

The Influence of Work Discipline and Motivation on Employee Performance PT. Sinar Jernih Suksesindo Taman Rasuna Setiabudi Apartment Area South Jakarta

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Abstract

The purpose of this study is to find out the influence of work discipline and motivation on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta. The method used is quantitative. The sampling technique uses saturated sampling where all members of the population are used as samples, thus the sample in this study amounted to 95 respondents. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient, determination coefficient and hypothesis test. The population in this study is employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta and the number of saturated samples amounted to 95 respondents. The method of data collection is through questionnaires with a *likert scale*, observation, and literature study. The results of this study are that work discipline has a significant effect on employee performance with a determination coefficient of 41.3% and the hypothesis test was obtained > ttable calculation or (8,093 > 1,986). Motivation had a significant effect on employee performance with a determination coefficient of 37.4% and the hypothesis test was obtained by calculating > ttable or (7,450 > 1,986). Work discipline and motivation simultaneously had a significant effect on employee performance with the regression equation $Y = 6.483 + 0.459X_1 + 0.389X_2$, coefficient of determination was 54.4% while the remaining 45.6% was influenced by other factors. The hypothesis test obtained the value of $F_{cal} > F_{table}$ or (54,968 > 2,700).

Keywords: Work Discipline; Motivation; Employee Performance.

INTRODUCTION

Companies engaged in security services are business fields that provide various security services, both for individuals in residential complexes, commercial areas, industrial estates and corporate offices. This service includes the provision of security personnel (security guards), security systems, security training, as well as security support tools and parking attendants. Generally, companies engaged in the security services business also involve securing community self-help from private elements that synergize in creating conducive environmental security conditions.

The basis for the establishment of a company in the field of security services business is the operation of a company in the field of security services provided by the National Police based on Article 15 paragraph 2 letter F of Law Number 2 of 2002 concerning the Police which reads that it is authorized to grant operational permits to supervise companies in the field

of security services business. Article 15 paragraph 2 letter G of Law Number 2 of 2002 provides instructions in educating and training both special police officers and self-employed security officers in the technical field. Therefore, the implementation of security services must be carried out properly in the management of its operations to prevent security disturbances to the environment and its interests.

In addition to being based on Law Number 2 of 2002 concerning the Police, other regulations that underlie the involvement of the National Police in terms of company development in the field of security services are government regulation Number 43 of 2012 concerning procedures for the implementation of coordination, supervision, and technical guidance for the special police, civil servant investigators, and forms of self-defense security. In addition, it is also strengthened by the regulation of the National Police Chief Number 17 of 2006



concerning guidelines for the development of companies in the field of security services and the regulation of the National Police Chief Number 24 of 2007 concerning the security management system of organizations, companies and/or government agencies/institutions.

The service industry engaged in the security sector in Indonesia today is indeed potential and quite wide open, especially the increasing number of housing, offices, business environments, and commercial environments that of course require the services of security personnel. However, it has not been fully fulfilled due to several factors. One of the reasons is the lack of clear professional standardization and certification for security personnel, both in the formal and informal sectors. This causes the quality of security personnel to vary, and some service users are dissatisfied with the services provided. In addition, the level of public awareness of the importance of security still needs to be improved, especially in areas that are considered less vulnerable. On the other hand, security technology continues to evolve rapidly, but the adoption of this technology among security service providers is still uneven, especially in small and medium-sized enterprises. Finally, high levels of competition and competitive tariffs are also challenges for this industry, especially in maintaining service quality.

In Indonesia, security services industry companies have management ranks who are experienced in the field of security, most of whom are former members of the army or police. These experienced members are often associated with the capabilities of the service provider company and are one of the main factors in the relational marketing of the provider company with the user company. Judging from the Security Services Industry Market, the development of the attitude of various companies in Indonesia not to hire security personnel as permanent employees has increased the potential of *outsourcing* companies in Indonesia.

The role of a manager or leader in the security services industry is crucial and diverse, including developing security strategies, managing risks, training

personnel, and ensuring compliance with security standards. Leaders or *managers* have the responsibility to protect people, assets, and information from a variety of threats, including physical crime, cyberattacks, and potential disasters.

The role of human resources (HR) in security services companies is very crucial considering that employees or security personnel are at the forefront of maintaining security, both physical and non-physical, as well as the company's reputation. Trained and professional human resources, such as security guards, are not only tasked with maintaining security, but also providing a sense of security and comfort for employees and customers. Thus, human resources in security services companies have a very important and strategic role in maintaining the company's security, safety, and reputation. Continuous training and development of human resources is essential to ensure that they are able to carry out their duties and responsibilities well.

PT. Sinar Jernih Suksesindo (SJS) is one of the service providers, namely education, security devices & modern technology application, facility, management and integrated facility services. As one of the business actors in the service sector, with its services, namely security service providers, it is certainly expected that employees will be able to meet the needs of companies and the security sector in housing, malls and offices. PT. Sinar Jernih Suksesindo (SJS) continues to strengthen competitiveness in the field of security unit organizers, so PT. Sinar Jernih Suksesindo (SJS) is determined to become a trusted service organization. In order to align the vision and mission, the company must continue to strive to improve the abilities and skills of human resources so that they are able to realize the company's goals well.

Performance is one of the important components to measure the success achieved by a company. In its activities, the company must be able to improve performance from time to time. Good performance is able to show an increased number of achievements and meet the quality of good work and is done

optimally, has confidence in completing all tasks and work and has full responsibility for its duties and obligations.

In addition, employees also have enough ability to overcome problems at work so that they can increase the company's competitiveness well. According to Mangkunegara (2020:75) who said that "employee performance is the result of a person's work which is measured by the quality of work and the quantity of work achieved by an employee who is carried out on time in carrying out his duties and is full of responsibility according to the tasks given to him". Thus, in every performance organization in general expects employees to be able to synergize to be able to achieve success by carrying out their work, good performance is performance that follows procedures or procedures according to the standards that have been set.

PT. Sinar Jernih Suksesindo (SJS) assesses employee performance with the aim of evaluating the performance of the employee concerned. Through performance appraisals, the company or *Human Resources* (HR) team will find out the abilities, skills, behaviors, strengths, and weaknesses that employees have. The implementation of employee performance evaluations and assessments must be carried out transparently, so that employees know that the assessments made are not only based on the likes or dislikes of the employee concerned. Employees themselves also feel that regular evaluations have a positive impact on their work motivation.

Every company has ways and methods in measuring performance as well as ways to improve the performance of its employees, considering that by conducting performance assessments, it can be known which indicators still need to be improved and which aspects need to be maintained. In conducting performance assessments, the company uses a scale given starting from the percentage achievement value (%) starting from the achievement of < 50% to 100% which is then grouped into the sentence "Very good, good, enough, less, very lack".

The results of the employee performance assessment of PT. Sinar

Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area South Jakarta in 2020-2024 obtained by the author, presented in the table below:

Table 1: Employee Performance Data of PT. Sinar Jernih Suksesindo (SJS)Taman Rasuna Setiabudi Apartment Area South Jakarta 2020-2024

Y e s	Aspect s Assess ed	Ta rg et (%)	Achievement Per Year (%)				
			20 20	20 21	20 22	20 23	20 24
1	Good quality of work results	100%	81,2%	83,7%	73,7%	69,2%	66,8%
2	Achievement of work results according to targets	100%	74,6%	77,8%	75,5%	64,3%	64,3%
3	Knowledge related to the employee's field of work	100%	78,4%	82,6%	73,2%	68,5%	66,2%
4	Ability to carry out work in order of work	100%	75,3%	81,5%	67,6%	70,2%	67,3%
5	Responsibilities on the job	100%	73,6%	78,5%	67,8%	67,4%	66,6%
Average Achievement			76,6%	80,8%	71,6%	67,9%	66,2%
Criteria			Good	Good	Good	Enough	Enough

Source: PT. Sinar Jernih Suksesindo (SJS)

Taman Rasuna Apartment Area, 2025

Based on the data in the table above, performance is measured from several indicators, namely aspects of the quality of work results, indicators of achievement of work results, indicators of ability related to the field of work, aspects of punctuality in completing work, and indicators of having a sense of responsibility in the field of work, the achievement of every year fluctuates.

The performance achievement in 2020 from the 100% target determined was only able to be achieved on average of 76.6% or at the level of good criteria. Then in 2021 performance achievements increased which were able to be achieved by an average of 80.8% or the good category even though they did not reach the target. Then in 2022 the achievement decreased from the previous year which was only able to be achieved on average by 71.6% or in the sufficient category. Furthermore, in 2023, the achievement again decreased from the previous year which was only able to be achieved on average of 67.9% or included in the sufficient category. Furthermore, in 2024, the achievement will again decrease from the previous year which was only able to be achieved on average of 66.2% which is only included in the sufficient category.

Regarding the phenomenon of declining employee performance based on the above exposure, the author suspects that due to the lack of physical work environment, many employees complain that they are uncomfortable, thus reducing the work results that are the target of their work.

PT. Sinar Jernih Suksesindo (SJS) as an organization is certainly highly dependent on the performance of employees who work in the company. Performance is an action taken by employees in carrying out the work given. Regarding the phenomenon of declining employee performance based on the above exposure, the author also suspects that the consequences of employee discipline behavior are still lacking. Employees who are not disciplined will obviously hinder the achievement of the company's goals. This indisciplined action will have an impact on the growth of the company's

organization. An ideal employee is able to obey the regulations set by the company.

Company regulations are made with the aim that they can be complied with by all employees without exception, whether it is keeping working hours, obeying all rules in the company, obedience related to behavior in carrying out its duties and obligations, obedience in upholding legal norms and other rules. Enforcing discipline is important for the company, because discipline contains regulations that employees must obey. With discipline, it is hoped that they can make the work as efficient as possible. Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for employees. This is in line with Rivai's opinion in Surito (2019:33) arguing that "work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as as an effort to increase one's awareness of obeying all applicable company regulations and social norms".

For organizations, the existence of work discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained. Meanwhile, employees will get a pleasant work atmosphere so that it will increase their work spirit in carrying out their work.

Employees must also have a high sense of responsibility by showing a good level of discipline in carrying out their work goals, such as doing assigned tasks and completing them on time. A disciplined worker not only always accepts the task given, completing the task perfectly is also a form of responsibility for work.

It is also important for the company to socialize all the company's provisions and regulations so that they can be understood and supervised and controlled properly so that there are no obstacles that can slow down the achievement of the company's goals. In socializing regulations, the goal is to ensure that all employees understand and comply with applicable rules, create an orderly, effective work environment, and reduce potential conflicts. Socialization of

regulations also helps to increase work efficiency and effectiveness due to the clarity of rules. Thus, employees can carry out their duties with full awareness and can develop their energy and thoughts as much as possible for the realization of organizational goals.

Below is data related to the condition of attendance that refers to the condition of absence in the form of disciplinary violations, whether it is late to enter the office, duties to leave the office and immediately go home or categorized as skipping and employees who do not go to work but do not notify their leaders, during the years 2020-2024 are as follows:

**Table 2: Disciplinary Case Data
Based on the Condition of Employee
Attendance of PT. Sinar Jernih
Suksesindo (SJS) Taman Rasuna
Setiabudi Apartment Area South
Jakarta 2020-2024**

Year	J K	J H K	Number of Disciplinary Cases				J M L	Peresentase (JML/ JHK/J K)
			Warning Letter	L ate	B L	Al ph a		
2020		3		7	2		11	
2021	9	6		3	5	12	2	
2022	3	0	21	2	5	0	8	3,37%
2023	9	6		7	2		11	
2024	3	0		4	6	12	5	
			24	4	2	8	8	3,46%
2025	9	6		7	2			
2026	5	0		2	5	11	11	
			20	0	7	8	15	3,26%
2027	9	6		7	2		11	
2028	5	0		5	6	12	6	
			28	0	3	7	8	3,42%
2029	9	6		7	2		1	
2030	5	0		6	7	13	0	
			32	8	0	4	4	3,52%
Average				7	2		11	
				4	6	12	5	
			25	3	1	5	5	3,40%

Description:

JHK: Number of Working Days, SP+

Warning Letter, TL = Late, BL : Skipping Class, ALP = Alpha

Source: PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Apartment Area, 2025.

Based on the data in the table above, it shows that the number of attendance rates fluctuates with a tendency to increase almost every year. The condition of attendance in 2020 for employees who were late or alpha or did not come to work without providing information to their superiors reached 1,128 disciplinary cases or as much as 3.37%.

Furthermore, the condition of attendance in 2021 increased from the previous year which reached 1,158 disciplinary cases or as much as 3.46%. Furthermore, the condition of attendance in 2022 decreased slightly from the previous year but was still quite high, reaching 1,115 disciplinary cases or as much as 3.26%. Then the condition of attendance in 2023 has increased from the previous year which reached 1,168 disciplinary cases or as much as 3.42%.

Furthermore, the condition of attendance in 2024 will again increase from the previous year which reached 1,204 disciplinary cases or as much as 3.52%. If made on average, the number of employees who commit violations or indiscipline per year reaches an average of 1,155 cases of indiscipline or 3.40%.

Leadership in an organization has a wide impact, including employee behavior in obeying company regulations. Therefore, the supervisory function is carried out continuously and the implementation of responsible work discipline so that work can be carried out effectively and efficiently.

The condition of the decline in performance above, the author suspects, is due to the lack of employee motivation. Motivation is an important factor for a person in contributing to the company in achieving organizational goals. With high motivation, employees will work harder in carrying out their work. On the other hand, with low work motivation, employees do not have work morale, give up easily, and have difficulty in completing their work.

Motivation will arise when humans already feel that all their needs are met,

therefore if their needs are not met, it will cause problems that lead to several cases that often occur in the company such as labor strikes, demands for wage increases and so on, this is a sign that there is dissatisfaction felt by employees towards the company.

The role of motivation is to intensify these desires and desires, therefore it can be concluded that efforts to increase one's work morale will always be related to efforts to motivate them so that to have good motivation it is necessary to know human needs. This is in line with Maslow's opinion in Sutrisno (2020:55) which states that "motivation is a driving force that creates a person's enthusiasm for work, so that they are willing to work together, work effectively and are integrated with all their efforts to achieve job satisfaction".

Motivation should be able to encourage employee enthusiasm to behave in achieving goals. Therefore, motivation is very important because it concerns the needs of individuals who must be in accordance with the goals of the organization. Primary needs are not spared from the need to meet the needs of life, so the salary factor is also often still an obstacle in the company. Indicators of fulfillment for career advancement also need to be considered considering that employees must be better individuals from their communities. With the position they are targeting, they will always improve their abilities and skills to support their careers in the rich workplace.

Every company wants its employees to be well motivated in completing their respective jobs, thus motivation is essentially the basic values of the organization, which will act as the basis for attitude, behavior, and action for all members of the organization. Motivation is often associated with the way people behave in an organization and it is one of the norms that describes beliefs, attitudes, core values, and shared patterns of behavior in an organization.

Motivation has a great influence on the behavior of company members because the values contained in the culture of a company can be used as a reference for the behavior of company members, so if the motivation of a company is good, it is not

surprising that the members of the company are people of good quality. To obtain data related to motivation, the author distributed a questionnaire to 45 employees with several indicators that became a reference and obtained the following data description:

Table 3: Employee Motivation Data of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta Based on a Presurvey of 30 Employees

Indicator	Statement	Number of Pre-survey	Agree		Disagree	
			People	%	People	%
Physiological needs	The provision of salaries from the company is in accordance with the wishes of the employees	45	21	46,7%	24	53,3%
The need for a sense of security	The company provides proper insurance to all employees	45	23	51,1%	22	48,9%
Social needs	Leaders	45	25	55,6%	20	44,4%

Indica tor	State ment	Nu mb er of Pre - Sur vey s	Agree		Disagree	
			Pe opl e	%	Pe opl e	%
	always involve employees in every decision-making that concerns the interests of employees					
Reward needs	Leaders reward employees in carrying out their work	45	27	60,0 %	18	40,0 %
The need for self-actualization	The company provides employees with the opportunity to develop	45	25	55,6 %	20	44,4 %

Indica tor	State ment	Nu mb er of Pre - Sur vey s	Agree		Disagree	
			Pe opl e	%	Pe opl e	%
	their potential					
Average			24	53,8 %	21	46,2 %

Source: Presurvey, 2025

Based on the data from the presurvey results above, from the number of presurveys, 45 employees received varied responses, where for all motivational indicators it shows that almost all indicators still exist that give a disagreement assessment or still need to be improved. These indicators include the fulfillment of physiological needs, especially in the provision of salaries from companies that are in accordance with the wishes of employees, where 21 employees or 46.7% answered in agreement, while 24 employees or 53.3% gave unagreed responses. This illustrates that the provision of salary rewards so far has not been in accordance with what is the expectation of employees who want a periodic increase every year considering that the price of almost all living necessities has continued to increase so that the salary received is often not enough to meet it.

Furthermore, in the indicator of the need for security, especially in order to ensure peace of mind, the company provides proper insurance to all employees, where 23 employees or 51.1% answered in agreement, while 22 employees or 48.9% gave a disagreed response. This illustrates that the provision of insurance must be done fairly so that employees if they get sick situations or conditions feel calm because they are covered by insurance appointed by the company.

Then in the indicators of social needs, especially in leadership, always involve employees in every decision-making that concerns the interests of



employees, where those who gave agreed answers were 25 employees or 55.6%, while those who gave responses disagreed as many as 20 employees or 44.4%. This illustrates that related to every important decision, especially those related to the interests of employees, the company needs to provide socialization and invite employees to jointly provide input before making decisions. Furthermore, in the indicator of award needs, especially for the Leader to give awards to employees in carrying out their work, where those who gave agreed answers were 27 employees or 60.0%, while those who gave responses disagreed as many as 18 employees or 40.0%. This illustrates that the company is still not optimal in giving appreciation or appreciation to employees who have work achievements. Furthermore, in the indicator of self-actualization needs, especially in companies, it provides opportunities for employees to develop their potential, where those who give answers agree are 25 employees or 55.6%, while those who give responses disagree as many as 20 employees or 44.4%.

With the various problem phenomena that have been described above, of course, the District office must have ways and efforts so that performance can be improved, one of which is enforcing employee discipline. Every organization must strive so that its employees are able to provide optimal work results, able to realize the goals that have been set. The decline in performance achievements above, there are several factors that the author suspects to be the cause, such as employee discipline in obeying the rules set by the company and the employee's work motivation is still lacking in carrying out their work.

Based on the above background related to the connection between work discipline and employee performance, work discipline has a positive relationship with employee performance where high work discipline such as arriving on time, obeying rules, and carrying out tasks, will encourage the effectiveness of the implementation of security tasks, increase the sense of responsibility, and ultimately result in better performance and organizational goals are achieved.

Similarly, work motivation and employee performance in general show a significant influence, where high work motivation has a strong positive relationship with improving employee performance, because motivated employees will work harder, have higher enthusiasm and responsibility, and be more proactive in carrying out tasks. This has an impact on improving work performance and effectiveness, ensuring that work is carried out according to the expected rules and standards, and reducing the level of errors or negligence in maintaining safety.

Regarding the relationship between work discipline and performance, previous research conducted by Uswatun Chasanah (2023), Alda Semarang, Olivia Laura Sahertian, Maria Marlyn Tetelepta (2024) and Muhammad Firman, Heri Ginanjar, Derry Nugraha (2022) all of their research has resulted in the conclusion that work discipline has a positive and significant effect on employee performance. However, in contrast to the results of research conducted by Berryansyah Hidayat, Shofia Ami, Sry Rosita (2021) produced a finding that work discipline does not have a significant effect on employee performance.

Regarding the relationship between work motivation and performance, previous research conducted by Fatahuddin (2024), Sri Mardiana (2020), Atnila (2017), Retno Wulansari (2020) all of his research has shown that work motivation has a positive and significant effect on employee performance. However, in contrast to the results of research conducted by Siti Mawahibah, Serlin Serang, Rmlawaty (2022) in his research produced findings that work motivation does not have a significant effect on employee performance.

Regarding the relationship between work discipline and work motivation to performance, previous research conducted by Yhonanda Harsono, Eko Sugiyanto, Indah Pertiwi (2023), Muhammad Gandung, Suwanto (2023), Eko Nurcahyo Nugroho (2024), Diana Aswina, Fadhil Rijauli Muttaqin (2022), Isman Nurdjati, Vega Lidya Delimah Pasaribu (2022) all of his research has resulted in work discipline

and work motivation simultaneously have a positive and significant effect on employee performance. However, in contrast to the results of research conducted by Novita Ayu Permata Sari, Endang Muryani, Dwi Widi Hariyanto (2024) produced a finding that work discipline does not have a significant effect on employee performance, while work motivation has a significant effect on employee performance.

Several of these studies have examined the influence of work discipline and work motivation on employee performance, the results show that there are inconsistencies, some have a significant positive influence and some do not have a significant influence and some have a significant negative influence. Therefore, this study seeks to fill the gap by focusing on PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta to understand more deeply the factors that affect employee performance.

Method

This type of research is quantitative, according to Sugiyono (2020:8) argues that "quantitative research is a research method based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses". This study is an empirical study that aims to examine the influence between work discipline and motivation variables on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta. The population and sample in this study amounted to 95 respondents, data collection using primary data by distributing questionnaires to respondents. The data analysis carried out includes: data instrument tests (validity and reliability), classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression tests, determination tests and hypothesis tests (t tests and F tests).

RESULTS OF RESEARCH AND

DISCUSSION

Research Results

Validity Test

The validity test is used to determine whether the questionnaire is said to be valid or not. In this validity test, the researcher used SPSS version 26 with the following criteria:

- If the calculated value $>$ the table, then the statement item is said to be valid.
- If the rcalculated value $<$ rtable, then the statement item is said to be invalid.

The following are presented the results of the calculation of the validity test of each variable used by the researcher in this study, namely the variables of work discipline, motivation and employee performance with the following details:

Testing the Validity of Work Discipline Variables (X₁)

Based on the results of the validity test, the following results were obtained:

Table 4: Testing the Validity of the Work Discipline Statement Instrument (X₁)

Statement No	r count	r Table	Remarks
KX1-1	0,400	0,202	Valid
KX1-2	0,507	0,202	Valid
KX1-3	0,304	0,202	Valid
KX1-4	0,501	0,202	Valid
KX1-5	0,676	0,202	Valid
KX1-6	0,415	0,202	Valid
KX1-7	0,716	0,202	Valid
KX1-8	0,737	0,202	Valid
KX1-9	0,709	0,202	Valid
KX1-10	0,435	0,202	Valid

Source: Data Processing, 2026.

Based on the table above, if $r_{\text{counts}} > r_{\text{table}}$, it is declared valid and vice versa, if $r_{\text{counts}} < r_{\text{table}}$, it is declared invalid. In this study, the number of samples (n) to be tested was 95 respondents with a bidirectional significance level of 0.050 with the provision that $df = n - 2$, then $df = 95 - 2 = 93$, then the r table was obtained as 0.202. From the table above, it shows that statements on the work discipline variable can be said to be valid because all statements have a calculated r value of > 0.202 .

Motivational Variable Validity Testing (X₂)

Based on the results of the validity test, the following results were obtained:

Table 5: Testing the Validity of the Motivational Statement Instrument (X₂)

Statement No	r count	r Table	Remarks
KX2-1	0,441	0,202	Valid
KX2-2	0,567	0,202	Valid
KX2-3	0,417	0,202	Valid
KX2-4	0,477	0,202	Valid
KX2-5	0,635	0,202	Valid
KX2-6	0,564	0,202	Valid
KX2-7	0,702	0,202	Valid
KX2-8	0,559	0,202	Valid
KX2-9	0,448	0,202	Valid
KX2-10	0,447	0,202	Valid

Source: Data Processing, 2026.

Based on the table above, it is known that all statements on the motivation variable are declared valid, it is evidenced by the value of $r_{\text{calculated}} > r_{\text{of the table}}$, $(n-2) = 95 - 2 = 93$ which is 0.202. Thus, the data is suitable to be forwarded as research data.

Validity Testing of Employee Performance Variables (Y)

Based on the results of the validity test, the following results were obtained:

Table 6: Testing the Validity of Employee Performance Statement Instruments (Y)

Statement No	r count	r Table	Remarks
KY-1	0,507	0,202	Valid
KY-2	0,565	0,202	Valid
KY-3	0,480	0,202	Valid
KY-4	0,436	0,202	Valid
KY-5	0,634	0,202	Valid
KY-6	0,494	0,202	Valid
KY-7	0,613	0,202	Valid
KY-8	0,581	0,202	Valid
KY-9	0,550	0,202	Valid
KY-10	0,489	0,202	Valid

Source: Data Processing, 2026.

Based on the table above, it is known that all statements on the employee performance variable are declared valid, as evidenced by the value of $r_{\text{calculated}} > r_{\text{of the table}}$, $(n-2) = 95 - 2 = 93$ which is 0.202. Thus, the data is suitable to be forwarded as research data.

Reliability Test

Reliability is an index that shows how reliable an instrument is. In this test, it was carried out by comparing the *Cronbach alpha value* obtained with the critical standard of 0.600 with the provision that it is said to be reliable if $>$ from 0.600, and said to be unreliable if it is $<$ from 0.600. The following is a table of instrument reliability results:

Reliability Test of Work Discipline Variables (X₁)

Based on the results of the reliability test, the following results were obtained:

Table 7: Reliability Test of Work Discipline Variables (X₁)

Cronbach's Alpha	N of Items
,695	10

Source: SPSS 26 data processing

From the table above, it can be seen that the work discipline variable is said to be reliable, because the test obtained a *Cronbach alpha* value greater than 0.600, which is $0.695 > 0.600$.

Motivational Variable Reliability Test (X₂)

Table 8: Motivational Variable

Reliability Test (X₂)

Cronbach's Alpha	N of Items
,700	10

Source: SPSS 26 data processing

From the table above, it can be seen that the motivation variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is $0.700 > 0.600$.

Employee Performance Variable Reliability Test (Y)

Table 9: Reliability Test of Employee Performance Variables (Y)

Cronbach's Alpha	N of Items
,703	10

Source: SPSS 26 data processing

From the table above, it can be seen that the employee performance variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is $0.703 > 0.600$.

Classic Assumption Test

This classical assumption test consists of a normality test, a heteroscedasticity test, and a multicollinearity test. The tool used to process the data is using the SPSS 26 program.

Normality Test

The normality test is carried out to find out whether the data population is normally distributed or not, the normality test is carried out by 2 (two) methods, namely: 1) Kolmogorov-Smirnov with the provision that if the significance value is > 0.05 , the data is declared normal. 2) A graph with the provision that the data distribution points are said to be normal if the data or scattered points are around the diagonal line and follow the direction of the diagonal line, on the other hand, the data is said to be not normally distributed if the data spreads far from the direction of the line or does not follow the diagonal line. The test results are as follows:

**Table 10: Normality Test Results
One-Sample Kolmogorov-Smirnov
Test**

Unstandardized
Residual

N		95
Normal	Red	.0000000
Parameters ^{a,b}	Std. Deviation	2.89644238
Most	Absolute	.087
Extreme	Positive	.042
Differences	Negative	-.087
Test Statistic		.087
Asymp. Sig. (2-tailed)		.076c

a. Test distribution is Normal.

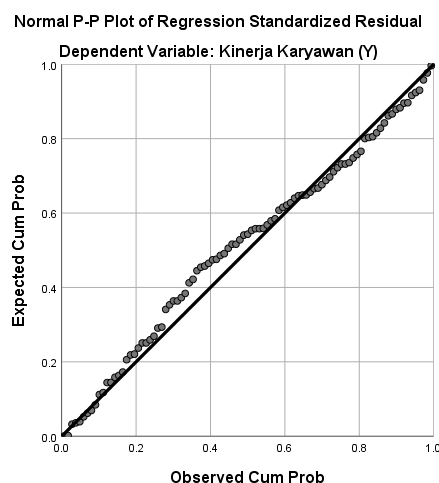
b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Data Processing, 2026.

From the table above, a significant *value (2-tailed)* of 0.076 can be obtained. Because the significance is more than 0.050 or ($0.076 > 0.050$), it is concluded that the data is normally distributed.

Furthermore, the normality test is also carried out using a *Probability Plot* (P-P Plot) graph which in principle normality can be detected by looking at the pattern of data distribution (points) on the diagonal axis of the graph or by looking at the histogram and its residuals or in other words following the direction of the diagonal line. The test results are as follows:



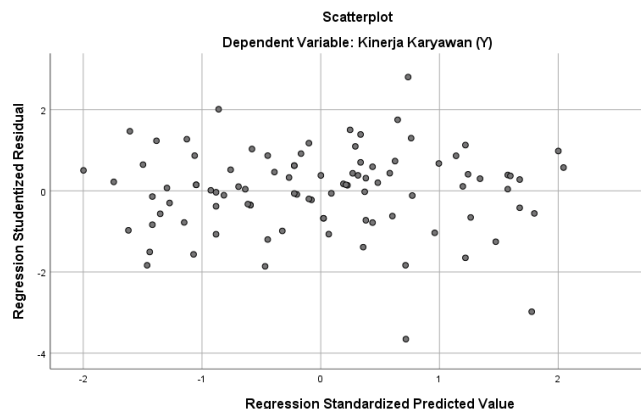
Source: Data Processing, 2026.

Figure 1: P-Plot of Normality Test

From the graph above, it can be seen that the dots are spread around the line and follow the direction of the diagonal line, so it can be concluded that the residual data from the variables of work discipline (X_1), motivation (X_2) and employee performance (Y) that are studied are normally distributed data.

Heteroscedasticity Test

The heteroscedasticity test is to find out whether or not there is variance from the residual variance for all observations in the regression model. In this study, the heteroscedasticity test can be seen in the *scatterplot* graph as follows:



Source: Data Processing, 2026.

Figure 2: Scatter Plot Graph of Heteroscedasticity Test Results

In the *scatter plot image*, it can be seen that the dots are scattered randomly and irregularly, so it can be concluded that there is no heteroscedasticity in this regression model.

Hypothesis Test

T test (Partial test)

To find out the influence between work discipline (X_1) and motivation (X_2) on employee performance (Y) can be done with a t test (partial test). The provisions are as follows:

- 1) If the $t_{count} > t_{table}$ means that H_0 is rejected and H_a is accepted (there is an influence).
- 2) If the $t_{count} < t_{table}$ means that H_0 is accepted and H_a is rejected (no effect)

Partial Hypothesis Test for Work Discipline Variables (X_1)

The hypotheses that will be tested in this section are:

H_{01} : There was no significant influence between work discipline on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

H_{a1} : There is a significant influence between work discipline on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

The results of data processing using the SPSS Version 26 program, with the

following results:

Table 11: Results of Partial Hypothesis Test Between Work Discipline (X_1) and Employee Performance (Y)

Models	Coefficient		Beta	t	Sig.
	Unstandar dized Coefficient s	Standar dized Coefficie nts			
1 (Const ant)	B	Std. Erro r			
	13.765	2.878		4.782	.000
Work Discipl ine (X_1)	.639	.079	.643	8.093	.000

a. Dependent Variable: Employee Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the value of $t_{calculated} > t_{of\ the\ table}$ or ($8.093 > 1.986$) was obtained, this was also strengthened by a significance value of < 0.05 or ($0.000 < 0.05$). Thus, H_{01} was rejected and H_{a1} was accepted, this shows that there is a significant influence between work discipline on the performance of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

Partial Hypothesis Test for Motivational Variables (X_2)

The hypotheses that will be tested in this section are:

H_{02} : There was no significant effect between motivation on the performance of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

H_{a2} : There is a significant influence between motivation on the performance of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

The results of data processing using the SPSS Version 26 program, with the

following results:

Table 12: Partial Hypothesis Test Results Between Motivation (X₂) and Employee Performance (Y)
Coefficient

Models	B	Unstandar dized Coefficient s	Standar dized Coefficient nts	t	Si g.
1 (Const ant)	16.0 68	2.81 8		5.7 03	.0 00
Motiva tion (X ₂)	.588	.079	.611	7.4 50	.0 00

a. Dependent Variable: Employee Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the t_{cal} value of $> t_{table}$ or $(7.450 > 1.986)$ was obtained, this was also strengthened by a significance value of < 0.05 or $(0.000 < 0.05)$. Thus, H_{02} was rejected and H_{a2} was accepted, this shows that there is a significant influence between motivation on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

Simultaneous Test (F Test)

Statistical F testing is a joint test of all its independent variables (work discipline and motivation) against its dependent variables (employee performance). The statistical calculation of F from ANOVA is carried out by comparing the critical values obtained from the distribution table F at a certain significant level. The hypothesis formulation made is as follows:

H_{03} : There was no significant influence between work discipline and motivation simultaneously on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

H_{a3} : There is a significant influence between work discipline and simultaneous motivation on the

performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

As a comparison to see the significant effect, a significant level of 5% (0.05) was used and compared the F-calculation with the F-table with the following criteria:

- 1) If $F_{calcul} < F_{table}$ means H_0 is accepted and H_a is rejected
- 2) If $F_{calcul} > F_{table}$ means H_0 is rejected and H_a is accepted

The formula for finding the F value of the table is:

$$(df = k-1) = df_1 = 3-1 = 2 \text{ and } (df_2 = n - k) = 95 - 3 = 92$$

So with a significance of 5% or 0.05, F_{table} of $92 = 2.700$ from the statistical table is obtained. Here are the results of the ANOVA test or the F test:

Table 13: Results of Simultaneous Test (F Test) Between Work Discipline (X₁) and Motivation (X₂) on Employee Performance (Y)

NEW ERA					
Models	Sum of Square s	df	Mean Square	F	Sig.
1 Regressi on	942.34 6	2	471.1 73	54.9 68	.00 00
Residua l	788.6 02	9 2	8.572		
Total	1730.9 47	9 4			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Motivation (X₂), Work Discipline (X₁)

Source: Data Processing, 2026.

Based on the test results in the ANOVA table above, the value of F_{was} obtained $> F_{calculation}$ of the table or $(54.968 > 2.700)$ and strengthened with a significance of < 0.05 or $(0.000 < 0.05)$. So it can be concluded that work discipline and motivation together have a significant effect on the performance of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

Discussion

After the findings in this case are known, it is then analyzed how well the data presents the results of the research raised, especially the ability to explain how good work discipline and motivation are for employee performance. Furthermore, the results of this study will be discussed as follows:

The Effect of Work Discipline (X₁) on Employee Performance (Y)

Based on the results of the analysis, the work discipline research variable had a significant effect on employee performance as evidenced by the results of the t -test calculation = 8.093 while $t_{table} = 1.986$ ($t_{cal} > t_{table}$) with a significant level of $0.000 < 0.05$, then H_{01} was rejected and H_{a1} was accepted. This research is in line with research that has been conducted by Uswatun Chasanah (2023). The Effect of Work Discipline on Employee Performance of PT United Pacific Solutions South Jakarta. In his study, it was concluded that work discipline has a significant positive effect on employee performance with a regression equation $Y = 34.612 + 0.668X$ and a hypothesis test obtained from $t_{hitng} > t_{table}$ ($6.609 > 1.660$)

The Effect of Motivation (X₂) on Employee Performance (Y)

Based on the results of the analysis, the motivation variable has a significant effect on employee performance as evidenced by the results of the t -test = 7.450 while $t_{table} = 1.986$ ($t_{cal} > t_{table}$) with a significant level of $0.000 < 0.05$, then H_{02} is rejected and H_{a2} is accepted. This research is in line with research that has been conducted by Fatahuddin (2024). The Effect of Work Motivation on Improving CV Employee Performance. Prosperous Blessings. In his research, it was concluded that work motivation has a significant positive effect on employee performance with a hypothesis test obtained by sig. $0.000 < 0.05$ with an influence contribution of 53.2%

The Simultaneous Effect of Work Discipline (X₁) and Motivation (X₂) on Employee Performance (Y)

Based on the results of the Anova test, the value of $F_{cal} > F_{table}$ or ($54.968 > 2.700$) and also strengthened with a significant value of < 0.05 or ($0.000 < 0.05$) then H_{03} was rejected and H_{a3} was accepted. So it can be concluded that work discipline and motivation together have a significant effect on the performance of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta. This research is in line with research that has been carried out by

Yhonanda Harsono, Eko Sugiyanto, Indah Pertiwi (2023). The Influence of Discipline and Work Motivation on the Performance of Farmers Market One Belpark Employees in South Jakarta. In his research, it was concluded that discipline and work motivation simultaneously have a significant effect on employee performance as evidenced by hypothesis tests obtained by sig. $0.000 < 0.05$.

Conclusion

Based on the results of the description in each previous chapter, and from the results of the analysis and discussion of the influence of work discipline (X₁) and motivation (X₂) on employee performance (Y), it is as follows:

1. Partially, work discipline has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by t_{count} of $> t_{table}$ ($8.093 > 1.986$) and also strengthened by a significance of $0.000 < 0.05$. So H_{a1} was accepted. Thus, it can be concluded that the variable of work discipline has a significant effect on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.
2. Partially motivation has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by t_{count} of $t > t_{table}$ ($7,450 > 1,986$) and also

strengthened with a significance of $0.000 < 0.05$. So H_{a2} was accepted. Thus, it can be concluded that motivation variables have a significant effect on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

3. Work discipline and motivation simultaneously have a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained $F_{\text{count}} > F_{\text{table}}$ or ($54.968 > 2.700$) and also strengthened by a significance of $0.000 < 0.05$. Hence H_{a3} is accepted. Thus, it can be concluded that the variables of work discipline and motivation simultaneously have a significant effect on the performance of employees of PT. Sinar Jernih Suksesindo (SJS) Taman Rasuna Setiabudi Apartment Area, South Jakarta.

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