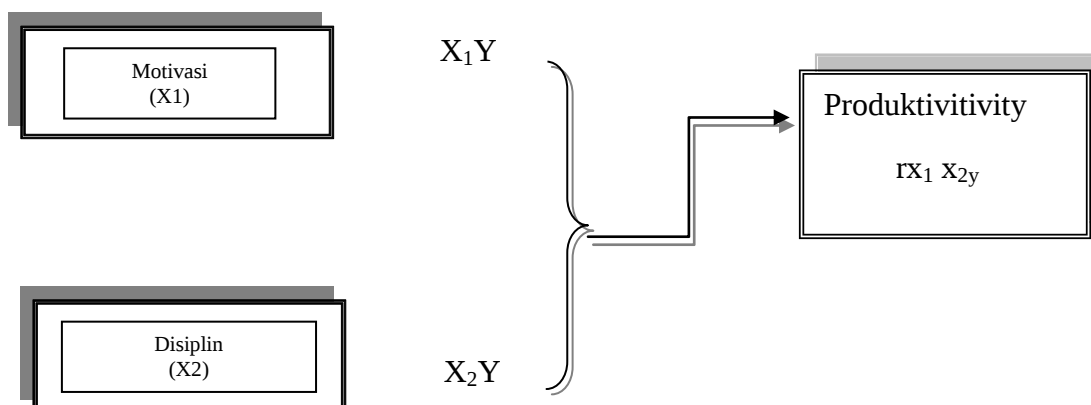
Some of the factors that affect productivity are:

- a. Self factors.
- b. Situational factors.

G. Thinking Framework

Based on literature review and logical reasoning has revealed that, motivation and discipline can provide optimal productivity according to what is targeted and goals UIN Raden Intan Lampung

In this research the above frame of mind can be further simplified in the form of diagram 1 as below.



Where: X 1 = Kerja Motivation; X2 = Work Discipline;
and Y = Work productivity.

H. RESEARCH METHODOLOGY

1. Research Design

This research is systematically designed including: determination of place and time of research, sampling technique, data collection technique, research design, research variable, data analysis technique, research instrument test, variable operational definition, and research method.

2. Place and Time of Research

This research was conducted at UIN Raden Intan Lampung with respondents to the education staff at Raden Intan State Islamic University of Lampung. The implementation of this research was conducted from July 14, 2017 - December 15, 2017

3. Sampling Technique

Population is the whole of the object of research or research targets While the sample is part of the number and characteristics possessed by the population. Furthermore, it states: "that the apablia population is more than 100 people then the sampling can be

taken 10% - 15% or 20% - 25%, if less than 100 people then the entire population made respondents."

In this study the sample will be taken as much as 40% with the technique of accident sampling, based on the number of educational personnel in UIN Raden Intan Lampung.

Referring to the above opinion, the sample to be used in this study amounted to 71 people from 178 people educational staff UIN environment in UIN Raden Intan Lampung

4. Data Collection Techniques

The main data collection tool in this research is Quesioner equipped with observation, interview and Documentation. Questionnaire design questions are tailored to research objectives through close ended questions by applying the Likert scale. The scoring score in this scale is 1 - 6 which is determined on each question item in the questionnaire, as stated below: Strongly Agree (SS) = 1, Agree (S) = 2, Somewhat Agree (USA) = 3,

Somewhat Not Agree (ATS) = 4,
 Disagree (TS) = 5 and Strongly
 Disagree (STS) = 6.

1. Research Variables

The variables of interest in this research are independent variable consisting of motivation variable (X1), work discipline variable (X2), (dependent) that is work productivity variable (Y).

2. Testing Tests Research instrument

Testing of this research instrument is conducted to obtain validity (validity) and reliability (reliability) data obtained from the questionnaire (instrument) research. The purpose of this test is to find out how valid and reliable each item of question is stated in the questionnaire. Validity test is done using product moment correlation technique. Both of these tests were performed using a SPSS data-processing program 24. The formulation of the validity test is expressed as follows:

$$r_{XY} = \frac{N \sum XY - \sum X \sum Y}{\sqrt{[N \sum X - (\sum X)^2][N \sum Y - (\sum Y)^2]}}$$

.....1

where: r_{XY} = correlation coefficient between item (X) with total score (Y)
 X = score of each item = score of item
 Y = total score = factor score
 N = number of respondents (Wiranata V, Sujarweni, 2015)

Furthermore, the reliability test using the Alpha

Cronbach coefficient measurement technique, with the formulation as follows:

$$r_{tt} = \frac{M}{M-1} \left[\frac{1 - V_X}{V_t} \right]$$

.....

....2

where: r_{tt} = Alpha correlation coefficient

V_t = total variable

M = number of questions

V_X = question grain variations

The conclusion of the results of this test is that if the coefficient value of Alpha (r_{tt}) count is greater than 0.5 then the variable or score given in instrument is reliable, and if it happens otherwise it is not reliable. (Sugiono, 2014)

3. Analysis of Results

Data analysis method used in this research is by way of descriptive and inferential analysis. The analytical tool used to test the hypothesis is adjusted for the purpose of the research. The purpose of the first study using one sample test, the second research objective using analysis of variance, and the third research objective using crosstab-chi-square.

a. One Sample Test

One sample test is used to identify what factors encourage educational personnel in UIN Raden Intan Lampung to increase work productivity.

b. Analysis of Variance (ANOVA)

Anova is used to test whether there is a significant difference between two or

more comparable sample means. By using this Anava it can be deduced whether the sample used comes from a population having the same mean. The use of Anava has the assumption that each sample is obtained by a normal population (normal distribution) and each population has the same variance

Based on the Anava assumption that the sample

must have the same normal distribution and variance, then the normality and homogeneity tests are performed. In Anava we will calculate the variance between the sample mean (Between sample group) and the variance in the sample mean (Within sample test). Furthermore, both estimates of the variance will be compared

Tabel 1. Tabel Anava

	Sum of Square	df	Mean Square	F Rasio
Between group	$\sum n_j(X_j - \bar{X})^2$	k - 1	SSB/df	MSB/MSW
With in Group	$\frac{\sum n_j s_j^2 - 1}{nT-1}$	n - k	SSW/df	
Total	SSB + SSW			

Hypothesis Testing with F-Test
 calculation Hypothesis testing using F

ratio is to compare between the value of F-test with F Table

By calculation:

$F = \frac{\text{estimated between group samples}}{\text{Estimates within sample group}}$

The following is the frequency distribution of Work Motivation variables (X1) based on data collected from questionnaires.
 Table 2. Frequency distribution of Motivation Work table (X1)

I. ANALYSIS AND DISCUSSION

1. Job Motivation Variable (Xj)

X ₁ - Motivasi Kerja											
	Jawaban						Prosentase				
Item	1	2	3	4	5	Total	1	2	3	4	5
Item-1	1	1	8	23	38	71	1%	1%	11%	32%	54%
Item-2	0	3	9	38	21	71	0%	4%	13%	54%	30%
Item-3	0	1	13	31	26	71	0%	1%	18%	44%	37%
Item-4	0	1	22	36	12	71	0%	1%	31%	51%	17%

Item-5	0	1	20	18	32	71	0%	1%	28%	25%	45%
Item-6	0	1	9	34	27	71	0%	1%	13%	48%	38%
Item-7	0	3	12	25	31	71	0%	4%	17%	35%	44%
Item-8	0	2	12	25	32	71	0%	3%	17%	35%	45%
Item-9	0	3	11	17	40	71	0%	4%	15%	24%	56%
Item-10	0	0	18	31	22	71	0%	0%	25%	44%	31%
Item-11	0	1	7	26	37	71	0%	1%	10%	37%	52%
Item-12	0	1	11	30	29	71	0%	1%	15%	42%	41%
Item-13	0	2	13	30	26	71	0%	3%	18%	42%	37%
Item-14	0	9	17	34	11	71	0%	13%	24%	48%	15%
Item-15	0	6	22	28	15	71	0%	8%	31%	39%	21%
Item-16	1	7	26	24	13	71	1%	10%	37%	34%	18%
Item-17	0	2	22	26	21	71	0%	3%	31%	37%	30%
Item-18	1	3	27	25	15	71	1%	4%	38%	35%	21%
Item-19	1	2	22	28	18	71	1%	3%	31%	39%	25%
Total	4	49	301	529	466	1349	0%	4%	22%	39%	35%

Source: Data processed

Based on the above table, the majority of respondents answered agree (39%) for the questions submitted to the variable of work motivation. While the answer strongly agree (35%) respondents. This reflects that in general, respondents

acknowledge that the motivation of work is going well.

b. Variable Work Discipline (X2)

The following is the distribution of Variable Work Discipline frequency (X2) based on the data collected from the questionnaire.

Table 3. Variable frequency distribution of Work Discipline.

X ₂ - Disiplin Kerja											
	Jawaban						Prosentase				
Item	1	2	3	4	5	Total	1	2	3	4	5
Item-1	0	0	10	21	40	71	0%	0%	14%	30%	56%
Item-2	0	0	6	11	54	71	0%	0%	8%	15%	76%
Item-3	0	0	1	27	43	71	0%	0%	1%	38%	61%
Item-4	0	0	5	18	48	71	0%	0%	7%	25%	68%
Item-5	0	0	5	22	44	71	0%	0%	7%	31%	62%
Item-6	0	0	6	27	38	71	0%	0%	8%	38%	54%
Item-7	0	0	5	26	40	71	0%	0%	7%	37%	56%
Item-8	0	0	4	29	38	71	0%	0%	6%	41%	54%
Item-9	0	0	0	15	56	71	0%	0%	0%	21%	79%
Item-10	0	0	1	18	52	71	0%	0%	1%	25%	73%
Item-11	0	0	9	17	45	71	0%	0%	13%	24%	63%
Item-12	0	1	9	19	42	71	0%	1%	13%	27%	59%

Total	0	1	61	250	540	852	0%	0%	7%	29%	63%
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Source: Data processed

Based on the above table, respondents who answered agreed (29%) respondents. While the answer strongly agree (63%) That is the respondents acknowledge that the discipline of work goes well.

c. Variable Work Productivity (Y)

Here is a table of frequency distribution of Work Productivity variables based on data collected from questionnaires.

Table 4. Performance frequency variable distribution

Y - Produktivitas Kerja											
	Jawaban						Prosentase				
Item	1	2	3	4	5	Total	1	2	3	4	5
Item-1	0	4	9	24	34	71	0%	6%	13%	34%	48%
Item-2	0	1	15	23	32	71	0%	1%	21%	32%	45%
Item-3	0	2	29	27	13	71	0%	3%	41%	38%	18%
Item-4	0	1	18	25	27	71	0%	1%	25%	35%	38%
Item-5	0	2	18	25	26	71	0%	3%	25%	35%	37%
Item-6	4	2	37	22	6	71	6%	3%	52%	31%	8%
Item-7	3	4	17	15	32	71	4%	6%	24%	21%	45%
Item-8	0	6	11	20	34	71	0%	8%	15%	28%	48%
Item-9	0	6	3	24	38	71	0%	8%	4%	34%	54%
Item-10	0	3	8	19	41	71	0%	4%	11%	27%	58%
Item-11	0	5	9	14	43	71	0%	7%	13%	20%	61%
Item-13	3	2	11	18	37	71	4%	3%	15%	25%	52%
Total	10	38	185	256	363	852	1%	4%	22%	30%	43%

Source: Data processed

Based on the above table, There is one unrequited answer from the respondent so that the 12th item's answer when the data analysis is removed. From the above table it is known that the answer agreed (30%) of respondents. While the answer strongly agree (43%). This means that respondents acknowledge that work productivity goes well.

1. Test Validity and Reliability

a. Validity test

Test Validity is done to test the research instrument in order to provide results in accordance with its purpose, by calculating the correlation between the score of items with the total score. By

using the application program SPSS for windows 24.0 version below described the results of the calculation of validity test using 20 respondents with a 95% confidence level.

From the result of validity test (attachment) it is known that all test results are valid due to corrected total correlation value of all items greater than 0.3077. So it can be concluded that the data variable motivation, work discipline and employee productivity earned obtained a valid value.

a. Test Reliability

Based on the calculation of the reliability value for each variable as follows:

Table 5. Reliability Motivation Instrumentation Test Results (X1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.869	.871	19

Table 6. Results of Labor Disciplinary Instrument Reliability Test (X-2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.769	.775	12

Table 7. Employee Productivity Reliability Test Results (Y)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.878	.879	13

Based on the results of reliability test above shows that all variables namely motivation variable, work discipline and employee productivity have a reliable value, this can be seen from the value of cronbach alpha greater than 0.3077.

Conclusion, because the questionnaire has been declared valid and reliable,

then the questionnaire has been feasible disseminated to the respondents to conduct research.

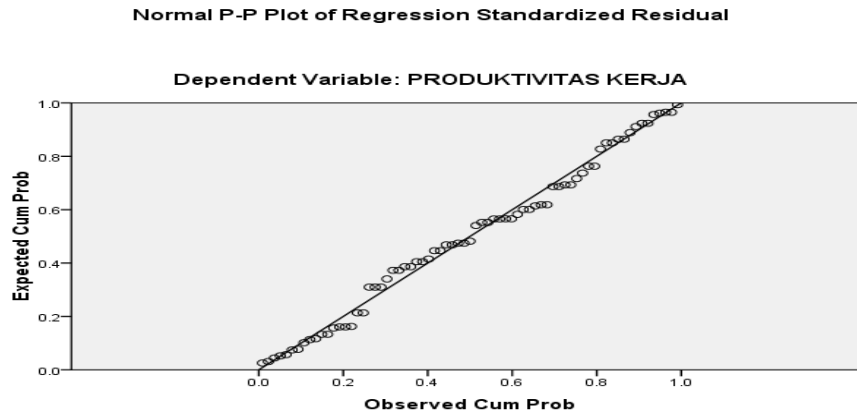
3. Multiple Regression Analysis

The purpose of this normality test is to find out whether the regression line model, dependent variable and independent variables have normal or near normal distribution data.

Normally distributed data in a regression model can be seen on the P-P plot, where when the spreading points around the diagonal line and its distribution following the diagonal line,

then the data can be said to be normally distributed. The following figure shows a graph of the result of the normality of the collected research data.

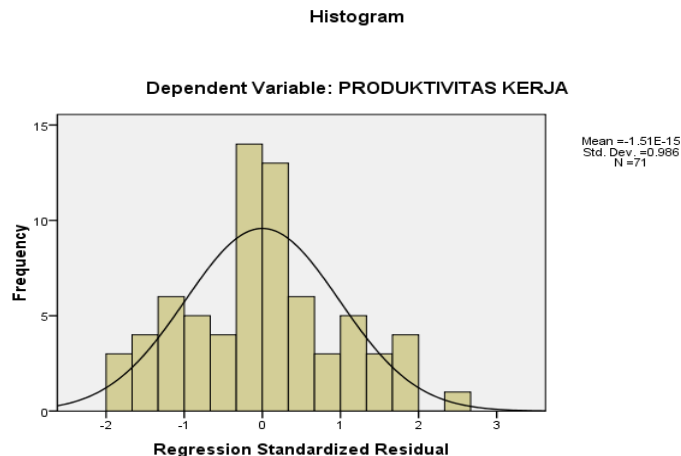
Figure 1. P - P plot

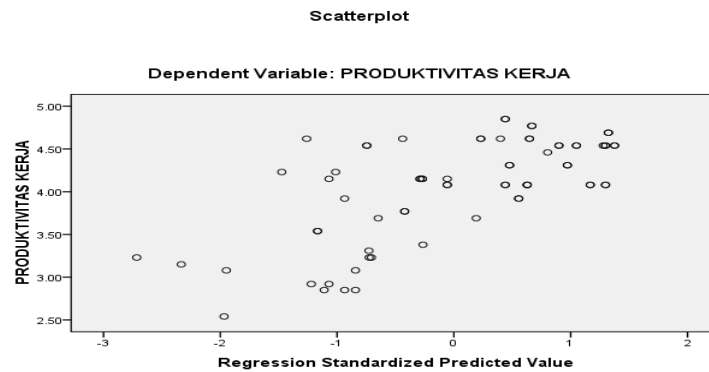


From the figure it is seen that all the dots approach the diagonal line, this means that the collected data is then entered into the regression line model for analysis to have been normally distributed.

From the regression test results also obtained information about the curves described in Figure 3, the figure shows that in general the bar chart is below the normal curve so that the Y data is normally distributed.

Figure 2. Histogram with Normal Curve





3.2. Results of Multiple Regression Analysis

3.2.1. Influence Motivation and Work Discipline

Table 8. Summary Model (b)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.681 ^a	.464	.448	.43911	.464	29.452	2	68	.000	1.669

a. Predictors: (Constant), DISIPLIN KERJA, MOTIVASI KERJA

b. Dependent Tabe: PRODUKTIVITAS KERJA

From the table above is known that the correlation coefficient (R) = 0.681a which means that between Work Motivation and Work Discipline have a close relationship to work productivity, which based on R square value of 0.464 means work productivity of 46.4% influenced by motivation and

Simultaneously To Work Productivity

a. Model Summary

The calculation results for the summary model can be seen in table 9 below:

work discipline and the remaining 53.6% is influenced by other factors.

c. Anova

To see whether the independent variable significantly or not influence the independent variables, the researcher uses the significance of F by comparing the significance value of F arithmetic with the specified alpha value of 0.05. The following can be seen the value of F arithmetic based on anova table

Table 9. Anova

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.358	2	5.679	29.452	.000 ^a

Residual	13.112	68	.193		
Total	24.469	70			

a. Predictors: (Constant), DISIPLIN KERJA, KERJA

b. Dependent Tabe: PRODUKTIVITAS KERJA

From the anova table it can be seen that the significance of F obtained is 0,000, this means that the motivation variable (X1), and the work discipline (X2) together have a very significant effect on the employee's work productivity (Y). These results indicate that there is a joint effect between X1, and X2 with Y (Ho rejected)

c. Regression Test Results

Based on the calculation results obtained by regression equation as follows:

$$Y = -0,721 + 0.624 X_1 + 0.493 X_2$$

From the above equation it can be interpreted as follows the constant value of -0.721 means that without the Motivation Work (Xi) and Work Discipline (X2) then the Employee Productivity will not exist (0).

Coefficient X1 = 0,624 means that if motivation have an increase of 1 unit of statistic score then Work Productivity also will change equal to 0,624 with provisions Discipline Work (X2) constant.

Coefficient X2 = 0.493 means that if the Work Discipline has an increase of 1 unit of statistics score then Work Productivity will also change by 0.493 with the provisions of Work Motivation (X₁) constant.

3.2.2. The Influence of Work Motivation and Work Discipline Partially To Work Productivity

Furthermore to see whether the influence between Work Motivation and work discipline partially to Work Productivity will be tested t. Based on

the results of the calculations seen in the table above is known significant level for Work Motivation, 000 < 0.05, this means that Motivation Work partially significant effect on Work Productivity. The significant level for Work Discipline is 0.014 < 0.05, this means that partially Discipline Work significantly influence on Work Productivity.

The following discussion is based on the results of statistical analysis of partial correlation, correlation correlation and multiple linear regression correlation, discussed as follows:

Effect of Work Motivation and Work Discipline on Work Productivity.

Based on the calculation results obtained significance value of F equal to 0.000 means jointly Work Motivation and Work Discipline has a very strong influence on the variables Working Productivity staff UIN Raden Intan Lampung environment. This supports the hypothesis that jointly working motivation and work discipline have a significant effect on performance. The condition of the field shows the work motivation and work discipline applied is good enough. Leadership support is also done by providing work motivation and continuous work discipline to subordinates. With better work productivity it is necessary to pay attention to the quality and quantity of the work.

Effect of Work Motivation (X1) on Work Productivity (Y).

Partially Work Motivation variables have a very significant effect

on Work Productivity Employees in the Regional Office of National Land Agency of South Sumatra Province. From the test result t 0.000 value (P -Value $<0,05$) it shows that hypothesis "Work Motivation effect on Work Productivity of educational power of UIN Raden Intan Lampung Selatan accepted". This means that Motivation Work partially have a very significant effect on Work Productivity of educational staff in UIN Raden Intan Lampung. This means that in general, each employee has a high motivation in the work and the influence of leadership in motivating subordinates quite successfully this proven truth and hypothesis acceptable. Understandable if most of the needs of educational personnel UIN Raden Intan Lampung is no longer thinking about material needs and non-material, because with the fulfillment of the needs in accordance with human nature as social creatures, biological and psychological they will work with joy and have the spirit and responsibility high, motivation is a provision of encouragement to a person to be effective in efforts to meet the needs of humans generally. In other words the success of the motivation process depends more on the growth of one's expectations in order to fulfill their life needs.

In order to achieve high productivity in line with the theory explains that Work Motivation aims to improve work productivity, increase stimulation so that employees are able to excel maximally and improve the work of the employees themselves. From the description is clear that the Work Motivation is none other than to increase Work Productivity.

Work Motivation is often regarded as the most visible and most common stimulus of the employee. Leaders need

to support Work Motivation because through Work Motivation the employees will be better and therefore more productive. Employees love to have Work Motivation because Work Motivation can improve their work (if they do not like the job). Or improve the skills that can be used to control the position they occupy or which they will occupy. In order for Work Motivation to go well, leaders need to pay attention to the needs of employees and also need to be evaluated continuously.

3. The Effect of Work Discipline (X2) on Work Productivity (Y).

Partially Work Discipline table has a very significant influence on Work Productivity of educational staff in UIN Raden Intan Lampung. From the test result t 0.000 value (P -Value $<0,05$) it shows that hypothesis "Work Discipline effect on Work Productivity at UIN Raden Diamond Lampung accepted". This means that Work Discipline partially significant effect on Work Productivity of educational staff in UIN Raden Intan Lampung.

Work discipline is often regarded as the most visible reference of the employee, the leader needs to support the Work Discipline because with the discipline of work the employees will become better and hence will be more productive in the completion of work. Teachers have Work Discipline because Work Discipline can improve their work.

J. Conclusion

Based on the results of analysis and discussion in Chapter IV and Chapter V then it can be concluded as follows:

1. Work Motivation (X1) and Work Discipline (X2) together have a significant effect on Work Productivity of educational staff at UIN Raden Intan Lampung.

2. Work Motivation (Xi) partially significant effect on Work Productivity at UIN Raden Diamond Lampung.
3. Work Discipline (X2) partially significant effect on Work Productivity Employees in UIN Raden Intan Lampung.

K. Suggestions

1. Work Motivation and Work Discipline should be maintained and improved jointly or partially to obtain high Employee Employee Productivity, both in UIN Raden Intan Lampung.
2. Motivation needs to be maintained and even improved so that the achievement of short and long term programs in achievement does not change the schedule set.
3. Work Discipline needs to be maintained but also need to be improved for Work Productivity can be better again.
4. This research is limited to educational personnel in UIN Raden Intan Lampung, then the above results can also be used as a reference for the next researcher with the object of other agencies.

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