THE INFLUENCE OF MOTIVATION, LEADERSHIP, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT SABANG MERAUKE TRADING (SMT)

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ABSTRACT

This study aims to describe the problems that exist in PT Sabang Merauke Trading as an importer of products where the development of the business sector as an importer is an opportunity for small companies for sub-sectoral jobs. Take advantage of opportunities to reach consumers, creating competition between similar technology service companies. This also makes every company have to innovate creative marketing strategies in selling the services offered to the target audience. PT SABANG MERAUKE TRADING (SMT), is a service company, which was founded in 2017 and is engaged in importer services. Constraints that often occur are when the project work schedule is under these circumstances, the need for leadership directions, company motivation and good work discipline between field of work at PT SABANG MERAUKE TRADING (SMT) Indonesia so that employee performance can be followed up as soon as possible so as not to cause disappointment from consumers. The results of the study stated that work motivation and discipline have an influence on employee performance, while leadership has no influence on employee performance.
Keywords: Motivation, Leadership, and Work Discipline, Employee Performance

INTRODUCTION

Human Resources (HR) are very important for an organization/company in managing, directing, and utilizing employees to function productively towards achieving organizational goals. Human resources of a company need to be managed properly to create a balance between employee needs and the demands and capabilities of the company. The growth of a company depends greatly on the quality of the performance of the workforce in the company itself. Motivation as a driver or motivator of behavior towards goal achievement is a cycle consisting of three elements, namely the existence of needs, drives to act and behave, and desired goals. These drives have components in the form of behavior direction and behavior strength (Kadarisman, 2012: 276).

Effective leadership plays an important and strategic role in determining the effectiveness and efficiency of achieving group and organizational goals. Luthans (2006: 637). According to Sinambela (2018), work discipline is the awareness and willingness of employees to comply with all organizational rules and social norms that apply. The discipline indicator is:

• Employee attendance intensity • Working according to job descriptions • Being vigilant and careful while working • Maintaining and taking care of work equipment • Compliance with work standards • Compliance with work rules

Work discipline provides positive benefits for the organization, as with work discipline from within employees, tasks can be completed in accordance with work standards and on time as determined. Wirawan (2009) explains that discipline is the attitude and behavior of compliance with organizational rules, work procedures, code of ethics, and other organizational cultural norms that must be obeyed.

Leadership, motivation, and work discipline are greatly needed by employees, considering that work in one field is related to work in other fields, so if there is a mistake in one field of work, all work will be hindered.

The frequent obstacle that occurs is when the work completion schedule experiences delays in work, in this situation, good work discipline is needed between fields of work so that it can be followed up as soon as possible, so as not to cause disappointment from consumers.

Referring to the background that has been presented, the problem formulation in this study can be determined as follows:

1. Is there an influence of motivation on employee performance at PT Sabang Merauke Trading (SMT)?
2. Is there an influence of leadership on employee performance at PT Sabang Merauke Trading (SMT)?
3. Is there an influence of work discipline on employee performance at PT Sabang Merauke Trading (SMT)?

Therefore, the objectives of this research are:

1. To determine and prove the influence of motivation on employee performance at PT Sabang Merauke Trading (SMT).
2. To determine and prove the influence of leadership on employee performance at PT Sabang Merauke Trading (SMT).
3. To determine and prove the influence of work discipline on employee performance at PT Sabang Merauke Trading (SMT).

RESEARCH METHOD

This research method uses qualitative research aimed to achieve an in-depth understanding of a situation, and using a descriptive approach. Cooper and Schindler (2014) explain that qualitative research is "A set of interpretive techniques that seeks to describe, decode, translate, and otherwise come to terms with meaning, not frequency, of natural phenomena that are experienced more or less in the social world." Furthermore, according to Creswell (2015), qualitative research "Starts with assumptions and the use of an interpretive framework that shapes or influences the study of the research problem related to the meaning that individuals or groups attach to a social problem"

RESULTS AND DISCUSSION

The result of validity test

Based on the results of the validity test, all statements from the variables of motivation, leadership, work discipline, and employee performance are valid, because the calculated r-value in the Corrected Item-Total Correlation table is greater than the r-value in the table. The r-value in the table is 0.1528.

Reliability Test

Based on the results of the reliability test, all statements from the variables of motivation, leadership, work discipline, and employee performance are considered reliable, because all Cronbach's alpha values from all variables are greater than 0.6.

Normality Test

From the P-P plot, it is known that all of the data follows a normal distribution, because all the data points are scattered and form a straight line that is parallel to the diagonal line, indicating that the data satisfies the normality assumption or follows the normal distribution.

Multicollinearity Test

The tolerance values of the motivation variable (0.407 > 0.05), leadership variable (0.579 > 0.05), and work discipline variable (0.420 > 0.05), while the VIF values of the motivation variable (2.458 < 10), leadership variable (1.728 < 10), and work discipline variable (2.382 < 10). Therefore, it can be concluded that there is no multicollinearity in the regression model.

Heteroskedasticity Test

The result of the test using scatterplots method shows that the data points are randomly scattered both above and below the number 0 on the Y-axis. Therefore, it can be concluded that there is no heteroscedasticity problem in both equations of the regression model.

Multiple Linear Regression Analysis

Table 1
Multiple Linear Regression
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.098	2.084		3.406	.001
	Motivation	.229	.104	.207	2.192	.034
	Leadership	-.024	.063	-.030	-.378	.707
	Work Discipline	.753	.091	.773	8.295	.000

a. Dependent Variable: Employee Performance
Source: SPSS Data Processing Results

Based on Table 1 above, the multiple linear regression equation is as follows:

Y = 7.098 + 0.228 Motivation - 0.024 Leadership + 0.753 Work Discipline + e The regression equation can be interpreted as follows:

1. The value of 7.098 is the constant value (α), which means that when the variables Motivation (X1), Leadership (X2), and Work Discipline (X3) are 0, the value of the variable Employee Performance (Y) is 7.098.
2. The value of 0.228 is the coefficient of the Motivation variable (X1), which means that if the Motivation variable (X1) increases by 1%, the level of influence on Employee Performance (Y) will increase by 22.8%.
3. The value of -0.024 is the coefficient of the Leadership variable (X2), which means that if the Leadership variable (X2) increases by 1%, the level of influence on Employee Performance (Y) will decrease by -2.4%.
4. The value of 0.753 is the coefficient of the Work Discipline variable (X3), which means that if the Work Discipline variable (X3) increases by 1%, the level of influence on Employee Performance (Y) will decrease by 75.3%.

Coefficient of Determination (X2)

Table 2
Coefficient of Determination (R2)
Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.918a	.843	.832	2.47278

a. Predictors: (Constant), Work Discipline, Leadership, Motivation

b. Dependent Variable: Employee Performance

Source: Results of SPSS Analysis.

The R Square value is 0.918, meaning that 91.8% of the variation in Employee Performance (Y) can be explained by the variables Motivation (X1), Leadership (X2), and Work Discipline (X3). The remaining 8.2% (100% - 91.8%) is explained by other factors.

Table 3
F Test
ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1415.070	3	471.690	77.141	.000ᵇ
	Residual	262.930	43	6.115		
	Total	1678.000	46			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Discipline, Leadership, Motivation						

Source: Results of SPSS Processing

From the Anova or F Test, it was obtained that the calculated F value is 77.141 with a significance level of 0.000. Since the probability is 0.000, which is much smaller than 0.05, the regression model can be used to predict the Employee Performance (Y) variable or in other words, the variables X1, X2, and X3, which are Motivation, Leadership, and Work Discipline, together influence the Employee Performance (Y) variable.

Hypothesis Testing (t-test)

Tabel 4
Uji t
Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	7.098	2.084		3.406	.001
	Motivation	.229	.104	.207	2.192	.034
	Leadership	-.024	.063	-.030	-.378	.707
	Work Discipline	.753	.091	.773	8.295	.000
a. Dependent Variable: Kinerja Karyawan						

DISCUSSION

H₁ = There is an influence of Motivation (X1) on Employee Performance (Y) at Sabang Merauke Trading (SMT) PT.

The results of the study showed that motivation has an effect on employee performance, with a significant value of less than 0.05 (0.034 < 0.05) and the calculated t-value is greater than the t-table (2.192 > 2.016). The motivation variable has a regression coefficient value of 0.229 (positive value). This means that motivation is very important for employees. If employees have motivation in their work, they will produce good performance and good results for the company.

Motivation as a driving force for behavior towards achieving goals is a cycle consisting of three elements, namely the existence of needs, drive to act and behave, and desired goals. These drives have components in the form of behavior direction and behavior strength. Motivation is a set of attitudes and values that influence individuals to achieve specific things in accordance with individual goals. These attitudes and values are invisible forces that provide the strength to push

individuals to behave in achieving goals (Rivai, 2005: 445). Furthermore, company motivation in the form of rewards or punishments is used to encourage employee performance in producing good products or services for consumers.

H₂ = There is no influence of Leadership (X2) on Employee Performance (Y) at Sabang Merauke Trading (SMT) PT.

The research results show that leadership does not have an effect on employee performance, with a significant value greater than 0.05 (0.707 > 0.05) and a t-value smaller than the t-table (-0.378 < 2.016). The leadership variable has a regression coefficient value of -0.024 (with a negative value). This means that good or bad leadership will not affect employee performance. Employees will still work according to the applicable company rules. Effective leadership within PT Sabang Merauke Trading (SMT) cannot be achieved without full inclusion, initiative, and cooperation from employees. Therefore, guidance has been provided to ensure that employees work according to the SOP. Leadership shows a relationship of influence between the leader and the follower to achieve a common goal in certain situations (Ulber Silalahi, 2011: 310). Good leadership has a positive influence on employee performance to achieve a common goal.

H3 = There is an Influence of Work Discipline (X3) on Employee Performance (Y) of PT Sabang Merauke Trading (SMT)

The research results show that Work Discipline partially influences employee performance, with a significant value of less than 0.05 (0.000 < 0.05) and a t-value greater than the t-table (8.295 > 2.016). The work discipline variable has a regression coefficient value of 0.753 (positive value). This means that the higher the work discipline of an employee, the better the performance for the company. Work discipline is very important in a company because if employees are not disciplined, the company's performance will show negative and declining results.

So far, all employees of PT Sabang Merauke Trading (SMT) have been working with discipline, following the rules that apply in the company. In addition to being disciplined in terms of work hours, employees are also required to be disciplined in their work. This is done to minimize customer complaints such as good quality imported goods, maintained quantity and quality, and delivered to customers on time, so that any small mistakes can be avoided. PT Sabang Merauke Trading (SMT) will provide strict sanctions for disciplinary violations committed by employees. This is done to minimize company losses and ensure customer satisfaction.

Work discipline is a management action that encourages employees to comply with various regulations. Employee discipline is a form of training that seeks to improve and shape the knowledge, attitude, and behavior of employees so that they voluntarily work cooperatively with other employees and improve their job performance (Rumondor et al., 2016). Work discipline provides positive benefits for organizations because with work discipline from within employees, they can complete tasks in accordance with standard work rules and on time as specified. Therefore, it can help improve employee performance. Good work discipline can reduce employees from engaging in deviant behavior.

CONCLUSION

Based on the results of data analysis and discussion regarding the influence of motivation, leadership, and work discipline on employee performance at PT Sabang Merauke Trading (SMT) using the multiple regression analysis method, the following conclusions can be drawn: The motivation variable has an influence on the employee performance at PT Sabang Merauke

Trading (SMT). The leadership variable does not have an influence on the employee performance at PT Sabang Merauke Trading (SMT). The work discipline variable has an influence on the employee performance at PT Sabang Merauke Trading (SMT).

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