



**THE INFLUENCE OF MOTIVATION, JOB SATISFACTION, AND WORK
DISCIPLINE ON PT EMPLOYEE PERFORMANCE SOUTH SOLOK
INDONESIAN PALM OIL KENCANA**

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ABSTRACT

Performance is determined by among others, performed motivation, perceived job satisfaction, discipline is applied as well. It is by oneself that a good performance will always give a good contribution to employees, so that employees will always have a love of their work. The purpose of this study was to determine the effect of motivation, satisfaction and discipline with the performance of PT. Kencana Sawit Indonesia branch of South Solok. Population of more than 108 employees with a specified sample of 52 respondents. This research method is associative with linear analysis techniques. Results of research conducted collectively motivation, satisfaction, and discipline on employee performance are very strong. Motivation is an encouragement to a series of human behavior in the achievement of the objectives, the appropriate motivation will encourage discipline and good satisfaction for the employees' performance.

Keywords: *motivation, satisfaction, discipline, and performance*

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INTRODUCTION

Along with the rapid development of the times in the fields of technology and science, universities are organizations that are expected to be able to face challenges professionally. The main element in achieving organizational goals is the people in the organization itself. There is a great need for people who are skilled and reliable in applying management activities as a process of utilizing human resources to achieve set goals. The human resources in question are the people in the organization. This process involves, organization, direction, coordination and evaluation of human resources (Yudistira, Yunilma, & Darmayanti, 2017). PT. Kencana Sawit Indonesia has a position as a central technical institution and a private sector which has the main task as implementer which cannot be separated from the administrative process.

Employee performance is the result of work both in quality and quantity achieved by someone in carrying out tasks in accordance with the responsibilities given (Mangkunegara, 2009).

Discipline is a person's willingness and readiness to obey and comply with all regulatory norms that apply around him. There is motivation and discipline applied to achieve existing goals, it is very important to encourage job satisfaction with the aim of maintaining and increasing employee work motivation by realizing job satisfaction and employee work discipline. An employee will always have a love for his work, in other words, an employee will have a satisfaction factor with his work. To support the following research, the number of employees and percentage of employee absenteeism at PT. Kencana Palm Indonesia South Solok branch.

The Effect of Motivation on Employee Performance

Motivation has a negative and insignificant effect on employee performance. This means that there is no relationship between motivation and employee performance at PT. Kencana Palm Indonesia because the calculated t is smaller than the t table

Based on the research results, it can be seen that work motivation has a positive but not significant effect on the performance of PT employees. Indonesian Palm Oil Conservation as a hypothesis. An employee's work is not optimal due to company policies that do not allow overtime or do not provide overtime pay for their employees. This is why work motivation has no significant effect on employee performance.

According to Ni'mah, Ironwood; Yulianeu SE (2017) states that motivation is "...getting a person to exert a high degree of effort..." which means "motivation makes a person work more achieving".

According to Skaalvik (2017) motivation is a process as the first step for someone to take action due to physical and psychological deficiencies or in other words, it is an encouragement shown to fulfill certain goals.

H₁: Work motivation has a positive and significant effect on the performance of PT employees. Kencana Palm Indonesia South Solok branch

The Effect of Job Satisfaction on Employee Performance

Job satisfaction matters positive and significant on performance. This means that there is a relationship between job satisfaction and increased employee performance at PT. Kencana Sawit Indonesia, if job satisfaction is good it will improve employee performance, this can be seen from the level of work of PT employees. Kencana Sawit Indonesia is loyal and responsive in handling problems that occur in the field regarding factory damage and repairs.

This reflects that the employees of PT. Kencana Sawit Indonesia has job satisfaction there and is willing to be loyal and volunteer in doing its work. In this research, job satisfaction has a significant effect on employee performance.

According to Iriana (2004) defines job satisfaction as a collection of pleasant and unpleasant feelings towards their work. Job satisfaction is viewed as a relative feeling of pleasure or displeasure, which is different from objective thoughts and behavioral desires.

H₂ Job satisfaction is thought to have a positive and significant effect on the performance of PT employees. Kencana Palm Indonesia South Solok branch



The Influence of Work Discipline on Employee Performance

Work discipline has a positive and significant effect on employee performance. This means that there is a relationship between job satisfaction and increased employee performance at PT. Kencana Sawit Indonesia, if work discipline is good it will improve employee performance, this can be seen from the level of work of PT employees. Indonesian Palm Oil Calendar. This reflects that the employees of PT. Kencana Sawit Indonesia has work discipline there and is willing to be loyal and voluntary in carrying out its work

In this research, discipline has a significant effect on performance. This research is in line with research conducted by (Sajangbati, 2013), that work discipline has an effect on employee productivity/performance so that it can increase employee productivity/performance.

In research conducted by (Ni'mah, Ulin, 2017), it is stated that work discipline has a positive effect on employee performance. The same results were also shown by research conducted by (Jung et al., 2017) concluding that work discipline has a direct influence on performance. This is because the level of discipline also influences the performance results of existing human resources, in other words, without discipline the existing level of time management will not be stable so that existing performance will be disrupted.

H₃ Discipline is thought to have a positive and significant effect on the performance of PT employees. Kencana Palm Indonesia South Solok branch

RESEARCH METHODS

The research method uses quantitative research. Based on the background and framework of thought presented in the previous chapter, the research objects are variables X1 (Motivation), X2 (Job Satisfaction), X3 (Work Discipline) and variable Y (Employee Performance).

The population for this research were employees at the PT factory. Kencana Palm Indonesia is in Nagari Sungai Kunyit, Kec. Sangir Balai Janggo, Kab. South Solok, West Sumatra Province. The population in this research included 52 employees. The type of data used is cross sectional data with primary data sources. The measurement scale in this research is an interval scale and a 1-5 Likert scale. The data collection instrument in this research used a questionnaire. How to collect data by distributing a list of questions to respondents. The variable definitions used in this research are classified into the dependent variable (Y) employee performance and the independent variable (X) motivation, job satisfaction and work discipline.

**Table 1
Operational Definition**

No	Variable	Understanding	Indicator	Scale Measurement
1.	Employee performance	Management is about creating relationships and ensuring good communication effective.	1. Quality 2. Quantity 3. Punctuality	Likert Scale

2.	Motivation	The process as the first step for someone to take action due to physical and psychological deficiencies or in other words is an encouragement shown to fulfill the goal certain.	1. Motivation 2. Hope 3. Incentive	Likert Scale
3	Satisfaction Work	It is a person's perspective, both positive and negative, about their work (Jung et al., 2017)	1. Satisfaction with salary (Satisfaction with pay) 2. Satisfaction with promotion (satisfaction with promotion) 3. Satisfaction with co-workers (satisfaction with co-workers) 4. Satisfaction with supervisor (satisfaction with supervisor) 5. Satisfaction with the job itself (satisfaction with itself)	Likert Scale
4	Work Discipline	This is an attitude that is very necessary and gets attention in every job carried out by each person in an effort to improve performance in order to achieve organizational goals.	1. Goals and Capabilities 2. Leadership Example 3. Firmness	Likert Scale

RESULTS AND DISCUSSION

1. Normality test

Table 2
Normality Test Results X1, X2 and X3 against Y

		Standardized Residuals
N		52
Normal Parametersa	Mean	.0000000
	Std. Deviation	.97014250
Most Extreme Differences	Absolute	,081
	Positive	,081
	Negative	-.053
Kolmogorov-Smirnov Z		,587
Asymp. Sig. (2-tailed)		,881

Source: SPSS Processed Data

From table 2 above, the results of variables X1, Sig Standardized Residual is 0.881. It can be concluded that the significance value is greater than alpha 0.05, thus the normality test results show that the data is normally distributed.



2. Multicollinearity Test

Table 3
Multicollinearity Test X1, X2 Against Y

Model		Tolerance	VIF
1	(Constant)		
	Motivation	,182	5,507
	Job Satisfaction Work	,160	6,267
	Discipline	,694	1,442

Based on table 3 above, it can be seen that the results of the processed data show that there is no correlation between the independent variables (free of multicollinearity). The basis for decision making with VIF can be said to have no correlation if the value is less than 10.00, while the resulting value for each variable is less than 10.00, then this shows there is no correlation between these variables. If we look at the tolerance values produced by the two variables, it also explains that there is no correlation between these variables, where the value of the two variables is greater than 0.10, which is the measurement standard for the Heteroscedasticity Tolerance Test.

Table 4
Heteroscedasticity Test for Variables X1, X2 and X3 against Y

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	0.101	1,085		-0.093	.0926
	X1	-0.010	0.063	0.052	0.156	0.879
	X2	0.024	0.056	0.151	0.439	0.663
	X3	-.054	,047	-.181	-1,153	0.254

Based on table 4 above, it can be seen that the significant value of the motivation variable is 0.879 greater than 0.05 and the significant value of the job satisfaction variable is 0.663 greater than 0.05, and the work discipline variable is 0.254 greater than 0.05. Thus the significant value of the three variables is >0.05, this means there is no heteroscedasticity problem and can be continued.

Multiple Linear Test Results

Table 5
Multiple Linear Test Results

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	10,642	2,825		3,767	,000
	X1	.173	.138	,234	1,254	,216
	X2	,227	,091	,494	2,485	.016
	X3	,167	,079	,201	2,108	,040

From the table above, it can be concluded that the multiple linear regression notation or equation obtained is:

$$Y = 10.642 + 0.173X_1 + 0.227X_2 + 0.167X_3$$

Based on the table above, the results of the multiple linear regression

equation provide the assumption that.

- a. A constant value of 10,642 means that if the variables studied, in this case Motivation towards performance, Job satisfaction towards performance, and Work discipline towards performance are assumed to have a value of zero. So employee performance remains 10,642.
- b. If the regression coefficient value of Motivation on employee performance is 0.173, which means that if Motivation on performance increases by one unit, it will increase employee performance by 0.173, assuming other factors are considered constant.
- c. If the regression coefficient value is 0.227. Job satisfaction with performance means that if the relationship between job satisfaction and performance increases by one unit, it will increase employee performance by 0.227 assuming other factors are considered constant.
- d. If the regression coefficient value is 0.167. Work Discipline on performance means that if the relationship between Work Discipline and performance increases by one unit, it will increase employee performance by 0.167 assuming other factors are considered constant.

T Test Results

Table 6
T Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,642	2,825		3,767	,000
	X1	,173	,138	,234	1,254	,216
	X2	,227	,091	,494	2,485	,016
	X3	,167	,079	,201	2,108	,040

a. Dependent Variable: Y

From the table above, the results of the t test calculation of motivation on employee performance have a calculated t value of 1,254 with a significance of $0.216 < 0.05$ with a t table of 2.00758, this means the calculated t is smaller than the t table. Thus, H1 is not accepted, meaning that motivation does not partially influence employee performance at PT. Indonesian Palm Oil Calendar

From the table of t-test calculation results, job satisfaction on employee performance has a calculated t value of 2,485 with a significance of $0.016 < 0.5$ with a t table of 2.00758, this means the calculated t is greater than the t table. Thus, H2 is accepted, meaning that job satisfaction partially influences employee performance at PT. Indonesian Palm Oil Calendar.

From the table of calculation results of the t test for work discipline on employee performance, it has a calculated t value of 2,108 with a significance of $0.040 < 0.5$ with a t table of 2.00758, this means that the calculated t is greater than the t table. Thus, H3 is accepted, meaning that work discipline partially influences employee performance at PT. Indonesian Palm Oil Calendar.



DISCUSSION

The Effect of Motivation on Employee Performance

Motivation has a negative and insignificant influence on employee performance, this can be seen from the calculated t value (1.254) < t table (2.00758). This means that there is no relationship between motivation and employee performance at PT. Kencana Palm Indonesia because the calculated t is smaller than the t table.

Based on the research results, it can be seen that work motivation has a positive but not significant effect on the performance of PT employees. Indonesian Palm Oil Conservation as a hypothesis. This research is not in line with research conducted by Wijaya and Andreani (2015) with research entitled "The Influence of Motivation and Compensation on employee performance at PT. Sinar Jaya Abadi Bersama" which states that motivation and compensation have a positive and significant effect on employee performance, but this research is in line with previous research conducted by Dhermawan, Sudibiya and Utama in their journal entitled "The Influence of Motivation, Work Environment, Competence and Compensation on Satisfaction Employee Work and Performance in the Bali Provincial Public Works Office Environment" which states that motivation has a positive effect but is not significant because it can occur because employees who feel satisfied because their needs are not met by management can work optimally.

An employee's work is not optimal due to company policies that do not allow overtime or do not provide overtime pay for their employees. This is why work motivation has no significant effect on employee performance.

The Effect of Job Satisfaction on Employee Performance

Job satisfaction has a positive and significant effect on employee performance, this can be seen from the calculated t value (2.485) > t table (2.00758). This means that there is a relationship between job satisfaction and increased employee performance at PT. Kencana Sawit Indonesia, if job satisfaction is good it will improve employee performance, this can be seen from the level of work of PT employees. Kencana Sawit Indonesia is loyal and responsive in handling problems that occur in the field regarding factory damage and repairs. This reflects that the employees of PT. Kencana Sawit Indonesia has job satisfaction there and is willing to be loyal and volunteer in doing its work. In this research, job satisfaction has a significant effect on employee performance.

The same thing was also stated by previous researchers (Ni'mah, Ulin 2017) that job satisfaction has a significant effect on employee performance. These results also support research entitled the influence of motivation, job satisfaction and work discipline on employee performance by (Skaalvik & Skaalvik, 2017) which concluded that job satisfaction has a positive and significant effect on employee performance. This is also supported by the results of research by (Jung et al., 2017) which states that job satisfaction has a positive effect on employee performance,

The Influence of Work Discipline on Employee Performance

Work discipline has a positive and significant effect on employee performance, this can be seen from the calculated t value (2.108) > t table (2.00758). This means that there is a relationship between job satisfaction and increased employee performance at PT. Kencana Sawit Indonesia, if work

discipline is good it will improve employee performance, this can be seen from the level of work of PT employees. Indonesian Palm Oil Calendar. This is because the level of discipline also influences the performance results of existing human resources, in other words, without discipline the existing level of time management will not be stable so that existing performance will be disrupted. This reflects that the employees of PT. Kencana Sawit Indonesia has work discipline there and is willing to be loyal and voluntary in carrying out its work.

This research shows that discipline has a significant effect on performance. This research is in line with research conducted by (Sajangbati, 2013), that work discipline has an effect on employee productivity/performance so that it can increase employee productivity/performance.

In research conducted by (Ni'mah, Ulin; 2017), it is said that work discipline has a positive effect on employee performance. The same results were also shown by research conducted by (Jung et al., 2017) concluding that work discipline has a direct influence on performance. This is because the level of discipline also influences the performance results of existing human resources, in other words, without discipline the existing level of time management will not be stable so that existing performance will be disrupted.

CONCLUSION

The motivation provided by PT. Indonesia's palm oil industry is already relatively high, it should be maintained or better yet improved. For example, by giving employees more opportunities to obtain positions so that employees can be more active and motivated in pursuing opportunities for promotion. Satisfaction has a positive effect on employee performance. This can be seen from the results that job satisfaction has a positive and significant influence on employee performance at PT. Indonesian Palm Oil Calendar. The satisfaction felt by employees is the key to successful performance. By feeling satisfaction, employees will always have a love of work, so good performance will automatically be produced by employees. Work Discipline has a positive effect on employee performance. This can be seen from the results that Work Discipline has a positive and significant influence on employee performance at PT. Indonesian Palm Oil Calendar. The discipline applied will affect existing performance, in other words, without discipline the level of timing will not be stable so performance can be disrupted.

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