

ANALYSIS THE EFFECT OF DISCIPLINE AND MOTIVATION TO EMPLOYEE PERFORMANCE OF ALDIRON HERO GROUP

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Abstract:

This study aims to find out and evaluate the performance of employees of Aldiron Hero Group, on the case study of employees of Cinde Palembang Market revitalization project. Data were collected using a questionnaire distributed to 113 respondents consisting of all Aldiron Hero Group employees at both the center and at the branch. By using descriptive analyze method. The Questionnaire was analyzed by multiple linear regression analysis. The results showed that partially positive and significant discipline on performance and work motivation had a positive and significant effect on performance. Simultaneously, discipline and motivation are positive and significant to performance. For further researchers to submit job satisfaction variable, job environment and job stress.

Keywords — Discipline, Motivation, Performance

I. INTRODUCTION

Human resources are important role holders in organizations and companies. The higher the ability of employees, the higher the performance of the organization. Conversely the lower the ability of employees, the lower the performance of the organization. In order for management activities to run well, organizations must have competent or highly capable employees to manage the organization as optimally as possible so that employee performance increases.

According to Handoko, (2001: 198) humans always play an active role in every organization because humans become planners, actors and determinants of the realization of organizational goals. Goals cannot be realized without the active role of employees even though

the equipment owned by the organization is so sophisticated. The focus of the study of human resource management is the problem of labor that is organized in the order of its functions, so that it is effective and efficient in realizing the goals of the organization, employees and society. Organizational demands for acquiring, developing, and maintaining quality resources are increasingly urgent in accordance with the changing dynamics of the environment and technology.

In this time, the company that will be the object of my research is the Aldiron Hero Group. (www.aldiron.com) Aldiron Hero Group was founded in 1960, which at that time started its business in the General Contractor field. Aldiron Hero Group also opened a coal mining business. As we know Aldiron Hero Group is well-known with several very iconic portfolios. Starting from the

Aldiron Dirgantara Guesthouse located on Gatot Subroto, Central Jakarta, Blok M, Sona Topaz office buildings and Four Seasons Residences apartments. Not only domestically, Aldiron Hero Group is also well known to foreign countries. It was noted that they developed the Landmark Center, which is a mixed-use retail and office and two five-star five-story restaurants in Monterey Park, Los Angeles, United States.

In expanding its company, the city of Palembang which in 2018 will host the Asian Games is one of the cities that are considered to have good prospects in the future. Precisely since 2015 the Aldiron Hero Group has taken the lead to contribute to developing the city of Palembang, this is realized by becoming the winner of the tender on project building or as a developer (developer) of the Cinde Palembang Market Revitalization Project, in collaboration with the provincial government of South Sumatera.

Based on the experience that I got and various information that I knew, there were a number of problems that I wanted to learn more about. The first problem that made me interested in studying it was employee discipline. From my perspective, employee discipline is still very low. This can be proven from the recapitulation data of absent employees, most of which almost half of employees always arrive late every day, and go home from work before the hours allowed to go home. The low level of this discipline is also marked by the lack of full awareness of employees to obey and comply with the regulations, standards and conditions that apply in the Aldiron Hero Group environment. And the sanctions imposed are less strict. Following is the recapitulation of the

percentage of late Aldiron Hero Group employees in the last 7 months.

II. LITERATURE REVIEW

Discipline

According to Singodimejo in Edy, (2011: 86) discipline is an attitude of willingness and willingness to obey and obey the norms of regulations that apply in the surroundings. Good employee discipline will speed up company goals, while declining discipline will become a barrier and slow down the achievement of company goals. A good form of discipline will be reflected in the atmosphere, namely:

1. High employee awareness of achieving company goals.
2. High enthusiasm and enthusiasm for work and initiative of employees in doing work.
3. The magnitude of the employee's sense of responsibility to carry out the task as well as possible.
4. The development of a sense of belonging and a high sense of solidarity among employees.
5. Increase work efficiency and productivity of employees.

Motivation

According to Robbins, (2010: 213) motivation is the willingness of individuals to make a high effort to achieve organizational goals. There are three key elements in motivation, namely effort, organizational goals and needs.

Furthermore, it was stated by Nimran, (2004: 40) that there are three main characteristics of motivation, namely:

1. Business
Pointing to the strength of a person's work behavior or the amount of effort shown by someone in his work.

2. Strong will
Pointing to the hard will shown by someone in

applying his business to the duties of work.

3. Direction / Destination

The direction that is directed by effort and strong will.

Performance

According to Robbins, (2006: 260) to measure employee performance individually there are six indicators, namely:

1. Quality.

Work quality is measured by employee perceptions of the quality of work produced and the perfection of the task of the skills and abilities of employees

2. Quantity.

Represents the amount generated expressed in terms such as the number of units, the number of activity cycles completed.

3. Timeliness.

Represents the level of activity completed at the beginning of the stated time, viewed from the point of coordination with the output results and maximizes the time available for other activities.

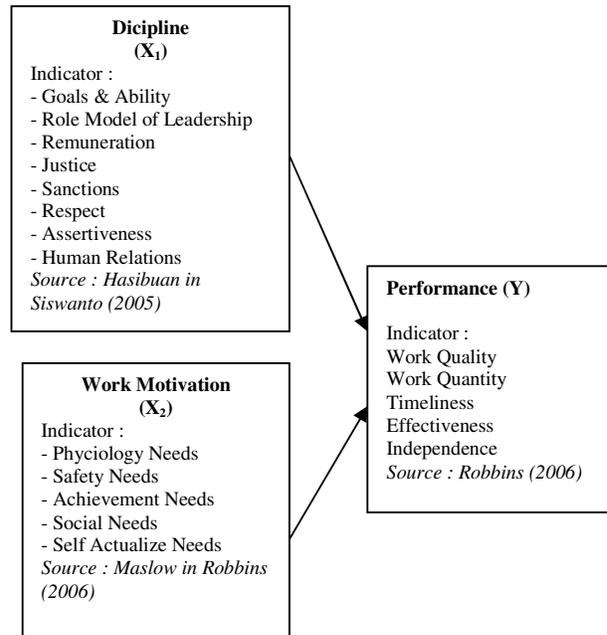
4. Effectiveness.

Represents the level of use of organizational resources (energy, money, technology, raw materials) maximized with the intention of increasing the yield of each unit in the use of resources.

5. Independence.

Is the level of an employee who will be able to carry out their work functions Work commitment. Is a level where employees have a commitment to work with the agency and employee responsibilities towards the office.

Hypothesis models



Research Hypothesis

The hypothesis is a temporary answer to a research problem whose truth must be tested empirically through an analysis. So based on the frame of mind that has been explained above, the research hypothesis can be formulated as follows:

1. Discipline has a significant effect on employee performance at Aldiron Hero Group
2. Work motivation has a significant effect on employee performance at Aldiron Hero Group
3. Work Discipline and Motivation simultaneously and significantly influence employee performance at Aldiron Hero Group.
4. Motivation has the most dominant influence on employee performance in Aldiron Hero Group

III. METHOD RESEARCH

Design and Sample

The total population in this study was 113 people, and became respondents of the study. Consisting

of permanent employees and contract employees, both the head office located in Jakarta and the branch office located in Palembang.

Method of collecting data

Data collection method is done by using a questionnaire with a rating scale of statements that are asked to each employee. The sample of this study was respondents to obtain variable data: (1) Discipline; (2) Motivation; (3) Performance

Instruments and analytical techniques

Researchers used SPSS (Statistical Product and Service Solution) 18 computer aids in this data analysis technique. The use of computer aids is intended to simplify, speed up calculations and also to obtain accurate and significant results.

Data analysis is carried out through several stages of analysis, namely:

1. Data tabulation

The entire answers collected are edited and classified based on each variable and loaded in the data table.

2. Analysis of Statistical Descriptions

To find out the lowest value, highest value, mean value, range of values, standard deviation / standard deviation, mode, median and histogram graph.

3. Frequency Description Analysis

To find out the frequency distribution in the form of absolute frequency and relative frequency of each research variable.

IV. RESULTS AND DISCUSSION

Results

The following are the results of the significance test (t-test) used to answer the research hypotheses as follows:

Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.729	0.272		2.684	0.008
1 DK_Mean	0.330	0.085	0.273	3.877	0.000
M_Mean	0.499	0.058	0.610	8.678	0.000

Source: Processed results of SPSS data

- Based on the results of the Significance of the Discipline variable the significant value was obtained at $\alpha = 0.05$ because the value of $t\text{-count} > t\text{-table}$ ($3.877 > 1.981$) or value (Sig.) $0.000 < 0.05$. This means that the influence of Discipline on the Performance of Aldiron Hero Group Employees is significant. This also proves that the first hypothesis which states that there is suspected influence between Discipline on the Performance of Employees of Aldiron Hero Group is proven to be acceptable.
- Based on the results of the Significance Test Motivation Variable obtained a significant value at $\alpha = 0.05$ because the value of $t\text{-count} > t\text{-table}$ ($8,678 > 1,981$) or value (Sig.) $0,000 < 0.05$. This means that the effect of motivation on employee performance in the Aldiron Hero Group is significant. This also proves that the second hypothesis which states that there is allegedly an influence between motivation on employee performance of Aldiron Hero Group is proven to be acceptable.
- Based on the results of the equation, it appears that Motivation has the greatest number compared to the others, then the fourth hypothesis regarding Motivation has the greatest influence on the performance of employees of Aldiron Hero Group can be proven and accepted
- Third hypothesis testing (Test F) Simultaneous test (F test) was conducted to determine the effect of the independent variables. Does the Discipline and Motivation Variable have an effect on the

employee performance of Aldiron Hero Group together or simultaneously in relation to answering the third Hypothesis in this study. The following are presented in the table:

Tabel 4.14 ANOVA/ Testing F

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	21.915	2	10.957	97.988	.000 ^b
1 Residual	12.301	110	0.112		
Total	34.216	112			

Discussion

The First Hypothesis in this study states that there is suspected influence between Discipline on Employee Performance. According to Handoko, (2001: 208) There are two types of disciplinary activities, namely preventive and corrective. In the implementation of discipline, to obtain the results as expected, the leader in his business needs to use certain guidelines as the basis for implementation.

Based on the overall answers to statements about employee motivation mostly revolve around good numbers, but it also still needs to be improved. As in the statement point about "Employees are always given rewards" there are almost 40% of employees saying they disagree / doubt, which is an indication of a more unfavorable direction, which means that Aldiron Hero Group has not optimally implemented a reward system to employees who achievers or good performers. This also proves that the second hypothesis which states that there is allegedly an influence between motivation on proven employee performance and an accepted hypothesis.

The third hypothesis in this study which states that there is a suspected simultaneous influence between employee Discipline and Motivation variables on employee performance in Aldiron Hero Group. The results of the F test that have been carried out also prove that the third hypothesis stating that there is suspected to be a simultaneous influence between the Disciplinary Variables and

Motivation has an influence on the performance of employees of the Aldiron Hero Group proven to be acceptable.

The fourth hypothesis which states that Motivation variables have a more dominant influence on employee performance is proven and can be explained as follows: Magnitude The regression coefficient of an independent variable shows the magnitude of the effect of the variable on the dependent variable, while the significance indicates that the effect occurs not by accident, but is real statistically. Of the two independent variables, the coefficient with the greatest and most significant value is the Motivation Variable. This means that between these two variables, the Motivation variable is the dominant variable whose effect on the performance of employees of Aldiron Hero Group is proven to be acceptable.

V. CONCLUSION

Based on the analysis and discussion, the following conclusions can be drawn:

- 1) Discipline has a significant effect on the performance of employees of the Aldiron Hero Group
- 2) Motivation has a significant effect on the employee performance of Aldiron Hero Group
- 3) Discipline and Motivation simultaneously and significantly influence the performance of employees of the Aldiron Hero Group
- 4) Motivation has the most dominant influence on the employee performance of Aldiron Hero Group.

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