

## The Effects of Work Motivation on Employee Discipline in Tanjungkarang Barat Sub-District of Bandar Lampung, Indonesia

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Received: Dec 08, 2021

Revised : Jan 06, 2022

Accepted: Jun 11, 2022

Available Online: Jun 30, 2022

### Abstract

*This research aims to determine the effect of work motivation on employee discipline in Tanjungkarang Barat sub-district in Bandar Lampung. The data collection techniques used was observation, questionnaires, and documentation, and the t-test was used to test the hypothesis. The t-test result showed a  $t_{count}$  of 9.150, which was compared to the  $t_{table}$  value of 2.82 at a significant level of 0.05. Based on the decision rule,  $t_{count} = 9.150 > t_{table} 2.82$  indicates that Work Motivation (X) has a significant influence on Discipline (Y) of Employee. Furthermore, work motivation and discipline influence each other, as evidenced by the coefficient of determination ( $R^2$ ) of 79.9%, and the remaining 20.1% is influenced by other factors.*

**Keywords:** Work Discipline; Work Motivation; Employees

### Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja terhadap disiplin kerja pegawai di Kecamatan Tanjungkarang Barat Kota Bandar Lampung. Teknik pengumpulan data yang digunakan adalah observasi, angket, dan dokumentasi, serta uji-t untuk menguji hipotesis. Hasil uji t menunjukkan nilai thitung sebesar 9,150 dibandingkan dengan nilai ttabel sebesar 2,82 pada taraf signifikan 0,05. Berdasarkan aturan pengambilan keputusan, thitung = 9,150 > ttabel 2,82 menunjukkan bahwa Motivasi Kerja (X) berpengaruh signifikan terhadap Disiplin (Y) Karyawan. Selanjutnya motivasi dan disiplin kerja saling mempengaruhi, dibuktikan dengan koefisien determinasi ( $R^2$ ) sebesar 79,9%, dan sisanya sebesar 20,1% dipengaruhi oleh faktor lain.

**Kata Kunci:** Disiplin Kerja; Motivasi Kerja; Karyawan

DOI: <https://doi.org/10.33701/jtp.v14i1.2127>

## INTRODUCTION

Public service bureaucracies in Indonesia continue to bear a negative stigma as their popular perception is generally sluggishness, inefficiency, and ineffectiveness (Deni, 2018). This is due to low employee professionalism, a lack of work culture and ethics, and inconsistency in the implementation of employee discipline. All these challenges have plagued civil servants in Indonesia throughout history (Lestari & Firdausi, 2016). Consequently, the government continues to place increased demands on the public sector to ensure that civil servants deliver optimal services to the population (Simatupang et al., 2019).

A strict work ethic that must always be observed is the key to the success of several operations within government institutions (Bhastary, 2021). Discipline is an absolute requirement in completing the workload assigned to an employee, otherwise, the organization will either fail or encounter tremendous difficulties. It ensures compliance with duties and avoids violations of laws, regulations, and/or official norms governing employee punishment that affects competency (Idriati, 2017). Therefore, officers and employees need to be disciplined.

The government officers' discipline is the willingness to obey all regulations following the applicable social norms without coercion (Wuri et al., 2019) based on the applicable laws. Employees with a high level of work discipline will be more productive since their time is used efficiently to complete tasks based on predetermined targets (Firmansyah & Mistar, 2020).

Discipline is an important operative function of human resource management that produces quality employees

(Mardeli & Yansahrita, 2019). The more disciplined the employees, the higher their work productivity and company performance (Satedjo & Kempa, 2017). Otherwise, companies will struggle to attain their full potential. Furthermore, discipline is the primary requirement to deter employees who are unwilling to alter their personality and behavior. A person who demonstrates a sense of accountability for allocated responsibilities is said to have strong discipline (Dunggio, 2013).

Discipline is primarily the capacity to exert control over oneself and feel submissive and obedient to the values regarded as one's responsibility, refrain from acting adversely to what has been established, and act in favor of what has been determined. According to Veithzal Rivaim, a work discipline is a tool used by managers to communicate with employees to elicit their willingness to change behavior and increase awareness and willingness in complying with all company regulations and applicable social norms (Darmadi, 2020; Sunarsi, 2018).

In addition to discipline, an institution must be supported by the apparatus with positive work motivations. Work motivation catalyzes each employee's future self-development and the spirit of pursuing a profession.

Stephen P. Robinson and Mary Counter defined work motivation as the readiness to exert significant effort to accomplish organizational goals based on the ability to meet specific individual needs (Ardeswati & Luturlean, 2019). Furthermore, motivation is the driving force behind an individual's desire to collaborate, perform well, and integrate all their efforts to obtain satisfaction (Ardian, 2019). It exists in people who

desires to act in order to cause, channel and support human behavior.

Tanjungkarang Barat is one of the sub-districts of Bandar Lampung's located on Jl. Bung Tomo No. 4 Gedong Air. Due to the numerous continued complaints and public criticism of the bureaucratic apparatus' performance, a great service to the community has not been fully realized (Agustina, 2019). The sub-district currently has 24 civil servants, one for each position.

According to observations, some phenomena occur when certain members of the apparatus perform their duties without adequate compensation (Paramitadewi, 2017), conducive work environment (Panjaitan, 2017; Tambunan, 2018), and firm leadership in punishing employees who violate established rules (Putra et al., 2016). This is evident in the frequent absence of the civil servants of Tanjungkarang Barat Sub-district, Bandar Lampung during their working hours and their failure to accomplish tasks within the set deadline.

According to a one-year data from the civil servants' attendance list in the Tanjungkarang Barat sub-district, the greatest attendance percentage was 85.71% in April, and the lowest was 72.73% in July. Between January and December 2020, the proportion fluctuated. Although there was an increase, it was still less than the predicted percentage of attendance, which was 100%. This is because civil servants frequently leave the office during working hours, thereby delaying the completion of a job. Furthermore, absenteeism among civil servants in Tanjungkarang Barat Sub-district, Bandar Lampung is claimed to be

extremely high, greatly exceeding the district's benchmark.

Regi Pratama and Nurbudiawati conducted similar research and discovered a significant relationship between work motivation and employee discipline in Sukakarya Village (Pratama & Nurbudiawati, 2016). According to Trio Saputra, job motivation has a sizable impact on work discipline (Trio Saputra, 2016). Conclusively, motivation play a significant role in increasing employees' discipline (Zahari, 2015).

Based on the description, this research aims to determine the effect of work motivation on employee discipline in Tanjungkarang Barat sub-district, Bandar Lampung.

## METHODS

The quantitative method was used in conjunction with a causal associative approach. The research subjects include all 24 employees of Bandar Lampung's Tanjungkarang Barat sub-district, which was later reduced to 23 due to the research decision. Furthermore, the entire population was included in the research sample because it was fewer than 100. The research was conducted between March and May 2021 and the data collection techniques were observation, questionnaires, and documentation. The t-test was employed to evaluate the hypothesis

## RESULTS AND DISCUSSION

The Statistical Package for Social Sciences (SPSS 21.0) was used to analyze the data collected on work motivation (X) and work discipline (Y). The statistical analysis results are as follows:

**Table 1.** The Results of Hypothesis Testing

Model	Unstandardized Coefficients		t	Sig.	95% Confidence Interval for B		
	B	Std. Error			Lower Bound	Upper Bound	
1 (Constant)	11.710	2.868	.894	4.083	.001	5.746	17.674
Motivate	.685	.075		9.150	.000	.529	.841

Source: Primary data processed by researchers, 2021

The obtained  $t_{\text{observed}}$  (9.150) was compared to  $t_{\text{critical}}$  (2.82) at a significant level of 0.05 and it was higher. Therefore, the hypothesis was accepted, indicating that work motivations (X) significantly influence work discipline (Y) among Tanjungkarang Barat sub-

district's employees. In conclusion, the work motivation variable (X) influenced the work discipline variable (Y).

The coefficient of determination ( $R^2$ ) of work motivation on work discipline is as follows:

**Table 2.** Coefficient of Determination of Work Motivation on Work Discipline

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	.894	.799	.790	1.74917	.799	83.731	1	21	.000

Source: Primary data processed by researchers, 2021

The coefficient of determination  $R^2 = 0.8942 = 0.799 = 0.799 \times 100 = 79.9\%$ . Based on this result, it can be concluded that the work motivation variable explained the variation of changes to the employee discipline in the Tanjungkarang Barat sub-district by 79.9%. The remaining 20.1% was explained by other factors not examined in this research. In addition, employees' work motivation and work discipline influenced each other. This is evidenced by the  $R^2$  value of 79.9%, and the remaining 20.1% was influenced by other factors including work environment, effectiveness, leadership, and other variables. These variables are other significant factors, however, this

research focused only on work discipline variables.

The regression equation between the work motivation variable and the employee's work discipline was  $Y = 11.710 + 0.685X$ . It implies that a point increase in the work motivation variable is followed by an increase in the work discipline variable by 0.685 points.

## CONCLUSION

The hypothesis testing revealed that the work motivation variable (X) influenced the work discipline variable (Y). In addition, variable X explained the variation of changes in Y in the Tanjungkarang Barat sub-district by 79.9%. The remaining 20.1% is explained by other factors not examined

in this research. Furthermore, the regression equation between the work motivation variable and the employee's work discipline was  $Y = 11.710 + 0.685X$ . It implies that a point increase in X is followed by an increase in Y by 0.685 points.

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